

MINUTES  
WEST VIRGINIA UNIVERSITY FACULTY SENATE  
MONDAY, OCTOBER 9, 2023, 3:15 P.M.

Faculty Senate Chair Frankie Tack brought the monthly meeting to order at 3:15 p.m. Members and guests participated in person at the College of Law and via video conference.

Members Present:

Abraham, J.	Di Bartolomeo, L.	Kelley, E.	Rinehart, L.
Adkins, B.	Dickman, B.	Kelly, C.	Roberts, D.
Angeline, M.	Dilcher, B.	Kent, A.	Rota, C.
Armour-Gemmen, M.	Donley, D.	Kidd, K.	Ruseski, J.
Ballard, D.	Eades, D.	Labus, A.	Scaife, B.
Bardes, J.	Elliott, E.	LaRue, R.	Scally, J.
Barghouthi, N.	Elswick, D.	Lastinger, A.	Siekmeier, J.
Barnes, E.	Fidelman, E.	Leary, B.	Smith, D.
Bhandari, R.	Field, J.	Livengood, H.	Sowards, A.
Bolyard, J.	Galvez Peralta, M.	Lucci, S.	Stueckle, J.
Bruyaka, O.	Gosden Kitchen, S.	Lupo, J.	Swager, L.
Bryner, R.	Graves, C.	Malarcher, J.	Szklarz, G.
Burt, A.	Gross, J.	Martin, E.	Tack, F.
Casey, R.	Haddox, C.	Martin, J.	Terry, D.
Celikbas, E.	Hamrick, A.	McCluskey, C.	Thomay, A.
Chapman, K.	Hatipoglu, K.	McGinnis, R.	Totzkay, D.
Cohen, S.	Hauser, D.	Milans, K.	Trickett Shockey, C.
Cook, A.	Hedrick, J.	Miltenberger, M.	Valenti, M.
Cottrell, L.	Hileman, S.	Murphy, E.	Vance, B.
Crichlow, S.	Huber, S.	Nix, A.	Watson, K.
Dahle, G.	Jaynes, M.	Nolan, K.	Wayne, S.
Davis, D.	Johnson, D.	Pena-Yewtukhiw, E.	Woloshuk, J.
DeMarco, F.	Johnson Jr., K.	Phillips, T.	Woods, S.
Descoteaux, J.	Kale, U.	Prinzo, L.	Wuest, T.
Dey, K.	Katz, J.	Reece, J.	Zeni, T.

Members Excused:

Dumitrescu, C.	Hanif, A.	M'bayo, T.	Waggy, C.
Faber, T.	Knuckles, T.	Sherlock, L.	Weislogel, A.
Feaster, K.	Li, B.	Staniscia, S.	
Floyd, K.	Li, H.	Unger, K.	

Members Absent:

Battistella, L.	Duenas, O.	Nguyen, J.	Sofka, S.
Bianco, C.	Ellis, E.	Olgers, F.	Sokos, G.
Bogdanskyy, K.	Fullen, M.	Palmer, A.	Stephan, K.
Carducci, H.	Hines, S.	Pyles, L.	Titolo, M.
Corcoran, K.	Kearns, S.	Renzelli-Cain, R.	Vaddamani, V.
Dietz, P.	Komisaruk, A.	Sakhuja, A.	Woodberry, K.
Dimachkie, Z.	Moore, M.	Sims, J.	
Dionne, C.	Murray, A.	Sizemore, J.	

1. For Approval – [Minutes](#) of the August 28, 2023 meeting of Faculty Senate  
For Approval – [Minutes](#) of the September 11, 2023 meeting of Faculty Senate  
Motion to approve carried by unanimous consent.

2. Report from Faculty Senate Chair Frankie Tack
  - a. Continuing work on advocating for faculty through the process of academic transformation, particularly based on the nonrenewal of the eight TAPs in Chambers that were nonrenewed. Senate leadership has sought the criteria used when determining nonrenewals and, though the details have not yet been published, the provost has agreed to document the general HR process and share the guidelines that have been and will be used going forward when TAPs and SAPs are nonrenewed for reasons other than performance.
  - b. [Resources available online](#) for teach out plans, resources for faculty whose positions are eliminated through the RIF process, emeritus status, and more.
    - a. There is a clause stating that faculty must retired to be eligible for emeritus status, but that will not be held as a requirement at this time.
  - c. July 1, 2024 implementation date for Campus Carry in WV. Diana Davis is representing Faculty Senate in that effort, and is requesting that senators and faculty submit any questions or concerns relative to campus carry through the Faculty Senate [Contact Us](#) link.
  - d. State of the University Address scheduled for October 23.
  - e. Acknowledgement of the difficult times experienced by those who have been notified that their jobs will not continue past this year, and the associated impact on colleagues, students, and family.

3. Curriculum Committee Report (Cindi Trickett Shockey)
  - For Approval – Program Change - CHE\_MIN: Chemical Engineering, Key: 265
  - For Approval – New Course Report – [Annex I](#)
  - For Approval – Course Change Report – [Annex II](#)

Motion to approve all three items. Seconded.

Motion carried by unanimous vote.

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

4. General Education Foundations Committee Report (Mary Beth Angeline)
  - For Information – GEF Moratorium Update – [Annex IV](#)
  - a. In agreement with the Office of the Provost, there will not be a moratorium on new GEF courses, but qualifications and criteria for what constitutes a GEF course will be adjusted. Input will be solicited from faculty, staff, and students via survey.

Tack: What is the timeline for publishing new GEF requirements?

Angeline: Starting at the next meeting we will be looking at qualifications such as level and major restrictions, prerequisites, and accessibility for students. We will also be considered duplicated or redundant courses, as the new budget is likely to cause development of that sort, for example everyone has their own statistics course now. We are trying to align content to the appropriate department over the course of the academic year.

5. Teaching and Assessment Committee Chair Marina Galvez-Peralta had no report.
6. Committee on Committees Report (Lesley Cottrell)  
For Approval – Committee Roster Updates – [Annex V](#)

Motion to approve. Seconded.

Motion carried with 64 in favor and 1 opposed.

7. Report from Faculty Representative to State Government Eloise Elliott had no report.
8. Board of Governors Report (Stan Hileman)
  - a. On September 15 the Board voted on the academic transformation recommendations. Votes were not unanimous, with Stan, Frankie, student representative Madison Santmeyer, and occasionally staff representative voting in opposition of the recommended actions.
    - i. All recommendations were approved with the only change being the lowering of the faculty reduction numbers in World Language and in Performing Arts.
  - b. Next meeting is November 17.
9. Report from President E. Gordon Gee
  - a. Acknowledgement that the new few weeks will be very difficult due to the reduction in force process.
  - b. The APLU designated WVU as an economic prosperity institution, joining a list of only 80 institutions with that designation.
  - c. Retention numbers show that numbers for the fall 2023 cohort retained 81.8%. Four-year graduation rates have continued to improve, currently at 50%. For admissions, we are 7% ahead in applications, 7% ahead in admits, 11% ahead in deposits, and 13% ahead in housing deposits.
    - a. President Gee looks forward to hearing recommendations from the new Recruitment and Retention Committee.
  - d. 900 families registered to participate in the family weekend, led by the Mountaineer Parents Club.

10. Report from Provost Maryanne Reed.

- a. Reduction in Force process. The number of faculty whose positions will be eliminated has been reduced by nearly 50%, to 69 faculty reductions, due to faculty that have voluntarily decided to retire or resign.

Yields floor to Melissa Latimer.

- b. Resources for faculty leaving the institution are available under the Academic Transformation heading on the [Office of the Provost website](#).

- c. Faculty are encouraged to contact Melissa Latimer if there is anything missing, or ideas on resources that may be helpful.

Reed reclaims floor.

- d. Plan is to present the program review process and timeline for Keyser, Beckley, and Extension, at the November 17 Board of Governors meeting or sooner.
- e. Leadership will be meeting with the presidents of WVUIT and PSC prior to plans being published.

Member: In decision making going forward, to what degree are campuses being allowed to set their own criteria or processes for transformation?

Mark Gavin: We are working closely with the campus presidents and their cabinets to establish what the goals will be for each of those campuses. The process for those schools will be very different from that on the Morgantown campus, and we will release more information in November.

Member: Could someone go over the process for ensuring there is accountability that criteria is being reviewed fairly at different colleges during the RIF process.

Taylor: The three criteria are performance, knowledge and skills, and seniority. All units have worked with Tracy Morris and Chris Staples in establishing that criteria. My team, Chris, and Tracy have been reviewing the knowledge and skills criteria to ensure that the information is objective and fair. RIF plans are also reviewed by the RIF Committee, and if there are any concerns, those plans are sent back to the unit for clarification or follow-up.

Member: How will the due process hearings be held, and to whom are they available?

Taylor: The due process hearings are for those that are subject to Reduction in Force. The due process meetings will be scheduled for the week of October 23<sup>rd</sup>. The faculty member will get an email from Chris Staples to schedule that meeting. It will involve a member of the Provost's Office, a member from the Dean's Office of the associated school, and the faculty member. Decisions on due process appeals will be made by October 31<sup>st</sup>.

Member: The due process appeals seem subjective, in terms of what faculty will present. What will be considered during those appeal hearings?

Taylor: In the notification letters, there is information regarding the criteria that was used in determining the reduction in force result. The faculty members will be able to present information in response to that letter.

Member: We have had several meetings on RIF and what has progressed to this point. What is your office doing for the future to ensure that, in a year or two, we are not having the same discussions or another academic transformation?

Gee: The whole reason we are going through this process is to keep us competitive and to put us in a position where we can grow and invest. I cannot predict the future, although I can predict that this transformation process will allow us to have an opportunity to be more forward leaning. We will have changed a number of the criteria we are using in terms of retention, recruitment, and opportunities for us to be able to put ourselves in a much stronger position. By doing what we are doing now, we will have put ourselves in a more sustainable financial position.

Member: If I didn't take the COVID extension, then I would be in my critical year. Are faculty like me going to be treated differently or have separate analysis based on that?

Taylor: For the performance and seniority data, that is based on your record in Digital Measures, so it doesn't change your performance evaluation.

Member: But it changes the critical year.

Taylor: You are talking about the appeal process. You will have the opportunity to use the grievance process to challenge any reduction in force or nonrenewal associated with your position.

Member: President Gee said that we are here because we are making changes toward the future, but really, we are here because we had a budget deficit and enrollment challenges. My question is, how do we not get there, and how do we coordinate all hands to avoid situations like this again?

Gee: The budget deficit represents about 2% of our overall budget on the University side. The deficit was an accelerant. It wasn't the reason why we are going through this process. In fact, the reason we are going through this process is to adjust based on the market around us. The process started in 2020 as a way for us, as an institution in the middle of the pandemic, to put ourselves in a position to grow. I can't guarantee that we won't have budget challenges again in the future, but I can say that we will work to grow our budget and put ourselves in a more competitive position.

Alsop: Moving forward, I do think the new budget model will help from a clarity and engagement process, as well as for transparency and goal setting. We are also seeking to enhance the reporting from a budgetary perspective. The November BOG meeting will have additional reporting on revenue for analysis and transparency. Additionally, as we work through academic transformation, having additional criteria on academic review and performance review, there is a goal for us to address needs more quickly on a smaller scale. We are looking at the fall and what we can do. Focusing on the future, we are currently 300 students above what we budgeted for enrollment-wise.

Member: Is there any good estimate about how many people it is anticipated will leave this year in total? That includes the number of reductions from June 2023, Library, Chambers, and the fall transformation.

Faculty and staff that I speak to seem to all be on the job market looking for opportunities, and many graduate students are seeking other PhDs. The current atmosphere is very difficult for us all.

Reed: We do not know, and I'm not sure how we would start to calculate that.

Member: The dean of Chambers said that Academic Transformation was not yielding the savings that they were expecting, and the budget was cut as a result, leading to the 8 faculty in Chambers being nonrenewed. I would like to ask for more transparency so that the other colleges can be more aware of the type of budget changes that are coming outside of the academic transformation process.

Reed: Every college had a budget cut given to them last year for FY24 and FY25. The referenced college did not meet that cut, and met the number through personnel cuts, which is the dean's prerogative. It is unfortunate and I'm sorry for that decision, but that is school-based decision. It is in the purview of the dean to perform those nonrenewals every year. Chambers, to my knowledge, is the only college that had the larger number to reach through budget reductions, and I don't believe that any other college is considering similar methods outside of academic transformation.

Member: Mark Gavin reported that the graduate mathematics program, one of the reasons for the program being discontinued was the high DFW rate in those courses and that we, as an institution, needed to focus on undergraduate math education. How do we compare to our peers for that?

Gavin: I don't have information at my fingertips about how the DFW rates compare to our peers. I do know that some of the courses are and continue to be concerning to us as an institution. The number of students impacted through service courses in math is much greater than the number of students that are impacted inside the math major at both the undergraduate and graduate level. I've been working with the math department for years to shore up some of these service courses, but some of the problems still persist and we feel like we really need to zero in on that as something our institution needs to resolve.

Member: If we only have 32 math faculty, these class sizes will also need to increase, which might lower course quality.

Widders: We don't think the size of the math courses will need to increase with 32 faculty. We think it would be good for students to learn from tenured faculty, not just teaching assistant professors, as this would expose them to faculty involved in research. The main thing that drove the cuts in the math program was like every other identified program, there aren't very many majors and the faculty to student ratio was very low.

Member: Isn't that the nature of math programs at other R1 institutions as well, though? Obviously graduate math courses don't have high enrollment, but we were the only graduate math program in the state.

Gavin: There were multiple factors in the decision. Yes, a large part of the number of majors and the faculty to student ratio. We were looking into eventually launching a graduate program that was more contemporary in the form of data sciences, but I think the part we are missing is from a research perspective. We have worked with the Research Office to determine a \$1 million research revenue

exemption, which Math didn't reach. So, when looking at it, we weren't producing the research revenue we desired.

Member: How does the merger of Extension and Davis impact the upcoming review of Extension?

Reed: Extension is a different animal, but it has faculty. It has faculty, it has programs, and that is the aspect we will be looking at. What Extension will look like we are not quite sure yet, but we will be releasing more information over the next few weeks.

Member: Why is it being expressed that research faculty need to reduce their research load in order to teach?

Widders: I don't think anyone should have to lessen their research to teach. I'm not sure why that would be necessary. That is not what I was attempting to say, what I intended was that students benefit from being exposed to faculty from a wide range of backgrounds and experiences.

#### 11. New Business

- a. [Farmfest](#) will be held on October 14 at 5p.m. at the Animal Science Research, Education, and Outreach Center.

#### 12. Motion to adjourn. Seconded.

Faculty Senate Chair Frankie Tack adjourned the meeting at 4:28 p.m. to reconvene on November 6, 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.