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Faculty Senate Minutes

Faculty Senate

9-24-2020

The Minutes of the Marshall University Faculty Senate Meeting, September 24, 2020

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**THE MINUTES OF THE MARSHALL UNIVERSITY FACULTY SENATE MEETING
HELD ON THURSDAY, SEPTEMBER 24, 2020, AT 4:00 P.M.
MICROSOFT TEAMS VIRTUAL MEETING**

MEMBERS PRESENT: **CAM:** Jack Colclough, Adam Dalton, Sandra Reed, Rob Rabe, Mark Zanter **CECS:** Mehdi Esmaeilpour, Sungmin Youn, **LCOB:** Daesung Ha, Uyi Lawani, Doohee Lee, Uday Tate **COHP:** Sujoy Bose (*Secretary FS*), Bethany Dyer, Carrie Childers, Annete Ferguson, Debra Young (*Liaison*) **COLA:** Marybeth Beller (*Vice-Chair FS*), Robert Ellison, Anita Walz, Jana Tigchelaar, Jose Morillo, Megan Marshall, Kelli Prejean, Barbara Tarter, Kristen Lillvis (*Liaison*) **COS:** Philippe Georgel (*Chair, FS*), Jon Saken, Stephen Young, Rosalyn Quinones-Fernandez, Sean McBride, Jiyoung Jung, Elizabeth Niese (*Liaison*) **CITE:** Cong Pu **COEPD:** George Watson, Timothy Melvin, Tina Allen, Mindy Backus, Kimberly McFall, Feon Smith-Branch **SOM:** Chris Risher, Subha Arthur **SOP:** Sarah Plummer, Mindy Varney, Ruhul Amin **South Charleston:** Tracy Christofero **ULIB:** Eryn Roles, Paris Webb

MEMBERS ABSENT: Sarah Surber (CECS), Scott Gibbs (SOM alternate), Vikram Shivkumar (SOM alternate), Dana Lycans (SOM alternate), Tim Bryan (COB), Tim Long (SOP alternate), Ida Day (COLA), Joel Peckham (COLA), Kyle Palmquist (COS), Michael Hambuchen (alternate SOP), Penny Koontz (COLA), Robert Powell (COHP).

EX-OFFICIO, VOTING MEMBERS PRESENT: Lori Howard (*Graduate Council*), Amine Oudghiri-Otmani (*ACF*)

EX-OFFICIO, VOTING MEMBERS ABSENT: N/A.

EX-OFFICIO, NON-VOTING MEMBERS PRESENT: Gayle Brazeau, Monica Brooks, Wendell Dobbs, Teresa Eagle, Dan Holbrook (*Ex-Officio Non-Voting*), Brandi Jacob-Jones, Nicola LoCascio, John Maher, Avinandan Mukherjee, David Pittenger, Michael Prewitt, Mark Robinson, Sherri Smith, Jaime Taylor (*Provost*)

BOG REPRESENTATIVE: Dan Holbrook (*Ex-Officio Non-Voting*)

PARLIAMENTARIAN: Carl Mummert

GUESTS: 304-552-1287 (name unknown), Jeffrey Archambault, Robert Bookwalter, Eric Blough, Allison Cary, Janet Dooley, Sherry Early, Jerome Gilbert (*President*), Nancy Lankton, Ronald Martino, Michael McGuffey, Brian Morgan, Farrel Patrick, Leah Payne, Mary Reynolds, John Sammons, Susan Tusing, Mindy Yeager-Armstead.

Call to Order: Declaring that there was a quorum, Faculty Senate Chair, Philippe Georgel, called the meeting to order at approximately 4:03 p.m.

1. Approval of Minutes: April 30, 2020. ***It was moved and properly seconded to approve the minutes. Electronic vote. Motion passed.***
2. Announcements: Philippe Georgel
3. MU Board of Governors Report: Dan Holbrook - 4 meetings of the board since last report. Highlights include:
 - A. June 25th – Board approved proposed cuts that is in session now. Given uncertainty of fall semester (since June), could not vote on full budget for the full year, just a preliminary University budget covering a period until late Aug. 2020.
 - i. University hopes that salary cuts will not need to exceed 12 months.
 - ii. Enrollment is down while costs of technology, cleaning, etc. are up.
 - B. July 7th Special mtg – 5 new members were sworn in: Kathy Dantoni, Don Holcomb, Angel Moore, Bishop Samuel-Morin (sic), Anna Williams (student body president). New board chair – Patrick Ferrell, joining us today; Chris Miller – New Chair of Athletics Committee; Jeff Shields remains Chair of the Finance, Audit, & Facilities Planning, and Bill Smith is the new Chair of the Academic & Student Affairs Committee. July mtg. only agenda – Motion (approved by the Board) change of *Jenkins Hall* name to *Education Building*.
 - C. Aug. 27th – Board voted to approve the Aviation Maintenance Technician program as a joint Associate degree program with Mountwest CTC to be established at the Tri-State Airport.
 - i. Approved revisions to following policies:

1. AA-18 equivalencies for college teaching to bring it into concert with higher learning commission vocabulary, and to clarify some sections that were needed to accommodate new faculty in to the two aviation programs.
 2. Approved as well – some updates to policy GA-1 (Discrimination, Harassments, Sexual Harassment, Sexual & Domestic misconduct, Stalking & retaliation, including Title IX) was updated & approved to respond to changes in Federal law with regards to how schools respond to sexual harassment.
 - ii. President presented his report focused mainly on COVID-19 matters – it was the first week of classes.
- D. Sept. 24th – Board voted to approve both (athletics budget & overall university budget).
- E. Longer report to be circulated by Dr. Philippe Georgel.

Recommendations:

Item	Discussion	VOTE
1. Resolution to Improve Communication Through Greater Activity in Representation	Discussion about written reports by senators – synopsis vs. full minutes. Benefit of key issues to be read over a short time. Amendment to resolution proposed – After very last bullet, “Exempting executive sessions, committee members...”	MSAPAA ¹
2. SR 20-21-01 CC Recommends approval of the listed UNDERGRADUATE COURSE CHANGES in the following college and/or schools/programs: School of Aviation		MSAP ²
3. SR 20-21-01 CC Recommends approval of the listed UNDERGRADUATE COURSE CHANGES in the following college and/or schools/programs: School of Aviation		MSAP ²
4. SR 20-21-02 CC Recommends approval of the listed Program Addition in the following college and/or schools/programs: School of Aviation		MSAP ²
5. SR 20-21-03 CC Recommends approval of the listed UNDERGRADUATE MAJOR CHANGE in the following college and/or schools/programs: College of Aviation		MSAP ²
6. SR 20-21-04 EC Recommends that the university make public the metrics being used to determine the restrictions for on-campus activity.		MSAP ²

<p>7. SR 20-21-05 EC Recommends that the appropriate administrative officials of Marshall University provide to the university community accurate and timely information related to COVID-19 cases associated with Marshall University on a daily basis.</p>		MSAP ²
<p>8. SR 20-21-06 EC Recommends that President Gilbert or a representative of the Marshall University administration provide monthly updates via email to faculty and staff regarding the status of the university budget and any upcoming budget changes throughout the remainder of the coronavirus pandemic.</p>		MSAP ²

1. **Report of the University President:** Jerome Gilbert

- A. Statement on inappropriate hate comments by MU professor, based on political or personal beliefs while using the Marshall University platforms – statement released on Friday – Professor on leave & under investigation. The provost will be part of conducting the investigation of the professor who is on leave. The president will decide on final course of action, based on the findings. See recording for the statement that was read by Dr. Gibert.
 - i. Free software for better diversity (bias, & inclusion) training is being explored.
- B. Faculty members will be notified of COVID-19 in face-to-face class (Leah Tolliver, Michelle Biggs).
- C. Surveillance testing: will discuss at general faculty meeting tomorrow.
- D. Budget – stress on the budget from multiple sources associated with COVID-19, that include more tech, more cleaning supplies, lower students in residence halls, etc.
 - i. 773 students down from last year.
 - ii. \$3.5M down from last year.
 - iii. Regrets for implementing phase 2 of salary reductions but intent is to not exceed one year and may be restored if finances improve prior.
 - iv. No layoffs, or release of faculty on main campus.
- E. Thanks for patience & understanding.

2. **Report of the Provost:** Jaime Taylor

- A. Student Success: Focus over last 2 years:
 - i. 6-year graduation rate is markedly improved - up above 50% for the first time (46% to 51% in last 2 years)
- B. Retention: Fall-to-fall (2019-2020) freshman retention up 5% over that of past 4 years. In past spring semester, the fall-fall retention rate under COVID-19, went from 72.8% to 77.5%. This is likely due to COVID-19. Faculty is reminded to reach out to address COVID-difficulty with freshmen who are experiencing loneliness, & homesickness. This is the time when student dropout is greatest.
- C. Budget & Enrollment – Reviewed 2014-2016 (12,900 students): Over last 5 years, enrollment dropped by 17%. Revenue decline is higher due to loss of out-of-state, and international students and approx. 20% over last 5 years. Mandatory pay increases by State in which MU has to come up with \$2Million which has made revenue impact of (-)22% over last 5 years.

- D. Faculty reduction – University has decreased 40 faculty via attrition over past 5 years but may need to move more quickly on this due to COVID.
- E. Departments are encouraged to look for places to cut sections and courses unnecessary for accreditation
- i. A 22% decrease in course sections is needed to address shortfalls in student enrollment since 2016.
 - ii. **LCOB**: Looked at accreditation requirements and looked at whether they could drop number of total hours. This allows students to pick up a second major.
 1. Due to this they were able to start new programs.
 - iii. Need to emulate this at other departmental levels - Encouraged departments to identify which programs can Marshall become nationally known for. This data is being explored.
 1. At Graduate Level: Encouraged to identify areas of emphasis that may not be necessary or have a meaningful impact on enrollment.
 - a. Are there programs with low enrollment?
 - b. Provost to be visiting colleges to explore above.
 - c. At Undergraduate level - Reductions in course sections being taught by 22%. Comparing data from last 5 years. Will involve reductions in staffing, w/focus on retirements, and developing nationally recognized programs. Every college is willing to do their part in Provost's experience.
 - iv. Questions to Provost –
 1. How to update search engines (Google) to reflect 51% 6-year graduation rate?
 - a. Google (& other search engines) use third party websites to pull their data and cannot be directly updated (Response by Mike McGuffey).
 - b. Once the numbers are official from the fall, Provost will work with Mike McGuffey's group to see how this can be updated. These results will be official in Dec./Jan. 2021.
 2. What's being done to recruit more students - improve enrollment?
 - a. First year on campus for Dr. Taylor – radically modified the Green and White day (Which is now virtual under COVID-19 regulations) – Use that event to present the academic programs in front of those students. Pushed as many students and parents on campus using the G&W day. This resulted in the largest increase in freshman class in the State of West Virginia. There was a 5.6% increase in the freshman class, while 5 Universities in the State of West Virginia had a negative double-digit decrease in the freshman class.
 - b. Lot of effort has been put into the virtual G&W day (since Spring) and no other University may have something like this. Many academic programs have already been contacted to provide a 2-min video clip to be used for the virtual G&W day – Plan is for 1 for every academic department.
 - c. Students & parents will be driven to the Virtual G&W day and will be presented with the academics that is the mainstay of the students' choice of University.
 - d. Marketing campaign for online graduate programs that is going well enough that it has *almost* made-up for the loss of international students.
 - i. Side-note - What hurt us this year is the national trend in decline of international students combined with that of loss of out-of-state students – because of COVID, students are tending to stay within their own states.
 3. Additional question posed regarding what's being done to recruit more students:
 - a. Why can't we offer in-state for surrounding students? (Response by Mike McGuffey).
 - i. Students from metro counties bordering WV DO NOT pay in-state rates – they pay a rate that is in-between in-state tuition, and non-resident tuition. At one point it was approx. \$3500 below non-resident tuition, but current numbers not immediately available.
 - ii. In the past (about 10 years ago), it has been evaluated if the metro rate would be reduced to in-state rate there would not be enough students to make up the difference in revenue.
 - iii. If tuition is cut too much, there will clearly not be enough revenue to operate.

- iv. The State of WV provides a subvention in the form of our appropriations that is intended to provide the discount to the total cost of the education that we give to WV residents, so in offering in-state rates to non-resident metro students, our tax dollars will be subsidizing them as well.
 - 4. With 17% reduction of revenue why 22% reduction in sections?
 - a. Revenue rate dropped 22% because of loss of international and out-of-state students.
 - 5. What other areas of the University are making cuts?
 - a. Athletics is making cuts – details not under purview of Provost but it is happening.
 - b. Whenever a position is open, move responsibilities to other people without replacing that position. For example, CIO that left was not replaced; when the Student affairs VP left, the responsibilities were transferred to the Associate VP for intercultural affairs; director for continuing education left and was not replaced – responsibilities will be absorbed elsewhere. Many such examples of restructuring.
- 3. **Advisory Council of Faculty Report:** Report by Amine Oudghiri-Otmani
 - A. ACF has met twice since April 30th FS meeting.
 - i. HEPC emphasized that the entire academic year will likely be affected by COVID-19 and institutions should plan accordingly.
 - ii. Changes to US Department of Education rules:
 - 1. The difference between national and regional accreditation is no longer recognized – ACF argued that will have a strong impact on transfers.
 - 2. D is now a passing grade and must be accepted as transfer credits by all WV post-secondary schools including junior colleges because of WV legal statute, in combination with the US Dept. of Education guidelines.
 - 3. Satellite campuses across the nation can receive accreditation based on physical location of their Main campus, rather than their actual location.
 - 4. Institutions may still issue program or course pre-requisites, but courses that share 70% of the content must be accepted as transfer credits.
 - 5. D grades will transfer, as will courses that contain 70% of the required content from a course at a different institution.
 - 6. Dual-credit college courses can now be taught by high school teachers with no graduate content area requirement. Previously, graduate education in the discipline was required.
 - 7. US Dept. of Education was unsuccessful in limiting the Higher Learning Commission oversight to only 10 states but was unsuccessful.
 - iii. ACF – deemed the 30-hour annual course credit requirements for the Promise Scholarship to be impractical for many students when they reach their senior year. Because of financial aid implications, ACF emphasizes bringing this to the attention of the legislators.
 - iv. At the first meeting (retreat) discussion on the Postsecondary globalization bill at the WV legislature to boost the recruitment & retention of international students. Ohio is the first & only state to write post-secondary globalization into code and ACF members w/guidance from HCPCS Vice Chancellor for academic affairs are trying to spread the word about this initiative with their respective institutions to garner support, if not for a bill then for a resolution.
 - 1. Senator Robert Plymale has expressed interest in potentially sponsoring this bill.
 - 2. ACF encourages advocacy with state legislators
 - 3. For questions please contact Amine Oudghiri-Otmani
 - v. In last week's ACF meeting Dr. Corley Dennison – WV impact of COVID-19 has been small and manageable.
 - 1. Less than 1% of college-population tested positive for COVID-19.
 - 2. Despite difficulties, contact-tracing has been effective. Compared to other states, WV has been faring well in terms of # of infections. For example, Univ of Alabama has more cases than all of WV combined.
 - 3. Spring 2021 could see beginning of a second outbreak. Likely the same education format will be used as Fall 2020.

4. Chancellor of HEPC emphasizing the focus on mental health resources for students & counselors, & institutional counselors are experiencing increased activity due to lack of social engagement than other difficulties associated w/COVID-19
5. After evaluating information on a potential post-secondary globalization bill, the HEPC agrees that this initiative is well worth pursuing, although, we might consider advocating for a legislative resolution vs. amendment in code. Dr. Clark Egner of HEPC might be willing to meet with the ACF to discuss the geographical regions most open to international student recruitment. Rural schools for example, may want to develop relations with communities in Africa and Central America.

4. **Reports from Standing Committees:** None.

5. **Request to Speak and/or Answer Questions to the Senate:** (5 minutes) – Question on how to handle online only faculty. Dr. Georgel replied that it will be based on the pending report from the standing committee assigned to the issue.

Adjournment: Dr. Georgel adjourned the meeting at 5:15 p.m.

Respectfully Submitted,



Dr. Sujoy Bose, Recording Secretary, Faculty Senate

MINUTES READ:



Dr. Philippe Georgel, Chair, Faculty Senate



Dr. Jerome Gilbert, President, Marshall University

Video of Meeting: <https://web.microsoftstream.com/video/a28c3aa4-8012-49b6-b8b2-3b428c6452aa>

¹ MSAPAA – Motion Seconded & Passed as Amended.

² MSAP – Motion Seconded & Passed.