

MINUTES
WEST VIRGINIA UNIVERSITY FACULTY SENATE EXECUTIVE COMMITTEE
MONDAY, AUGUST 21, 2023, 3:00 P.M.

Faculty Senate Chair Frankie Tack called the monthly meeting to order 3:04 p.m. Members and guests participated via video conference.

Members Present:

Beth Angeline, M.	Elliott, E.	Murphy, E.
Cottrell, L.	Galvez Peralta, M.	Prinzo, L.
Davari, A.	Gee, E.	Reed, M.
Davis, D.	Hauser, D.	Tack, F.
Di Bartolomeo, L.	Hileman, S.	Trickett Shockey, C.
Dilcher, B.	Lupo, J.	Wayne, S.

1. For Approval – [Minutes](#) of the May 22, 2023, Executive Committee Meeting
Motion to approve carried by unanimous consent

2. 2023-2024 Executive Committee Ex Officio Membership for Committee Chairs
 - a. The Executive Committee has traditionally recognized the committee chairs for General Education Foundations, Committee on Committees, Teaching and Assessment, and Curriculum as ex officio voting members. Chair Tack proposed following the same practice for 2023-2024.
 - b. Members recognized Marina Galvez Peralta, Cindi Trickett Shockey, Lesley Cottrell, and Mary Beth Angeline.
Approved by unanimous consent.

3. Report from Provost Maryanne Reed
 - a. Recognition of the difficult period the university is experiencing, with mentions of the letters, emails, and protests that have occurred.
 - b. Process will continue as set forth by the Board of Governors.
Yields floor to Lou Slimak to speak regarding the appeals process.
 - c. All intents to appeal have been filed, comprising 19 of 25 programs identified in preliminary recommendations.
 - d. Those appeal hearing will be held between August 21st and September 1st. Appeal hearings will last 90 minutes. Robynn Shannon will distribute appeal materials to committee members 24-48 hours in advance of hearings.
 - e. Appeal decisions will be made public and posted online.
Reed reclaims floor, yields to Rob Alsop to discuss the review of non-academic units.
 - f. There was a request for administrative units to perform an organizational review, similar to those occurring with academic support units and academic units. Those surveys have gone out, and additional reviews including budgets, organizational charts, and so on, are being reviewed.
 - g. Self-Study and stakeholder surveys for the strategic initiative units are complete and are currently being reviewed with consultation by RPK.

- h. Tack has requested that the university relations, research, and executive units perform their own reviews.
- i. Currently looking at employee benchmarks compared to similar institutions.
- j. Review of director level and above positions requested. The Strategic Initiatives team is currently gathering that data.
- k. Chris DeBord will retire at the end of the calendar year, after which that VP position will be eliminated. Rob Alsop, Paula Congelio, and Stephanie Taylor will handle different aspects of the Talent and Culture organizations moving forward.

Member: Adding more responsibilities to high level positions is a concern. Could you speak to this? I also heard that Extension could be added to your responsibility as well. Could you address that? Also, when will Extension be reviewed?

Alsop: Extension will not be reporting to me, let me disavow that. As far as additional responsibilities go, President Gee and I have discussed that. We will be relying on Travis Mollohan to help facilitate the university portfolio.

Gee: Rob and I had a long discussion on this – I've had this discussion with Maryanne, I've had this discussion with Sharon. Sharon Martin is the VP for University Relations, in charge of recruitment and retention, and in charge of alumni relations. We have eliminated and consolidated in doing so. We are consolidating six colleges into three, which will result in significant administrative restructuring that we need to recognize and there will be a significant reduction of senior level administrators in those colleges.

Reed: We are looking at a January timeline for a review of both Extension and the branch campuses (Beckley and Keyser).

Reed reclaims floor.

- l. Currently in the process of acquiring an outplacement provider that will assist those that lose their positions. Specific details cannot be provided until that contract is signed. An additional counselor is being added to the Faculty and Staff Assistance Program.
- m. Faculty representatives on the BoG requested that we extend several opportunities to additional faculty, which I've asked Stephanie Taylor to speak on.
Reed yields floor to Stephanie Taylor
- n. Stan Hileman had asked a few questions about the inclusion of clinical and library track faculty in the severance package offerings for faculty. Tomorrow we will be asking the board to add those individuals to the severance package. Librarians are typically on annual year-to-year contracts. If their positions are eliminated through academic review, they will be offered a severance package of 12 weeks. Their contract end date would be moved to May 9th unless their position has additional needs for that contract to end on June 30. For clinical employees – none of those individuals are subject to the. Clinical track faculty members that are not dual track with UHA will be added to the severance package under the same details noted with library track. Clinical track faculty do also earn annual leave, which we will be required to pay out at the end of their employment.

Reed reclaims floor and ends report.

Member: Seven years ago, when the Beckley campus was purchased, we were told it was purchased for \$8.4 million. Then last December, Carolyn Long said that it was \$5 million. In July we learned it was 40-something million for the Beckley campus. Could someone clarify?

Alsop: At the time of the Beckley acquisition there were other investments. There was a building built and some costs related to movement of personnel, and some debt was issued related to that. The debt issuance has always been cost-attributable to the Beckley campus. I will need to look at the data and get back to you.

Member: Do you know why it seems we were misinformed? Even the president seems to have been misinformed, in that the debt was \$5 million.

Gee: We did buy the campus for \$8.4 million. I'm not sure what Dr. Stewart might be alluding to, but I will ask him to explain what these issues are so that we can understand the problem. We will get you an answer.

Tack: Can a summary of that be sent to us so that others can be made aware?

Gee: Of course, or we could also address this at the next Faculty Senate meeting.

Member: In has been in the news that George Zimmerman is leaving the institution in mid-September. Given that is a very important role, what is in process for replacing that position?

Gee: Sharon is looking at that very carefully, looking at other options, and has appointed the director of finance as an interim. We have a search firm, but we are not sure yet what it is we are hunting for. We are certain that we are going to get the structure in place first before we identify the type of individual we wish to recruit. George did an excellent job for us and is going to a great institution.

Member: Regarding Beckley, Potomac State, and Beckley, as they will not be reviewed until January, will their contracts be ending in May, or will they be on a different timeline?

Reed: We are still working that out.

Member: I guess I'm asking; will they be on a different timeline than the main campus?

Taylor: Yes, they will be on a different timeline.

Member: Extension faculty are located in very rural parts of the state, so advanced notice would be a high concern for those individuals.

4. Report from President Gordon Gee

- a. Receiving high marks from students and parents on the quality of our food offerings on campus and in the residence halls.
- b. Universities must be places for ideas, whatever those ideas may be – we must be an open forum. I was asked if I believe there has been any faculty retaliation. As far as I'm concerned, that could never be the case. If there were ever any submitted cases of retaliation, I would want to know about it. We take very seriously the rights for individuals guaranteed by the first amendment.
- c. The second question I was asked was about faculty input. I acknowledge that we have done this with transparency, data, and speed. The speed is something I felt was very important in getting these issues resolved as soon as we can. The sooner the threat is behind us, the better we will be.

- d. I was asked: if you didn't have the \$45 million deficit, would you be doing what you are doing? The answer is yes. I asked a consulting firm to review us to see what we needed to do to become a better partner for the state of WV. We have been following that set of recommendations, now WV Forward. We created a funding proposal which was adopted and will take affect next year, which I believe will reward us, as it matches the kind of student outcomes we are seeking. We ran into a pandemic that none of us were seeking. It saddens me that, in 2019, looking at our numbers, we would have had the largest class in history of the University.
- e. I was asked if we should take money from the athletics department. Athletics has a self-sustaining budget. We give them nothing, and they actually pay us for the tuition of their students. Athletics is expected to carry its own weight, even with capital projects. Regarding academic buildings, we are one of the few institutions that maintains the credit ratings that we carry.
- f. For state support, I was asked why we didn't pursue the \$45 million from the state. For one, we wouldn't have received it. For second, they would not have given us money to cover a structural deficit and they have made that clear. We do anticipate that, because of the good decisions we have made and the decisions we are making now, we will have very specific asks for the next session. We did very well at the last session.
- g. The recommendations we have made impact 32 programs. We have over 300 total programs. We will remain one of the most complex universities in the country. We will continue to offer a diverse set of programs, we will remain a land grant institution, and an R1 institution.

Member: On multiple occasions you have touted transformation as listening to the students and transforming the university in the way that allows students to take the things they want to take. That analogy is difficult for me, as students are relatively young – when kids go to the dentist, you don't let them decide what they need from the dentist. Why are we letting students determine what kind of programs we should offer?

Gee: Well it's a complex way of looking at the situation. When I was at Brown we had no requirements. You make a good point in that we need to guide, but students are telling us with their feet. They are showing us what they want based on what programs they are selecting. The people who are telling us what we need to hear – we listen to our students, but we also listen to the people that hire our students and what they want to see. We may be the professionals in teaching, but we may not be the professionals in determining what coursework and programs that a student should be taking. I think it is important that we listen to our students and our students' parents.

5. Report from Faculty Senate Chair Frankie Tack

- a. Welcome to new members, particularly those that have not served previously.
- b. Chair Tack announced the appointment of Marjorie McDiarmid as the Faculty Senate parliamentarian for the 2023-2024 year.
- c. Note that this Executive Committee meeting serves two Faculty Senate meetings – August 28 and September 11. Typically, Executive meetings are only in advance of a single Faculty Senate meeting.

- d. Currently seeking 14 faculty members to serve on the Promotion and Tenure Advisory panel. Those interested may contact Tracy Morris or Chris Staples.

Member: More of a comment – we, in our newly emerged college, are having to populate both our school and college level committees, and we don't have much room to nominate anyone to the university level. This year we don't have anyone else left to serve beyond the school/college level, and cannot nominate anyone at the university level.

Staples: We have been in contact with your dean and will continue to work through that.

- e. A group has been assembled to revise the Student Code of Conduct. Thankful to President Gee to support this engagement.
- f. New committee this fall, Recruitment and Retention Committee, which will focus on how faculty can best support these highly critical university functions.
- g. Service Committee, resulting from the combination of Research Integrity and Research and Scholarship, will maintain its current charge and will maintain its charge to look at the overall faculty service endeavor, with an additional charge of focusing more broadly on faculty research endeavors.
- h. In contact with Corey Farris regarding the campus safety committee. Conveyed that faculty have a variety of concerns regarding campus carry and campus safety. Request that university leadership encourage work begin on this immediately instead of waiting, as a recent interview indicated.
- i. Continue leadership lunch series with University leadership and the Office of the Provost as mid-morning coffee.
- j. Youth mental health event on Woodburn lawn Tuesday September 12.

For Information - University Promotion and Tenure Advisory Panel Call for Volunteers – [Annex I](#)

6. Curriculum Committee Report (Cindi Trickett Shockey)

- a. Last year the committee saw 288 new courses, 348 course changes, 192 courses deleted.
- b. Training on August 24th, with a goal to review course changes in early September.
- c. Committee reviews will be highly visible with effort to maintain transparency on committee processes and actions.

7. General Education Foundations Committee Report (Mary Beth Angeline)

- a. Continuing to review courses for GEF consideration, received 11 courses last academic year, approving 9. We surveyed a variety of other institutions to review their general education curriculums.
- b. Submitted GEF definition and GEF review rubric to Faculty Senate that were both approved.
- c. Working with the registrar's office to review a list of courses for viability, as well as those not offered on a regular basis, as well as pass rates.

Slimak: I will be asking for a moratorium on GEF at our first meeting in September. I have asked the registrar why the GEF button has been shut off and have not received an answer yet. The moratorium is

intended to benefit faculty, as I don't want people putting work into courses just so that may be pulled from the GEF program in the near future.

8. Teaching and Assessment Committee Report (Marina Galvez-Peralta)

- a. 300 faculty have participated in the pilot program for the fall, which will continue into the spring.
- b. ESEI redaction process will continue, where faculty can submit a request to review offensive or non-professional feedback received using the traditional ESI surveys.
- c. Exploring and empowering faculty on teaching portfolios and better documentation of how they are teaching our students.

9. Committee on Committees Report (Lesley Cottrell)

- a. Committees have more members than they have traditionally had.
- b. Working on guidance for new leadership of our committees, as we have several new faces serving as chair. It has been difficult to find leadership for committees.
- c. Committee bylaws guide committee composition, as in how many senators, non-senators, staff, students, and faculty should be included.

For Approval – Committee Rosters – [Annex II](#)

Motion to approve carried by unanimous consent.

10. For Information – 2022-2023 Committee Annual Reports and 2023-2024 Goals

Academic Technology Committee – [Annex III](#)

Committee of Retired Faculty – [Annex IV](#)

Committee on Committees, Memberships and Constituencies – [Annex V](#)

Curriculum Committee – [Annex VI](#)

Faculty Welfare Committee – [Annex VII](#)

General Education Foundations Committee – [Annex VIII](#)

Library Committee – [Annex IX](#)

Research and Scholarship Committee – [Annex X](#)

Service Committee – [Annex XI](#)

Sustainability Committee – [Annex XI](#)

Teaching and Assessment Committee – [Annex XIII](#)

11. Report from Faculty Representative to State Government (Eloise Elliot)

- a. Eloise was elected chair of the Advisory Council for Faculty (ACF) for the coming year.

12. Board of Governors Report (Stan Hileman)

- a. 3.9 and 4.7 amended versions approved.
- b. Received an update on the transformation process
- c. Approved an extension of one year for President Gee
- d. Discussion on severance package details and the inclusion of library and clinical faculty.

13. Resolution to renew the Committee on Collaboration as a Special Committee – [Annex XIV](#)

Motion to accept. Seconded.

Motion carried with 14 in favor and none opposed.

14. Resolution to Amend the Faculty Senate Constitution to Change the Term of Service for the Faculty Senate Representative to State Government to Two Years – [Annex XV](#)

Motion to approve resolution. Seconded

Motion carried with 14 in favor and none opposed.

15. No new business.

16. Chair Tack adjourned the meeting at 4:32 p.m. to reconvene on September 25, 2023.

Corey Hunt

Faculty Senate Office Administrator

*You may access program proposals at <https://futurecatalog.wvu.edu/programadmin/> by using your login credentials. Search for programs using the 3- or 4-digit key provided above.