

WCU Faculty Senate Meeting Minutes

Date: Friday, December 6, 2024

Facilitator: Israel Sanz-Sánchez, President

Time: 3:00pm-5:00pm

Note Taker: Dan Forbes, Recording Secretary

Location: Zoom teleconference

Type of Meeting: Scheduled meeting

Attendees

Senators

❖ Benedict, Kristopher	Present	❖ McInnis, Daris	Present
❖ Bolton, David	Present	❖ Mishra, Vipanchi	Present
❖ Campillo-Fenoll, Marcos	Absent	❖ Mohajeri, Orkideh	Present
❖ Chen, Tianran	Present	❖ Mraz, Megan	Proxy
❖ Cherry, Dan	Present	❖ Panagiotidou, Eirini	Present
❖ Childs, Gary	Present	❖ Panichelli, Meg	Absent
❖ Daltrey, Rachel	Present	❖ Park, Innhwa	Present
❖ Du, Wei	Present	❖ Pierlott, Matt	Present
❖ Forbes, Dan	Present	❖ Razon, Selen	Present
❖ Garthwait, Clayton	Present	❖ Ruchti, Simon	Present
❖ Grasseti, Stevie	Absent	❖ Sanz-Sánchez, Israel	Present
❖ Guerriero, Tara	Present	❖ Schugar, Heather	Present
❖ Hill, Erin	Present	❖ Smidt, Esther	Present
❖ Houser, Mary	Present	❖ Stokes, Jordan	Absent
❖ Junius, Premalatha	Present	❖ Tennille, Julie	Proxy
❖ Kaulback, Michelle	Absent	❖ Wade, Michelle	Present
❖ Kolasinski, Kurt	Present	❖ Watkins, Karen	Absent
❖ Lawton, Bessie	Present	❖ Waymouth, Heather	Present
❖ Lightner, Sarah	Present	❖ Wiest, Julie	Present

Representatives

❖ Adjunct Faculty Representative: Bill Sawyer	Present
❖ Adjunct Faculty Representative: Priya Selvarathinam	Absent
❖ APSCUF Representative: Bessie Lawton; alternate Julie Wiest	Present
❖ Student Government Association Representative: Avery McKnight	Absent
❖ Graduate Student Association Representative: Matheeha Majeeth	Absent
❖ ROTC Representative: Cadet Augustus Fadden	Absent

Senate Proxies

❖ Asempapa, Bridget	Absent
❖ Brenner, Jim	Absent
❖ Howard, Rick	Absent

❖ Jussaume, Timothy	present, proxy for Julie Tennille
❖ O'Brien, Lia	Absent
❖ Owens, Jackie	Absent
❖ Patriarca, Ashley	Absent
❖ Tully, Greg	Absent
❖ Whidden, Melissa	Absent
❖ Wolff, Dominik	Absent

Guests In Attendance

John Taylor (proxy for Megan Mraz), Jackie Hodes, Jill Dixon, Lisa Calvano, Tabetha Adkins, Scott Heinerichs, Evan Leach, Jessica O'Shaughnessy, Desha Williams, Jen Bacon, Jill Dixon, Page Buck, Emily Southerton (proxy for David Bolton), Christopher Hanning, Francis Atuahene, Kristen Crossney, Alicia Benjamin, Evan Leach

Agenda

Welcome to Senators, Proxies, and Guests

Senate Business and Announcements

1. Approval of minutes from Faculty Senate meeting on October 18, 2024.
 - a. Bill Sawyer moves to approve, Julie Wiest seconds. All senators present vote to approve the minutes.
2. Meeting updates
 - a. Israel: There have been a lot of meetings recently. There was a shared governance meeting yesterday (December 5, 2024) and we also met with the president as part of the Mutual Listening tour.
 - b. Israel: Shared governance meeting—the meeting was followed by another meeting called by Tina Chiarelli-Helminiak, WCU liaison to the PASSHE Board of Governors. PASSHE has sent out a prospectus for the chancellor search. Applications are already being received; vetting of candidates will happen in January and candidates will meet with the Board of Governors in April. It's not clear how they will do this all in one meeting. They will be setting up Zoom forums for various constituencies. There will be forums for faculty, one per candidate. We encourage you to participate. Tina will be coming to our January 31 meeting.
 - c. Meetings with President Laurie Bernotsky and Interim Provost Jeffery Osgood
 - i. Israel: We've had two cycles of regular meetings, and the Mutual Listening Tour meeting with the President in addition.
 - ii. Israel: We asked about enrollments and the PHEAA situation that is connected with the federal financial aid data. Jeff said enrollment is down 1% from the fall, probably because of the financial aid issues. Six-year graduation rates are up, about 75%; last year was 70%. Enrollments are still up from last year due to the large first-year class. Spring enrollments were better than last year, about 16,300 students. The bulk of students have received state financial aid (all have received federal), but 600 do not have confirmation of the reward; they are trying not to cancel anyone unless they have large balances, >\$3K.

- iii. Israel: The general plan from administration is slightly shrinking undergrad over time and increasing graduate. This relates to housing and budget projections. We asked how these decisions will be made. Jeff thinks a new advertising program for graduate programs will be needed—“Find Your Element” works well for undergraduates but not graduates. So they are looking into a branding strategy. Laurie says that it is not clear why the university as a whole has lost graduate enrollment (though some programs have increased enrollment). Other institutions are doing better with graduate education; she thinks this relates to students wanting different forms of modality (PennWest is doing better in graduate enrollments than WCU in this regard). The administration will not be pushing for modality changes for any particular programs.
- iv. Israel: We are seeing a changing profile in admitted students, as admissions are not as selective as in the past. There are different expectations coming from the students about their educational experience. We are having a conversation about how administration can support faculty. Laurie says that despite the admission of more students the standards have not changed. She believes that we are just getting different students. If our standards haven’t changed, we still need to be ready for the students we are getting. Laurie is open to the idea of hiring more instructional designers to work with faculty on in-person courses, not just hybrid or online courses. Faculty are also experiencing increasing more student accommodation requests, including modified attendance agreements. The administration is open to supporting the Counseling Center with more resources.
- v. Israel: We asked about these changes and their impact on the institution’s identity—how can we focus on students, research, and all these things? Laurie will be talking about these issues on the Mutual Listening tour. She is talking about national recognition. There has been attention to athletic program recognition, though this is probably not the direction we will go. It may be more support for research given our R2 status. Also more recognition in experiential learning, while remaining affordable and accessible. The conversations have been very general so far. We’ve been explicit that any of these decisions must factor in support that faculty need to respond to these changes—we cannot be focused on all possibilities.
- vi. Selen: Our grad program changed to online modality, and this benefitted our enrollment. Is there a suggestion that this is the path we may adopt, or are they being more open-ended? Israel: They only mentioned modality, but were not specific about that. Modality includes many things—online, or enhanced online components. One possibility was giving students the option to choose modality.
- vii. Heather Schugar: We’re at a crossroads where our R2 shift affects different faculty differently—it can affect workload, class sizes, etc. Has there been discussion about forming community so we can move forward together? Israel: Laurie and Jeff have talked about thinking outside the box and examining our options. Gary: It might involve stepping into asynchronous learning; the Library finds this challenging in supporting students in research and information

literacy. Pre-recorded tutorials are an issue because it's hard to get students to watch them; we make ourselves available during evening hours but we don't get a lot of engagement. Moving into different modalities is good, but there are challenges. Israel: Some of these changes put more pressure on programs with low enrollment.

- viii. Israel: We asked about students having trouble connecting with financial aid; Jeff encouraged us to reach out to our deans.
- ix. Israel: We asked about Governor Shapiro's proposed board; nobody seems to know what is happening. They are planning to develop a strategic plan for all the higher education in the state—state-related and community colleges, so it is a big mix. Laurie says the new chancellor will mean more changes, and we will have to adapt.
- x. Israel: We asked about the dual compensation request process; we have advocated for simplification of the process as it involves a lot of forms. Stevie Grasseti has been spearheading our involvement in this. The plan is to move the dual compensation form to a new system in February, something analogous to OnBase. This system will also be used for other administrative processes.
- xi. Israel: We asked about Inclusive Access; faculty had received notifications that they were required to use this. Jeff said he will touch base with the Bookstore; it seems that the Bookstore might have claimed that administration was pushing this, but Jeff denies this. Heather Waymouth: I received these emails, many of them; just this week they disappeared and the Bookstore said they were now accepting print text orders.
- xii. Israel: We asked about Banner tracking in web browsers; they said they will reach out to Ellucian to learn more.
- xiii. Israel: We asked about the AI detection tool that Turnitin provides. We talked about its unreliability. After hearing from shared governance groups, administration is now saying that they will keep the tool, but include warnings and guardrails to make sure faculty know its reports cannot be used as evidence for disciplinary action. The taskforce on AI will be coming from CAPC; we will have Josh Auld visiting in spring.
- xiv. Israel: We asked about the national landscape and its effects on education. Jeff says they have been in talks with Tracey Robinson to look into this. There is concern about federal restrictions on DEI like in Texas and Florida. Some universities are renaming their programs to avoid trouble. Jeff does not think there will be much impact from Pennsylvania. There may be federal pressure, though there will be issues with maintaining accreditation. There are questions about the incoming leadership of the Department of Education. We do not know what is going to happen, but there are concerns.

3. Announcements

- a. New signage project (2025-27), exterior and interior campus signage
 - i. Israel: There is an interest in making the signage more homogeneous across campus, as right now it is very different across campus. Some mock-ups have been shared; they are asking for comments to be shared with Josh Auld, though

it seems like they have already narrowed down their choices. Heather, is this connected with accessibility? Heather Waymouth: There is an accessibility audit that is looking at all aspects of accessibility; there have been many changes in the law, but we've not looked at this in a long time.

- b. President's Mutual Listening Tour: Senate Forum (late January or early February)
 - i. We received an email from the president's office about sessions happening in the next couple of weeks. Please attend as you are able. The president also plans to have a forum with Senate early in the Spring term. It will not be a regular Senate meeting, but an additional meeting.
- c. Ombudsperson search
 - i. Israel: This search has completed, and Faculty Senate was strongly represented in this process. Thanks to our Senate representatives on the search committee, Senators Rachel Daltry, Julie Tennille, and Julie Wiest! Congratulations to the new Faculty Ombuds, Bessie Lawton!
- d. Other announcements
 - i. Israel: Naomie Nyanungo asked us to share an opportunity. The TLC is currently recruiting faculty to participate in the Student-Faculty Teaching Collaborations program next semester. The program partners two students with a faculty member for a semester-long collaboration around teaching practices. The students observe one in-person class each week then they meet with their faculty collaborator to discuss what they observed and share their student perspectives. [This blog](#) highlights feedback from former faculty participants about their experiences working with student collaborators. Visit [this website](#) to register for the program. Please direct any questions to hnyanungo@wcupa.edu.
 - ii. Bessie: For the past few months we've had conversations about CAPC issues. Do folks feel these have been resolved? Julie Wiest: I continue to hear from faculty that they are still experiencing issues. Israel: Any issues you hear, please share them with Exec.
 - iii. Selen: I waited on a bus to south campus, and it was a long wait. Many students were waiting, and they said this was not unusual. Israel: We can ask about this.

Deans' Panel: Tabettha Adkins (Dean, University College and Senior Associate Vice President for Student Success), Jen Bacon (Dean, College of Arts and Humanities), Lisa Calvano (Dean, Graduate School), Jill Dixon (Dean, University Libraries), Christopher Hanning (Dean, Wells School of Music), Scott Heinerichs (Dean, College of Health Sciences), Evan Leach (Dean, College of Business and Public Management), Jessica O'Shaughnessy (Dean, College of Sciences and Mathematics), and Desha Williams (Dean, College of Education and Social Work) (*slides appended to these minutes*)

1. Scott Heinerichs: The faculty-student ratio is set by PASSHE. The university has one ratio which is 18.01. What that means is revenue divided by expenditures. Tuition is one source of revenue, and enrollment is measured in student credit hours. We take that and divide that by expenditures, which is mostly faculty salary. We have many levers to meet that ratio. Each

college has a class size average goal. The class size averages are determined by historical trends. How each college gets there is balancing how many student credit hours are brought in and faculty workload (some colleges have smaller classes because they have larger classes to offset them). The deans have to work together on how many temporary faculty we have so we stay under the 25% cap. The non-classroom faculty also have to be factored into this calculation of the ratio. We make sure that permanent teaching faculty have full loads first. AWA is another lever; that increases the number of temporary faculty.

2. Evan Leach: The Library and University College do not have discretionary AWA. Each college (except the Wells School of Music) has about the same available discretionary AWA. No two colleges use them the same way. Some use it for research initiatives, assistant chairs, accreditation work, etc. This does not change much from year to year.
3. Desha Williams: Professional development funds have not changed much in recent years. Each college is allotted \$1500 per year for each tenure track faculty member, and the colleges manage this budget differently.
4. Jessica O'Shaughnessy: Support for research—there is a new approach to AWA that are grant-funded and hence external to the ecosystem Scott talked about. The post-award grants specialist is new. We have a contract with McAllister and Quinn for grant writing support. There are also college-level grant opportunities. We recently achieved R2 status due to research and grant work and doctorates.
5. Lisa Calvano: Graduate enrollment goals—I've been here since July 2022. We've been working on grad enrollment goals for new students. We have three reasons for this: it helps departments plan course offerings, it helps with budgetary planning, and we're required to set goals by PASSHE. It's a collaborative process between the grad school, institutional research, and the grad deans. We use qualitative and quantitative data. We create a statistical model to get trended numbers for the programs. Admissions provide data, as well as graduate coordinators. We also look at regional and national trends among employers. The executive director compares grad school numbers and these analyses and sets enrollment goals. I re-review the goals with each college dean and hear what is happening with their grad programs. The grad school creates a spreadsheet and communicates the goals to the grad coordinators. We can make adjustments based on additional feedback. Some programs point out they have caps and we make those adjustments. I'm proud and grateful for the work of the grad coordinators, grad faculty, and others to make this work.
6. Jill Dixon: University Libraries—we have a three year [strategic plan](#), and it aligns with the campus strategic plan. There are four goals: enhancing learning and knowledge generation, fostering community and belonging, reducing equity gaps and creating dynamic spaces ensuring they are accessible to all, and increasing organizational effectiveness through professional development for librarians and staff.
7. Jen Bacon: How do we make decisions about summer and winter? It's not fundamentally different from how we think about enrollment as a whole. We're always trying to figure out who needs these courses, how many do we need to run, and how do we help students stay on track. Faculty set the minimum number of students they are willing to teach a class for in winter. We also look at it holistically, talking with other deans so that we won't harm our spring enrollments while we are also helping students to graduate. A dean might ask about opening a course when another dean knows they already have courses that will meet that need that are underenrolled.

8. Tabettha Adkins: Banner and AI—AES has [a website on RamPortal](#) that has directions on how to find things and explaining the functionality. There is also a [list of lost functionality that we don't have yet in Banner](#), and we are working to add those things over time. It costs time and money; RamPortal was not WCU decision but a PASSHE decision. If you had access to something but then lost it [fill out a ServiceNow ticket](#) to let us know. There is a working group drafting an AI framework; thank you to Faculty Senate for participating on that. There is a sandbox session for trying out AI during finals week.
9. Desha Williams: We're working on reducing credits in the Special Education post-baccalaureate programs to meet demand while maintaining quality of preparation. We have certification programs for folks who already have degrees, and we're working to add those to Master's programs.
10. Evan Leach: There are new programs in CBPM, two minors (Sales and Client Management, Real Estate and Land Development).
11. Tabettha Adkins: The Academic Success and Advocacy Center is now housed in University College. We are engaging with shared governance to get faculty perspective. We're working with the Committee for Advising Excellence and Moon Shot for Equity. We're looking to ensure first year students this fall have a relationship with someone in ASA. This would not include Honors and Exploratory Studies students. We want to connect early and often with new students. This person will be in their corner and they can ask them questions. These coordinators are 12-month staff so that students can reach out to them. There will be updates in the spring; we're hiring for positions that have already been approved, and we'll need faculty representation on those search committees.
12. Lisa Calvano: Concerning plans to discontinue or add graduate programs—we have no plans to discontinue any programs as we have a robust array; the university is open to new programs as long as there is net enrollment growth—they can't just shift students to new programs. This is not just an internal process as it has to go to PASSHE for approval.
13. Christopher Hanning: We expanded programs to support music teachers in response to the closing of the University of the Arts.
14. Israel: Can you share your PowerPoint slides?
15. Kurt: Tabettha, RamPortal worked for me until it shut off; the only way to get it to work was to turn on tracking in my browser. What changed, and why do I need to be tracked while I'm not in the application? Tabettha: I have no knowledge about this. Jen Bacon: I'm curious about this. Israel: We shared this question with the President and Interim Provost. The university is not collecting this data; they've reached out to Ellucian and are waiting to hear back. We noted that there is concern about FERPA issues; Jeff says this was reviewed by legal and they were not concerned.
16. Kurt: Lisa, do you have information on time to completion in graduate programs, and how does this impact goals for enrollment? Lisa: These are an important part of the goals. Grad students come in and out of education for a lot of reasons. A typical 30-credit program might take 18 months to 2 years, but there are programs with more credit hours. Grad students may stop because work and/or life gets busy; they may change employers and lose reimbursement. Some can only take courses in the summer, and so it takes them longer to finish. There is a rule requiring students to finish in six years. We're tracking these things, and are considering a

program to invite students who have stopped in their programs to come back. Our big number includes new and returning, and it has stayed pretty constant.

17. Israel: I did not know that discretionary AWA does not go to Library and Counseling. Tabettha: Neither does University College; it only makes sense if you have an instructional load. Non-classroom faculty when they teach classes get overload. So it's not about where the faculty are located, but their instructional load. Israel: Do they get equivalent support for research or administrative or service functions? Jill: In the Library there is a mechanism to support folks taking on interim roles. There's project work funding that they can access.
18. Julie Wiest: We hear from faculty that the standards in different colleges for tenure and promotion are not uniform, or even not consistent within the same college. Have the standards changed in any of your college, and do you seem them as consistent? Scott: I believe they are standard across all colleges. I don't compare faculty to one another, but to the description of faculty rank in the CBA. There's a perception that you have to get on CAPC to do university service, but there are other ways like Senate. We look at the definitions as objective ways to evaluate faculty. Other PASSHE institutions do not have a clear definition of rank. Tabettha: The tenure and promotion policy is university wide. Desha: The teacher-scholar model comes in, and is different from department to department. Jen: I have seen that some departments go through transitions in their standards, but this does not affect how the dean approaches this. If I see a department raising the standard in ways that create hardship for faculty I try to say something about it. Christopher: We review the teacher-scholar models for fairness. Israel: We mentioned the R2 designation; Senate has emphasized this as an opportunity to help faculty to understand this. It is part of what people think about with regard to evaluation standards. People who have been here a long time feel like standards have changed, perhaps nationally. Do you think the R2 designation is a factor? Jessica O'Shaughnessy: We just had this conversation. We thought this designation was a recognition of faculty work, but it didn't change the standards—the CBA, teacher-scholar model, etc. haven't changed. We met the R2 standards, but it doesn't affect faculty evaluation standards. Scott: The people coming in are doing amazing stuff, and I would have to up my game if I was coming in at this time. It doesn't diminish the definition, but this may be about the feeling you have when you see what your peers are doing. Some are speeding up the tenure clock. Julie W.: I feel like that is triggering to people—why should this matter if standards have not changed? Jessica: We need to distinguish between expectations and the desires of individual faculty members. Scott: When I say "up my game," that's my perception from peers; this is an internal pressure. Julie W.: Maybe faculty are feeling that, even if the standards haven't changed.
19. Kurt: It is good to hear that teacher-scholar models are reviewed in WSM; how is that handled in other colleges? Christopher: This was related to our accreditation cycle. And we're a smaller college, and so it was different for us. Scott: Doesn't ASPCUF require regular review? Jen: No, but this does come up during program reviews. This was discussed in Meet and Discuss recently. Desha: We've had some new departments formed, and the teacher-scholar model was redone for those departments. Some found needs in their departments. Scott: This happened in nursing; it happened organically.
20. Desha: What can we as deans do to help faculty? We want to be in collaboration with you. Jen: A lot of the questions you ask each year overlap; we wonder if we are not being transparent enough with information. Israel: Sometimes the topics are the same but the answers are not.

There is some information that takes time to trickle down into faculty awareness. We have wondered if this deans' panel should be treated like an Open Forum and recorded. Faculty Senate exec perhaps can take up these questions.

21. Gary: It might be helpful to have an FAQ that faculty can access. Julie W.: We do have representation from all colleges; perhaps if these representatives met with the deans semi-regularly we might be able to relay information better. Israel: Perhaps as something like the liaison structure. Tabetha: Is there non-classroom representation on Senate? Israel: Yes, we have two representatives. Scott: The FAQ sounds like a good idea; meetings with college reps might get into deeper matters. Different colleges have different needs and different subcultures. Jen: The FAQ should probably not be public-facing.

Liaison Reports

1. ADA Committee – Senator Heather Waymouth
 - a. **OEA** – Now located in Wayne 107. The testing center is there now too. Students are noting this move as positive.
 - b. New faculty associate director hired – Aaron Spector.
 - c. RamPortal issues impacted faculty getting letters of accommodation this fall and faculty's ability to engage in new modified attendance protocol. (OEA is now negotiated modified attendance rather than faculty as per new OCR guidance.)
 - d. **Housing** – Improvements have been made to housing application process so students know earlier if they have received housing for next year. Modular housing will be in place for Fall 2025.
 - e. **Library**—Currently assessing the accessibility of library spaces and services. This is a long term project, a multi-year plan to meet ADA compliance and broader accessibility more generally.
 - f. **HR** – Accommodation, Identification, and Processes – HR is engaging in improvements to their website. Lynn as ADA coordinator is helping in this process. They are hopeful that by the end of semester these improvements will be evident to employees and applicants.
 - i. Katie Manwiller and David Thomas are APSCUF member reps for APSCUF members seeking accommodations.
 - g. **Facilities** – Accessibility audit of campus is under way – last one done in 2008. The same firm is conducting this one.
 - h. **TLC** - Accessibility workshops and D2L resources are available. (Search for proactive accessibility, it is self-enrollable.) Working on “Inclusion Matters” workshop where faculty will work to make their course material more accessible considering digital accessibility and UDL.
 - i. **Additional Items**
 - i. Animals on Campus Policy has been updated.
 - ii. Preferred name policy – Ram Portal transition has been challenging.
 - iii. New Title 9 regulations are on the horizon.
 - iv. Disability Caucus is on pause.
 - v. Accessible bus – 1 is available, but the reservation process has many hoops. Considering shuttles and additional options, especially in light of modular housing units coming.

- vi. Commencement will now be using software which will put student names on the screen as they proceed.
 - vii. Lynn Klingensmith retiring in May 2025, hope is to hire before she leaves.
- 2. Alumni Association – Adjunct Faculty Representative Bill Sawyer
 - a. No report.
- 3. APSCUF Exec Representative – Senators Bessie Lawton & Julie Wiest – Bessie: APSCUF is looking into external faculty members being assigned to evaluation committees. The department teacher-scholar models need to be reviewed more regularly so that they can be more helpful. APSCUF asked for information on ADA requests from HR, and there were only a few each year. Most were approved or partially approved. We had heard from faculty that their ADA accommodations were denied. There was discussion about department chairs being able to assign AWA. We talked about the Time, Place, and Manner policy. The consequences could be perceived as too stringent, so they are open to softening those. Heather: ADA accommodations requests through HR was discussed in the ADA committee. The process for applying for accommodations has been very challenging to navigate. Lynn has been spearheading efforts to make the process clearer. The low numbers of requests have been the result of inaccessibility in navigating the accommodation request process!
 - a. APSCUF requested historical class size data at the level of course and department over the past seven years, understanding this data request may take time. APSCUF asks for class size numbers along with class size caps that may be affected by delivery mode and/or Gen Ed designation. They are interested in where the pain points are for professors who teach classes for which caps are being raised over time. How many sections have been enrolled at levels higher than CAPC guidelines?
 - b. APSCUF requested information on ADA requests filed with HR and the status of these requests (approved, denied, etc.) in the last 5 years.
 - c. APSCUF requested copies of all discretionary AWA forms in the past year.
 - d. The Time, Place, and Manner policy was discussed, as well as the no camping policy. The issue is the language on consequences is not consistent in these policies, with the TMP policy being more stringent. Management expressed willingness to explore softer language on consequences, consider more places that could be used for gatherings, and clarify the definition of “spontaneity” in gatherings in the policy.
 - e. APSCUF and management are discussing whether Chairs are able to assign their AWAs to Assistant chairs/other faculty during the regular semesters. This is common practice during winter and summer, but concerns have been raised about having other faculty do the work of the Chair in the CBA during the regular semesters.
 - f. The issue was raised that management seems to be pushing the use of inclusive access textbooks. One email from the bookstore was shared that implied the Provost preferred inclusive access.
 - g. APSCUF requested clarification of the process of assigning external department members to faculty evaluation committees.
 - h. APSCUF is also requesting clarification of the process of approving DSTMs.
- 4. Budget Review Committee – Senator Kurt Kolasinski
 - a. No report. The BRC has yet to meet this academic year.
- 5. Campus Climate Intervention Team – Senator Simon Ruchti

- a. I was only able to attend half the meeting due to a class. And they ended right after I arrived. I tried not to take it personally. 😊
- 6. Council for Diversity, Inclusion, and Academic Excellence – Senator Daris McInnis
 - a. Moon Shot Mission Update – Town Hall - October 23, 2024
 - b. [Recording link](#) (access with: ?P\$7Ve1i)
 - c. [Slide Deck Resource](#)
 - d. Here is a [form](#) for Spring 2025 diversity events across the campus.
 - e. CELT bookclub: <https://www.wcupa.edu/tlc/book-clubs.aspx>
 - f. Access to Program Planning Calendar: [Annual DEI Program Planning Calendar \(Click on Tab for Current Year\).xlsx](#)
 - g. Annual MLK Celebration (Jan 22-29, 2025): If you have any ideas for programming, contact Porsche Murray (pmurray@wcupa.edu).
 - h. Next meeting is being coordinated for Jan 2025; I will provide details once the meeting date has been determined.
- 7. External Relations – Senator Michelle Wade
 - a. No report.
- 8. Faculty Mentoring Committee – Senator Innhwa Park
 - a. In preparation for two Spring 2025 events (virtual).
 - i. Scholarly Productivity Panel (Thursday, January 30, 12:30-1:30pm): Engage with a panel of productive scholars from each college and learn to improve your productivity.
 - ii. Promotion Panel (Thursday, February 20, 12:30-1:30pm): Come talk with a pane of professors who have recently been through the promotion process. All levels of promotion will be addressed.
- 9. IS&T Faculty Advisory Committee – Senator Simon Ruchti
 - a. TLC is interested in working with faculty who would want to work on AI.
 - b. On Jan 15, we have Faculty Fusion where we can share classroom strategies and network. 3 panels with 3 faculty members.
 - c. Generative AI Working Group—document has 6 sections with a team on each section. Those sections are about done and now need to get assembled in coherent document. This will not be a document that says what constitutes academic integrity violations with AI. They don't want to impose a policy on all faculty.
 - d. **Switching from Minecast to Proofpoint** for email threat monitoring.
 - e. Duo will be changing to a **Verified Push** system: Instead of just hitting approve to access systems—like D2L or Banner, we will have to enter three numbers. This will hopefully reduce likelihood of anyone giving access to hackers. I can elaborate on this if needed.
- 10. LGBTQIA+ University Caucus – Senator Julie Tennille
 - a. The Caucus meets regularly (last meeting was held on 12/2/2024). The Faculty and Staff LGBTQAI+ Caucus continues their work to support and sponsor various university groups and events. Upcoming highlights include sponsorship of *The Lavender Graduation* ceremonies to celebrate winter and spring LGBTAQI+ graduates and collaboration with CTQA on the upcoming *Queens and Beans Cookoff and Drag Show* on February 14th. This event not only fosters community but also provides students with essential resources such as food and clothing.

- b. Our subcommittees remain active in addressing key issues, including the development of affinity and social spaces, healthcare-related concerns, advocacy, and policy work. Additionally, we encourage faculty to reach out with any events or initiatives aligned with the caucus' mission. We are pleased to offer modest sponsorships (\$100-\$150) to help support these efforts.
 - c. Thank you for your continued partnership in fostering an inclusive and supportive campus community.
- 11. Military Veterans Coordinating Committee – Senator Megan Mraz
 - a. No report.
- 12. Multicultural Faculty Commission – Senator Orkideh Mohajeri
 - a. No report.
- 13. Philadelphia Campus – Senator Meg Panichelli
 - a. No report.
- 14. President's Commission on the Status of Women – Senator Michelle Wade
 - a. The Women's Commission has met twice this semester and established their project teams: Recruitment and Retention of Women of Color Staff and Faculty, Inclusive Facilities, Engagement & Visibility, and Caregiving. The Commission has had discussions to support the Black Maternal Health Project and members are working on how to best do that. The Commission also had an open house on 9/5, and the RRWOC Project Team hosted Chat and Chews on Oct. 17 and Nov. 25.
- 15. SIS Advisory Board – Senator Sarah Lightner
 - a. No report.
- 16. Sustainability Advisory Council – Senator Kurt Kolasinski
 - a. Dave McNamara Senior Vice President of Facilities gave an update on the shockingly poor condition of the geothermal exchange system on campus. The system is operating near collapse without the assistance of a temporary cooling tower that has cost \$1.2 million in rent for the last 5 years. A permanent cooling tower is on the SECC, but it is not operational. Still working to find a way to get it online. A lack of water treatment since 2015 is the reason why the pipes are corroding from the inside out. USH has been replacing the pipes in two residence halls at a cost of \$2.3 million. WCU will need to invest significantly to keep it up and running. It will cost \$5 million to add another wellfield, which will be considered over a 2-5 year period after the Facilities Master Plan is finalized.
 - b. Catch up on this semester's Sustainability Research and Practice Seminar series, which are collected on this YouTube Channel <https://www.youtube.com/@WCUSustainability>. Or the complete collection on Digital Commons https://digitalcommons.wcupa.edu/srca_sp/
 - c. Celebrate Native American Heritage Month with a self-guided stroll around campus! Visit the mural on the second floor of Sykes Student Union and take a walk in the GNA while learning about the land through an Indigenous lens. <https://wcupa.h5p.com/content/1292261029817214208>
- 17. Search committees:
 - a. Ombudsperson search – Senators Rachel Daltry, Julie Tennille, and Julie Wiest

- i. Julie Wiest: The announcement finally went out this week that Faculty Senate's own Bessie Lawton has accepted the position and will work with current Faculty Ombudsperson Joan Woolfrey over the Spring 2025 semester to ensure a smooth transition. Linda Stevenson has accepted the alternate position. For bios and additional detail, see the email sent 12/3 from the Provost's Office. This concludes the search.

18. Student Liaisons:

- a. Student Government Association – Avery McKnight
 - i. No report.
- b. Graduate Student Association – Matheeha Majeeth
 - i. No report.
- c. ROTC – Cadet Augustus Fadden
 - i. No report.

19. Ad Hoc Liaisons:

- a. Facilities Master Plan Steering Committee – Senator Julie Wiest
 - i. We have not met since my last report. Supposedly, we will meet again after the preliminary plan has been shared with the larger campus community for feedback (the timing of that is unknown as of now).

Committee Reports

1. Faculty Welfare/Ethics – Senators Eirini Panagiotidou (chair), Marcos Campillo-Fenoll, Tara Guerriero, Erin Hill, Mary Houser, Michelle Kaulback, Simon Ruchti, Michelle Wade
 - a. The committee is planning an early Spring 2025 meeting with Cherie Fishbaugh to learn more about available faculty resources available through the Dub-C Autism Program.
2. Student Welfare – Senators Dan Cherry (co-chair), Daris McInnis (co-chair), Rachel Daltry, Heather Waymouth
 - a. No report.
3. Membership & Elections – Senator Kurt Kolasinski (chair)
 - a. No report.
4. Communications – Senators Julie Tennille (chair), Daniel Forbes, Bessie Lawton, Matthew Pierlott, Julie Wiest
 - a. No report.
5. Research and Creative Activities – Senators David Bolton (co-chair), Stevie Grasseti (co-chair), Kris Benedict, Tienran Chen, Gary Childs, Wei Du, Prema Junius, Kurt Kolasinski, Sarah Lightner, Vipanchi Mishra, Orkideh Mohajeri, Innhwa Park, Selen Razon, Bill Sawyer, Heather Schugar, Esther Smidt
 - a. Stevie Grasseti: David Bolton reports there is nothing new to report and will be working to develop something with the research subcommittee in the spring.
 - b. Reminder to faculty to continue to update the [RAM research directory profiles](#). We've had nearly 7,000 clicks on profile links this semester.
 - c. Student SURF award winners were recently announced: (<https://www.wcupa.edu/admin/research/student-resources.aspx>).
 - d. The Summer Undergraduate Research Institute call for applications is out! Please encourage students to apply.

- e. Student Research and Creative Activity (SRCA) Awards call for applications is out and due February 6. The purpose of the SRCA is to recognize outstanding graduate and undergraduate students who have completed original research or creative projects in collaboration with a faculty mentor. Here is the application:

<https://www.wcupa.edu/admin/research/forms/srca-award/>

Faculty Senate Executive Committee

- ❖ President – Senator Israel Sanz-Sánchez
- ❖ Vice President – Senator Kurt Kolasinski
- ❖ Recording Secretary – Senator Dan Forbes
- ❖ Corresponding Secretary – Senator Julie Tennille
- ❖ At-Large Members – Senators Rachel Daltry and Gary Childs
- ❖ Immediate Past President – Senator Julie Wiest
- ❖ Past Presidents – Senators Bessie Lawton and Heather Schugar

Senate Meetings 2024-25

Fall 2024

(First meeting of semester in-person; all other meetings via Zoom)

- ❖ Friday, September 6, 3-5pm
- ❖ Friday, October 18, 3-5pm
- ❖ (Open Forum) Wednesday, November 6, 2-3pm
- ❖ Friday, December 6, 3-5pm

Spring 2025

(First meeting of semester in-person; all other meetings via Zoom)

- ❖ Friday, January 31, 3-5pm
- ❖ (Open Forum) Tuesday, February 25, 11am-12pm
- ❖ Friday, March 28, 3-5pm
- ❖ Friday, April 25, 3-5pm

Faculty Senate – Fall 2024

Deans Panel

OVERVIEW - RATIO

- The University has one ratio which is 18.01
- Colleges have average class size goals set by the University
- However, Colleges work together to achieve our ratio goal
 - Student Credit Hours
 - Faculty Workload
 - Class size (grad/ undergrad)
 - Temporary Faculty Loads
 - AWA
 - Overloads
 - Collaborating on Gen Ed Offerings

OVERVIEW

Discretionary AWA

College	Approach
CARHU	78: More than half (42) are pre-assigned for Assistant Chairs. Some used for college initiatives. Open call for remaining.
CBPM	81: Most support Assistant Chairs and Accreditation work, the rest support college initiatives
CSM	82: 51 Pre-assigned for Assistant Chairs and Faculty Associate. Remaining support research and other dept functions
CHS	89: 66 Pre-assigned for Specialized Accreditation, rest used to support college initiatives
CESW	87: 69 Distributed to departments, rest is used to support grants, accreditation, and college initiatives
WSOM	30: 6 Accreditation, rest supports scholarship process, CMT lab, curriculum, and other WSOM initiatives

OVERVIEW

Professional Development

Currently, all the colleges receive \$1500 per tenure-track or tenured faculty member after year 2, and \$6000 in start-up for new hires. Individual colleges manage those budgets with some variation.

College	Approach
CARHU & CBPM	\$1200 per faculty member distributed to departments. Remaining funds support internal grants competitions.
CSM	\$1100 per faculty member distributed to departments. Increased start-up funds. Remaining funds support internal grants.
CHS & CUNIV	\$1500 per faculty distributed to departments. One-Time Funds request through chairperson if needed.
CESW	\$1500 per faculty distributed to departments. One-Time Funds request through chairperson if needed.
WSOM	\$1500 per faculty distributed to departments. Additional funds available through grant funded by our Foundation Operating fund.
UL	\$1500 per faculty distributed to departments. One-Time Funds request can be made for additional funds

Support for research

- New approach to AWA that are grant funded
- Liaison role for second year
- Post award Grants Management Specialist
- Contract with McAllister and Quinn
- College-level grant opportunities
- R2 status was granted due to the university in recognition of the amount of resources we put towards research and the number of doctoral students graduated

Graduate Enrollment Goals

- The Graduate School, Institutional Research (IR) and college Deans work together to set **new student** enrollment goals each fall based on a combination of quantitative data (i.e. university enrollment trends for the past five years) and qualitative data (e.g., industry trends, curricular changes, accreditation requirements, etc.).
 - IR uses a statistical model to analyze each program's new student admits from the past five years to provide trended numbers.
 - The Executive Director of Graduate Admissions (ED) analyzes the past year's admission funnel data, insider knowledge from graduate programs, and regional and national trends.
 - The ED compares the Graduate School and IR analyses and sets tentative program goals.
 - The VP of Enrollment Management, the Executive Director of Graduate Admissions and the Graduate Dean review tentative goals with college Deans and adjust based on their feedback.
- The Graduate School communicates goals directly to Deans and Graduate Coordinators and may make adjustments based on additional feedback.

University Libraries

University Libraries Strategic Plan 2024-2027

Four Goals:

- **Enhancing Learning and Knowledge Generation**- We are committed to creating spaces and providing resources that empower students and faculty to explore, learn, and generate new knowledge.
- **Fostering Community and Belonging**- University Libraries serve as more than just a place to study; we are a community hub. Our goal is to create a welcoming environment where everyone feels a sense of belonging.
- **Reducing Equity Gaps and Improving Access**- Ensuring equitable access to library resources is a top priority. We are dedicated to breaking down barriers and making our services accessible to all.
- **Increasing Organizational Effectiveness**- To support our mission, we strive to cultivate professional growth, foster effective collaboration, and be recognized for contributing to a thriving WCU campus.

View plan on Libraries' Website: [University Libraries Strategic Plan 2024-2027](#)

Curriculum Principles (including winter and summer)

- Courses in winter and summer are designed to support academic year course array to support student success
- Focusing on student needs
 - Understanding the audience for courses and programs
 - Need to offer courses that guarantee degree progress
 - Using substitutions to keep students on track, while ensuring core competencies are met

Overview - Banner and AI

- RamPortal – Banner
 - Resources are available
 - [AES website](#) on Ram Portal
 - Can't find something in Banner? We might not have it yet.
 - [Lost functionality list](#)
 - Something isn't working or you don't have access you need?
 - [Service Now Ticket](#)
- AI
 - A working group, which included faculty members, completed the first draft of the Generative AI framework. They expect to finalize it before the beginning of the spring semester. Faculty Senate provided valuable comments and feedback on the outline to help inform the framework.
 - TLC is hosting 'AI Sandbox' sessions during finals week to provide faculty opportunities to explore different AI tools. Join the TLC team at 10am, 11am, 1pm and 2pm on 12/10, 12/11, and 12/12.

What's new or coming?

- Reduces credits in Special Education post -bac
- M.Ed. in Elementary Education with certification
- Minor in Sales and Client Management
- Minor in Real Estate and Land Development
- Update on the Academic Success & Advocacy Center (ASA)

QUESTIONS?