**West Virginia State University**

**General Faculty Meeting**

**Wednesday December 11, 2024**

**In the room:** Rob Wallace, Mickey Blackwell, Mike Anderson, Ginta Palubinskas, Lena Lambert, Mark Wilson, Michael Harris, Walter Stroupe, Sue Woodward, LeighAnn Davidson, Ed Lomax, Naveed Zaman, Barbara Ladner

**Attending online:**

Azam Bejou, Jamie Brunetti, Stephanie Burdette, Kimberly Cobb, Micheal Fultz, Gary Ginther, Thomas Kiddie,

Gwonjin Lee, Elisha M. Lewis, Eyas Mahmoud, Tae Park, Mahinda Ranasinghe, Roy Simmons, Mary Sizemore,

Kerri Steele, Christy Walker, Emily Waugh, Alonda L. Wylie, Naveed Zaman

Called to order in Wallace Hall, AUD 122 at 2:05 p.m.

**Business (old and new kind of mixed up)**

1. Agenda Approved – Motion by Blackwell, second by Lambert
2. Minutes of Aug. 2024 Meeting Approved – Motion by Lambert, second by S. Woodward
3. BOG Report – Meeting scheduled for 12/12/24. The BOG packet has been sent out. BOG representative Jeffrey Pietruszynski encouraged all to read the packet and attend virtually. In general, it is important to pay attention to what the BOG is doing, especially when new policies are out for comment. He encouraged all to work with their deans/chairs on if their program is being reviewed this year.
4. ACF Report (more detail than in the room) - 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.
5. Provost Deborah Williams– Provost Williams reminded all that final grades are due Tuesday (12/17/24) by 5 pm. All should include the date of the final day of attendance for any student with an “F,” and there should be no “Q” grades, unless the student never attended. Because of the academic calendar, there will be a quick turnaround for notifying students about probation, suspension, and athletic eligibility this year. If a student stops attending but comes for the final, the date of the final exam is what is considered the last day of attendance.
6. Commencement is Saturday, December 14, 2024, at 10 am. Faculty members should arrive by 9:30-ish in regalia; about 120 students will be marching
7. FACET/Faculty Lecture Series Jessica Barnes-Pietruszynski will be sending out information for spring presentations.
8. Focus of the Senate – Chair Davidson said that the executive committee will be preparing language to amend the Constitution and By-Laws to abolish the Faculty Grievance Committee, because it has no function in how grievances are handled now. The ad hoc academic integrity committee was combined with Academic Affairs committee on academic integrity and AI. They have developed a revised policy that addresses AI and syllabus language that now appears at the University and Departmental Policies link in MyOnline.
9. Resolution on the AI add-on for Turnitin – The following was presented by J. Pietruszynski:  
   **"Faculty Resolution to Fully Fund Turnitin and Turnitin AI for Enhanced Academic Integrity"**WHEREAS, the faculty of West Virginia State University is committed to upholding the highest standards of academic integrity; and  
   WHEREAS, systems for maintaining academic integrity are an expectation of the Higher Learning Commission; and  
   WHEREAS, Turnitin provides a valuable tool for identifying potential plagiarism in student work; and  
   WHEREAS, the increasing accessibility of generative AI tools presents new challenges to maintaining academic integrity within our institution; and  
   WHEREAS, Turnitin AI provides an added tool to detect potential instances of AI-generated content in student submissions, supporting faculty in identifying potential cases of plagiarism and promoting ethical academic practices; and  
   WHEREAS, utilizing these tools can empower faculty to engage in more meaningful discussions with students regarding appropriate use of both outside sources and AI technology in academic work; and  
   WHEREAS, utilizing such tools are essential to ensure fair and equitable assessment of student learning; and  
   WHEREAS student online fee generation generates adequate funding for both programs;  
   BE IT RESOLVED that the faculty body of WVSU hereby requests the allocation of necessary funds to fully implement Turnitin and Turnitin AI across all academic departments, enabling all faculty to access this technology to uphold academic integrity standards by the start of the Spring 2025 semester.  
   Underlined portion was moved/poprposed as an amendment by Ladner and seconded by J. Pietruszynski. Amendement approved and added at meeting.  
   Motion to approve as amended by Blackwell, second by M. Wilson.  
   Pietruszynski sked that an update on implementing the resolution be on the agenda for the first General Faculty Meeting in January.
10. New Faculty Appendix – J. Pietruszynski will be sending an appendix to the Faculty Handbook that includes procedures and guidance for faculty on tenure track, in preparation for third-year review and application for tenure.
11. Faculty Observation Form – Walter Stroupe presented a form for use in observing faculty in online courses, which was borrowed from Penn State with permission. COL Director Tom Kiddie sent a guideline for how to use the form. It is meant for use for peers reporting on observations of colleagues’ online courses/teaching. (All evaluation/observation at Penn State is ‘peer’ review. Whether the form will also be used for chair/dean observations is TBD.) LeighAnn will send out sample of a completed review.
12. Library Abstracts from ProQuest – Library Director Gary Ginther reported that the University used to subscribe to Dissertation Abstracts, but it’s been bought/sold and is now a new product from ProQuest. Gary would like to resubscribe to have it as a resource for doctoral (EdD), masters, and honors students. It is useful for many aspects of the research process. Right now we have only limited access to such information. The cost is ~$10K for subscription. Ginther will be asking for faculty to think about it and be ready to discuss it in the spring. The EdD program had trial access in the summer, and Emily Waugh said that the EdD program is very supportive of getting this. It will all function in the cloud, so it will change the way students work. It will allow students to see what else is out there on their topic, and then they can upload their whole paper and control how/whether it is disseminated. It also keeps data of how often a paper was accessed. Right now, honors students, masters, doctoral students have to pay to have their theses printed (and bound?). It is possible that uploading to ProQuest may put theses in the Library of Congress; librarians will find out.
13. Concerns & Issues - What focus would you like for the spring? The trash and bathroom supplies situation has improved. They are still updating the deferred maintenance list. The Future State Committee is still working, including gathering data. They are hoping to have a report on some things in January.   
    Toner issues were raised. Apparently, there are barriers to having a cartridge ready when a copier runs out of toner. Several comments were made that, if we could have more than one backup cartridge, it would help. Chair Davidson will look into staffing for the copy center, which could take some of the copying load. Ladner brought up how to encourage administration to fund needed expenditures before ‘sweeping’ fee accounts. LeighAnn reminded us of the holiday party on Friday.

Adjournent at 3:05. Motion by Lambert, second by M. Wilson.

Respectfully submitted,



Barbara Ladner