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Faculty Senate Minutes

Faculty Senate

10-15-2020

The Minutes of the Marshall University Faculty Senate Meeting, October 15, 2020

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**THE MINUTES OF THE MARSHALL UNIVERSITY FACULTY SENATE MEETING
HELD ON THURSDAY, OCTOBER 15, 2020, AT 4:00 P.M.
MICROSOFT TEAMS VIRTUAL MEETING**

MEMBERS PRESENT: **CAM:** Jack Colclough, Adam Dalton, Rob Rabe, Mark Zanter **CECS:** Mehdi Esmailpour, Sungmin Youn, **LCOB:** Daesung Ha, Uyi Lawani, Doohee Lee, Timothy Bryan, 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, Penny Koontz, Jana Tigchelaar, Jose Morillo, Boniface Noyongo, Megan Marshall, Kelli Prejean, Barbara Tarter, Kristen Lillvis (*Liaison*) **COS:** Philippe Georgel (*Chair, FS*), Jon Saken, Kyle Palmquist, Stephen Young, Bill Gardner, Rosalyn Quinones-Fernandez, Sean McBride, Jiyeon 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: Sandra Reed (CAM), Sarah Surber (CECS), Scott Gibbs (SOM alternate), Vikram Shivkumar (SOM alternate), Dana Lycans (SOM alternate), Tim Long (SOP alternate), Ida Day (COLA), Joel Peckham (COLA), Michael Hambuchen (alternate SOP), 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*), Avinandan Mukherjee.

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

PARLIAMENTARIAN: Carl Mummert

GUESTS: Jeffrey Archambault, Robert Bookwalter, Eric Blough, Allison Cary, Janet Dooley, Sherry Early, Jerome Gilbert (*President*), Nancy Lankton, Michael McGuffey, Leah Payne, Mary Beth Reynolds, Lori Thompson, Angela Strait, Tony Szwilski, Komal Sodhi, Sandy York, Sherri Smith, Chuck Somerville, Pamela Puppo, Wendy Trzyna, Christine Ingersoll, Zach Garrett.

Call to Order: Declaring that there was a quorum, Faculty Senate Chair, Philippe Georgel, called the meeting to order at approximately 4:00 p.m.

1. Approval of Minutes:

Dates of Minutes	Discussion	Approval
September 24, 2020	None	MSAP
May 28, 2020	None	MSAP
June 30, 2020	None	MSAP
Aug. 19, 2020_(Edited)	None	MSAP

2. Announcements: Philippe Georgel

- A. Memorandum about faculty investigation and COVID information and President Gilbert responded
- B. Both letters requesting more information about faculty investigation process to Dr. Gilbert and his response are available online.
- C. Request that a document be sent to Herald-Dispatch and got approval to do so.
- D. SR-20-21-05, 06 – approved by Dr. Gilbert and implemented or in the process of being implemented.

1. Report of the University President: Jerome Gilbert

- A. Second townhall panel discussion on the book “Just Mercy” on 10/14 - Dr. Gilbert thanks all participants. Commented that it is a powerful book from whom we all can learn about prejudice, bias, and social justice with reference to our criminal justice system. He mentioned that the bias extends to our society in general.
- B. *Anti-bias training* – With reference to above, Dr. Gilbert had Bruce Felder look into some anti-bias training for MU employees. This is being rolled out as of 2020/10/15 via e-mail. Dr. Gilbert found it helpful and hopes the same for everyone taking the training.

- C. Understand desire to have more information and happy to provide it - committed to responding to requests & communicating regularly.
- i. Published factors of COVID on COVID webpage and more information for daily data – New COVID-19 dashboard updated daily basis.
 - ii. Working to find out more about how to provide monthly financial reporting – Mr. Robinson will be meeting with FS ExCom to evaluate best format to present monthly budget data which will be starting in November. FS ExCom has been assured that there are no additional restrictive actions (salary cuts, layoffs, & others) are slated for the month of October.
 1. Additional pressures on some units outside of the core operating budget
 - a. RCBI and School of Pharmacy – working to sort out financial challenges.
 2. Administrative Actions by Dr. Gilbert & Provost Taylor to reduce bureaucracy save money:
 - a. Position(s) eliminated - CIO position duties transferred to Sr. VP for Institutional Research (Michael McGuffey), upon prior CIO leaving MU.
 - b. Dr. David Pittenger requested to return to faculty position in Psychology and vacate the position of Dean of Graduate college, effective Jan 1, 2021.
 - i. Individuals in Academic Affairs will take over Graduate College (GC) responsibilities.
 - ii. Thanks to Dr. David Pittenger for his work as Interim Dean of GC.
 - iii. Will continue to look for administrative reductions to support the budget.
 - iv. Above moves will save ~\$200,000.
- D. Recruitment affected by COVID-19
- i. Developed virtual Green and White day – Rolled out this week. Must recruit harder. Encouraged faculty to help out where they can. We are dependent on revenue from students.
 1. Enrollment down 9% this semester (over 1000 students)
 - ii. Focusing on New Advertising (that have been developed recently).
 1. Early Assurance – early admit to some professional programs if students come to MU for Undergraduate studies.
 - a. With proper credentials, & scores, can be admitted to Pharmacy, & SOPT as a freshman (if MU undergrad)
 - i. Must keep grades up – Assured a seat in the class (of respective school 4 years later).
 - ii. Does not matter if in-state or out-of-state, as long as they have come to MU as undergrad.
 - b. For Medicine – Early program kicks-in in junior year, (with proper scores & GPA as Freshman) - without needing to take the MCAT
 - i. Does not matter if in-state or out-of-state, as long as they have come to MU as undergrad.
 - ii. Along with the new Aviation program, we are hopeful for attracting new students & bring to Marshall.
 - iii. Online Commencement
 1. Spring Ceremony – Saturday 12/12 - 9 a.m.
 2. Followed by Summer and Fall Commencement starts at noon.
 - iv. Reminder: Classes will run the same way next semester
 1. Majority classes – remotely
 2. Freshman & graduate students – F2F
 3. Labs (other students) – F2F
 4. No spring break – Just one 3-day weekend with Friday March 19th as Holiday.
 - v. **Question to President Gilbert:**
 1. With regards to the comment: “...Does not matter if in-state or out-of-state, as long as they have come to MU as undergrad...” - Would these programs apply to international students?
 - a. **Ans:** Think so. Usually treat these students as out-of-state. Have to have proper credentials per the info on the website.
 2. “Some (of my) constituents have asked, 'In addition to the reduced salaries being restored at a later date, will the lost wages incurred during that time period also be restored?' Thank you”

- a. **Ans:** lost wages will not be restored. This money is being used to keep the University functioning without loss of positions.

2. **Report of the Provost:** Jaime Taylor (presented by Dr. Sherri Smith in absence of Dr. Taylor)

- A. Building schedule for spring now – so have a chance to be strategic with classes
 - i. Goal: Get many more freshmen into F-2-F classes (if they are interested)
 - ii. Goal is to grow the freshman presence on campus.
 - iii. HEPC call – statewide – does not appear from WV perspective has community spread COVID in the classroom. (all MU report goes to HEPC). Through contact tracing, it has been seen that these infections are occurring elsewhere.

3. **Advisory Council of Faculty Report:** Report by Amine Oudghiri-Otmani

- A. ACF met on Thursday 10/8 – legislative issues around technical infrastructure, with focus on:
 - i. Statewide broadband, & ways to promote better textbook cost
 - ii. Textbook discussion: Many of our institutions get revenue from the campus bookstores which discourages measures that will make it easier for students to buy textbooks from outside vendors e.g. Amazon, B&N & others. Examples of such measures include not getting funds (– e.g. Financial Aid) to bookstore purchase. ACF does not have a solution for revenue that would be lost if students shopped outside of the bookstore. Legislature help is solicited for replacing some of these lost funds.
- B. COVID-19 – how to let leaders know what we’ve done and how we’ve adapted. What supports we need to do more.

4. **Reports from Standing Committees:**

Committee	Presenter	Report
Legislative Affairs	Elizabeth Niese	No report
Library	Kristen Lillvis	1. Open source textbook presentation. Have distributed grant information about open-source resources through grants from HEPC. 2. Changes to library partners 3. Overall open-access policy addressed 4. Next Meeting October 28
Physical Facilities	Bill Gardner	No meeting this semester; No plans on when this will happen; No current report. Philippe Georgel – All committees must meet <u>at least once per semester.</u>
Research	Kyle Palmquist	2 Updates from Research Committee: 1. Revised guidelines for Quinlan – now 2 funding cycles <ul style="list-style-type: none"> a. Oct 1st March 31, b. April 1 to Sept 30. c. Allows us to provide the most awards to most eligible faculty d. Upcoming cycle will start November 2nd <ul style="list-style-type: none"> i. Will be meeting more than once e. All of these information changes updated on faculty senate research website 2. In November – will discuss moving funding for travelling to funding for research because of cancelled conferences <ul style="list-style-type: none"> a. Summer research, summer scholar, research awards might be included. 3. Question: Will these changes be permanent? No, just for this fiscal year.
Student Conduct & Welfare		No report.

5. **Request to Speak and/or Answer Questions to the Senate:** (5 minutes)

Topic	Presenter	Report
Term Instructor Contracts	Kristen Lillvis	<p>Presented a letter highlighting benefits of term and 1-year faculty to the University – The letter requests that we share importance of term and temporary faculty to meeting the goals of the university. Salient content of the letter:</p> <p>“</p> <p>We have requested to speak to Faculty Senate on behalf of term and temporary faculty who are disproportionately at risk of losing employment and healthcare amid our current budget constraints. Term and temporary faculty are often treated as low hanging-fruit during a budget shortfall, and we want to draw attention to the impact cuts of term and temporary faculty could have on our students and institution. For example, our own ACF representative, Amine Oudghiri-Otmani, is a term faculty in English at risk of losing his Marshall employment or being moved to a one-year contract that will prevent him from continuing his service to Faculty Senate, per Senate Rules and By-Laws. Like Amine, term and temporary faculty perform important roles in our faculty governance, in our student success, and in our relationship with the community and state government.</p> <p>While the information that follows is English department-specific, these issues affect faculty in our former INTO program and other departments such as Communication Studies who are also at risk of losing valuable term and temporary faculty.</p> <ul style="list-style-type: none"> • In English, we have 17 term faculty, representing 40% of total English faculty. • Currently, these faculty teach approximately 43% of our departmental offerings, plus courses in FYS and other campus programs. At an average salary of \$30K, these faculty provide a large portion of university instruction at very low cost. • In the last year (from Fall 2019 to today), English term and temporary faculty have taught over 1,700 students in our introductory courses, which include ENG 101/P and ENG 201, two courses required of all Marshall students and central to university retention efforts. • In addition, our term and temporary faculty regularly teach courses with specific attributes required for graduation, including critical thinking, writing intensive, and multicultural (among others). Our term and temporary faculty receive the same training to teach these courses as our tenured and tenure-track faculty. • Our term faculty have won teaching awards; 4 of the 5 Council of Chairs Teaching Award winners have been from the English Department. • They have contributed to the university’s research profile through publications (including award winning books), conference presentations, and grant funding. • They represent some of our most diverse faculty and as such support Marshall’s mission statement and long-term vision for a diverse campus. • The 3-year contracts many of our term faculty previously worked under have now been converted to one-year contracts that may not be renewed in spring, causing faculty who have served the institution for six or more years to lose employment and healthcare. • In the English Department, we continue to lose experienced personnel--in whom we've invested time and money for specialized training and professional development--due to a lack of stability and opportunities for advancement.

We have much more data to highlight the extensive ways term and temporary faculty contribute to the university's mission, and we ask that our tenured and tenure-track colleagues throughout the university circulate to Faculty Senate details about the critical role term and temporary faculty play in their departments specifically in relation to university retention efforts. The more we know about the work our contingent faculty do, the better we can support them and advocate on their behalf.

6. Recommendations:

RECOMMENDATION	Discussion	Approval
SR 20-21-07 EC CONFIDENTIAL RECOMMENDATION	Discussed in Executive Session that was properly seconded & approved. Vote held after Executive Session terminated.	MSAP.

Adjournment: Dr. Georgel adjourned the meeting at 5:00 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

Videos of All Faculty Senate Meetings available at: <https://www.marshall.edu/faculty-senate/calendars/faculty-senate-calendar/>