

Senators present: Jeff Pfister, Anna Stephan-Robinson, David Wolfe, Aaron Huffman, Ryan Koenig, Steve Richards, Darrin Cox, Aaron Harper, Dominique Hoche, John Float, Robert Kreisberg, Chad Kuhns, Jon Serra, Mohamed Youssef

Absent members: Linda Cowan, Vishakha Maskey, Corey Reigel

Administrators, Representatives, and Honored Guests: Stephen Greiner (*President*), Brian Crawford (*Provost*), Jeremy Larance, (*Planning Task Force*), Sylvia Senften (*ACF Representative*), Roberta Linger, (*Finance*), Kimberly Underwood (Space Utilization and Family Medical Leave), Dylan Parsons (*student*)

Guests: Diana Harto, Gerard NeCastro, Meleesa Wohleber, David Hanna, Cathy Monteroso, Sarah Schimmel

Senate was called to order by the Senate Chair, Darrin Cox at 3:30 p.m. in Campbell Hall, room 304.

Minutes – Senate approved the minutes from the March 19, 2019 meeting.

Announcements:

- ACF – Sylvia Senften has been reelected to serve as ACF representative.
- BOG – Robert (Bob) Gall has been elected to serve as our BOG.
- Graduate Council – Chair Cox reported that he had met with Graduate Council about how to address graduate faculty needs.
- Senate meeting times – Tuesday has been the traditional meeting day for Faculty Senate meetings, however we may wish to consider discussion regarding selecting another meeting date. Should a change occur this would not take effect until the Fall semester of 2020.
- Senate Rules – Senators and attending guests were reminded that only Faculty Senate members are able to vote.

President Greiner:

- Community College – President Greiner will travel to Charleston WV next week to obtain clarification on the Community College legislation.
- HEPC – new interim chancellor will be announced soon after Chancellor Long has stepped down after 1-year.
- China – President Greiner just returned from a trip to China. He had been working with an alum from California to offer education and bring additional International students to campus.
- *Questions from floor* – No Questions.

Provost Crawford:

- MS Athletic Training – at HLC for approval.
- MA Art Therapy and Counseling – HEPC approved the Intent to Plan, the full proposal will be under construction during the summer.
- Accreditations – CAPP, NAACLS, and NASM program accreditation teams have been on campus to review programs.
- *Questions from floor* – Senator Serra inquired about the date for the end of the year Faculty meeting.

Jeremy Larence – Planning Task Force:

- Goals – as reported in the email to faculty, the committee is finalizing the wording for the specific goals and strategies for meeting those goals. Faculty are reminded that Dr. Larence would like you to share your plans for projects that could be included in the Master Plan.
- *Questions from floor* – No Questions.

Sylvia Senften – ACF Representative:

- ACF – the next meeting is scheduled for Friday, April 26.
- ACF Representative election – Dr. Senften reported speaking with Brian Fitzpatrick who agreed to serve an ACF alternate.
- *Questions from the floor* – No Questions.

Jim Haizlett – BOG Representative:

- BOG Representative Haizlett was not in attendance.

Roberta Linger – VP of Finance and Administration:

- FY 2020 – BOG recently approved next year’s budget. WLU received an appropriation of \$9 million from the State. This total included some supplemental funds. It is not yet known if the increase will be added to the base moving forward. These additional funds will be needed to cover the recent change in water fees and to cover some deferred maintenance projects.
- Raise – Funds from the State included money for salary increases. It is not yet known how much the raise will be, but it will be distributed in October.
- FY '19 – the Business Office will be closely watching purchases to ensure that we finish the budget year on the positive side.
- *Questions from the floor* – Chair Cox inquired about a process for approving grant funds. Senator Serra inquired about the timeline for approval.

Finance: Chair, Dominique Hoche

- Dr. Hoche deferred her report until the meeting reached the Action Items posted on the agenda.

Policies: Chair, Ryan Koenig

- Policy Review – Each of the nine members on the committee is in the process of reviewing assigned policies to determine if it meets the “policy” or “procedure” guideline. At this date the committee has reviewed approximately half of the policies and will continue to meet.
- *Questions from the floor* – No questions.

Space Utilization; Kim Underwood

- Classroom space documentation – committee members have been busy collecting data about our classroom on campus and will meet again with IT Director, Joe Rodella to assist with creating a database/web page to identify appropriate classrooms to use and schedule meetings.
- Sustainability Committee – Dr. Underwood reported the Space Utilization committee would be working with the campus Sustainability committee to advocate using classroom “utility services” efficiently – such as classroom with automatic lighting and low energy electronic displays.
- *Questions from the floor* – No questions.

Faculty Medical Leave; Kim Underwood

- Modified Duties for Nine-Month Faculty document – Dr. Underwood reported that the WLU Family Medical Leave policy needs to change slightly because 9-month faculty are not allowed paid leave according to State code. The committee had been working closely with Dianna Harto (HR) to draft a policy. Dr. Underwood shared and discussed the draft. Discussion will continue at the September meeting. Dr. Underwood expressed that if anyone would like to make suggestions they could send comments directly to her.
- *Questions from the floor* – Dr. Senften inquired about the period of leave requested. Senator Harper expressed the concern about how departments may handle cases differently. Chair Cox asked about peer institutions with similar policies.

Action Items:

Committee Election – Faculty Compensation Review

- Chair Cox asked Senate if there were any volunteers for the committee. There were no volunteers. Chair Cox reported that he had received notification from Darrick Brake and Bob Gall to serve.
- *Motion* – A motion was made to accept Darrack Brake and Bob Gall to the Faculty Compensation Review committee.
- *Vote* – Faculty Voted, Motion passed unanimously.

Committee Election – Finance Chair

- Chair Cox reported that Dr. Hoche will be on sabbatical and would not be able to serve as the Chair on the Finance committee next semester. A call for a volunteer was made. Chair Cox reported that Dr. Underwood would be willing to serve as the chair.
- *Motion* – A motion was made to accept Dr. Underwood as the Finance Committee chair.
- *Vote* – Faculty Voted, Motion passed unanimously.

Indigenous Peoples Day Proposal – Dylan Parsons

- Student Dylan Parsons updated Senate on the revisions made to the proposal presented at the March 2019 meeting.
- *Motion* – Senator Koenig made a motion to accept the student proposal for Indigenous People Day, Seconded by Senator Serra.
- Discussion Occurred – Senator Wolfe inquired about the student support of the proposal. Chair Cox recused himself as Chair so that he could participate in the discussion. Discussion continued under direction from Senate Vice-Chair.
- *Vote* – Faculty Voted, 10 – yay, 2 – nay, 3 – abstained, Motion passed.
- Chair Cox resumed leadership and continued the meeting.

General Education Proposal

- Chair Cox called for a motion to consider the General Education proposal submitted by Dr. Jeremy Larance. Senator Harper moved that General Education proposal be considered, Seconded by Senator Serra.
- Senator Koenig called for a motion to consider an alternative General Education proposal as provided in the meeting agenda, Seconded.
- Discussion – Senator Koenig provided a summary why he felt Health should be included. Senator Harper expressed reasons why we should not accept the modified proposal. Kathleen Wack highlighted how Health and Physical Education course (HE250 & HE300) did fit the Self and Culture Awareness rubric. Gerald NeCastro expressed concern that Health should be included in the General Education proposal at this time due to the course not scoring well with SLOs but recommended waiting until the course was revised to meet standards. Senator Huffman urged that there should be more discussion. Discussion continued.
- **Motion** - Senator Serra made a motion to call the question to include Health in Self and Culture Awareness , Seconded by Senator Kreisberg
- **Vote** - Faculty Voted 9 – yay, 4 – nay, 2 – abstained, Motion passes
- Discussion – Senator Kreisberg expressed some concerns identified within his college. Senator Harper identified benefits of the proposal. Discussion continued.
- **Motion** - Senator Kreisberg called the question to accept the amended 37 hour General Studies proposal, Seconded by Senator Serra
- **Vote** – Faculty Voted 12 yay, 2 – nay, 1 – abstained, Motion passes.

Policy Revisions

- Chair Cox asked how Senate would like to vote on the changes to policies being discussed. Motion - Senator Koenig made a motion to discuss each policy individually and vote collectively on all policy changes, Seconded. Vote – Motion to vote on all policy modifications collectively passes.
- **Policy 208 – Letter of Appointment**, Senator Hoche identified modifications to Policy 208 since the March meeting.
- Discussion - Senator Kreisburg asked Provost Crawford about the change from Significant, Significant, Reasonable to Significant, Reasonable, Reasonable. Chair Cox clarified that this modification would effectively move the rubric to Significant, Reasonable, Reasonable. Senator Harper inquired about a special circumstance that could change the Letter of Appointment for 1-year. Senator Huffman inquired about how these changes affect faculty that could offer different strengths in teaching/service/professional activity. Senator Serra inquired about how departments may change the “Significant” category. Discussion continued.
- **Policy 210 – Teaching Loads**
- Discussion – Senator Youssef inquired about contact hours for labs. Provost Crawford stated that the lab hours are not universally calculated across campus. Discussion continued about the concern of calculating lab hours across campus. Senator Serra expressed a need to amend the policy.
- Motion – Senator Kreisburg made a motion to table the motion of voting on all policies collectively, Seconded. Vote – Motion to table passes.
- Motion – Senator Kreisberg made a motion to vote on all policy revisions separately, Seconded by Senator Serra. Vote – Motion passes.
- **Motion** – Senator Kreisberg made a motion to accept Policy 208 as written, Seconded by Senator Serra.
- **Vote** – Faculty Voted 10 yea, 0 – nay, 4 – abstained; Motion to accept Policy 208 passes.
- **Policy 210 – Teaching Loads**
- Discussion – Provost Crawford noted that an amendment does not need to be too specific and suggested “there may be differences among programs”. Discussion continued.
- Motion – Senator Serra made a motion to modify to: “For purposes of calculating teaching load, 24 credit hours per year is the minimum teaching load.” Seconded by Senator Kreisberg. Vote – Faculty Voted; Motion to amend Policy 210 passes.
- Discussion – Senator Youssef inquired about faculty perpetually teaching 15 credit hours each semester. Discussion continued among various members.
- Motion – Senator Kreisberg made a motion to revise Policy 210 as “1 consecutive year”, Seconded by Senator Serra.
- Vote – Faculty Voted, Motion to revise passes.

- **Motion** – Senator Kreisberg made a motion to accept Policy 210 with amendments, Seconded by Senator Serra.
- **Vote** – Faculty Voted; 12 yay, - 0 nay, 1 – abstained; Motion to accept Policy 210 with changes passes.
- **Policy 214 – Annual Faculty Evaluation**
- Discussion - Senator Harper inquired about how this applied to 75/25 Faculty. Provost Crawford expressed that this modification was made to simplify evaluations. Discussion continued with various members of Senate.
- Senator Kreisberg made a motion to amend Policy 214, Seconded by Senator Serra.
- Vote – Faculty Voted, Motion to amend Policy 214 passes.
- Discussion – Chair Cox clarified percentages vs. evaluation of performance. Senator Hoche expressed that moving forward we should consider how the rubric meets the general population and not an individual.
- Motion – Senator Kreisberg made a motion to update the form to contain 6-3-0 for the top and 2-1-0 bottom, Seconded by Serra.
- **Motion** - Senator Kreisberg made a motion vote on the amended Policy 214, Seconded by Senator Serra.
- **Vote** – Faculty Voted, 12 yay, - 1 nay, 0 – abstained; Policy 214 passes with amendments.
- **Policy 216 – Tenure**
- Senator Hoche reported that the same language was used in both Policy 216 (Tenure) and Policy 217 (Rank and Promotion).
- Discussion – Senator Serra inquired if there were any areas in 216 or 217 that would be affected by modifications in 208 or 210.
- Motion – Senator Huffman made a motion to amend Policy 216, Seconded by Kreisberg.
- Vote – Faculty Voted, Motion to amend Policy 216 passes.
- **Motion** – Senator Kreisberg made a motion to vote on the amended Policy 216, Seconded by Huffman.
- Vote - Faculty Voted, 10 yay, - 0 nay, 2 – abstained; Policy 216 passes with amendments.
- **Policy 217 – Rank and Promotion**
- Discussion – Chair Cox confirmed parallel language used in Policy 216.
- **Motion** – Senator Huffman made a motion to amend Policy 217, Seconded by Senator Kreisberg.
- **Vote** - Faculty Voted, 9 yay, - 1 nay, 2 – abstained; Policy 217 passes with amendments.

Faculty Forum:

- Various topics were identified and discussed.

A motion to adjourn was made and seconded. The Senate adjourned at 6:25 p.m.

Respectfully Submitted,

Jeff Pfister, Senate Secretary