**Minutes from the WVSU General Faculty Meeting**

**on Tuesday, August 10, 2021**

*The following meeting was conducted in person in Ferrell Hall Auditorium.*

Attendance: M. Wilson; R. Ford; A. Bejou; B. Liedl; W. Stroupe; M. Kane; M. Anderson; C. Walker; D. Taylor; B. Hauser; J. Canterbury; A. McConnell; M. Sizemore; C. Susman; D. Williams; L. Wang; K. Anderson; S. Gilliland; P. King; K. Steele; B. Ladner; J. Martin; Z. Fitchner; P. Wilson; H. Southall; T. Reed; T. Park; R. Mutepa; S. Malkaram; T. Kiddie; C. Whyte; W. Whyte; L. Lambert; E. Waugh; M. Young; E. Sekabunga; E. Lomax; M. Pennington; J. Harris; S. Burdette; X. Zhang; A. Wylie; V. Dianellos; M. Bradley; L. Davidson; J. Pietruszynski; J. Barnes- Pietruszynski; M. Fultz; T. Ruhnke; S. Armstrong; A. Settle; C. Taylor-Johnson; L. Good; S. Collins; D. Huber; M. Bhuiyan; R. Wallace; G. [**Palubinskas**](https://www.wvstateu.edu/faculty/palubinskas,-ph-d.aspx)

The meeting was called to order by J. Barnes-Pietruszynski at 9:47 am

Revisions/Suggestions to the Agenda

M. Fultz moved and R. Mutepa seconded the approval of the agenda with additions. Senate voted unanimously.

Revisions/Suggestions to the Minutes

T. Ruhnke moved and M. Fultz seconded the minutes with any changes sent to L. Davidson. Senate voted unanimously.

**ANNOUNCEMENTS**

J. Barnes-Pietruszynski announced that we would like to recognize any faculty that have passed on the last several years. M. Fultz said two chemistry professors passed away over the summer Virgil Matthews and Harold Pinnick.

**FOCUS OF THE SENATE 2021-22**

J. Barnes-Pietruszynski said we spent last year on COVID and how to get through the pandemic. Now we need to turn the senate back to business, so what would we would like it to be. Faculty should think about this and share their thoughts with the executive committee or your senators. J. Barnes-Pietruszynski said one of the things she is going to do is find the passion for teaching and encourages everyone to refocus, so we can all make a difference.

**WELCOME BACK WEEK – PROFESSIONAL DEVELOPMENT**

J. Barnes-Pietruszynski said tomorrow is department and standing committee meetings. There will be a few elections today, so she encourages everyone to meet, so they can elect a chair or contact person for these committees. Thursday will be professional development with a luncheon and lots of important topics to be discussed throughout the day.

**COVID PLAN**

J. Barnes-Pietruszynski said they will discuss the reopening plan on Thursday at Professional Development. Masks are required.

**STATE OF THE UNIVERSITY**

J. Barnes-Pietruszynski said Erick Cage has the authority to conduct day-to-day responsibilities while the BOG looks for an interim, but would like to have our input. A lot of administrators have three hats right now, so they are working really hard to get us where we need to be. The BOG rep will discuss this further in a few.

**MOMENT OF SILENCE**

**HONORS PROGRAM**

T. Ruhnke announced the requirements to be in the program is located on the academic website, but they are looking for good students. If you know a few good students in your program, encourage them to apply. Any questions, contact him, but he will also send an email to the Faculty ListServe.

**ASSESSMENT**

A. Settle said there will be a section on assessment Thursday during Professional Development. The university does not get a pass for COVID for HLC. Only had 5 programs submit last year. He will announce due dates on the assessment reports and plans. These are now linked to program review and must have five-year plan included in those before they go to the BOG.

**ACADEMIC FREEDOM**

C. Taylor-Johnson said professors should feel comfortable talking about race relations. J. Barnes-Pietruszynski said there are no laws about it in this state. C. Taylor-Johnson said people need to know about past histories, what certain people have overcome, opportunities to talk about multiculturalism and diversity. Wants to ensure that we are having these conversations with students and not being silent on these many issues.

B. Ladner said she agrees with the need to talk about our history, but wants to warn faculty about some of the bills that were on the floor last year, diverse topics, needs legislative support on these issues.

L. Good said we are implementing that in first year experience. YWCA is doing a four-part series; implicit bias; racism; discrimination; diversity/equity; to start early with getting those topics in the students’ repertoire. L. Good said YWCA would do faculty training as well.

B. Ladner said there was a diversity grant last year that had some funding left, so she bought some additional books and will try to get those on reserve in the library. One in particular is the Color of Law.

J. Barnes-Pietruszynski said we still have academic freedoms in our classroom.

C. Taylor-Johnson said there is a lot of work to be done and she is working on something for the Center of Human Relations. J. Barnes-Pietruszynski said we will work with L. Good to get something schedule. T. Kiddie said that would also be a good topic for FACET.

**ACUE GRANT**

T. Kiddie said we were awarded a grant through the Thurgood Marshall Fund to certify online instructors, which includes a 25-week program. Mostly designed for faculty teaching online, so even if you have a Web 30 tag you can participate. He encourages everyone to apply. He said some of the subjects are improving learning objectives, engaging students in discussions, etc. He said it is an excellent program and at the end you achieve a certification, so it is a good thing to enhance your resume, CV, portfolio, etc. He said adjunct faculty who teach online are encouraged to apply as well.

**LIBRARY SERVICES**

M. Ray said she finds it extremely difficult to conduct research with the library offerings, so she suggests an improvement on library services. Would like to see JSTOR added.

**FACULTY SCHOLARSHIPS**

A. McConnell said the students were nominated by the faculty from each college and selected by the deans. Reminded that you can donate one time or have it recurring.

T. Ruhnke announced that the faculty scholarship is an endowment account, but if you want your money to go to student next August, there is an unrestricted account that operates as a cash account, which is something faculty wanted so donations would have a direct impact.

B. Ladner asked how to make sure which account the money goes into. T. Ruhnke said to just put unrestricted account on the donation.

Arts and Humanities

Haley Nutter

Isabella Ruiz

Patrick Means

Professional Studies

Baylee Rogers

Noah Cruz-Bustillo

Rachelle Madison

Emily West

Bradley Plantin

Natural Sciences and Mathematics

Samuel Temesgen

Riley Faber

Andrew Comer

Riley Reesman

Business and Social Sciences

Amanda Holder

Kayla Petry

**FACULTY AWARDS**

M. Fultz announced that these awards are based on nominations by other faculty members during the previous academic year. These are for people who go above and beyond what is expected. The nominations are collected and given to faculty members to peer review and select a winner. the award winners

Teacher = Dr. Sean Collins

Distinguished Scholar = Dr. Barbara Liedl

Service = Dr. Leighann Davidson

Professor of the Year = Dr. David Huber

**BOG**

J. Pietruszynski thanked everyone for electing him to BOG. Reminded everyone that he cannot talk about things that are discussed during executive session. He was asked to provide an update on the university. A letter of no confidence was prepared by the cabinet, Chair of the BOG called an emergency session and that is when he was sworn in. Dr. Pride tendered her resignation and was accepted by the BOG. Mr. Cage was given permission to operate the day-to-day business of the university. He indicated that he was confident in his ability to get us through. The BOG is taking the next steps. There will be a meeting next Friday, he will send the agenda. The first thing to do is to name an Interim President as we start the search for the next President. The BOG is convinced to slow the process. Chair Jones asked the Faculty BOG Rep, Staff Rep, and Student Rep to come up with a list of things that we as the faculty would look for in an Interim President. If you have specific names, please email those to him. Things that are important to the faculty need to be listed, so he can share those in the BOG meetings. Once an Interim President is named, they will start a full search. AGB said if the president does not last a year, they will reduce the fees, but he is not sure that is the direction the BOG wants to go. We as a faculty need to decide what we would like to see in a university President.

R. Wallace asked if the primary reason to use them again is to save $88,000.00 because he questions the candidates that were brought in during the last search. How can we have faith in that? J. Pietruszynski said he addressed that with the BOG already.

M. Bhuiyan said there was no faculty on the presidential committee last time. We need more faculty representation. J. Pietruszynski said the terms of the search has not been determined. But his personal search committee should be an equal number of constituents, including faculty, just like we do every other academic search.

T. Ruhnke said in reality it was almost like a person was hoisted on the university. We own none of the responsibility on what happened, so a questions is, do we want to do that a second time.

M. Blackwell asked if we could write a letter as faculty senate asking for more faculty representation on the committee. J. Pietruszynski said when we get to that stage, yes. But we aren’t there yet.

T. Ruhnke said the presumption is that we will be like this for the rest of the academic year. There is a whole bunch of interims, so there are other positions that are importance that have been cleaned, so going forward, we need to get a permanent person in the mix for some of these roles. Also, how will those be founded when we hire a new president.

B. Ladner said she does not mind waiting on a letter, but the BOG needs to know that we would like more faculty on the committee. J. Pietruszynski said he has let them know the last two BOG meetings how the faculty feel.

R. Wallace said he is against drawing from the Clearinghouse pool for an Interim President. These individuals do not have any investment in the university. J. Pietruszynski said he would suggest the interim have a connection to the university, because the Interim President will be a figure head and needs to go into the community. He said that he was asked to share that the next Interim President should keep their hands out of academics.

N. Zaman said the timing is important, so good candidates are available.

G. [**Palubinskas**](https://www.wvstateu.edu/faculty/palubinskas,-ph-d.aspx) said we need to go into it with an attitude that this search can fail, because if it doesn’t fit, we don’t have to buy. This needs to be stressed to the BOG. J. Barnes-Pietruszynski said that is a good point. When we me the last candidates we felt that none of them fit.

T. Ruhnke asked if E. Cage is interested if the BOG think he is the right person for the job. J. Pietruszynski said he has no idea; they would have to ask him.

J. Pietruszynski said he will send something out to get faculty feedback, so he can share with the BOG. But feel free to text or email him some ideas.

C. Taylor-Johnson asked if the BOG can meet with the faculty, so we can put our voices in their mind. J. Pietruszynski said he can ask, but the BOG are not local. However, there is a yearly meeting with the BOG and faculty, so he will ask. J. Pietruszynski said he is the voice and he can get loud and get the ideas out there.

A. Ziyati said there should be assessments of the search firms, because the last few have not been successful. The last few presidents have used us to further their career or in the last case, one that was not a fit. J. Pietruszynski said the tenure of higher administration is going lower and lower. Presidents are now serving 4-6 years and moving on. That is what we are trying to avoid, but that is not true for higher administration.

T. Ruhnke said once the person gets here, after a year, they are looking for the next positions, along with the other support administration. So now we are burning through executive staff members, do other universities with rotating president have that turnover on other departments? There are things that have to change because when these things happen, things just stall at the university.

J. Pietruszynski said the BOG is going to be more involved. E. Cage has operational duties, but cannot hire, fire or sign contracts without the full BOG. M. Fultz asked at what level does it need to go to the BOG. J. Pietruszynski said it just says hires. M. Fultz asked about hiring a lab manager needs BOG approval. J. Pietruszynski said he does not think so, but he would have to check.

G. [**Palubinskas**](https://www.wvstateu.edu/faculty/palubinskas,-ph-d.aspx) said we need to see how we are promoted by the search firm. Are we promoted as a stepping stone?

T. Kiddie said that it would benefit us to do a SWOT analysis so we can see what went wrong, so we did not repeat it. J. Pietruszynski said that is something that the BOG is doing.

J. Eya said we also need to look at the faculty and what we do.

**ACF**

B. Ladner said the ACF had their retreat in July and proposed some possible priorities for the year. She will be sending the draft of things and encourage feedback or suggestions. Please give her all the concerns, even though they may not make the list of priorities. She indicated that the body has to address things that are widespread because they represent all institutions.

**ELECTIONS**

R. Ford read from the By-Laws who is eligible to vote.

Nominations:

Constitution & By-Laws:

Michael Workman

Cultural Activities & Educational Assemblies

Sridhar Malkaram

Joshua Martin

Kim Cobb

Education Policies

Carol Taylor-Johnson

Alonda Wylie

Senate Executive

Tom Kiddie

Kerri Steele

Faculty Grievance Representatives

Professor

David Huber

Frank Vaughan

Michael Kane

Associate Professor

Sridhar Malkaram

Azam Bejou

Ernest Sekabunga

Assistant Professor

Terry Reed

Mark Addesa

Mahinda Ranasighe

Instructor

Derek Taylor

Visillios Dianellos

Lena Lambert

At Large

Jasmine Collins

Clinton Arnold

Faculty Personnel Committee

Jasmine Collins

Anne McConnell

Honors

Derek Taylor

Barbara Ladner

Promotion & Tenure

Jonathan Eya

Frank Vaughan

Manahshi Ray

Azam Bejou

Carol Taylor-Johnson

Research & Faculty Development

Charles Perdue

Sean Collins

Jonathan Eya

R. Ford said the committees that have the same nominations as openings are Constitution & By-Laws; Educational Policies; Faculty Grievance – Professor, Assoc. Professor, Assistant Professor, Instructor; Honors;

N. Zaman moved and A. Settle seconded acclimation for the committees for having the same nominations as positions available. Senate voted unanimously.

**RETURN TO ONGOING WORK**

J. Barnes-Pietruszynski announced that we had a few committees ongoing before COVID, so we will go back to work on all of those committees, so if you were involved in an Ad-Hoc committee, keep checking your emails for meetings.

**ACADEMIC INTEGRITY POLICY**

**INDIRECT POLICY**

**TERM FACULTY**

**ASSOCIATE DEGREES**

**TUITION FOR EMPLOYEES & DEPENDENTS**

**FACULTY EVALUATIONS**

**EARLY ENROLLMENT – APPROVAL AND EVALUATION**

**USE OF COURSE FEE MONIES**

T. Kiddie asked about FACET. J. Barnes-Pietruszynski said she is not sure, but will follow up.

**ACHIEVE**

L. Good said they are still using ACHIEVE. Any new faculty, department chairs send them a list, so they can get them trained. Any faculty that would like a refresher, put your name on the list as well. ACHIEVE is really going to help student retention.

B. Ladner asked about faculty referral. L. Good said flags should be raised in ACHIEVE. A. Dorsey said faculty referral should not be working

**CONCERNS & ISSUES**

**FULLBRIGHT**

Fulbright applications for the 2022-23 are still open. S. Armstrong is the faculty liaison.

M. Fultz moved to adjourn and T. Ruhnke seconded the motion at 11:33 am. Senate voted unanimously.