| WCU FACULTY SENATE MEETING | | | Date: Friday, March 25, 2022 | | |
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| | | | Time: 3:00 p.m. – 5:00 p.m. | | |
| | | | Location: Zoom teleconference | | |

| Facilitator: | | Julie Wiest, President | | Type of meeting: | Scheduled Meeting |
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| Note Taker: | | Dan Forbes, Recording Secretary | | Misc. | |

| Attendees: | **Members Present:** *designated by an X* | | | | | |
|---|---|---|---|---|---|---|
| | Bolton, David | | | Mandel, Deborah | | *x* |
| | Brenner, James | | *x* | Metz, Stacie | | *Proxy Selen Razon* |
| | Chang, Janet | | | Mishra, Vipanchi | | *x* |
| | Cherry, Dan | | *x* | Mraz, Megan | | *x* |
| | Gary Childs | | *x* | Panagiotidou, Eirini | | *x* |
| | Cooke, Laquana | | *x* | Panichelli, Meg | | *x* |
| | Daltry, Rachel | | *x* | Pierlott, Matthew | | *x* |
| | Forbes, Daniel | | *x* | Raskauskas, Jenn | | *x* |
| | Guerriero, Tara | | *x* | Riley, Kathleen | | |
| | He, Yuhong | | *x* | Ruchti, Simon | | *x* |
| | Hill, Erin | | *x* | Saboe, Matt | | *x* |
| | Hodes, Jacqueline | | *x* | Sanz-Sánchez, Israel | | *x* |
| | Junius, Premalatha | | *x* | Schugar, Heather | | *Proxy Orkideh Mohajeri* |
| | Karahan, Selcuk | | *x* | Smidt, Esther | | *x* |
| | Kolasinski, Kurt | | *x* | Studlien-Webb, Gretchen | | *x* |
| | Konigsberg, Lisa | | | Tennille, Julie | | *x* |
| | Lawton, Bessie Lee | | *x* | Wade, Michelle | | *x* |
| | Lightner, Sarah | | *x* | Wiest, Julie | | *x* |
| | Major, Marci | | *x* | Wilbur, Veronica | | *x* |
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| | Adjunct Faculty Rep: Ann Hiloski-Fowler | | *x* | Student Govt. Assoc. Rep: Michaela Karlesses | | |
| | Adjunct Faculty Rep: William Sawyer | | *x* | Graduate Student Assoc. Rep: Montana Leaks | | |
| | APSCUF Rep: Bessie Lee Lawton | | *x* | ROTC rep: TBA | | |
| | *Guests in Attendance: Karen Watkins, Melissa Whidden, Kim Doan, Liam Lair, Jenifer Hummer, Selen Razon, Orkideh Mohajeri, Jeff Osgood, Steven Feldman, Vanessa Kahen Johnson, Jessica Sullivan-Brown, Megan Jerabek, Miguel Ceballos* | | | | | |

## AGENDA ITEMS

| Topic | Discussion | Action |
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| Welcome to Senators, Proxies, and Guests (J. Wiest) | | |
| Steven Feldman and Dr. Liam Lair, *LGBTQIA+ University Caucus* | 1. Steven: I've been here almost two years. We've gone through some structural changes as a group. We created a new structure with bylaws (thanks to Karen Dickinson) and an organizational structure that reports to Tracey Robinson. The structure is more project-focused, determined by needs, because these change and evolve. It's primarily composed of faculty and staff, and open to any faculty and staff who are willing to commit to this work. We do have a few graduate students.<br><br>2. Liam: Also shout out to Tiffany Gray, Director of the Center for Trans and Queer Advocacy, who pushed us to think about to whom we are accountable. There's a visibility subcommittee that works to make the Caucus more visible and support students. It's very new. We looked at the Campus Pride Index and used it to identify needs. Faculty & Staff Training subcommittee is working on a D2L page to supplement existing training. We also identified outside contracts as an area of growth, because external contractor employees don't have to abide by WCU policies regarding discrimination. We've also worked on including pronouns on myWCU; it is now available for students and will in the future will be available for faculty and staff.<br><br>3. Steven: The Campus Pride Index is a tool for assessing campuses. It is imperfect—it has only yes-or-no questions, not a lot of gray area, and queerness includes flexible categories. The assessment helps prompt conversations. We got 3.5 out of 5 stars last year, which is not a surprise and is about on par. We discussed what it means to have an anti-discrimination policy that doesn't apply to vendors, and what it means to have a way of including pronouns on myWCU but not have policies enforcing their use in the classroom. In order to create an inclusive environment we have to go beyond the assessment. We're hoping to make it easier for the less tangible and harder to quantify things to improve.<br><br>4. Liam: We're trying to evolve the training—the language is always changing, and even I have to keep up with it! There are faculty and staff willing to meet with you. If there are misses in university information sources where you are seeing students being deadnamed, let us know and we will work on them.<br><br>5. Liam: Health Insurance and Welfare Committee is looking at what is covered and what is not. Is gender-affirming care covered, for example. We want to disseminate information on what is available to faculty and staff. We are looking into student health insurance that includes gender-affirming care.<br><br>6. Liam: Lisa Huebner and I are working on a program where not all faculty are mandatory reporters. The legal documentation shows there is room for interpretation of Title IX and the Cleary Act. If you undergo training from the Health Center you move from working under FERPA to under HEPA and you are no longer a mandatory reporter. This is a way of centering survivors and reinterpreting the main sources of legislation under Title IX. (See https://docs.google.com/document/d/1uY6Z12S2kCKXMwaky0SroDSchKZoz7aHLLZQj1qLa1A/edit?usp=sharing and https://drive.google.com/drive/folders/1yv4MzA27oGUbpsR8VFLBOltD7h02niNo?usp=sharing) We're hoping to generate some positive conversations.<br><br>Q: Erin Hill: Can you tell us about what to do when we misgender someone? I've used they/them when teaching online and I don't know the student's gender.<br><br>A: Steven: There is a training called Trans Advocacy; a session will be offered in April. There are a couple of ways of dealing with this if you catch yourself in the moment. Apologize, correct yourself, and move on—it's better to quickly move on. If you realize after the fact, you can send an email to apologize. It's important to continue to practice using pronouns to stop yourself from messing up. There are plenty of opportunities to practice in the car or while in the shower. Liam: Give the student space to be angry with you—if it's the tenth time that day they've been misgendered, it may be frustrating. | |

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| | Q: Jackie Hodes: Is there any discussion about using the word "preferred" to refer to pronouns? |
| | A: Steven: We don't use the word "preferred" unless we're talking about the Preferred Name Policy. We'll look at it. Jeff Osgood: I think this is an easy lift; we're growing as an institution. |
| | Q: Melissa Whidden: We have to type in a gender in some situations in labs. Is there a way to ask students to enter that information? It can't be bypassed. |
| | A: Liam: We can look into that. Steven: If it is about physiology, that's not gender. We'd need to see more about how that is in the system. |
| | Q: Gary: Statistics textbooks uses the term "gender" in a way that is behind the times. I'm trying to contact publishers when I see that, since we're consumers of their material. Liam: There are feminist texts that do the same. Steven: We know that gender is not a binary, and sex is not a binary. It's hard because we're trying to capture the full range of human experiences. |
| Dr. Jeffery Osgood, *Deputy Provost*, Dr. Vanessa Kahen Johnson, *Interim Dean of the Graduate School*, Megan Jerabek, *Registrar* | 1. Jeff: When I arrived here in 2009, we accepted 53% of applicants, and valued being highly selective. We have a commitment to access; in 2022 we accept 83% of students, and I am proud of that number. Our measures of success are retention and graduation rates, and ours far exceed the national norms. There is a high correlation between race and Pell eligibility, and we're graduating 68% of Pell-eligible students. <br><br> 2. Jeff: The demographic cliff is about white students, but there is growth in Latinx and African-American populations. The Moon Shot for Equity initiative reflects our pivot on the access mission. We now talk about student success in every meeting, and this is a sea-change. 54% of our faculty have been here ten years or less, and this is an opportunity relating to our commitment to diversity and inclusion (not that more senior faculty are not also committed!). MSE is about accountability. The campus has viewed other initiatives with skepticism. The Equity Scorecard had lasting impacts on our institution, that shifted us from thinking as being an elitist institution, and set the ground for MSE. We have a goal to close achievement gaps in ten years. <br><br> 3. Jeff: Why partner with EAB? It supports us with change management, and partners us with institutions that have succeeded. MSE best practices are based on evidence-based practices at Georgia State University. When we think about demographic shifts, this comes together with MSE. 85 individuals have raised their hands to be involved with this. We will need your help to change things in instruction and the classroom. <br><br> 4. Vanessa: MSE is a partnership with educational firm EAB; they have an amazing library and group of professionals. Its mission is to close equity gaps—not just at WCU, but also at DCCC and other institutions in our region. Many people are involved, upwards of 100 at this time. Jeff, Vanessa, Megan, and Tracey Robinson are the leadership, and we have an advisory board and committees. Fewer than half of Black male students graduate in six years, while the overall graduation rater is around seventy percent. We have existing initiatives surrounding student success; MSE is not intended to replace these, but to build on this work. We didn't meet our goals with the Equity Scorecard. MSE is more of a mission, not an initiative. EAB helps us to look at fifteen varied areas across the institutions, and build equity-mindedness across campus, but that is not enough. We need to look at our practices at an institutional level that are obstacles. We selected five initial goals: hold reform, remediation and developmental courses, returning student and retention grants, transfer pathways, and proactive advising with technology. Each of these goals has a committee. We will be using the Navigate technology platform as a student success technology platform. Megan is heading up this work. There has been some confusion about Navigate. <br><br> 5. Megan: It is a student success platform, it is an information hub for student information. It will store a student profile. Students will be able to reach out for assistance using Navigate, and we can track notes on conversations with students. Course registration and visualization of degree requirements will be part of a second phase of implementation. The students will download a mobile app which can send text messages and push notifications. The student profile can help advisors and other support resources. There will be class management features for instructors. It can be used to facilitate outreach from staff and administrators. It is a vast system, and we'll start rolling out appointment scheduling this summer. There are several teams working on the different features and training and visibility of the platform. We're collecting feedback from various organizations. It will be available for the entire campus community in the fall semester, and we will grow the platform's use over time. | |

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| | 6. Vanessa: If you are interested in participating, you can contact us moonshot@wcupa.edu and navigate@wcupa.edu. For more information see: https://www.wcupa.edu/moonshot/ | |
| | Q: Julie Wiest: How is this being funded? | |
| | A: Jeff: The office of the Chancellor has provided $1.8 million to offset costs. | |
| | Q: Kurt: Are we getting rid of myWCU? Do I have to have this app on my phone? | |
| | A: Megan: Navigate is not as robust as myWCU, so it does not replace it. Faculty don't need the app; its content will be embedded in myWCU. Faculty may get links via email to do check-in surveys, for example. | |
| | Q: Kurt: How do students schedule appointments with me? I can see where you're getting data from students, but I don't see the additions to functionality to interacting through myWCU. | |
| | A: Megan: The app is optional for students. Having a central way of managing appointments is ease-of-use for students. The note-taking tool is a way of passing on information between different offices so that the student gets consistent communication. Vanessa: It's clunky to take notes and give referrals right now. I don't always have all the information I need. Navigate is going to facilitate that sort of thing. Jeff: Many faculty email me directly about students struggling. You'll be able to refer these students through Navigate. Over time we'll be able to do predictive modelling, and we'll be able to escalate support for particular students. Right now we can't see when students are having multiple points of crisis. | |
| | Q: Bill Sawyer: Most of my physics students are mathematically illiterate, which prevents STEM equity. | |
| | A: Vanessa: MSE won't address particular subject-matter; it's working on an institutional level. It will encompass what we do when students struggle with math. We're shifting from "how do we fix students" to "how does the university change to support students." EAB will help us to look at the research to figure out best institutional policies and practices for closing these equity gaps. | |
| Senate business | 1. Approval of minutes from Faculty Senate meeting on February 11, 2022. | |
| | 2. Meeting updates (President Fiorentino, Provost Bernotsky, Deputy Provost Osgood) | |
| |     a. Julie Wiest: We met with the president before spring break, and some of it was presented in the Open Forum. We asked about fall enrollment. The president was optimistic and pointed to an uptick in applications. They are optimistic about the revised allocation formula. The governor requested some of the remaining federal funding; for this year WCU got $4 million, so hopefully more funding will be coming. About campus staffing shortages, there are around 150 open positions; they are trying to improve remote work options and are working with HR. | |
| |     b. Julie: We met with the provost and deputy provost this week. They were less optimistic about fall enrollment; although applications are up, enrollment is not great, though it is too early to be sure. Laurie noted that the higher ed situation is changing everywhere and rapidly; it is difficult to know how many faculty we will need and how many new or replacement lines will be approved. Laurie suggested that we should talk about many factors and not just "the ratio." Changing one aspect will affect all the others. Laurie says she has a calculator that shows how AWA affects class sizes. They are planning to sit down and explain this to the deans, and talk through potential options. If a department needs to have smaller class sizes, and this is more important than AWA, then they may be able to shift things. It sounds like there will be a productive conversation. | |
| |     c. Julie: Laurie is still fighting for the revised allocation formula. We asked about whether all colleges having the same amount of AWA is really equitable. There may be an option for faculty to teach 5/3 loads to have more time in spring for research. They said with regard to staffing that it is a "buyer's market" right now. The remote work policy has not changed from one day a week for most employees. Rui Li will be leaving, and they have committed to a Senate rep on the search for her replacement. | |
| |     d. Julie: We shared feedback on the work required for faculty award nominators and nominees. They are aware that there are often few nominees, and said they would look into this. They are going to be more sensitive about referring to "grants" as "awards." | |
| | 3. Announcements | |

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| | a. University Libraries' new [Self-Care Space](#) – Senator Gary Childs<br><br>    i. Gary: The FHG Libraries has done a soft launch of a self-care space. It's on the 6th floor, and can be used for a variety of needs. We noticed that there were many needs in the community that weren't being met. We developed a room where folks can step away for a little bit; it can be used for meditation or prayer, or a place for neurodivergent folks or people with seasonal affective disorder. It can be used as a lactation space as well. It can be reserved in half-hour increments. We expect the space to evolve, and we're running a study on this room. It's meant to be used by students, staff, and faculty. It is a place where someone can change their clothing. The more formal launch will be in the fall. Our data is that there are 3 to 4 uses of the space per day even without a push.<br><br>  b. Executive Committee elections will be held at our next meeting (4/29); please email [jwiest@wcupa.edu](mailto:jwiest@wcupa.edu) by 5 p.m. April 27 if you're interested in running for a position.<br><br>  c. Please save the date: 4-6 p.m. Wednesday, May 4, a virtual panel session on academic freedom is tentatively scheduled (Faculty Senate is a co-sponsor); the Ombuds Office will announce finalized plans soon.<br><br>4. Debi: Will we continue to meet via Zoom? This is a nice way to meet on Friday afternoon; there are safety issues when it gets dark, and it saves gas.<br><br>  a. Julie: We'll do it again in April because one guest will need to come via Zoom. But we do need to think about next year.<br><br>  b. Bill: I like this arrangement; I don't have afternoon classes and it is convenient for me to be able to go home. Erin: The pandemic will continue to simmer, and it's important to think about colleagues who are caregivers or who are immunocompromised. Ronnie: Having some come in person and some in Zoom doesn't work; it needs to be all-or-none. Tara: It helps people with childcare.<br><br>  c. Julie: We'll continue this discussion. | |
| Liaison reports | 1. ADA – Senator Matt Pierlott – No report; no meeting since last meeting.<br><br>2. Alumni Association – Adjunct Faculty Representative William Sawyer – New board member was elected, and the Foundation presented on the fundraising going on right now. The major issue was the anniversary celebration.<br><br>3. APSCUF Executive Committee representative – Senator Bessie Lawton – Meeting with administration: they are trying to formalize a "grow your own faculty" conversion program to increase diversity. Management is not pushing it, but it is an ongoing conversation. There was a complaint that deans are not responsive to CAPC class size recommendation. Provost shared that we are entering a different phase in enrollment; this is a different environment from what we've had in the last 20 years. They are suggesting a retreat with the deans. Some colleges support overload and others don't. Registrar's office has been lifting some advising holds; it is usually done over non-contract periods in summer and winter. APSCUF requested that the faculty advisor be informed if this happens. The office hours pilot needs to be assessed. There will be a student survey to get feedback to inform future negotiations. There have been incidents of abusive treatment of faculty women of color by students.<br><br>4. Budget Review Committee – Senator Kurt Kolasinski – We had a rapid-fire meeting. The president stayed the whole hour. PASSHE is using attrition to lower faculty size rather than layoffs. It is still too early to estimate savings from consolidation. Their goals were more efficient program array and administrative savings. There was an upbeat report about the Philly campus; social work has done a great job there, and CCP feels their students are welcome at that campus and want to have a growing relationship. Cheyney has first right of refusal; right now they have no objection and are backing away from Philly. The budget is good news/bad news. The last two years have cost us over $80 million. Over $41 million in federal funding went toward covering this. This year we're running a surplus, but we have $16 million of one-time needs to pay for.<br><br>5. Campus Climate Intervention Team – Senators Kathleen Riley (fall) and Erin Hill (spring) – No report.<br><br>6. Council for Diversity, Inclusion and Academic Excellence – Senator Veronica Wilbur – Most has been already covered. We meet again at the end of April. | |

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| | 7. Faculty Mentoring Committee – Senator Vipanchi Mishra – No report; we haven't met. |
| | 8. IS&T Faculty Advisory Committee – Senators Dan Forbes and Ann Hiloski-Fowler – Dan: ODLI has ongoing initiatives in Digital Learning Objects and in E-textbooks, and just introduced a new initiative, the Inclusive & Equitable Course Design Initiative; you should have received an email about that, and the deadline for application was today. There are new tutorials in the D2L Navigating Digital Learning course on Office 365 and Reading & Taking Notes Online. Cybersecurity issues dominated the conversation. Cybersecurity Awareness training has rolled out; you should have received an email about it, and you have until April 18 to complete it. JT Singh noted that phishing attacks have become more sophisticated. Bad actors are now able to make faked university login pages that work exactly like the real ones do, including links that work (you may have noticed on the D2L login page it now reminds you to check the URL to make sure it's the correct university web page). Some faculty and students have been tricked by DUO requests they did not initiate—don't confirm a DUO request unless you are actually in the process of logging into something. It sounds like the option to have your web browser remember you for 60 days may be eliminated, because if a bad actor successfully tricks someone into confirming the DUO request that gives them two months to work with. Panopto transition is continuing; faculty are reminded to change any links to Kaltura in their D2L content to the new Panopto links. As of March 4 it is no longer possible to make new Kaltura content, although content is still accessible and links still work for a few months longer. Kaltura's hard end date is June 30. Ann: We're continuing to push for adjunct laptops. Julie: I'm on the Web Advisory Committee, and we gave feedback from Senate exec about the website. Graduate faculty feel invisible on the website. They are trying to find a happy medium between the website as being used for marketing and as a source of information. Search functionality—they are confused about our difficulties with finding relevant information. If you have issues, they would like specific examples ([webmaster@wcupa.edu](mailto:webmaster@wcupa.edu)). |
| | 9. Learning Lab Working Group – Senators Megan Mraz and Meg Panichelli, Senate Proxy Selen Razon – Megan: The official recommendation was that a Learning Lab was not feasible at this time given the diverse interests in what it should do. It is no longer on the table. Selen: That was my understanding too. |
| | 10. LGBTQIA+ University Caucus – Senator Julie Tennille – Nothing to add to what Steven and Liam presented. |
| | 11. LMS Advisory Committee – Senator Dan Forbes – No report. The committee has not met yet this semester. |
| | 12. Military Veterans Coordinating Committee – Senator Stacie Metz – Selen: I'm proxying for Stacie, and I have no report. |
| | 13. Multicultural Faculty Commission (MFC) – Senator Janet Chang – Not present. |
| | 14. President's Commission on the Status of Women – Senators Michelle Wade, Meg Panichelli, and Sarah Lightner – Michelle: There was a parent and caregiving survey, and they are working on the results. There are some preliminary results. I recommend we invite them to share their results, perhaps in the fall. The facilities team continues to work on gender inclusive restrooms, and they need a master list of all of these places. |
| | 15. Strategic Plan – Senator Heather Schugar – Orkideh: I'm proxying for Heather, and I have no report. |
| | 16. Student Group: Graduate Student Association – No representative |
| | 17. Student Group: Student Government Association – No representative |
| | 18. Sustainability Advisory Council – Senator Kurt Kolasinski – Get information on car pooling ([https://www.wcupa.edu/transportation/commuterChoices.aspx](https://www.wcupa.edu/transportation/commuterChoices.aspx)). There is a new Sustainability pathway and SUS 100 course as gen ed course ([https://catalog.wcupa.edu/undergraduate/general-education-requirements/sustainability-pathway-certificate/sustainability-pathway-certificate.pdf](https://catalog.wcupa.edu/undergraduate/general-education-requirements/sustainability-pathway-certificate/sustainability-pathway-certificate.pdf)). |
| Committee Reports | Faculty Welfare/Ethics – (Chair) |
| | Student Welfare – (Chair) |
| | Membership and Elections – Senator Israel Sanz-Sánchez (Chair) |
| | Communications – Senator Erin Hill (Chair) |
| | Research – Senator Israel Sanz-Sánchez (Chair) |

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| Committees | Committee meeting:<br>Faculty Welfare/Ethics – (Chair)<br>Student Welfare – (Chair)<br>Membership and Elections – (Chair)<br>Communications – (Chair)<br>Research – (Chair) | |
| Senate Exec Committee | President: Julie Wiest<br>Vice President: Israel Sanz-Sánchez<br>Recording Secretary: Dan Forbes<br>Corresponding Secretary: Erin Hill<br>At-Large Members: Kurt Kolasinski and Julie Tennille<br>Immediate Past President: Bessie Lee Lawton | |
| | 5 pm adjournment | |

## NEXT MEETING

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| **Day and Time:** | Friday, April 29, 2022, 3-5 pm (via Zoom) |
| **Topics/ Presenters:** | TBD |