

MINUTES  
WEST VIRGINIA UNIVERSITY FACULTY SENATE  
MONDAY, NOVEMBER 6, 2023, 3:15 P.M.

Faculty Senate Chair Frankie Tack brought the monthly meeting to order at 3:16 p.m. Members and guests participated in person at the College of Law and via video conference.

Members Present:

Abraham, J.	Elliott, E.	Labus, A.	Scaife, B.
Adkins, B.	Faber, T.	LaRue, R.	Scally, J.
Angeline, M.	Fidelman, E.	Lastinger, L.	Sherlock, L.
Armour-Gemmen, M.	Field, J.	Leary, B.	Siekmeier, J.
Ballard, D.	Floyd, K.	Li, B.	Sizemore, J.
Bhandari, R.	Fullen, M.	Livengood, H.	Smith, D.
Bolyard, J.	Galvez Peralta, M.	Lucci, S.	Sowards, A.
Bruyaka, O.	Gosden Kitchen, S.	Lupo, J.	Staniscia, S.
Bryner, R.	Graves, C.	M'Bayo, T.	Stueckle, J.
Burt, A.	Gross, J.	Martin, E.	Swager, L.
Casey, R.	Haddox, C.	Martin, J.	Szklarz, G.
Cohen, S.	Hamrick, A.	McCluskey, C.	Tack, F.
Cook, A.	Hatipoglu, K.	McGinnis, R.	Terry, D.
Corcoran, K.	Hauser, D.	Milans, K.	Thomay, A.
Crichlow, S.	Hedrick, J.	Nguyen, J.	Totzkay, D.
Dahle, G.	Hileman, S.	Nix, A.	Trickett Shockey, C.
Davis, D.	Huber, S.	Nolan, K.	Unger, K.
DeMarco, F.	Jaynes, M.	Olgers, F.	Valenti, M.
Descoteaux, J.	Johnson Jr., L.	Palmer, A.	Watson, K.
Di Bartolomeo, L.	Johnson, D.	Pena-Yewtukhiw, E.	Wayne, S.
Dickman, B.	Kale, U.	Phillips, T.	Weislogel, A.
Dietz, P.	Katz, J.	Prinzo, L.	Woloshuk, J.
Dilcher, B.	Kearns, J.	Reece, J.	Woodberry, K.
Donley, D.	Kelly, C.	Rinehart, L.	Woods, S.
Dumitrescu, C.	Kent, A.	Roberts, D.	Wuest, T.
Eades, D.	Kidd, K.	Ruseski, J.	Zeni, T.

Members Excused:

Barnes, E.	Feaster, K.	Knuckles, T.	Rota, C.
Cottrell, L.	Hanif, A.	Miltenburger, M.	Vance, B.

Members Absent:

Bogdanski, K.	Dey, K.	Li, H.	Sofka, S.
Bianco, C.	Dionne, C.	Malarcher, J.	Sokos, G.
Bardes, J.	Duenas, O.	Murphy, E.	Stephan, K.
Barghouti, N.	Ellis, E.	Murray, A.	Titolo, M.
Battistella, L.	Elsewick, D.	Pyles, L.	Scaife, B.
Celikbas, E.	Hines, S.	Renzelli-Cain, R.	Vaddamani, V.
Chapman, K.	Komisaruk, A.	Sims, J.	Waggy, C.

1. For Approval – [Minutes](#) of the October 9, 2023 meeting of Faculty Senate.  
Motion to approve carried by unanimous consent.
2. Executive Session – Honorary Degree Candidates

Motion to enter executive session to discuss honorary degree candidates. Seconded.  
Motion carried by unanimous vote.

The assembly entered executive session at 3:17 p.m. Attendance included the members present and the following individuals:

Maryanne Reed	Karen Evans	Thomas
E. Gordon Gee	Benjamin	Heywood
Dawn DeNoon	Hardesty	Barbara Nissman

3. Reconvene Open Session

The assembly resumed open session at 3:31 p.m. During the executive session, the Senate reviewed executive degree nominees and selected candidates to confirm by vote. The above-listed guests were invited to provide details on the nominees.

4. Faculty Senate Action on Honorary Degree Candidates

Motion to approve all selected honorary degree candidates. Seconded.  
Motion carried by unanimous vote.

5. Report from Faculty Senate Chair Frankie Tack

- a. Appreciation to the provost and president for meeting the requested timeline set for reviewing administrative budget and staffing.
- b. Faculty Senate leadership and the Office of the Provost have begun their annual meetings on specific committee topics. The meet series is called “Coffee Council.”
- c. Senate Leadership met with Cynthia Hall from WVUIT and Jay Badenhoop from PSC to discuss their transformation processes and to lend the assistance of Faculty Senate.
  - i. Processes are underway, as the first reviews happened on those campuses last Thursday and Friday, per Lou Slimak.
- d. Donna Ballard – In October, PSC passed a resolution of no confidence in Brady Whipkey with a vote of 31 in favor and one opposed.

Member: What has been the reaction on campus, either administration or general campus?

Ballard: The campus president has come back with a statement of 100% support of Whipkey, against the wishes of faculty. Several faculty are meeting with others within the campus to sort out the truth from rumors and to do the best we can on behalf of all faculty, staff, and students.

Reed: In terms of administration, we are meeting with faculty. Paul Kreider was on campus in Keyser last Thursday meeting with faculty to better understand the situation. We will be speaking with President Gilmore on the situation.

- e. We are continuing to request volunteers for the University Promotion and Tenure Panel. There are 160 faculty that will need to be reviewed in the spring, and there are currently four volunteers.

Member: Can regional campus faculty serve on this panel?

Tack: Yes.

Member (to Donna Ballard regarding the PSC vote of no confidence): Are you asking this body to take any action, or are we waiting to see how things play out?

Ballard: We are not asking for any action from the full Senate, we were simply asked to provide a statement on what is happening on our campus.

- f. A [new link](#) is available on the Faculty Senate Website showing curriculum under committee review.
- g. PEIA is holding public hearings regarding program changes, with the Morgantown session being on November 9<sup>th</sup> at the University Holiday Inn. They have announced an expected 10.5% increase in premiums for employees, with similar increases over the next few plan years.

Member: The event in Keyser raises something, and that is that two months ago this campus voted no confidence in President Gee. No action has been taken in Keyser after a 31-1 vote. What are the Faculty Senate leaders doing to make it clear that this remains the position of faculty?

Tack: I don't believe President Gee needs reminded of the vote of no confidence, as he is quite aware. Our position has been to continue pursuing accountability regarding the president and the administration. He has commented that we continue to "push the ball down the field." I think that is our role right now. I don't see my role as continually reminding the president of the no confidence vote. Perhaps you should ask President Gee directly to gain his response. Regarding the Keyser situation, I spoke to President Gee during the Executive Committee and asked him to please speak with President Gilmer regarding the situation, as the faculty have spoken clearly and loudly. I've also been in communication with Keyser, and I don't believe it is our role to take action on their behalf at this time. I asked Donna to come to campus today to speak on the issue, they didn't ask for that. She was asked if there was any action they wanted to bring, and the answer was no. We stand to support them.

- 6. Report from President E. Gordon Gee
  - a. The five candidates we moved forward for honorary degrees send an important message that we are very serious about the work that they do on behalf of our institution.
  - b. Duncan Lorimar and Maura McLaughlin are receiving the Shaw Prize.
  - c. Azeem Khan was a finalist for the Rhodes Scholarship and became WVU's 26<sup>th</sup> Truman Scholar.
  - d. Rob Alsop will be leaving his role as vice president effective November 18. That position will not be filled after his departure.

Member: Senior administrators were asked to take a pay cut during the pandemic – what makes the transformation process different from that?

Gee: Senior administration did take a pay cut during COVID, as did the athletic department. So what I have done is I've asked the senior leaders of the university to reduce their salaries up to 10% voluntarily, and the majority have done so. That was done several months ago. That will remain in place until the university rights itself financially.

- 7. Report from Provost Maryanne Reed
  - a. Reduction in Force decisions have been finalized and letters have been sent to faculty. Acknowledgement that this is a very painful time for the entire campus.
  - b. Career Minds – email distributed last week to those individuals that will be leaving the institution reminding them of the service and additional resources.
    - i. Faculty need to opt-in to the service. Faculty will not be automatically opted in out of privacy concerns.

- ii. Career Minds services are also available for spouses.
- iii. Will also be working with those faculty receiving non-renewal notices.
- c. Timeline and process for review at the regional campuses will be announced on November 17<sup>th</sup> at the BoG meeting at the latest. There is an intent to release the information before then.
- d. TLC and Library plans in response to the ASU review are due in December and should be finalized by January.
- e. The administration is very much concerned about the vote of no confidence on the Keyser campus and is taking action.

Member: How many due process appeals results in a reversal of the previous decision?

Reed: A member of my team may answer this, but these were not appeals. These were due process meetings. I will ask Stephanie to clarify.

Taylor: The purpose of the due process meetings were an opportunity for the faculty to be heard before the decisions were finalized. There were 1-2 representatives from the Provost and 1-2 representatives from the dean's office. In terms of the reversal rate, I believe that there was one individual where we worked through a different path and the person ultimately will not be RIFed. 25 or 26 individuals total took advantage of the hearings.

Member: For the outplacement firm and other resources, are the contracts for those services public at this time?

Reed: We aren't hiding it, but I'm not sure that it is available on our website currently.

Taylor: I don't think it is online at this time, but it is a publicly available contract that we can provide.

Member: Could you talk a little more about the research the outplacement services is doing for those RIFed faculty?

Reed: Melissa Latimer is our point person and she is absent today, but it is absolutely between faculty and Career Minds. When I say research, what I say is that faculty said they didn't want Career Minds to meet with the faculty cold. No personnel is available to those individuals other than what the faculty individual shares with them. They will be looking at the faculty information available on the website.

Member: What sum do the voluntary administrative pay cuts add up to, and why wasn't this information provided when we asked for this action months ago?

Reed: I believe that President Gee misspoke, as this voluntary pay cut only just recently occurred. This isn't anything we are going to publicize. It is voluntary, and I've taken a pay cut, and anyone willing may say that they have, but that is all.

8. Report from Corey Farris, Dean of Students, Travis Mollohan, Director of Government Relations, and Sharon Martin, Vice President for University Relations and Enrollment Management – Updates on Campus Carry and Safety Subcommittees
  - a. The steering committee will meet monthly to begin or as circumstances dictate.
  - b. July 1 deadline for Campus Carry implementation.
  - c. Campus Safety Subcommittees
    - i. Campus Carry, chaired by Travis Mollohan
    - ii. Morgantown Partnership, chaired by Ron Justice and Erin Newmeyer
    - iii. Campus Safety, chaired by Carrie Showalter
    - iv. Communication, chaired by April Kaull

- d. <http://Safety.wvu.edu> will be home to all information, though campus carry will have its own page.

Member: Do you have any sense of the cost for the first year and for ongoing efforts?

Mollohan: We are confident that what you will see are the institutions coming together with the HEPC as one whole to ask the legislature for funding toward each institution to help fund related efforts.

9. Curriculum Committee Report (Cindi Trickett Shockey)  
For Approval – New Program – NEW-TBD: Exercise Psychology, Key: 1536  
For Approval – New Course Report – [Annex I](#)  
For Approval – Course Change Report – [Annex II](#)

Motion to approve all items. Seconded.

Motion carried with 87 in favor and two opposed.

For Information – Deleted Course Report – [Annex III](#)

10. General Education Foundations Committee Report (Mary Beth Angeline)
  - a. The committee unanimously approved the delay of approving new GEF courses until new guidelines have been established. Those guidelines may include:
    - a. Frequency in which courses are taught.
    - b. Are all seats open to any student? If they are restricted, then a decision will be made based on the number of seats available to all students.
    - c. Students have asked for information about when and how often courses are taught.
  - b. Deadline of February to have the criteria finalized, with a goal to have a preliminary structure in December.

11. Committee on Committees Report (Lesley Cottrell)  
For Approval – Committee Roster Updates – [Annex IV](#)  
Motion to approve. Seconded.  
Motion carried by unanimous vote.

12. Report from Faculty Representative to State Government (Eloise Elliott)
  - a. ACL Retreat this past weekend with 17 of 22 members present.
  - b. Speakers at the retreat included:
    - i. Travis Mollohan regarding legislation.
    - ii. Madison Santmyer (WVU Student President) and Walker Tatum (Marshall Student President) to discuss student concerns.
    - iii. Matt Turner, Vice Chancellor for Academic Affairs in HEPC to discuss a variety of issues.
  - c. Topics of discussion amongst the college representatives included:
    - i. Nearly all institutions are concerned about recruitment and retention, with discussion centering around adult learners, mapping credentials to workforce needs, micro-credentialing, and certificates.
    - ii. There was great concern in a lack of shared governance in institutions making critical faculty decisions, which is happening in all institutions in some way.

- iii. A goal was mentioned that, in four years, students would not need to have any resources for general education classes.
- iv. Community Colleges are attempting to earn the right to provide tenure to faculty members.
- v. Decline of library resources and the impact on student success.
- d. Topics of upcoming legislation that we are aware of and watching for include DEI and academic freedom, Hunger Free Campus Act, any legislation impacting tenure, and increases to premiums for PEIA.

13. Board of Governors Representative Stan Hileman had no report.

#### 14. New Business

- a. Carnegie has announced changes to the R1 rating for the 2025 cycle. I know some people were upset about the changes that last happened in the late 20-teens. The 2025 changes are drastic, primarily being PhD production in certain research-orientated fields, and how much the university spends on research. The number of PhDs that will have to be produced is only 70, so the number of R1s is going to surge.
- b. A proposal to form a committee to analyze the information of what just happened regarding the reduction in force, consequences to programs, and the remaining faculty that are here. I think we should be having open conversations about the situation, what happened, and how to handle a similar situation should it happen again.

Tack: If you would like to craft something and send it to us to work on, I think there may be some pieces there that we can work with. I think impacts to programs will be very specific to each program, and I'm not sure how much a Senate committee could do relative to that. I think we need to think more specifically about what you are talking about.

- c. It would be very helpful to get a presentation in Senate meetings on the state of the budget and an update to where we are at. Like, here is where we are at, here is what has been done, and here is how much more we have to go given the actions taken so far.

Tack: There has been a commitment to that. We asked for a total estimated or calculated savings of faculty production once it was complete, including voluntary resignations and retirements generated through the process. I believe some of the things you mention, regarding where we are at, will be presented at the BoG next week.

15. Chair Tack adjourned the meeting at 5:05 p.m. to reconvene on December 4, 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.