**West Virginia State University**

**Faculty Senate Meeting**

**Friday, December 6, 2024**

**Called to order 12:32 pm**

**Present:** Barbara Ladner, Kellie Toledo, Jeff Pietruszynski, Lena Lambert, Ali Al-Sinayyid, Debbie Williams, Michael Harris, Terry Reed, Kerri Steele, Eyas Mahmoud, Mike Fultz, Josh Martin (can’t find list – this is from memory, so please let me know if you were in the room but not listed)

**Online:** Azam Bejou, Jamie Brunetti, Dr. Stephanie Burdette, Kimberly Cobb, LeighAnn Davidson, Micheal Fultz, Gary Ginther, Thomas Kiddie, Gwonjin Lee, Dr. Elisha M. Lewis, Eyas Mahmoud, TAE PARK, Mahinda Ranasinghe, Roy Simmons, Mary Sizemore, Kerri Steele, Christy Walker, Dr. Emily Waugh, Dr. Alonda L. Wylie, NAVEED ZAMAN

**Agenda**

1. Agenda Approved - Motion by Reed, second by Bejou
2. Minutes of November 1, 2024, Meeting Approved (Item for McAllister’s remarks about funding formula postponed to February meeting) – Motion by Reed, second by Harris

**Reports and Announcements**

1. Administration/Academic Affairs

a. President Ericke Cage – Thanked us for all we do. Enrollment numbers: There are some bright spots. Head count growth (Fall-To-Fall, transfer) not counting dual enrollment. Dual enrollment is down. Now all institutions are in dual enrollment, so other institutions have seen lots of increases. This is good for high school students, who are more likely to go to college as a FT student. HEPC got the Legislature to cover cost for certain programs. But we’re down by about 11%, with WVU and WV Tech also down. What does that tell us? Increased ‘conversion’ rates (from dual enrollment) at many institutions, but our conversion is only 3%, which is the lowest in the state. Dual Enrollment is important part of enrollment picture and will continue to be. The President thanked the DE team for the work it has done. But we need to improve our market share. Only 4 schools weren’t down in their non-DE numbers. He’s asking us to help by teaching some of the courses. Part of our limitation is finding qualified teachers (appropriate to college teaching).   
He acknowledged work the team has done around the agriculture facility. One of the largest investments the state has made on this campus. $2.5 million gift facilitating naming it the Purdy School of Agriculture, Food, and Natural Resources. We are working to be sure we have the resources to make good use of that facility. There are conversations on cross-disciplinary engagement. There are issues around growing enrollment: the trend lines not good on WV students going to college; this is predicted to be true for next decade, on top of demographic decline. We need to work to recruit students, including an initiative to recruit more students in WV. We need ot get serious about online education – more and more students are demanding that. We will have conversations in the spring about that, finding the balance. We are at core a brick-and-mortar institution. Online allows us to recruit outside WV. We have to do it right. We need to identify the programs most likely to attract students and market the heck out of them. The Provost will lead that charge.   
We look forward to the new semester. The Future State Committee will be reporting, but no decisions have been made. There’s lots of good news because of the work faculty and staff are doing. Ladner asked about online fees and why they aren’t going to pay bills needed for online. The President said that FSC work involves identifying areas for growth and investing them. We will make the investments to make our online programs of high quality.  
Myths/facts - Blackwell says we are only limited by our imaginations, but we have to know our efforts will be honored. Cage: There are risks and it’s reasonable to fear these risks, but we have an obligation to take them. The status quo is not a sustainable path, but that doesn’t mean we should unwind everything we have been doing. We want to create an environment where students have a choice for in-class and online. Failure on the risks will be on him, President Cage said.

b. Interim Provost Deborah Williams – She was in Logan County this morning and had a productive meeting about dual enrollment with three education board leaders. They need to audit faculty credentials and are looking at curriculum. We can give students the experience showing them they can be successful. Only 47% of DE students go to college.   
She encouraged people to go to the play, “Too Much Light Blinds the Baby.”  
NUCOR cohort – we have one going through, and she believes we will start a second cohort in January.  
FS updates – there will be two more presentations from different groups on campus. A previous communication about it got lost, but a new one will go out early next week. More on enrollment and other FS things will be communicated in January.  
HLC – Kerri Steele (KS) and Tom Kiddie (TK) are working on a draft. Parts are moving along well, and parts need work.  
KS – There are 4 criteria. 1 & 2 about done. 4 is business and finance that will need updates at end of spring. 3 is biggest and has the most work needed. We are moving along early, better than last time. The ‘lock’ date for the report and data is November 10. Ladner made a plea on assessment (instructional improvement sheet, data)  
Fultz announced that final grades due Dec. 17 by 5 pm. That deadline is important because the Registrar needs to collect data about who can move on to next course, and financial aid needs to report things about satisfactory academic progress for the students to get their financial aid or deal with appeal issues. If grades aren’t turned in on time, Roy Simmons (Office of the Register) and Jodi Johnston (Office of Financial Aid) have to hand report/calculate many things for each student in the class. Student athletes will need to know if they are still eligible before they move in in January. We will get reminders if we are missing anything.   
Cybersecurity program. It was discussed for 3 years. All classes and curriculum went through EPC. They need BOG approval before sending things off to HEPC. Most of their courses (all but 13) made use of existing courses. The program is designed to meet best practices and could eventually apply for specialized accreditation from ABET or something more specific to cybersecurity. There will be a general option and an agriculture option, including cyber systems specific to agriculture.   
Commencement will be Dec. 14. From fall, 105 are marching, and 15 from summer, about 120 overall. Parents want to meet faculty who helped their students. Families like to see pomp and circumstances. Try to be there, because it is a big deal to the students. Blackwell said how much it means to the students, and Ladner said that they will remember the faculty members they interact with more than they will remember the commencement speaker.   
We are almost 100% compliant with Title IX – missing only one full-time faculty member.  
Advising: 1109 are registered for spring. Last year at this time, it was only 1002, so we’re up 107 students. We have a better chance of keeping them if they have a schedule already set up. All chairs have gotten a list of students not registered who haven’t graduated or formally left. Faculty urging students to register helps, and that makes it easier to deal with any issues (time conflicts, etc.). Transfer transcripts will go out soon. We can get list from our chairs and reach out to them before they leave for Christmas break.  
There are a lot of events coming up (e.g., scouting university is good recruiting opportunity). If you have activities like that, please let academic affairs know, so that admissions can have a table to give them information about applying, etc.

2. BOG Faculty Rep – Jeff Pietruszynski (JP) noted that Program Review has to be approved by the BOG. Peer review of programs is important, to identify strengths and weaknesses to build on or improve. English, Comm, Biology, Media Studies, Biotech are up for review this year. Once the Program Review Committee (PRC) gives it recommendations, it goes to Academic Affairs Office and then to the BOG Academic Affairs Committee. The BOG wants them for the February BOG meeting, since April will be very full. JP will help programs that need help.   
BOG related items for which it is good to show up: groundbreaking for Purdy building, commencement.  
Next Thursday (Dec. 12) is the next BOG meeting. JP will forward the BOG packet when he gets it. Please read it and let JP know of concerns. When commenting on policies, let JP know your comments via email, not just on comment page. That way he knows what our concerns are.   
JP extended an invitation to all for Cookies & Carols at Campbell 12~2 on Dec. 11 (before full faculty meeting). Reed moved, Harris

1. ACF - The annual Advisory Council of Faculty Retreat was held November 9-10 at Stonewall Resort. Statewide faculty concerns were discussed, including: Inadequate compensation to retain faculty; PEIA increases; faculty evaluation policies and instruments; post-tenure review policies; lack of transparency and shared governance; reduction in library services; use of AI; recruitment and retention of faculty and students; tenure at CTCs; promotion criteria at CTCs; DEI issues and academic freedom; campus carry enforcement; policies on family/illness leave for faculty; probation period for full-time faculty; faculty credentials for teaching; dual enrollment cost; course sharing cost and ownership.  
   It is not yet clear what bills (that were proposed but not passed) may return from last year; two bills that are expected to be of concern in some form are one that amended the criminal obscenity law to remove exemptions from prosecution for libraries and museums, as well as some version of anti-DEI (diversity, equity, and inclusion) legislation There will be a new Senate President (who will also be Lt. Governor, per the State Constitution), since Senate President Craig Blair lost his primary election last spring in his home district. Committee positions and leadership will be decided in December; currently Senator Grady is Senate Education Chair and Representative Ellington is House Education Chair. Senator Trump is expected to remain head of that body’s Finance Committee. The 60-day legislative session will begin later than normal in early February, since there is a new governor  
   Five schools received a ~5.1% one-time inflation increase through the funding model during the October special legislative session, although the model was not precisely followed, with increases based on ‘benchmarks’ different from those in the formula.  
   A 30-minute presentation (attached) focused on WVUs online education program and challenges faced by generative AI as a disruptor. Concerns include privacy and security, student cheating, possibly over-restrictive faculty AI policies which may not work well in the long run, and the embedding of AI into other native applications with or without clear knowledge. Faculty are being encouraged to shift to higher-order learning outcomes.  
   A 30-minute presentation focused on an analysis of loss of buying power for most faculty given the current history of pay increases through two promotions and erratic state-funded, small increases. Full professors in particular lose to inflation since the last promotion for a traditional faculty member may occur 20-25 years before retirement. Discussion showed that some institutions have another post-full-professor rank, and others provide a tiered pay raise system after full professor enabling smaller increases every 5 years.  
   The Advisory Council of Students president (W. Liberty U.) presented information about a bill the ACS hopes to see passed this year: the Higher Education Health and Aid Grant, to set up pantries of needed supplies for students facing food and health insecurities. This differs from the Hunger Free Campus Act, which was very broad and could have proved extremely costly.  
   All ACF representatives submitted a 1-page overview of their evaluation procedures prior to the retreat. These were evaluated during the retreat, and the results will be examined during the January meeting of the ACF. Some institutions differed in that were not reviewing all faculty on an annual basis as required by WV §18B and HEPC Series 9 and some did not have post-tenure review, which is required by code to take place at least every six years.  
   HEPC Vice Chancellor Corley Denison’s report included   
   \* the current status of a statewide project to hopefully develop a library consortium to save money on subscriptions  
   \* WV’s CTC to 4YC transfer rate is vanishingly small at less than 1000 students/year (OH has 40k for comparison although a larger population). Barriers and student motivations were discussed (e.g., the WV Invests program draws students away from 4-year matriculation)  
   \* Micro credentialling was discussed as a direction that some institutions are utilizing since it is very popular in for-profits and industry corporate academies (e.g., Hamburger U.), and Gen Z students in general are looking for more rapid entry into the workforce  
   \* The decline in high school graduates from 2000 to 2030s was discussed; the state will likely see a 30% or more decline over that period (acceleration since 2012); since this is national for the most part, prior formulas of drawing out-of-state and international students to replace population decline may not work  
   \* The state higher education funding formulas will be examined and revised in 2025 and certifications could be part of the formula  
   \* The dual enrollment pilot program now involves 19 public institutions and is in 53 of the 55 counties; HEPC funding for it increased to $6M from $4M  
   \* OER efforts have now saved WV students $7.8M in book costs; Denison would like to see all dual enrollment courses use OER materials, because timely acquisition of textbooks is often an issue for these courses.  
   \* More deferred maintenance money is expected.

Approval moved by Lambert, seconded by Reed

4. EPC Report, 13 proposals – IDS earned associates degree counts as one of 3 required minors, lessen foreign language; cybersecurity courses approved, AFNR approved, all unanimous. Also cybersecurity curriculum, both options. Terry emailed report to LeighAnn. Approval moved by Lomax, seconded by Mahmoud.

**Old Business/Updates**

1. Focus of the Senate – 2024-25

* + 1. IT – Directory; Computer; Class Schedule; etc., are being worked on
    2. Faculty Lecture Series – Spring 2025 – going well, JBP putting together schedule for spring
    3. Facility Services – Updates are being made; Send any other issues to me; Deferred Maintenance Website Link <https://sites.google.com/wvstateu.edu/wvsudeferredmaintenance/home> – website still there

**New Business**

1. Future State Committee – still collecting data, but report on what has happened so far is going out in a few business days
2. Constitution & By-Laws - Academic Appeals/Faculty Grievance – LeighAnn will mention at full faculty meeting and she will put together a proposal
3. Dr. Eyas Mahmoud – Instructional Classroom Technology Data Presentation   
   Faculty members need to shape priorities, based on the survey. Improve teaching and learning experiences is the highest. There were 30 responses. They were grouped into categories: classroom tech, IT support, software, training. The majority of responses were about Wallace Hall & Davis Fine Arts. Responses included lots of outdated equipment, problems with smart pens, problems with cameras (zooming, moving), projector problems (especially out edof focus), internet connections, monitors not responsive, wifi capability in some buildings. Some classrooms don’t have a computer, podium, projector, and/or smart pen. We need to replace outdated equipment, improve the wireless network, and install appropriate equipment (e.g., multimedia tools). Wallace had the most urgent needs, so the committee did a walk-through. We need to stay updated with technology. The committee is proposing initiatives (not set in stone) for addressing the issues. 1. Upgrade/replacement plan, inventory of outdated technology. Timeline within 4 months. Complete individual work orders and follow-up on completion. 2. Audit where issues are in ethernet and wifi and upgrade where needed. Replace slow monitors. 3. Missing classroom equipment – at a minimum, it should be standardized. We need to identify classrooms in need and identify where to procure needed equipment. The committee hopes that will happen in 6-8 months.  
   The Faculty Senate role will be to prioritize action items and give feedback and establish a committee for continuous feedback on technology needs. Williams commented that this should be brought to the Future State Committee. Kerri asked about whether 30 was a good response rate. Some less old equipment (especially cameras) was bought to allow us to deliver remotely during COVID, but cameras weren’t very good (supply chain and procurement issues).
4. Grades Due Tuesday (December 17, 2024) by 5:00pm
5. A resolution to fully fund Turnitin and AI feature to support academic integrity was moved by JP, seconded by Ladner. There was a friendly amendment to add a timeframe, by the start of the spring 2025 semester. It’s a plugin for regular Turnitin. Josh Martin commented that it can’t be used for small files (<300 words). Williams said that this dovetails with the Academic Affairs working group on academic integrity. JP noted that to enforce the AI part of the academic integrity policy, we need to have reliable evidence. Ladner noted that academic integrity is part of expectations for accreditation.
6. Davidson mentioned that some junior faculty had issues/questions about their portfolios. JP will try to have it for discussion at the full faculty meeting.
7. Holiday Party – December 13 (12pm-2pm), in the Union