

Glenville State College Faculty Senate Minutes

November 4, 2014

I. Call to Order and Roll

President Dennis Wemm called to order the Glenville State College Faculty Senate at 12:31 p.m. on November 4, 2014 in the Mollohan Center Conference Room, Room 319.

Senators present: Heather Allman, Ross Conover (proxy for Larry Baker), Adam Black, Liza Brenner, Angela Cline, Alan Daniel, Art DeMatteo, Cinda Echard, Kevin Evans, Megan Gibbons, Carmine Grieco, Ida Mills, David O'Dell, Paul Peck, John Taylor, Kelly Treece, and Dennis Wemm

Senators absent: Larry Baker

Others present: John Peek, Gary Morris

II. Approval of Minutes

Motion to approve minutes from October 21, 2014 by Mills/Treece (m/s). Motion approved unanimously.

III. ACF/BOG Report

Paul Peck reported that the Board had a special meeting to review the institutional compact, which the Board then endorsed. There was also discussion regarding how the College can better publicize activities. He also reported that the HLC Steering Committee has met with Dr. Peek and that criterion teams have been created and organizational meetings scheduled. The next ACF meeting is November 21 in Lewisburg.

IV. Other Reports

Kelly Treece reported from the ad hoc committee on class scheduling during meeting times. The committee recommends that starting next fall semester, department chairs refrain from scheduling classes during the College-specified meeting times. There was a motion by Mills/Evans (m/s) to approve the report, and the motion passed unanimously.

Dennis Wemm reported that he would request committee reports from the standing committees to which Senate appoints members, and that the synthesis subcommittee will meet again in two days.

V. Old Business

The Senate had a lengthy discussion regarding the revisions to the Faculty Accomplishment Report. No action was taken, but the following points were raised:

- Taylor presented a draft that he created in which all ratings would be based upon quantitative data, such as the number of conference presentations and the number and types of committees on which a faculty member serves.
- Grieco expressed concern that the FAR weights teaching higher than professional development and service, but the teaching section is the most subjective of the three.
- Allman supported a quantitative evaluation instrument, stating that the lack of a quantitative system encourages faculty members to perform at minimum levels.
- Evans stated that one size does not fit all – that different faculty members exhibit different strengths in different areas.
- O’Dell stated that attaching numbers to activities does not make the process objective, but rather it gives an illusion of objectivity.
- Daniel stated that a strength of the current FAR is that it allows chairs to truly evaluate, rather than count and assign numbers.
- Grieco voiced a concern that different chairs may evaluate differently, and that a faculty member may have a strong evaluation from the chair but the Tenure and Promotion Committee may not agree.
- Echard was concerned that the FAR document has the phrase “*may* result in merit pay” as opposed to guaranteeing merit pay.
- With regard to the teaching section of the FAR, in which faculty members are to report changes they made in their courses, Taylor stated that change for the sake of change is not necessarily good.
- Daniel suggested that the word “*assess*” be used in place of “*change*.”
- Taylor reiterated that he would like to see a quantitative system in place.
- Morris asked the group how one can put a number on intellectual pursuit. There were no responses.
- Gibbons stated that a higher number doesn’t necessarily equate to higher quality.
- Peck pointed out that the Faculty Handbook has differentiated expectations for different faculty ranks, but the FAR does not.

Wemm instructed the Senate members to send any comments to John Taylor prior to the next meeting.

VI. **Adjournment**

The meeting was adjourned by President Dennis Wemm at 1:29