

Glennville State College Faculty Senate Meeting Minutes

Date: January 25, 2022

I. Call to order and Roll.

- President Brian Perkins called to order the Glennville State College Faculty Senate at 12:30 p.m. in MCCC 319 and via Teams.
- Senators present: Brian Perkins, Kevin Evans, Jeffrey Bryson, Jonathan Minton, Kandas Queen, Wenwen Du, Duane Chapman, Ken Lang, Tim Konhaus, and Maureen Gildein. Also in attendance: Mari Clements and Elizabeth Matory.

II. Approval of Minutes; Reports

Motion to approve the minutes for January 11, 2022 meeting by Jeff Bryson; seconded by Duane Chapman. All voted; motion approved. Ken Lang abstained.

- Reports:
 - Board of Governors (BOG): Kevin Evans noted the BOG were meeting on February 16.
 - Advisory Council of Faculty Representative (ACF): Jeff Bryson noted ACF met on January 14 and that Joel Farkas was elected the chair. Noted discussion on the Campus Carry item and that ACF was against the proposed bill. Jeff Bryson shared his concerns about making sure his voice on ACF represented the voice of GSC faculty and that he was not operating on his own. He commented that conversation from ACF indicated they wanted to vote on the issue following their preference rather than gather all views from faculty, which might not represent their thoughts on the issue. ACF is waiting on making a decision at this time until they see how things go with the legislature. Jeff Bryson stated the Higher Education Legislative Day with legislators that had previously been postponed due to COVID-19 concerns was now permanently canceled. This applies to all future meetings and no reason was given for the decision. Mari Clements asked if it was canceled by ACF or legislators; Jeff Bryson stated it was legislators. Discussion followed on that decision.
 - Cabinet –Dwight Heaster – Brian Perkins noted there had not been a cabinet meeting to report.
 - Academic Affairs – Brian Perkins recognized Mari Clements for Academic Affairs updates. Mari Clements noted that their office was getting hit with COVID-19 and a third person was out in the Academic Affairs office and asked for patience while they were short staffed. She further noted that Gary Morris would be out most of the week.

III. Old Business:

- Academic calendar – Brian Perkins commented he had sent out an updated version of the calendar the day before. He asked if there were any errors or suggestions on the revisions. Kandas Queen noted that it looked like the previous corrections submitted had been

applied, but noted there had been some comments on the short winter break and when faculty resumed in the Spring 2025. Others noted comments regarding that from other departments. Discussion followed. Duane Chapman motioned to accept the three years Academic Calendar (2023/2024 – 2025-2026) and Maureen Gildein seconded. Jeff Bryson noted concern on the shortness of the return for Spring 2025. All voted. Motion carried.

IV. New Business:

- Faculty Librarian – Brian Perkins noted Jason Gum was present to discuss the issue of having a Faculty Librarian position at GSC. While it was noted that Faculty Senate does not handle staffing and personnel matters, it was presented to Faculty Senate for informal support since it involved Faculty Librarian status be given to either Jason Gum or someone else with the credentials. Jason Gum noted the value of having this position as part of the GSC environment. Handouts of the BOG Policy 18 (Personnel) and a copy of Marshall University HLC report were passed around. Jason Gum noted the following points to support the rationale to have a Faculty Librarian:
 - The American Librarian Association requires that part of the function of a Faculty Librarian involve teaching, research and service. Jason Gum noted that he had thirty-five guest lecturers across multiple disciplines. Noted he was involved in many facets of research on campus, which included conducting research for literature reviews for faculty doing campus research and doctoral work and for independent student assignments.
 - Jason Gum noted his involvement with research for grants, including the SRP Grant GSC was recently awarded.
 - He also does the archival and institutional research.
 - Jason Gum stated he had experience as an adjunct professor teaching college courses.
 - In terms of service, Jason Gum noted he had served on ten hiring committees over the past few years, which included three vice-presidents' positions. He also has served on committees for both faculty and staff positions.
 - External service work included Jason Gum being part of the Humanities Council for the past six years serving on their Programs Committee.
 - Noted he was part of the West Virginia DELI eBook Consortium Board of Directors.
 - Also, serves on numerous others such as the Board of Directors for the Museum of American Glass, West Virginia State Folk Festival Board of Directors, West Virginia Library Network Board of Directors, Educational Resources (Steering Committee) Board of Directors, Library Advising Committee, Historical Preservation Committee, HLC Assurance Team V Committee, part of the Co-Curricular Assessment Committee, and the Online Curriculum Steering Committee. These are just the current committees that he serves.

Jason Gum commented that based on his efforts and duties regarding research, teaching, and service he meets the roles that are often assigned to Faculty Librarians. He further noted that he had reviewed many smaller institutions along with Marshall University and found they all had faculty librarian positions. Many of the institutions include this type of information in their HLC reports for accreditation.

Jason Gum further referenced the BOG Policy 18 (Personnel) on page 2 (3.1) where it included librarians under the description for faculty. He further noted in the policy that the appointment was not a tenure track position and that it was not his intention to seek tenure.

Duane Chapman asked Jason Gum what his current title was; Jason responded Library Director. Duane Chapman then asked if we (GSC) were the only school that did not have a Faculty Librarian position; Jason Gum responded that as far as he was aware we were the only school without one. Duane Chapman asked if this position would assist GSC in achieving university status; Jason Gum responded he had not encountered that as a requirement, but that he had been approached by other faculty who stated they felt it would be advantageous for the librarian to be faculty at this institution. Discussion followed regarding the titles/status of other library personnel being technical assistants who did not hold the advanced degrees required for the position. It was also noted that Jason Gum should be able to still serve as the director of the library. Mari Clements commented that she had found this position to be common in most of the institutions in which she had served and that in her work with Jason Gum he has demonstrated the faculty administrative role. Discussion followed that supported this view and Jeff Bryson noted occasions where Jason Gum's contributions were significant. Jeff Bryson motioned for Faculty Senate to support this request for a Faculty Librarian position; Maureen Gildein seconded the motion. Discussion followed on writing a letter or memo showing Faculty Senate support, that it be reflected in the minutes that Faculty Senate supports the Faculty Librarian position, and that the CLC representative communicate this information forward/upward to CLC. Brian Perkins commented on writing a letter or memo reflecting the support from Faculty Senate. All voted. Motion passed. Brian Perkins will draft a letter to provide written support of the motion.

- FAR – Brian Perkins referenced the updated FAR he had recently sent around for review. Discussion followed regarding the work on the FAR to date by Duane Chapman, Maureen Gildein, and Kandas Queen. Duane Chapman commented that faculty had questioned him about how a department chair was to use the FAR; specifically, a section of 'Other' that could be used to address matters not already covered in the FAR. Jeff Bryson questioned if that type of feedback would be better served as part of the other document used for evaluations. Discussion followed how to use the FAR form, and that it did not contain a section for a reprimand if an employee was not performing well, or did something outside of what was addressed in the FAR. It was noted that the boxes provided space for reflections by the faculty

member and boxes for supervisor/administrator to comment and provide feedback. Kandas Queen noted part of the role of the FAR was to help develop faculty by creating an action plan on areas where they could improve. She further noted that a faculty member needing a reprimand should follow a different type of process and documentation; it was not necessarily a part of the FAR process. The FAR should be used as a tool to facilitate communication and a process for continuous improvement as faculty work towards tenure and promotion. Mari Clements commented on a concern about a faculty member going up for promotion with a stack of positive FARs, but was not recommended for promotion because the committee did not see enough to warrant the promotion. The FARs did not document any information that would have alerted the faculty member that they were not on track and/or had not met the expectations associated with a promotion. Discussion followed regarding examples of how chairs could use the FAR as drafted to provide feedback on areas of concerns and shortcomings and provide constructive feedback for faculty development. Mari Clements commented she was concerned if it was never meant to be negative when sometimes the feedback needed might be negative. Kandas Queen responded that if there were negative areas those concerns should be addressed with constructive feedback in the FAR and noted that some training might be required to learn how to apply feedback constructively so faculty receive the information they need in the FAR process. Both Maureen Gildein and Kandas Queen noted the FAR was meant to be a tool for professional development. Brian Perkins noted chairs should be familiar with the handbook and the requirements for promotion. Duane Chapman commented that several faculty members had told him they liked it, but we should try it and review again next year to see how well it worked and reassess it then as needed. Brian Perkins noted we should be ready to vote on the FAR draft at the next meeting. Duane Chapman questioned if Academic Affairs could review it and consider how it would work from that department. Bring thoughts and feedback to the next meeting and be prepared to vote on it. Mari Clements thinks the FAR has value for faculty, but needs to review with Gary Morris. Brian Perkins questioned the signature page. Duane Chapman noted Academic Affairs could look at it and determine what they need for signatures/documentation.

- ACF Issue: Campus Carry Bill – Jeff Bryson commented he wants to represent GSC faculty’s voice and wanted our opinion on the matter be what he represented at ACF rather than just voicing his own opinion on the issue. Maureen Gildein noted that her department was very adamant that there were two issues here. ACF does not make decision for institutions and that we as faculty should vote. We should not lose our voice. Historically, getting a consensus on faculty’s voice has been done via survey. Elizabeth Matory questioned if this issue was brought up at GSC before or was it just discussed at ACF. Jeff Bryson noted that ACF discusses it every time the issue comes up in the legislature, but the last time the matter was discussed in Faculty Senate at GSC was the Fall 2019. He was not sure if a vote actually occurred via survey then regarding whether or not it was supported but noted that a lot of faculty had changed since then. Jeff Bryson felt it was an item that needs to be looked at again now with

- the current faculty. Elizabeth Matory commented the college needs to take a stance on this issue before making suggestions to the legislators. Discussion followed on the current law and that it currently states it is up to individual institutions to decide, but it does not permit for it to prohibit the concealed carry for a valid permit holder. ACF opposes it because they do not think that legislature should make mandates for all institutions. Jeff Bryson noted that since this was such a controversial issue, he wanted to get faculty feedback. Tim Konhaus commented that the bill currently before legislature was to remove the decision-making process from institutions to decide for themselves. Jeff Bryson noted the bill has other components in it too. Discussion followed on how to move forward with several departments (Social Science, Land Resources, Language and Literature, Education, and Math & Science) stating they had discussed it and opposed the bill. Ken Lang commented on feedback from his department (Criminal Justice) for those with professional training. The Department of Business was meeting later in the week to discuss in the department meeting. Discussion followed on whether or not to do a survey. Mari Clements commented the only way to really know what faculty thought on the controversial issue was for an anonymous survey, and several faculty noted agreement. Jeff Bryson questioned about getting a survey ready to send to faculty. Maureen Gildein noted that was done between her and Ken Lang. Tim Konhaus questioned why do a survey when we already had the voice of most departments stating they were against it. Discussion followed on the survey process allowing for better faculty feedback. Tim Konhaus wanted to be on record that he opposed the deployment of a survey to get feedback on the issue. Discussion followed on processes and requests for information. Jeff Bryson will work with Maureen Gildein and Ken Lang to develop a survey.
- Duane Chapman stated the Fees and Tuition Budget Committee that he was the faculty representative on was rescheduled to Wednesday at 11 a.m. and commented that his backup, Kandas Queen, was not available at that time. Asked if any one was available to go, or did we need representation. No one was available and Duane Chapman commented that he had shared his feedback on raising tuition with Bert Jedamski.

V. Adjournment:

Duane Chapman motioned to adjourn the meeting. Brian Perkins seconded the motion. Motion carried.

Meeting adjourned at 1:20 p.m.