

AGENDA
FACULTY SENATE EXECUTIVE COMMITTEE MEETING
MONDAY, DECEMBER 11, 2023, 3:00 P.M.

Faculty Senate Chair Frankie Tack brought the monthly meeting to order at 3:02 p.m. Member sand guests participated via video conference.

Members Preset:

Angeline, M.	Di Bartolomeo, L.	Hauser, D.	Tack, F.
Cottrell, L.	Dilcher, B.	Murphy, E.	Trickett Shockey, A.
Davari, A.	Elliott, E.	Prinzo, L.	Wayne, S.
Davis, D.	Galvez, M.	Reed, M.	

Guests Present:

Becker, K.	Kearns, S.	Morris, T.	Thomas, R.
DeBastiani, A.	Kreider, P.	Shannon, R.	Veselicky, L.
Gavin, M.	Latimer, M.	Slimak, L.	Widders, E.
Hunt, C.	McDiarmid, M.	Staples, C.	

1. For Approval – [Minutes](#) of the November 13, 2023, Executive Committee Meeting
Motion to approve minutes carried by unanimous consent.

2. Report from Faculty Senate Chair Frankie Tack
 - a. Condolences sent to UNLV on behalf of WVU Faculty regarding the death of three faculty members and injury of another during a campus shooting.
 - b. Will be reaching out to Tracy Morris to set up meetings for revising the draft P&T document in the spring. Our thoughts are that, if we can come up with a revision by May, we can lay out a timeline in the fall for discussions and town halls, with the hope of voting on a revised document next spring.
 - c. January Faculty Senate speaking guests expected to include Paula Congelio for state appropriations, Travis Mollohan for a legislative preview, and Karen Diaz for updates on Library changes related to the personnel decisions.

3. Report from Provost Maryanne Reed
 - a. Updates released regarding the new Teaching and Learning unit for the university.
Reed yields the floor to Mark Gavin to speak on academic support units.
 - b. Library savings of just under \$800,000, achieved entirely from personnel cuts.
 1. 16 positions. 9 voluntary (4 librarians, 5 classified staff), and 7 involuntary separations (5 classified staff and 2 non-classified staff).
 2. Shifting from a liaison model to a team model with a student success and engagement team, and a research engagement team.
 - c. Teaching and Learning Commons
 1. Two recommendations – 1) push out staff members to other areas of the university, 2) move the TLC toward a much more focused mission.

2. 9 staff members shifted to WVU Online starting today. Largely multimedia, instructional design personnel, to support microcredential efforts, and online development.
3. 7 staff members shifted to ITS. Mostly classroom tech support personnel.
4. Event support will remain but is being shifted to ITS.
5. One classified staff member shifting from TLC to the Office of the Provost to support the Hodges Testing Center to meet increasing demand.

Gavin yields the floor to Melissa Latimer

- d. Office of the Provost will be forming a committee to engage with faculty who have studied teaching and learning, faculty that have won awards for teaching, include graduate representatives, and other mission-related partners, with intent to begin meeting weekly beginning in January.
- e. Latimer will work with the remaining staff in TLC in December to engage in conversation on updating the website regarding shifting location of services, reviewing all critical functions and services to ensure that they are moved to the new center.
- f. Goal to identify a more centrally located physical space and write a PD for a director or equivalent, form a search committee, and identify the needs for the center. Intent to hire a new director in March 2024, to start July 1, 2024.
- g. Once a director is hired, they can aid in drafting support position descriptions and hire for those positions.
- h. Intent to move into new center in July, with new cohort in place by the start of the fall 2024 semester.
- i. Gavin - Note that the realignment isn't a performance issue, but rather due to the complex level of services, specifically those that are technology focused, and attempting to reset back toward the original mission of the TLC, guiding it toward the needs of the university.

Member: In TLC we reduced some of the current staff and realized some financial savings. Will there be financial constraints around the number of new positions you are looking to fill?

Gavin: Yes, we will need to reinvest. There is a cost saving with those that will not be renewed. We expect to uncover additional operational savings as we examine realignment further. It will be a smaller unit at the end of the day. I don't think we have a hard number that we are trying to stay under, but we are looking at a smaller number of personnel that can still achieve the TLC mission. There will ultimately be savings, yes.

Member: The individuals remaining in TLC, will they be re-evaluated, or are those positions going to remain regardless of how the restructuring comes out?

Gavin: There are positions being shifted out, as I mentioned. I mentioned 9 positions that will be non-renewed. That is the balance of TLC.

Member: So, there are no positions that will remain in TLC after non-renewal?

Gavin: Correct.

Reed: That specific portion. Those that were shifted to other departments will be reviewed annually by the normal procedures. The TLC unit itself will be starting from scratch.

Tack: Why did we let go of everyone to start from scratch? It seems like we had a lot of good people there – does this create more work?

Reed: Once we shape what this new unit is and what the skill set is that we need, it may be that these people fit some of that. They will be eligible to apply, but they won't be the same positions.

Gavin: It came down to, do we feel that we have the right skill sets for what we imagine as a more mission focused and trimmed down teaching and learning team? We weren't sure we could retain personnel and achieve the revised mission. There was also a strong desire to let the faculty shape all aspects of the new unit, including how it is staffed.

Member: I think all of us here have been touched by TLC. TLC has been helping with celebrate WVU, orientation, evaluation and assessment, and helped tremendously when we were struggling during COVID. Forgive my question, but I don't see the assertion that TLC was not supporting teaching.

Gavin: I can tell you that some of the things you mentioned are both true and retained. Some of that will remain with TLC, and some of the functionality will remain but with ITS or WVU Online. What we are trying to do is get a teaching and learning center that is much more focused on pedagogical learning, with technology not as a feature, but as a tool when necessary and appropriate.

Latimer: The piece around peer evaluation was something we discussed, and it is envisioned to remain with a connection to the Teaching and Assessment Committee.

Slimak: No one is arguing about the services they provided, but the comments hint toward the sprawl of services that were provided. They did them well, but they were often very localized. The intent with the new focus is to engage more faculty with the intended functions.

Member: If some of the duties of TLC are going to be shifted to other areas, I think that TLC was very personable to faculty in terms of reaching out and getting assistance. ITS is often less-so, with creating a ticket or waiting to hear back from someone. I encourage you to retain that aspect with the revision.

Reed: That is helpful, thank you. We will keep that in mind.

Member: Faculty may not know who to contact for assistance given the changes. You may need to create means of directing faculty appropriately, as Mark said that the changes took effect today.

Gavin: I will reach out to ITS to see what we can do there.

Member: Is the testing center working toward, or considering, accepting paper exams?

Slimak: Not presently. Eberly is talking about an additional location, but as far as I'm aware that is for more computer-based testing. We in the Provost's Office have discussed this and realize there is a need for a proctored exam space, but there are no current plans.

Member: Will there be support within this new unit for all of the technology solutions for HSC?

Gavin: All of those functions that were under the function of HSC ITS, are now under ITS.

Kreider: I think what is being referred to is the modernization initiative. I would encourage the Faculty Senate to invite Bryce Knotts to discuss any upcoming changes.

Davis: Charting is run through WVU Medicine and won't change.

Veselicky: Knotts has come to the HSC Leadership meeting, and there has been discussion on this front. I'd advise you to reach out to your dean for more information.

Tack: Could I touch base regarding the Career Services Task Force? You were requesting some faculty membership or participation on that, and I wanted to see where it stands.

Widders: We have reached out for faculty nominees and received some back. We were waiting for a little bit for Chambers to get back to us, since they have really engaged the Career Services Center, and we haven't heard back from them. We also reached out and confirmed a student member, and we reached out to a staff member as well.

Tack: You may want to have a faculty member from an accredited program with some sort of placement, as there are some additional elements there.

Widders: Okay, we will make note of that.

4. Curriculum Committee Report (Cindi Trickett Shockey)

For Approval – Program Change BUSM_BSBAD - Human Resource Management, Key: 43

For Approval – Program Change CPS_CL_AOE - Coaching and Leadership, Key: 1170

For Approval – Program Change CPS_SC_AOE - Strength and Conditioning, Key: 1171

For Approval – Program Change ENGR_CYBE_AOE - Cybersecurity, Key: 893

For Approval – Program Change HTM_BSBAD - Hospitality & Tourism Management, Key: 25

For Approval – New Program – NEW-TBD - Dance, Key: 1472

For Approval – New Program – NEW-TBD - Diversity, Equity and Inclusion (DEI) , Key: 1509

For Approval – New Program – NEW-TBD - Engineering Leadership, Key: 1570

For Approval – New Program – NEW-TBD - Legal Studies, Key: 1508

For Approval – New Program – NEW-TBD - Physical Education and Kinesiology, Key: 463

For Approval – New Program – NEW-TBD - Physical Education Teaching Licensure, Key: 1573

For Approval – New Program – NEW-TBD - Sport Pedagogy, Key: 1574

a. 53 course changes and 19 new courses review and included in the reports.

For Approval – New Course Report – [Annex I](#)

For Approval – Course Change Report – [Annex II](#)

Motion to approve the new programs, course change report, and new course report. Seconded.

Tack: When is the deadline for new programs to be submitted for fall 2024?

Slimak: Program changes need to be with the BOG in March for program changes, and April for new programs.

Motion carried with 11 in favor and none opposed.

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

b. Chair Tack noted that the deleted course report now includes the rationale behind a course deactivation.

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

For Approval – GEF Course Removal Report – [Annex IV](#)

Math 218 added to the list of courses for approval.

- a. The lower-level courses have largely not been taught for several years. 300 and 400 courses are planned to be removed from the GEF.
- b. Effort toward streamlining the GEF program and directing it toward freshmen.

Motion to approve. Seconded.

Motion carried with 11 in favor and none opposed.

6. Teaching and Assessment Committee Report (Marina Galvez Peralta)

- a. The new instrument, designed to replace the eSEI with a tool built around best practices, will be presented to Faculty Senate in January to refresh senators on the details of the tool. This tool was initiated in 2021-22 with initial results reported to Faculty Senate in May 2022, after which we were asked for more data via pilot program. We will be presenting that data over the next few months.
- b. The new tool has been created to address the varying biases toward faculty depending on gender, countries of origin, ethnicity, etc. The TACO had been asked to take on a task like this for several years.
- c. Development of the instrument involved collaboration with TLC and the Office of the Provost. Committee consulted literature and practices at other institutions to aid shaping the instrument in an effective way.
- d. The mission of TACO is more than the SEI. We are looking at tools to help with professional development. We also address early student feedback, as well as a mechanism for removing inappropriate feedback in the eSEI.

7. Committee on Committees Report (Lesley Cottrell)

- a. Approval document includes two members added to the General Education Foundations Committee.

For Approval – Committee Roster Updates – [Annex V](#)

Motion to approve. Seconded.

Motion carried with 10 in favor and none opposed.

8. Report from Faculty Representative to State Government (Eloise Elliott)

- a. Diversity, equity, and inclusion, and academic freedom are both concerns in upcoming legislative term.
 1. Other states have passed legislation to defund DEI offices, and other similar efforts. Should a similar proposal be made in our legislature, it will likely pass.
 2. Request for information from programs with accreditation requirements and the like, and how DEI legislation may cause negative impact.

Veselicky: I'm willing to assist in collecting the data for Health Sciences. I will note that there are challenges, in that accrediting boards have been very wishy-washy on their stance

regarding recent legislation, often backing away from previous statements on how they will approach the changes.

Elliott: We just need to be prepared. We see that everywhere – a CDC grant meeting where they could not use certain words, elimination of programs at institutions in other states, and so on. Should we forward that information to the deans?

Reed: I think yes. Have you talked to Travis Mollohan; does he think this is the best direction?

Elliott: I have not spoken to him yet, but I plan to be meeting.

Kreider: I'm willing to collect this information from the deans, and I can speak to Travis beforehand to make sure we are specific on what we are asking for. My second thought is, and maybe Dena Morrow already did this, but it would be more impactful if the directors of the social programs at other institutions signed off on it as well.

Elliott: Yes, I agree that collective action is the most impactful. I know that Travis and Dena spoke before she put together that document.

Tack: These are talking points, not a letter, so that Travis had information moving forward. Should we be gathering a body of who all may be impacted if this moved forward? That would allow us to quickly get together and streamline communication should something come to pass.

Elliott: I know that President Gee is meeting with Travis and legislators later this week to try finding more information on what may be proposed, so we will know more soon, hopefully.

9. Board of Governors Report representative Stan Hileman was absent and had no report beyond what was offered at the last Senate meeting. There is a Board of Governors meeting at the end of the current week.

10. New Business

- a. Chair Tack introduced business regarding updates to the Faculty Constitution, as there are several items for discussion regarding updates and/or changes. This task was originally assigned to the Shared Governance Committee and Scott Wayne, but they have two very large tasks in working on a shared governance document, as well as preparing for the looming presidential search. Tack asked members how they would feel about setting up a subcommittee of the Executive Committee, populated predominantly with the faculty members this committee, to work on an initial draft, a timeline, and a process for gathering robust faculty feedback and comment.

Wayne: Let me add a little more context. One of the things we have been talking about among the Senate leadership and somewhat in Shared Governance Committee is that we are going to have a new president and a new administration very soon. We believe that now is a very opportune time to revisit our constitution, as a new president may have different ideas about how they would like to interact with faculty and the Faculty Senate. There are some things we would like to preserve as well, like the Provost Advisory Board.

Reed: I think you will want some representation from the current administration on that subcommittee because if it is shared, I think it is more likely to be approved by the Board. And I think that the Board will ultimately have to approve it or not, or respond to it in some way.

Tack: I imagine the subcommittee consisting of faculty, but that group would bring drafts to the Executive Committee for review and feedback, then ultimately we might give it to Shared

Governance to consider and give feedback, followed by a larger process for broad faculty feedback.

Reed: I understand, there just has got to be some engagement.

Morris: As a member of faculty, how do we know what rights we can give ourselves? And who is the arbiter of that? Say I want to write something in and say, I think we should get this. But how does that work so we know what those boundaries are? If there are disagreements on that, is it the Board's ultimate call?

Tack: It is ultimately the governance document for faculty self-governance.

Murphy: We made minor revisions to the constitution when I was chair three years ago, and if we are making minor revisions then I think we can. The issue that probably needs to be approved by the Board of Governors is kind of what Tracy is alluding to. The Faculty Senate is a recommending body and doesn't really have ownership of anything. So, if there are things that we want to change in the constitution to give faculty ownership of this or that, then that is something that we would need to get approval of from the entire shared governance structure.

Tack: I think that we can have a shared governance document that lives on its own. The constitution can allude to it or have a brief statement or guiding vision regarding shared governance from a faculty perspective.

Wayne: Our current constitution is faculty governance. It doesn't really discuss shared responsibilities. It discusses how the University Assembly conducts itself. It describes how the Senate conducts itself. So, I think there is a desire to at least have some statements about Shared Governance in the constitution, but it would still largely be addressed and mainly focused on in a shared governance document.

- b. Intent for a process similar to the P&T document with town hall meetings and different mechanisms for providing support and feedback, which may or may not result in a vote next spring.
- c. Consideration of merging the Shared Governance subcommittee working on the constitution to merge or interact with the Executive Committee subcommittee.

11. Adjournment

Motion to adjourn carried by unanimous consent.

Chair Tack adjourned the meeting at 4:58 p.m. to reconvene on January 22, 2024.

Corey Hunt
Faculty Senate Office Administrator

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