

MINUTES  
FACULTY SENATE EXECUTIVE COMMITTEE  
MONDAY, SEPTEMBER 25, 2023, 3:00 P.M.

Faculty Senate Chair Frankie Tack brought the monthly meeting to order at 3:01 p.m. Members and guests participated via video conference.

Members Present:

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

Members Excused:

Angeline, M.	Dilcher, B
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1. For Approval – [Minutes](#) of the August 21, 2023 Executive Committee Meeting  
Motion to approve carried by unanimous consent.
2. Report from President E. Gordon Gee
  - a. The intent is for there to be no “shoes to drop,” with the transformation process scheduled to end in October.
  - b. Two concurrent processes regarding faculty terminations: normal business operations involving decisions that deans must make every year, and the transformation processes designed to align the university with enrollment, budget, and targeted growth.
  - c. Intent is for the university to be better prepared for the future following transformation.
3. Report from Provost Maryanne Reed
  - a. Chambers issued non-renewals for 8 non-tenure track faculty last week. This was not part of the academic transformation effort, but the dean meeting budget limitations that he had not been able to do for July 1, 2023, due to restricted funding.
    - i. Noted that nonrenewals typically happen in March, but the timing was intentional to provide early notice.

Yields floor to Chris Staples.

- b. 470 affirmation forms distributed, with 386 returned.
- c. Reminder went out Friday, with additional reminders scheduled on 9/27 and 9/30.
- d. All questions regarding forms may be directed to Chris.

Reed reclaims floor, yields to Melissa Latimer.

- e. Kimberly Becker and Melissa Latimer are working on the website for faculty resources. This will combine general health, emotional/mental well-being, retirement, outplacement services, emeritus status, and additional information and resources for those whose positions are eliminated.

Reed reclaims floor, yields to Evan Widders.

- f. Current enrollment is 24,316, with 55% being non-resident, 53% being female.
- g. First day of class enrollment has dropped from 26,547 in 2019 to 24,366 in 2023.
- h. 81.8% Fall 21 to Fall 22 first-time freshmen retention rate.
- i. Reach Center set up on the third floor of the Student Services Center. Students, with particular emphasis on pell-eligible, first gen, may drop in for one-on-one assistance on a wide variety of subjects.

Member: At the August 7 Faculty Senate meeting, Stephanie Taylor said that the administration intended to let any faculty members know if they were going to be non-renewed by October 16, the same timeline as the RIF process. Can we have some sort of assurance that those faculty who are going to be retained will receive contract renewals at the same time in October? If not, when can that be expected?

Reed: I understand the sentiment, I will look into that and get back to you.

Member: When we are looking at restructuring and meeting our budgets, are we looking at administrative structures as well as faculty structures? If we are decreasing faculty, then we should be reducing administration as well.

Reed: I understand, and I believe there has been some of that already, but that is something that we will keep in mind.

Member: Have you motivated deans to consider their administrative structure?

Reed: Not yet, not with everything going on.

Member: As stated, there was a \$1 million hole in the budget for Chambers. Why was that not public or discussed? Why did no one in the broader academic community know about that?

Reed: The quick answer without being able to investigate and get back to you is that every college had a budget cut, and not every college had access to the foundation funds to meet that reduction. I don't know what Dr. Hall has said or how it was presented. They have authority to control their budget.

Member: Why didn't you or your office make people aware?

Reed: That is a good question. I don't think it was considered, as the dean always has the authority to non-renew to meet their college budget. So it wasn't thought of on top of everything else happening.

Gavin: The reduction was a combination of deploying foundation funds and reducing expenses. He couldn't meet the aggressive foundation funding ask we put in from of him. These expenses aren't new, they were set prior to the cuts.

Tack: Then why weren't these expenses discussed, why weren't TAPs or SAPs made aware of the situation? Are there any other colleges with similar deficits to address?

Gavin: There are no other colleges that were unable to meet their budget reductions. That is the only thing I can answer right now.

Gee: We have been reviewing administrative budgets using RPK. Rob Alsop has also presented on efforts made toward reducing cost. As we are moving from 6 colleges to 3, we will have significant administrative savings. I have spoken to Josh Hall, and the nonrenewals were in the normal course of business, he just ended up announcing them early. He has also been looking carefully at his own administrative cost.

Member: Not to contradict you, President Gee, but the letters from Dean Hall clearly tie the firings of these 8 TAPs to the transformation process. That is the language he is using to communicate with faculty. You may say that this is part of the regular course of business, but then there is clearly a miscommunication between what the Chambers folks are saying and what you folks are saying.

Gee: I haven't seen those emails; all I know is the conversation I had. I will call Josh after this to get clarity on it, because I want to make sure that I'm not misstating that.

Member: There was a \$42 million loan taken out for the Beckley campus. Can you inform us what that was spent on?

Gee: Yes, I have discussed this with Dr. Stuart, and we can provide you with any details you would like. I do not have the numbers in front of me to share specifics today.

Tack: What criteria was used to select the 8 individuals that were not renewed in Chambers?

Reed: He looked at 1) who was up for renewal, and 2) who he felt he could live with and without within his college, as far as teaching classes went. As dean, he has his own process that he can follow.

#### 4. Report from Faculty Senate Chair Frankie Tack

- a. The eight faculty terminated from Chambers have raised significant concerns, both in job security for TAPs and SAPs, but also in institutional communication.
- b. No affirmation letters were sent to the Chambers faculty, as it was not part of transformation. Colleges can and should be looking at the whole picture instead of focusing on TAPs and SAPs. It isn't something that they are required to do, but it is something that they should do.
- c. Chris Staples is still seeking additional volunteers for the University Promotion & Tenure Review Panel.
- d. The University Assembly met on September 6 as a result of a petition by the faculty to address two resolutions: one expressing no confidence in the leadership of President Gee, which passed with 797 in favor and 100 opposed; and one calling for an immediate freeze to academic transformation, which passed with 747 votes in favor and 79 opposed. These results were communicated to the Board of Governors on September 7<sup>th</sup>.

#### 5. 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 items. Seconded.

Motion carried with 11 in favor and none opposed.

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

#### 6. General Education Foundations Committee Report (Lisa Di Bartolomeo)

a. Updates on the possible GEF moratorium presented for information.

For Information – GEF Moratorium Update – [Annex IV](#)

7. Teaching and Assessment Committee Chair Marina Galvez-Peralta had no report.
8. Committee on Committees Report (Lesley Cottrell)  
For Approval – Committee Roster Updates – [Annex V](#)  
Motion to approve. Seconded.  
Motion carried with 12 in favor and none opposed.
9. Faculty Representative to State Government Eloise Elliott had no report.
10. Board of Governors Report (Stan Hileman)
  - a. September 15<sup>th</sup> meeting with public session on Sept 14.
    - i. Board voted to approve the transformation recommendations with the only change being a few positions added back to world languages and creative arts.
    - ii. Votes were not unanimous, with Frankie, Stan, and student government representative Madison Santmeyer voting in opposition, intermittently joined by the staff council representative.
  - b. Next meeting is November 17<sup>th</sup>.
11. No new business
12. Motion to adjourn. Seconded.  
Chair Tack adjourned the meeting at 4:23 p.m. to reconvene October 30, 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.