

Minutes
West Virginia University Faculty Senate
Monday, September 12, 2016

1. Lena Maynor, Faculty Senate Chair, called the meeting to order at 3:17 p.m. in Ruby Grand Hall, Erickson Alumni Center.

Members Present:

Abate, M.	Connors, J.	Foley, K.	Mattes, M.	Schimmel, C.
Abraham, R.	Cossmann, L.	Fuller, E.	Maynor, L.	Scott, D.
Ameri, S.	Costas, M.	Gannon, K.	McCombie, R.	Scott, H.R.
Atkins, C.	Cottrell, L.	Goff, N.	McCrary, J.	Shockey, A.
Barko, C.	Crosno, J.	Harrison, N.	McCusker, B.	Shrader, C.
Bastress, R.	Culcasi, K.	Hauser, D.	Merrifield, J.	Singh-Corcoran, N.
Bernardes, E.	Davari, A.	Hengemihle, B.	Montgomery-Downs, H.	Stimeling, T.
Bilgesu, I.	Davis, D.	Hodge, J.	Murray, J.	Stolzenberg, A.
Billings, H.	Deshler, J.	Jacknowitz, A.	Murray, P.	Theeke, L.
Bishop, J.	Di Bartolomeo, L.	Kiefer, C.	Nicholson, R.	Thomas, J.
Boone, D.	Dietz, M.	Kirby, B.	Post, E.	Tou, J.
Bowman, N.	Donley, D.	Kleist, V.	Proudfoot, C.	Tu, S.
Boyd, J.	Downes, M.	Knight, J.	Prucz, J.	Turton, R.
Brock, R.	Eller, W.	Kuhlman, J.	Rakes, P.	Valenti, M.
Brooks, R.	Eschen, E.	LaBarbara, J.	Rice, T.	Weed, S.
Bryner, R.	Famouri, P.	Lee, S.	Rockett, I.	Weihman, L.
Burnside, J.	Fint-Clark, B.	Li, Bingyun	Rowlands, A.	Widders, E.
Burt, A.	Fisher, S.	Lieving, G.	Ruscello, D.	Wietholter, J.
Casey, F.	Fleming, S.	Mandich, M.	Ryan, E.	Wilcox, G.
Clement, D.	Flett, R.	Martucci, A.	Ryan, K.	Wilson, M.
Collins, A.	Floyd, K.			

Members Excused:

Anderson, K.	Carpenter, R.	Hornsby, G.	Mitchell, M.	Schaefer, G.
Bass, A.	Cohen, S.	Kiefer, A.	Murphy, E.	Sowards, A.
Benedito, V.	Criser, A.	Krause, M.	Myers, S.	Utzman, R.
Bergner, G.	Harris, T.			

Members Absent:

Attaallah, A.	Ibrahim, M	Reddy, R.	Reymond, R.	Tobin, G.
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Faculty Senate Officers Present:

Hileman, S.	Nutter, R.	Stolzenberg, A.	Turton, R.	Valenti, M.
Maynor, L.	Proudfoot, C.			

2. Chair Maynor moved for approval of the minutes from the Monday, June 13, 2016 meeting.
Motion carried.
3. President E. Gordon Gee reported the following:
- We have finalized an agreement to assume the assets and name of the Blanchette Rockefeller Neurosciences Institute, and to consolidate all WVU neurosciences research centers under the new Institute.

- Secretary of Energy Ernest Moniz, Senator Joe Manchin, Congressman David McKinley, and other government leaders met at the College of Law on September 12 for the Mid-Atlantic Region Energy Innovation Forum. The forum sought to discuss ways to accelerate clean energy innovation in the region.
- We are hosting the first Pearl S. Buck Living Gateway Conference from September 11-13 at the Erickson Alumni Center.
- He sent a letter to faculty, staff, and students indicating that, over the next 3 years, we are determined to reduce our budget by \$45 million. To achieve those savings, we will continue to invest in our priorities, such as the quality of our academics; we will continue to go to the state to request release from administrative and regulatory encumbrances; and we will be much more entrepreneurial in terms of our funding efforts.

4. Provost Joyce McConnell reported the following:

- There will be a Campus Conversation at noon on Tuesday, September 20 at the Erickson Alumni Center. The event will also be live-streamed. The provost will discuss the strategic goals of the University. Vice President for Administration and Finance Narvel Weese and Vice Provost Russ Dean will share the five-year budget plan and ways it will be implemented. Supporting documents will be made available on the Bureaucracy Busters web site.
- The freshman class size is approximately 5200 students. They have an average high school GPA of 3.7, the highest in our history. The average ACT score is significantly higher than it was a decade ago. This is our best academically prepared class ever. However, its recruitment came at a cost in terms of tuition discounting.
- Freshman Honors enrollment is up 22% over last year. Honors enrollment is up 55% over the past 2 years. Honors students now make up 17.3% of the University student body.
- The national recognition we receive for Forensic Sciences prompted us to begin specifically recruiting for that program a couple of years ago. We are now seeing a pipeline of students from California and Texas, states from which we previously recruited few students.
- Moving to the Common Application increased the number of applications we received and increased the number of admitted minority students by 27%.
- We have 197 students enrolled at the Beckley campus, which exceeded our expectation of 150 students. We are seeing an uptick in enrollment at Potomac State College as well.
- Our retention rate increased by 1%.

5. Chair Maynor reported the following:

- Full implementation of the General Education Foundation curriculum will take place this academic year.
- The Teaching and Assessment Committee is working on full implementation of the electronic SEI.
- The 2016-2017 academic calendar approved by the Senate in June 2015 had December commencement incorrectly listed as Saturday, December 17. The correct date is Friday, December 16, 2016.
- Law professor Tom Patrick is the new University Ombuds. Information concerning this position will be posted to the Faculty Senate web site in the near future.

- C. B. Wilson needs at least 5 faculty volunteers for the University promotion and tenure committee. One of those volunteers needs to be from WVU-Tech to serve as a representative for both divisional campuses. Anyone who is applying for promotion or tenure this year, or who is serving on their department or college promotion and tenure committee, is not eligible to serve on the University committee. Volunteers may contact either Dr. Wilson or Dr. Maynor.
6. Karen Haines, Chair, Curriculum Committee, moved for acceptance of the following reports:
Annex I, 2015-16 Committee Report and 2016-17 Goals. Accepted.
 7. Lisa DiBartolomeo, Chair, General Education Foundations Committee, reported that Lou Slimak, Director of Academic Excellence and Assessment, will be conducting a pilot assessment project with Potomac State College and the Honors College. Now that the harmonization project is complete, the GEF committee will be working to move courses that were transitioned from GEC to GEF through the review process. The committee will also be developing a guide for submitting GEF proposals. In addition, the committee is considering slight revisions to the WVU GEF goals to bring them more in line with LEAP goals.
 8. Cris Mayo, Director of the LGBTQ Center, invited everyone to the grand opening of the LGBTQ Center on September 21 at 6:00 p.m. in Hodges Hall. Center staff is available to help faculty, staff, and students with any issues related to sexuality or gender identity, or as a resource in the classroom.
 9. Toni Christian, Director, Benefits Administration, announced that WVU will be conducting its first annual Culture Survey on October 3, 2016. Two thousand employees will be selected at random to receive the survey, which will be distributed by Senn Dulaney. The survey will help to objectively identify healthy and unhealthy cultural behaviors. The results will be used to help us establish and set priorities, and give us a benchmark to gauge the effectiveness of our ongoing efforts to create a stronger WVU. Results will be shared after January 1.
 10. Karen Diaz, Associate Dean, University Libraries, discussed the Libraries' efforts to raise awareness around issues of open access, and around opportunities for participating in open access. The Libraries is currently conducting a pilot project, the Open Access Author Fund, to fund applications to cover publication costs of an article in a fully open access journal. As part of the Open Textbook Initiative, the library offered a workshop on September 7 to discuss the purpose and value of open textbooks. University Libraries will also be holding a number of events in October during International Open Access Week, in collaboration with Cheryl Ball of the Digital Publishing Institute.
 11. Taylor Richmond presented an overview of the harmonization project. The purpose of harmonization is to allow the use of common tools and techniques, including DegreeWorks, across all campuses and to re-examine learning outcomes and course content among all of our shared courses. The Office of the University Registrar identified 673 courses with shared course codes and numbers. Courses are defined as comparable (or "in harmony") when 70% of the learning objectives are in alignment. For those courses that did not meet the 70% threshold, faculty and administrators across all three campuses collaborated to address differences in course

content. As a result of these efforts, four lists will be provided to the Faculty Senate and Faculty Senate Curriculum Committee: a) courses that are above the 70% threshold for alignment of learning outcomes, b) courses requested to be removed from the various campuses, c) course alterations that have resulted from collaborative discussions across campuses, and d) proposed course numbers where distinct courses are necessary.

12. C.B. Wilson, Associate Provost for Academic Personnel, presented Annex II, Alternate Pathways to Promotion and Tenure. This draft document was generated by the Faculty Incentives and Rewards Working Group. Hearings on the proposal will be held as follows (all 3:00-4:30):
Downtown: Tuesday, September 27, Shenandoah Room
Monday, October 3, 104 Downtown Library Viewing Room
Evansdale: Wednesday, October 12, Bennett Tower G5
Tuesday, October 25, Salon C, Erickson
HSC: Wednesday, September 28, HSC Room 2118
Tuesday, October 18, HSC Room 2118
A Qualtrics Survey will be sent to all Faculty Senators requesting comments and suggestions on the proposal.
13. Roy Nutter, ACF Representative, presented Annex III, 2016-17 West Virginia Faculty Issues. A motion was made and duly seconded to approve the annex. Motion carried.
14. Stan Hileman, BOG Representative, reported the following:
 - The Board of Governors meeting was held on September 8-9, 2016.
 - On September 9, the Board attended the dedication of the new Agricultural Sciences Building.
 - Enrollment at Potomac State College is higher than expected. The College recently received a generous donation of money and farmland.
 - Enrollment at WVU Tech is also higher than expected.
 - WVU sent 10 tractor-trailer loads and 8-10 van loads of materials to flooded areas of the state. About 2200 students were identified by zip code to ensure that their financial aid issues were addressed. Ken Kendrick's \$500,000 challenge match for flood relief was met.
 - More than 3000 freshman students participated in service events during welcome week.
15. The meeting adjourned at 4:42 p.m. to reconvene on Monday, October 10, 2016.

Judy Hamilton
Office Administrator

To: Faculty Senate Executive Committee
From: Faculty Senate Curriculum Committee
Re: Annual Report 2015-2016 and Goals for 2016-17
Date: June 14, 2016

Committee Members:

Matthew Valenti, Chair, Statler
Karen Haines, Chair-elect, CEHS
Sheryl Chisholm, PSC
Elaine Eschen, Statler
Kim Floyd, CEHS
Amy Funk, DENT
Gretchen Garofoli, PHAR
Terese Giobbia, CCA
Robert Griffith, PHAR
Jim Harner, ECAS
Janet Hunt, PUBH
Singh Kaushlendra, Davis
Travis Stimeling, CCA
Dennis Ruscello, CEHS
Ralph Utzman, MED

Ex-officio Members:

Susan Arnold, HSC Library
Sue Day-Perroots, Associate Provost
Oliver Street, University Registrar's Office
Sean McGowan, University Registrar's Office

The Faculty Senate approved the following Curriculum Committee submissions from September 14, 2015 - June 13 2016:

New Courses: 250

Course Changes: 39

Course Alterations: 159

Course Drops: 30

Capstone Courses: 10

New Subject Codes: 2 (HIIM and ADRC)

New Minors:

Engineering in Society
Agricultural and Natural Resources Law

Arabic Studies
Biomedical Engineering
LGBTQ Studies
Medieval & Renaissance Studies
Nutrition and Food Studies

Minor Revision:

Entrepreneurial Studies

New Degrees:

Entrepreneurship and Innovation

New Majors:

Aerospace Engineering (PSC)
Biometric Systems Engineering (PSC)
Computer Engineering (PSC)
Computer Information Systems (PSC)
Global Supply Chain Management
Industrial Engineering (PSC)
Integrative and Contemporary Performance
Music Industry
Music Therapy

Curricula Changes for Degrees/Majors:

Agribusiness Management
AoE in Soil and Water Sciences
Change from an AoE to a Major in Sociology
Change from an AoE to a Major in Anthropology
Environmental Management
Physical Education Teacher Education
Puppetry
Sustainable Agriculture Entrepreneurship (PSC)

Goals for 2016-2017

1. Review new courses, course alterations, and course changes.
2. Review new programs, minors, and areas of emphasis.
3. Consult with departments regarding new programs and program changes.
4. Continue to refine applications and materials associated with the FSCC.
5. Work on implementation of coursework harmonization with the main campus, Potomac State and Tech.

Faculty Incentives and Rewards Working Group

Alternate Pathways to Promotion and Tenure: Draft for Discussion

05/20/16

I. To Promotion from Tenured Associate Professor to Professor (Step One)

A. Via Administrative Service

For those who are or have been willing to serve in an administrative role and who may intend to have an administrative career, Academic Administrative Service as Department Chairperson, Assistant Dean, or Associate Dean (or the equivalent) for a normal term and executed at a high qualitative level may be interpreted as “extraordinary and extended service to the university” for purposes of promotion from Associate Professor to Professor, with the support of the Dean of the college or school.

The decision to seek this path for promotion would need to be approved by the Dean at a time that would allow at least three years in the administrative position. Thus, for example, the candidate could receive approval during the second year of a five-year term, with the first two years being considered retroactively. Other scenarios are possible. After the Dean’s approval, the candidate would be reviewed annually by the department review committee on administrative service as well as teaching and research. Upon completion of a “360 review” during the final year of the term, the results of which would lead to an unequivocal reappointment in that role, the candidate could be considered for promotion using academic administrative service as the basis for making a significant contribution in service. Normally, under such circumstances, significant contributions in teaching (or research) and reasonable contributions in research (or teaching) would also be expected. A memorandum of understanding delineating these expectations in greater detail would be prepared upon appointment to the administrative role or at the point of approval of the Dean to pursue this option. External reviews of service would be required. Documentation for these purposes should include annual goal statements and annual assessments of the achievement of the goals, prepared by the individual and validated by the Dean.

B. Via Outstanding Achievement in One Mission Area

1. Normal Pathway: Tenure-track faculty must make significant contributions in two of the three mission areas (normally teaching and research) during the tenure-track period in order to achieve tenure and promotion to Associate Professor. This requirement continues as a requirement for promotion to Professor unless a different pair of mission areas is approved by the Chairperson, Dean, and Provost.

2. Alternate Pathway: Based on the needs of the unit and with the approval of the Chairperson, Dean, and Provost, a tenured Associate Professor could be considered for promotion to Professor if the faculty member had been in rank for at least five full years, at which point a memorandum of understanding allowing this option was developed and was subsequently in place for an additional five years prior to consideration. The standard, for which metrics would be described in the memorandum of understanding, would require sustained “outstanding” contributions in one area, with “important” contributions in a second area and at least reasonable contributions in the third.

Faculty Incentives and Rewards Working Group

Alternate Pathways to Promotion and Tenure: Draft for Discussion

05/20/16

“Outstanding” contributions would be a higher standard than “significant” contributions.” If promotion to Professor was achieved, this configuration could continue as the future basis for the Salary Enhancement for Continued Academic Achievement.

3. For these purposes, colleges and schools should develop standards for “outstanding” contributions and “important” contributions in each of the three mission areas.

II. To Tenured Teaching Professor or Tenured Clinical Professor (Step Two)

A. Via Outstanding Achievement in One Mission Area

1. Normal Pathway: There is no present “normal” pathway for this opportunity.

2. Alternate Pathway (I): Based on the needs of the unit and with the approval of the Chairperson, Dean, and Provost, a Teaching Associate Professor or a Clinical Associate Professor could be considered for tenure upon promotion to Teaching Professor or Clinical Professor if the faculty member had been in the previous rank for at least five full years, during which time a memorandum of understanding allowing this option had been approved and was in place for the five years prior to consideration. The standard, for which metrics would be described in the memorandum of understanding, would require sustained “outstanding” contributions in one area, with at least reasonable contributions in the other area(s) assigned. “Outstanding” contributions would be a higher standard than “significant” contributions.” If promotion to Teaching Professor or Clinical Professor was achieved, this configuration would continue as the future basis for the Salary Enhancement for Continued Academic Achievement.

OR

2. Alternate Pathway (II): Based on the needs of the unit and with the approval of the Chairperson, Dean, and Provost, a Teaching Professor or a Clinical Professor could be considered for tenure if the faculty member had been in rank for at least five full years, if a memorandum of understanding allowing this option had been developed and had been in place for five years prior to consideration. The standard, for which metrics would be described in the memorandum of understanding, would require sustained “outstanding” contributions in one area, with at least reasonable contributions in the other area(s) assigned. “Outstanding” contributions would be a higher standard than “significant” contributions, and would parallel the standard expected for tenured faculty as described in Section I.B. above. If tenure was achieved, this configuration would continue as the basis for Salary Enhancement(s) for Continued Academic Achievement for which the faculty member was subsequently eligible.



2016-17 West Virginia Faculty Issues

Preamble: To provide a high quality and affordable education for West Virginians, and to recognize the continuum of state-supported learning, from Pre-K through college.

For the Legislature:

- A. Create a steady stream of increasing revenue for the higher education of West Virginia students;
- B. Support the work of the HEPC, CTCC, and Boards of Governors at colleges and universities in administering higher education.

For the HEPC/CTCC and Institutions of Higher Learning:

- A. Promote faculty rights and ethical behavior through educating administrators and faculty;
- B. Include faculty in decision-making processes that create initiatives and policies.