

## **Glenville State University Faculty Senate – minutes**

Meeting Date: August 12, 2025

Meeting Place: 319 MCCC

Meeting Time: 12:25 PM

### **I. CALL TO ORDER**

- a. President S. Chapman called the meeting to order at 12:25 pm.
- b. Senators in Attendance: G. Lieving, M. Sarver, S. Silva, D. McEntire, M. Gildein, S. Haynes, S. Beatty, J. Bryson, K. Queen
- c. Administrators in Attendance:
- d. Others in Attendance:

### **II. Approval of Minutes**

- a. The minutes of Apr 22 & Apr 29 presented for approval. Bryson motioned to approve. McEntire seconds. All approve, no oppositions, no abstentions, no discussion, motion passed.

### **III. Reports**

- a. President – S. Chapman
  - i. Share with departments – Convocation robing Friday at 130 pm for faculty and platform party.
  - ii. New faculty who do not have regalia can see Dustin Crutchfield in Alumni Affairs, as they have extra for that purpose.
  - iii. Chief Marshall is Dwight Heaster. Unless she changes the rule, standard practice for this type of event does not require hats, so there will be no hats.
  - iv. Committee reports
    1. Collected at the end of Spring Semester
    2. All committees are meeting and doing work with the exception of the two that did not provide reports.
      - a. Enrollment Management
      - b. Financial Aid
    3. Student Life has been meeting by-weekly throughout the Spring Semester
    4. Student Life and Enrollment management have not in the past been active, but Connor Ferguson is working to make sure they are more functional.
    5. Leisa Dean should be taking over Enrollment Management, but we are waiting for word from D. Chapman & L. Dean
    6. Scholarship and Financial Aid fall under Dave Hutchison & Foundations. Chapman spoke to them and supposed that committee may not be needed as they do not seem to be active. They did not provide a report. Committees that are not active need to be dismissed.
    7. From a Faculty Senate perspective, committees give fodder to promotion and tenure packets under Service to the institution. If there is nothing to report from a committee, there is nothing for the members to add to the packets.
    8. Senate seeks reports from committees regarding frequency of meetings and issues discussed and resolved. Most have been regularly meeting.
    9. Sarver- What is the process to request information from a committee?
      - a. Chapman- We just ask the person heading the committee to give a report

10. Sarver- Curious about Faculty Development Committee and how much was spent by faculty. How many people used it, or spent it?

- a. Bryson- Are we going to keep Development Funds at \$100?
- b. Sarver- Yes
- c. McEntire- It seemed we could get more under the previous applications for funds.
- d. Chapman- The Constitution say that we can request reports from the committees. I do not think we need to put it to a vote to request information.
- e. Bryson- We may need to ask Academic Affairs.

b. ACF – J. Bryson

- i. First Meeting
- ii. ACF 75% new membership

c. BoG – M. Gildein

- i. Sent Memo outlining June 25 meeting
- ii. M. Sarver expressed concerns about budget and enrollment.
- iii. Updates on Nursing program
- iv. D. Crutchfield reminded about Alumni Event at Lamberts Winery
- v. New Turf is better than old turf and top of the line
- vi. Pioneer amphitheater progress has slowed down, and dedication is pushed back to tentatively be homecoming week.
- vii. Notes sent out to faculty June 25
- viii. D. Chapman was optimistic about enrollment

d. Academic Affairs – M. Clements

- i. Absent from meeting

#### IV. Old Business

a. Inclement weather policy

- i. Tabled from spring as not a pressing concern
- ii. It needs work, and Staff Council and SGA have not looked at it yet.
- iii. Recommend that we send it back with information regarding issues with the language and format.
- iv. Pushed to next meeting to identify issues

b. Faculty Handbook

- i. Too large to tackle all at once
- ii. For 8-19 tackle inclement weather policy
- iii. We can plan to identify no more than 100 pages per upcoming meetings.
- iv. Sarver- can we identify hot-button areas to cover first, like overload pay.
- v. Chapman- yes. The whole handbook is posted to the meeting. Let Chapman know about hot-button topics for next week. Take back to department to review and discuss portions faculty has concerns about, in order to discuss at next meeting.
- vi. Policy 25B- Addresses faculty overload pay. How calculations are made is being reviewed, but we cannot resolve at this time.
  - 1. A faculty member contacted Chapman regarding policy, as it seemed to limit faculty one overload class per semester. This is not the case, nor the intention. Senate minutes from when 25B was updated show that Senate was opposed to the idea that faculty might be limited to one overload class per semester. This is explicit in the minutes
  - 2. Also explicit in the policy is that taking an overload is a choice made by the faculty members. Faculty cannot be required to do overload classes.

3. Sarver- Do we need to clean the policy up or amend it? Is it a board policy
4. Yes, it is a BoG policy. Chapman is not sure of the procedure to amend a board policy. The way it worked last time, Senate was asked to review the policy and suggest changes. That's the usual process.
5. The second issue is the determination of which classes are overload. That is an issue we need to look at.
  - a. Sarver that should be in the handbook.
6. Third is that there is nothing in writing about summer teaching. At previous institutions there was documentation about any hours taught outside of contract hours. There is nothing in 25B or the catalog. While we know what we are teaching, if we choose to, there is no letter acknowledging it like in overload. We are simultaneously out of contract, but teaching.
  - a. Sarver- We can look at it as we review the policy or handbook

## V. New Business

- i. Marjorie Stewart Emeritus status.
  1. Department of Language and Literature would like to extend emeritus status to Dr. Stewart. There is a packet for this.
  2. Sarver- I think she meets the criteria, 10 year minimum etc.
  3. Bryson- Serving institution in overall career. Sarver- I just want to be sure that its not kicked back for a criteria problem.
  4. Chapman - This is late because of a misunderstanding of when Emeritus was given, before or after retirement.
  5. Bryson motions to recommend Dr. Stewart for Emeritus status. Gildein seconds. No discussion, all in favor, no oppositions, no abstentions. Motion carries.
- ii. Survey Monkey renewal
  1. We don't need to do anything, except approve the renewal.
  2. It's the single line item in our budget.
  3. Bryson motions to renew the Survey Monkey contract. Gildein seconds. No discussion, all in favor, no oppositions, no abstentions.
- iii. Committees – an email was sent yesterday. Please review the form. Almost every vacancy was filled in April, but then changes occurred in faculty. There are a few department specific positions open. Business, SciMath
  1. Chapman proposes doing nominations for ULC at the next meeting and the elections the following meeting. That would be in time for the next ULC meeting Sep 12. It gives us time to seat the two vacancies. One election for both seats. We can nominate or people can self-nominate. There is a three year and a one-year term that will be decided by number of votes.
    - a. Gildein – Do we need to let them know if we nominate, or ask them?
    - b. Yes, please do not nominate people unaware.
  2. Education has a vacancy on the library committee. Land Resources and fine arts are needed for faculty development. Online committee has the most vacancies as we decided at the last meeting that all departments would be represented as all departments offer online courses. Fine Arts, Land Resources, Health Sciences, Social Sciences.
  3. Please take the department specific vacancies back to the departments.

4. Open vacancies, that are not department specific. Student Life, Financial Aid Appeals. Each are one-year positions. JD had expressed interest. But these are also good for junior or new faculty, as they are not work load heavy, and they can focus on teaching.
  5. Promotion and Tenure is elected, but all full-professors will be on the ballot for the two positions available, unless the department already has two people on the committee. No department can have more than two people. SciMath has two already. Last Semester Lang & Lit had two, as Wenner was Senior Lecturer and A. Chapman served as full professor.
- b. Gildein- BoG formed a committee to look at wage compression. The committee met three times over the summer. Gildein is on the committee. It is a complicated issue. Last meeting it was decided to take a phased approach. Currently looking at inversion, which may be achievable.
- i. Chapman - Inversion is someone who is at a higher rank and or with longer service who is making less than a new and/or junior employee. We do not have exact numbers on how GSU is affected, but it should be a small number.
  - ii. Kathy Butler and Ann Green are drafting revised language to board policy related to faculty pay, to put into writing that this is something that needs to be addressed and minded consistently. However, it will take time to do the phased approach. However, once it is resolved, we need to keep on track of it. Chapman suggested a standing committee to monitor pay discrepancies.
  - iii. Gildein – It has come up repeatedly, so it is good to keep up with it.
  - iv. Chapman- there may be differences by department, as some specialty positions are difficult to fill based on what pay is available in the job market.
  - v. Discussion continued about what compressions and inversion looks like, and the complexity of the issue.

**VI.** Adjourn – 1:20

- a. **Although the discussion continued**