

Marshall University

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Faculty Senate Minutes

Faculty Senate

1-31-2023

The Minutes of the Marshall University Faculty Senate Meeting, December 2022

Marshall University Faculty Senate

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MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON MONDAY, DEC. 01, 2022, AT 4:00 P.M.

MEMORIAL STUDENT CENTER – BE 5 – IN-PERSON

ATTENDANCE: 2022-24 Faculty Senate & Guests:

COLLEGES	MEMBERS PRESENT	MEMBERS ABSENT
CAM:	Jack Colclough, Johan Botes, Christine Ingersoll, Heather Stark, Sarah McDermott	N/A
CECS:	Taher Ghomian, Joon Shim, Sungmin Youn	Ross Salary
LCOB:	Jamey Halleck, Amanda Thompson-Abbott, Timothy Bryan, Uday Tate	Uyi Lawani
COHP:	Sujoy Bose (<i>Recording Secretary</i>), Debra Young, Annette Ferguson, Jodi Cottrell, Georgiana Logan, Scott Davis (<i>Cross-refer w/ex-officio voting</i>);	Bethany Dyer
COLA:	Shawn Schulenberg (Chair). Marybeth Beller, Puspa Damai, Robert Ellison, Joel Peckham, Kelli Prejean, Penny Koontz, Boniface Noyongoyo, Anita Walz, Jana Tigchelaar, Amine-Oudghiri-Otmani (<i>cross-refer w/ACF – Ex-officio Voting</i>), Marianna Linz, Megan Marshall	Clinton Brown
COS:	Sean McBride, Bill Gardner, Kyle Palmquist, Yousef Fazea Alnadash, Rick Gage, David Andrea Mauro, Stephen Young, Raid Al-Aqtash, Jiyoong Jung	N/A
COEPD:	Melinda Backus, Mindy Allenger-Prewitt, Andrew Burck, Timothy Melvin, Feon Smith-Branch	Isaac Larison
SOM:	Ji Bihl (sub), Usha Murughiyan (sub), Nitin Puri	Jessica Buerck, Dana Lycans (sub), Eva Patton-Tackett
SOP:	Gayle Brazeau, Casey Fitzpatrick, Melinda (Mindy) Varney	Michael Hambuchen (sub), Jen Sparks (sub)
South Charleston:	Thomas Hisiro	N/A
ULIB:	Paris Webb, Eryn Roles (Assistant Chair)	
DOAR:	None	James Smith
SGA	Amond Bailey	Isabella Griffiths
EX-OFFICIO, VOTING	Scott Davis (<i>Graduate Council – cross refer w/COHP</i>), Amine Oudghiri-Otmani (<i>ACF; cross refer w/COLA</i>)	N/A
EX-OFFICIO, NON-VOTING	N/A	N/A
BOG REPRESENTATIVE:	Robin Riner	
PARLIAMENTARIAN	Zelideth Rivas	N/A
GUESTS	Avinandan Mukherjee (Provost), Ginny Painter, Phillipe Georgel, Kelli Johnson, Wendell Dobbs, Karen McComas, Monica Brooks, Nancy Lankton, Robert Bookwalter, Carl Mummert, Brian Morgan, Allison Carey, Matt Tidd, Teresa Eagle, Mary Beth Reynolds, Bruce Felder, Jodie Penrod, Julia Spears, Jeff	

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Archambault (LCOB), Via Teams - Tracy Christofero, Lindsey Harper, Miriah Young, Michael McGuffey, Aluthge Ariyadasa, John Maher, Jeb Dickerson (Staff/Elections).

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

1. **Approval of Proposed Agenda –**
 - a. Motion to approve agenda as amended - **MSAP**¹.

2. **Approval of Minutes:** Motion to approve the following minutes:

Dates of Minutes	Discussion	Approval
10/20/2022	None	MSAP

3. **Announcements –** Shawn Schulenberg:

Srl.	Items	Reports & Discussion
a)	Amendments to Faculty Constitution	a. Two amendments to the Faculty Constitution passed with over 90% support each, which means that the prohibition against Standing Committees meeting virtually is removed, and the composition of the Library Committee has been updated.
b)	Signed by President	a. September 19 EC Meeting Minutes b. September 29 Faculty Senate Meeting Minutes c. Senate Recommendations/Resolutions 05 to 12 Signed by the President
c)	Updates	1. To comply with federal financial aid rules, Summer 2023 will now be ONE term on the backend. Still, classes will be offered under the calendar dates published in SR 18-19-56 BAPC (i.e., the dates for intersession, summer 1, summer 2, and summer 3 will not change from this https://www.marshall.edu/academic-calendar/summer-2023-sessions/). Because this is now one term, some things will have to change, and we need to investigate how it affects all programs across campus: <ol style="list-style-type: none"> a. July graduation must be eliminated (see SR 22-23-16 BAPC). b. Grades for any classes taken during summer can only post in August. c. Some programs may have issues if a class is taken earlier in the summer as a prerequisite for a class taken later in the summer. They are still looking at solutions to this. d. A fix for reopening registering for Summer 1-3. e. The BAPC will consider all of this as they craft the 2024-28 calendars, including a possible new summer 2024 calendar structure.

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- d) Faculty Ombudsman Search:
 - a. The search is now active. See the link sent via email or here: <https://marshall.peopleadmin.com/postings/21238>.
- e) McKinsey and Co.:
 - a. The Fourth Vision and Steering Committee took place last Tuesday. They aim to have a public draft of the value proposition ready for review in February, with a final review in April.
- f) Microcredential Steering Committee
 - a. Microcredential Steering Committee has met twice and is drawing up a DRAFT mission, values, and non-credit approval process to pilot in the spring. The next meeting is on November 29.
- g) Hyflex Steering Committee
 - a. Hyflex Steering Committee drew up draft procedures, and they are now accepting applications for pilot classes in the Spring 2023 semester. <https://www.marshall.edu/design-center/hyflex/>
- h) Faculty Liaison to LAC (temporary)
 - a. We need a temporary replacement for Faculty Senate Liaison to the Legislative Affairs Committee. If you are interested, send me an email at schulenberg@marshall.edu.
- i) Upcoming Dates
 - a. Next FS Meeting: January 26, 2022, at 4:00 PM – MSC BE5 (and streaming for viewing only)
 - b. Next EC Meeting: January 9, 2023, at Noon – John Spotts (streaming, with remote participation possible for EC members)
 - c. i. Recommendations due December 30, 2022.

4. Recommendations / Resolutions:

Items	Discussion	VOTE
a) SR 22-23-13 CC Recommends approval of the listed UNDERGRADUATE COURSE DELETION in the following college and/or schools/programs: THE 295	▪ Discussion - None	MSAP
b) SR 22-23-14 CC Recommends approval of the listed UNDERGRADUATE COURSE	▪ Discussion - None	MSAP

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<p>ADDITIONS in the following college and/or schools/programs: EDF 200, HON 489, & RST 260.</p>		
<p>c) SR 22-23-15 CC Recommends approval of the listed UNDERGRADUATE MINOR ADDITIONS, DELETIONS, CHANGES in the following college and/or schools/programs: Minor Changes Computer/Information Security (VCIS), Computer Science (VCSC), Engineering Science (VEG2), Occupational Safety and Health (VSF2), & Web Development (VSI4).</p>	<p>▪ Discussion - None</p>	<p>MSAP</p>
<p>d) SR 22-23-16 BAPC Recommends eliminating July Graduation Date</p>	<p>▪ Discussion - None</p>	<p>MSAP</p>

5. Regular Reports:

- a. **President’s Report** – Brad Smith is unable to attend. Ginny Painter presented for President Smith who is traveling in Charlotte with the West Virginia Economic Development and the Governor’s Office & State legislature. The context of the trip mirrors the ones from California,

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NY, & DC over the summer, that focuses on attracting businesses & job growth in the State. Presented on 3 areas that strengthen capability & future course for growth.

- i. Internal Collaboration & Credibility.
 - Title IX & Campus Wide Task Force – Focus on making Marshall as Gold Standard - Based on recent events including the USA Today article, and subsequent demonstration the week before Thanksgiving, its clear that our historical approach to Title IX requires improvement. “Sorry” that our students have felt unsafe on our campus. After meeting with dozens of students & shared with the President, it is apparent that their voices have not been heard. This is not acceptable at a University that aspires to go beyond being students centered, to being student first. In addition to changes implemented since 2018, which have included updating the Board of Governors policy on discrimination, harassment, sexual domestic misconduct, stalking and retaliation, as well as implementing new administrative procedures to better address (inaudible) decisions – Reviewed by the Dept. of Justice, Office of Civil Rights and most recently by an independent third party consultant. We have more work to do. While the work that's been done was necessary, it was not sufficient. Marshall's Title IX website needs work, and the president has directed his administrative staff to explore best practices for Title IX college website and to make immediate updates. We want the process of reporting an allegation to be simple and for students to understand the process clearly. We formed a task force of students, faculty and staff to review the most recent changes to our Title 9 Policies and to explore additional ways of informing, educating, and protecting students on our campus. Our students, our faculty Senate and other campus community members have begun identifying their list of recommendations to kick start this (inaudible), and we are looking outside for best practice examples as well. The president has set a goal of having these best practices identified and hit (inaudible) process no later than March 1st, while making an intermediate changes along the way.
 - Shared Governance & status of ad-hoc committee – The Title IX example is living proof of Brad’s and our collective commitment to solving problems and charting the course together as a campus. To do this well, we recognize the need for greater clarity around our shared governance process, how different constituents participate and how decisions will get made in respective areas or domains. Our ad hoc Shared Governance committee has been busy since last spring, assessing internal capabilities as well as external best practice. Brad is scheduled to meet with the group on December 9th to discuss these findings and draft proposal. More to come but we're excited to unleash the power of our collective town(?).
 - Progress & building out new administration - We've successfully recruited and onboarded incredible talent onto the majority of critical positions on

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the president's cabinet. With the 16-member cabinet, seven are new to Marshall and five additional team members have assumed new roles since January. We have two searches in process or soon to be launched. The first is the leader for our workforce and economic development efforts that we tell to really place on pause couple months ago. This individual will lead our efforts across our CBI, the Center for Economic and Business Research, the Alliance for Economic Development in Southern West Virginia and our sustainability and Brownfield initiatives. The second search will be in naming our next Dean for the John C Edwards School of Medicine, and this search will begin in January. Advancing Strategic Planning Process. At this stage, we shifted our energy from assembling a core team of All Stars (_____). This journey began in November with an intensive 2-day leadership workshop where we explored our individual and collective strength and shadows (?), as well as continue to tackle challenging problems together. At a broader level, this work has occurred in concert with the strengthening of our Board of Governors through the addition of three highly talented global Ed Tech and digital marketing leaders and is being complemented by our collective journey to strengthen our shared governance model, including strategic projects and working sessions with representatives of our faculty, classified staff and student body.

- ii. Defining and enhancing the strategic planning and priorities for Marshall University: This work is entering the final stages of a multiphase effort that began with external benchmarking and 38 listening sessions during the president's 1st 100 days. It was bolstered with the assistance of the Boston Consulting Group, McKenzie Consulting, Hanover and other best practice organizations. It has been guided by a multidisciplinary strategic steering committee that is engaged more than 60 individuals and groups from students and faculty to department chairs and Deans to staff and the Board of Governors. The next (___inaudible___)... propose the draft document and priorities for comments and strategic contributions from the community, with the final draft targeted for February 2023. This journey has been provocative and inspiring, building a road map for the future. As we look ahead to our future Bicentennial anniversary as an institution in the next 15 years.
- iii. Strengthening external collaboration: Continued momentum in collaborating across the community and the state to advance economic development through workforce readiness and job creation. Our efforts to construct an innovation district on 4th Ave in the two blocks between campus and the new College of Business building promise to being bring vibrancy and new opportunity to the Huntington community. This falls on the heels of our exciting new baseball stadium on 2nd Ave where we got to move dirt. Both projects are slated to be completed and in use in

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the spring of 2024. These efforts are illustrative of a refreshed campus master plan that we've recently kicked off with the respective communities we serve and service to producing a 10-year blueprint targeted for presentation to the Board of Governors in June. Along the way, we are collaborating in ways that build awareness and opportunity for our university and our community from our close partnership with Newport to the continuing efforts behind Choose West Virginia Tour. A most recent example was hosting the president's dear friend, Sheryl Sandberg, iconic Silicon Valley leader and philanthropist, to spend 2 days with her family here in Huntington last week. That's the challenge that we're tackling as a community and celebrating the innovations we're creating that will strengthen our community and the world at large.

In closing, we clearly have work to do, but we're up to our toes in building momentum as we skillfully seek to navigate the secular shifts in higher education along with the cyclical challenges of the current economy. As Brad says, it's a team sport and we're choosing to play offense as we strive to find the next chapter _____ together.

b. **Report of the Provost** – Dr. Avinandan Mukherjee –

Presented on 3 topics which reviewed our accomplishments this year and reported on the priorities we have with the way forward.

Reported on our collective accomplishments on the academic front, highlighting three big areas: In Demand Knowledge, On Demand Access, Defining Excellence.

In-Demand Knowledge:

Doctor of Nursing Practice, BS in Specialty Agriculture, MS in Natural resources & the Environment, BS in Pharmaceutical Science, AAS in Aviation Maintenance Technology, BBA in Aviation Management, BS AOE in Aerospace Engg (Mech Engg), Certificate in Aging in Appalachia.

- Deleted programs: MA Political Science, MS Environmental Science, MS Technology Management, Geospatial Information Science – Advanced Certificate (leaves a single, more focused GIS certificate).
- Under development: MS in Applied Behavior Analysis (autism counseling therapy; Behavioral Health distinctive area), Accelerated 3+4 Graduate Program leading to PharmD (Behavioral Health).

Defining Excellence:

- Carnegie R2 maintenance
- Increased annual research expenditures from \$50M (FY21) to \$65M (FY22)
- UG & G Student Research Symposium
- Dept Chair Leadership Academy – 2 cohorts, 19 chairs

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- John Marshall Leadership Fellows – cohort 4
- Book Authorship Celebration
- Design Thinking training across campus
- Digital Transformation (P&T)
- HLC Quality Initiative
- Student Success Initiatives – 5% retention growth – EAB Navigate, MARCO project, COVID CatchUp
- Decentralized Budget Model

On-Demand Access:

- Held Focus groups for Students and Faculty
- Hosted 4 total Student Groups for a total of 42 students
- Hosted 7 total Faculty/Staff Focus Groups, with a total of 30 participants
- Surveyed faculty (111 respondents) on course development needs

Hosted our first Distance Education week! Offered multiple workshops, trainings, and webinars.

- Updating Your Courses – Spring Prep
- Assessing Student Learning Online
- Definitions, Deadlines, Do's & Don'ts
- Building A community of Belonging in Online Courses
- Shared Anthology's (Blackboard) Digital Teaching Symposium
- Design Center Open House – Meet the Design Center Team
- OER Session-Integration within Online Learning
- Green and White Day - Online Program awareness

Hosted our first fireside chat for Distance students with President Smith on November 7, 2022.

Collaborations and partnerships

- Selected to participate in the College Innovation Network out of WGU Labs. Conducted a Faculty Ed Tech survey in November. 77 respondents from Marshall faculty. Results will be shared in the spring.
- Working with Kevin Binning, Research Faculty at the University of Pittsburgh, we will pilot a Belongingness pilot project in select online courses in the spring to develop an online asynchronous belonging intervention.

Key Graduate Studies Accomplishments

- **Completing the transition from Graduate College to Graduate Studies.** The new structure makes Graduate Studies a university-wide facilitator of graduate education, empowering academic colleges and coordinating across administrative units. The transition began in January 2021 and continued with the development and rollout of updated procedures and documents throughout 2021 and 2022. A search is underway for an Assistant Provost for Graduate Studies to complete the transition in Spring 2023.

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- **Improved graduate assistant hiring and budgeting.** New procedure for hiring distance GA positions to work remotely went into effect Fall 2022. Continued to track and control number of positions with tuition benefits. Worked with HR to revise hiring process to include a Dean-level approval step, effective in Spring 2023. Documented and clarified GA hiring and resignation processes overall.
- **Updated processes for theses and dissertations (ETDs).** Worked with the newly hired ETD librarian and ETD review team to update and document thesis review procedures. Created a new mandatory ETD training that rolled out in Spring 2022, completed by all students who submit an ETD. Continued to refine procedures to ensure institutional IRB compliance. Updated the ETD guideline document and review checklist. Additional training for thesis advisors provided in Fall 2022 and planned for Spring 2023. From 9/1/2021 to 8/31/2022: 25 dissertations, 17 master's theses. From 9/1/2022 to 11/18/2022: 9 dissertations, 7 master's theses.
- **Orientation and retention activities for graduate students.** Rolled out an Online Orientation for all new grad students in Fall 2022. Planning has commenced for a complementary in-person orientation in Fall 2023. Working with Student Affairs to develop graduate programming and retention efforts to start in Spring 2023.
- **Interdisciplinary center created for Healthy Aging in Appalachia.** The center is rolling out a graduate certificate in Spring 2023 and pursuing initial external funding. This center will collaborate with and complement a similar center being developed at the School of Medicine, and support Marshall's Aging and Gerontology distinctive focus area and R2 status.
- **Policy and procedure updates.** Updates to the AA-12 Academic Dishonesty Policy were developed in Spring 2022 and passed by the BOG in September 2022. Review of the AA-20 Graduate Faculty Status Policy is ongoing, and a proposal will be sent to the BOG in Spring 2023. The Graduate Council is reviewing additional policies, including 400/600 cross-listed classes and requirements for accelerated graduate degrees. All student-facing forms have been converted from PDF to electronic, paperless processes through the PaperlessU initiative. Curricular forms will convert to an electronic process using the CIM software package in Spring 2023.
- **Increase GA stipends to levels comparable to peers.** A proposal developed in Fall 2022 is under discussion with Finance. Stipends have been unchanged for 10-15 years and are holding back recruitment.

International Engagement:

Kakehashi program to Japan sponsored by the Japan International Cooperation Center took place Nov. 14-22. Nine students from across the university participated, traveling to Tokyo and Nagoya. In Nagoya, they participated in a two-day exchange with Chukyo University students, learning about everyday life in Japan while spending time with the students at their homes. Chukyo is a leading university in Japan with many achievements in sports, sending 100+ athletes to the Olympics. Participating students will be sharing their experiences in January.

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A new international agreement with Ben-Gurion University of the Negev in Israel has been established as the Marshall Israel Study Abroad program. Founded in 1969 and is one of the leading universities in Israel. There are 30,000 students in the university with 8,000 undergraduates in the field of engineering. Marshall students can apply to study abroad for cybersecurity or global health. In 2012, Israel's Prime Minister declared that Beer Sheva and BGU are to become the country's cybersecurity command center. In 2013, the Cyber Security Research Center and the Big Data Lab were established at BGU. BGU School of Public Health is a leading school within BGUs Faculty of Health Sciences. It is a Member of the Association of Schools of Public Health in the European Region (ASPHER), a leader of public health policy in Israel, and abroad.

Enrollment Management:**Green & White Days**

Below are the dates for Spring 2023 On-Campus recruitment events:

January 14 – Admitted Student Reception

February 4 – Green & White Day

April 1 – Green & White Day

More details to come as the dates approach.

Fall 2021					
Event	Date	Students	Guests	Total	Applications
Green & White Day	Friday, October 15, 2021	52	107	159	7
Green & White Day	Saturday, October 16, 2021	131	159	290	7
Green & White Day	Thursday, November 11, 2021	150	202	352	0
Green & White Day	Friday, November 12, 2021	153	171	324	0
Totals for Fall 21		486	639	1,125	14

Fall 2022

EVENT	DATE	Student	Guests	Total	Applications
Green & White Day	Saturday, September 17, 2022	91	134	225	39
Green & White Day	Saturday, October 15, 2022	102	140	242	20
Green & White Day	Friday, November 11, 2022	119	180	299	20
Green & White Day	Saturday, November 12, 2022	215	373	588	18
Total for Fall 22		527	827	1354	97

10 Searches:

5 Dean searches

2 Director searches

1 Asst provost search for Grad Studies

1 AVP of Enrollment Management

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Completed 7 searches:

- VP for Intercultural & Student Affairs – Marcie Simms
- 5 Asst Provosts:
 - *Assistant Provost for Institutional Efficiency and Academic Analytics; Carl Mummert*
 - *Assistant Provost for Inclusive Excellence: Cicero Fain*
 - *Assistant Provost for Global Education: Zeledith Rivas*
 - *Assistant Provost for Academic Engagement and Innovation: Ben Eng*
- Chief of Staff: Glen Midkiff

Provost concluded by thanking the faculty and wishing all Happy Holidays: Excerpt:– “....our distinguished faculty, for your role in shared governance, supporting our student success, for new exciting initiatives, for your innovation in the classroom, for your scholarship and thought leadership, and for supporting key strategic priorities of the university.

Everyone knows we are here because of our students, but our students are here because of our faculty. We cannot forget to celebrate our faculty’s contributions to the academy. Not only do you lead in the classroom, guiding students to where they need to go intellectually; but you lead by example, striving forward with innovative pedagogies and discoveries in research and scholarship that can transform lives and societies.

If I may speak metaphorically, each student embarks on a journey when they begin at Marshall. For most of us, when we embark on a journey with an unknown path, a guide is needed. Marshall faculty members are the ones who guide our students. You lead our students to paths of civic literacy and civil discourse, to paths of engaged democratic citizenship and social responsibilities, to paths of applied discovery, to realization and translation of knowledge to solving problems, and to get the first foot-in-the-door to the future of work.

...”

Question(s) for Provost:

1. Marybeth Beller – Based on many conversations across various parties... High School Principals are “bombarded” with calls, communications of other sorts, including presentations from various departments on course offerings, classes, mentoring etc., that seem haphazard, and confusing. Could we have greater coordination with the approach to recruitment, especially from the Office of Recruitment with the High School Principals and staff such that the time schedules and content on offer is coordinated, and not so haphazard? **Ans:** Provost M: Great point. Acknowledge the need to develop a coordinated approach. We are in the early stages of developing such a strategy. Our Chief Enrollment Officer Dr. Tammy Johnson is leaving the position. So, we are just launching a national search for our next Strategic Enrollment Officer.

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We have started a Strategic Enrollment Management group. The initiative involves representation from all colleges in that group. We will ensure that the group coordinates its presentations to the stakeholders.

- c. **MU Board of Governor's report** – Robin Riner – Written report
- No report.
 - Next BOG meeting Dec. 14, 10:15 AM. These meetings are open to the public.
 - My board office hours will be virtual; Next one on Dec. 09 – Open to all. Link was shared earlier by e-mail but can send out individually. Please e-mail Robin for this.

- d. **Advisory Council of Faculty** – Amine Oudghiri-Otmani – Written report

The Advisory Council of Faculty (ACF) met at Pipestem Resort State Park on Friday, Nov. 4 and Saturday, Nov. 5. Dr. Randall Brumfield, HEPC's Vice Chancellor for Academic Affairs, attended virtually on Friday and in person on Saturday.

The following are important highlights from the retreat:

I- At the beginning of Friday's meeting, Dr. Clark Egnor, Coordinator of International programs for the Higher Education Policy Commission (HEPC), joined the opening session via Zoom to share some updates regarding the current internationalization efforts and trajectories in the state. Dr. Egnor touted the expansion of the J-1 Exchange Visitor Program that provides foreign nationals with the opportunity to teach, conduct research, study, or receive training, at any of the six consortia institutions: Bluefield State University, Concord University, Fairmont State University, Glenville State University, Shepherd University, and West Liberty University. Partnering with member campuses, the HEPC Office of International Programs (OIP) aims to promote the sponsorship of visiting professors, scholars, and students on J-1 visa, in keeping with its mission of "fostering statewide involvement in international education initiatives."

Another important international education consortium is Global West Virginia, which was recently created by the HEPC using a grant from the U.S. Department of Education. Global WV is dedicated to enhancing the internationalization of undergraduate education in West Virginia by creating new pathways to international experiential learning for domestic students and improving their foreign language proficiency. At present, only two institutions are participating in this new initiative: West Virginia State University and Bluefield State University. The outlook is to expand the consortium to include more West Virginia institutions and academic disciplines.

In closing, Dr. Egnor reiterated his support for the ACF-led push for legislation to attract more international students to West Virginia. With the number of high school graduates declining statewide and employers seeking to hire workers with global competence, now is a particularly opportune time to advocate for a "Postsecondary Globalization Bill" at the state level.

Following up on Dr. Egnor's presentation, Dr. Brumfield reaffirmed the commitment of the HEPC to internationalizing higher education and making West Virginia a popular destination for

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anyone seeking to study in the United States. The strategies that the HEPC is currently pursuing include increasing the international content of degree programs, promoting international cooperative research projects, expanding institutional membership in internationalization-related initiatives, facilitating student and faculty exchanges through study abroad programs, and developing a “virtual exchange” experience whereby domestic students can engage in online intercultural interaction with their international peers without physical travel.

Questions for ACF Rep: None

- e. **Graduate Council** – Scott Davis – Written report
- i. At the November 2022 Graduate Council meeting, the council voted to change the Accelerated Master’s Degree policy by reducing the minimum number of hours completed toward the bachelor’s degree from 90 hours to 60 hours. This will allow students who have achieved 3rd year or “junior” level status to be eligible for the accelerated master’s degree. This change allows Marshall University to be competitive with external (peer) institutions. The planning committee reviewed a request to lower the minimum GPA of 3.30 but recommended NOT changing the minimum GPA requirement.
 - ii. The Graduate Council Ad Hoc Committee continues to work on important edits to BOG AA-20 – Move forward in new year.
 - iii. The GC invited Dave Traube (Chief Marketing and Communications Officer) to the November meeting to discuss marketing and recruitment for the Graduate segment. The council had the opportunity to share concerns and ideas to address graduate student enrollment.
 - iv. The Graduate Council continues to work with Academic Affairs on converting from paper requests for planning and curriculum to the CIM (CourseLeaf) electronic submission. We hope to beta-test the process with one college for the February meeting. Until then, programs should continue to submit the pdf request forms.

Question for the GC: When does the policy take effect for the GC – **Ans:** Waiting for the President to sign and then we will move forward.

- f. **Student Government Association** – Amond Bailey (on behalf of Isabella Griffiths) – Written report
- The Month of Service collected over 500 items for the City Mission, Giving Palm, Thrift Store, and Wellness Center
 - We held the homecoming parade where Alpha Sigma Phi won the float competition and helped to crown the new Mr. and Ms. Marshall, Calvin Hunter and our very own Chief of Staff, Nevaeh Harmon – if you didn’t get the chance to attend, Mr. Marshall and his longtime girlfriend got engaged on the field at halftime

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- We highlighted student leaders of the game to promote involvement on campus and during football games, our leaders for the last few games were Callia Yang, Kenaja Booth, and some senior captains from fall athletics
- Memorial Fountain Ceremony was a success, and we shared a meal the Sunday before with families of the 75. After the ceremony, we laid the wreath at the cemetery and played the movie for students in the Student Center.
- We funded our club budget for the school year to clubs so we will review the funding process next
- Senate passed resolutions about expanding meal plans to local restaurants, more hydration stations on campus, raising awareness of the Green Machine routes, and extending the deadline for course evaluations to after finals are over
- Mochas with the mayor will be starting up next semester as well as the next few House of Delegates dinners with club presidents from across campus
- We held our second advisory council meeting with the provost where we discussed future plans and goals for the council
- There was a military appreciation luncheon with ROTC members and veterans across campus
- We are working with Sodexo and the bookstore to lower our plastic use campus wide
- We had a successful HERD Holiday and Winter Clean Up for community service
- Our goals for next semester include recruiting new first year apprentices, a respect training for students, recruiting tours in local high schools, day at the capitol, and more mental health first aid trainings

Questions for SGA – None.

6. Standing Committee Reports:

Committee	Report by:	Report Specifics
a. Faculty Personnel Committee	Timothy Bryan	<p data-bbox="753 1341 1235 1371">▪ Written report received (if checked) <input checked="" type="checkbox"/></p> <p data-bbox="753 1413 1365 1505">The Faculty Personnel Committee also met on September 30, 2022. Clinton Brown was elected Chair and Charles Stivason was elected Recording Secretary.</p> <p data-bbox="753 1547 1385 1745">The Faculty Personnel Committee met again on October 14, 2022. The committee made a recommendation to the full Faculty Senate that the committee member from the College of Engineering and Computer Sciences be removed from the committee. Due to lack of quorum following that action, the meeting adjourned.</p> <p data-bbox="753 1787 1321 1845">The Faculty Personnel Committee also met on November 11, 2022. The committee reviewed the</p>

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latest revisions to Board of Governors Policy AA-26 (Faculty Promotion). As noted before the most significant revisions are allowing a process for non-tenure track instructors (or other titled faculty) to be promoted. The policy revisions were approved with some revisions namely retaining dates for documentation and removing what was believed to be redundant information regarding an acceptable terminal degree.

The committee also voted to accept revisions to AA-28 (Faculty Tenure) with dates retained in the policy.

Discussed post-tenure review with concerns about incentives not being paid since pre-tenure review raise are not funded. Also, discussed university-wide maternity/paternity leave. Discussion will continue on both topics.

Approved the following Faculty Personnel Committee Composition policy and Promotion and Tenure Guidelines submitted by the College of Engineering and Computer Sciences.

b. Legislative
Affairs
Committee

Marybeth
Beller

- Written report received (if checked)

The Legislative Affairs Committee met on November 2nd. The committee was briefed on ways the university’s governmental affairs committee will communicate to the faculty going forward. The possibility of a newsletter was aired, as well as a desire to have faculty provide white papers on issues of concern to the legislature.

The committee also discussed ways to increase the effectiveness of lobbying efforts by MU faculty members who will participate in MU Day at the State Capitol.

In addition, the committee briefly considered the possibility of post-tenure review being implemented in the future.

There was discussion as well about educating faculty members on Amendment 2 as Election Day approached.

The committee has requested that members of the president’s governmental affairs committee attend LAC meetings, but no one from that

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| c. Research Committee | Yousef
Fazea
Alnadesh | <p>office was available to meet in November. We may meet again December 15th, although a quorum isn't yet established as faculty will be off campus; but that is the next date that members of the governmental affairs committee are available to meet with us. Pending that, the Legislative Affairs Committee will meet again in January.</p> <p>Written report received (if checked) <input type="checkbox"/></p> <p>First Meeting – Oct. 3, 2022</p> <ul style="list-style-type: none"> ▪ Election of new Chair & Secretary: Chair elected – Julie Snyder-Yuly (Dept. of Communication Studies); Sarah Mollette (University Libraries staying on as Secretary) ▪ Quinlan applications – All present committee representatives voted to approve all of their eligible applications. However, it was suggested that we hold off on approving any Quinlan applications for the reason that the requested amount is quite large, all committee members are being asked to review each application to ensure the requested amount is correct and falls within eligibility. ▪ Research Committee applications: It was voted to approve the one eligible ▪ Research Scholars applications: because we don't; know what happened to that budget, we would like to know the answers: What happened to the money? Was it an error? This agenda moved to the next meeting for Oct. 17, 2022. ▪ Next meeting – Oct. 17, 2022 ▪ Quinlan Budget - \$14500 (\$7250) per cycle. <ul style="list-style-type: none"> ○ All present committee representatives voted to approve all of their eligible applications ○ Due to the amount requested being > than 50% of the cycle budget, it was suggested that all applications should receive 80% of their requested amount. ○ Total Quinlan award amount approved for this cycle: \$6500. ▪ Research Committee Budget: \$2000. Total Research committee award amount approved for this cycle - \$250 ▪ Student Research Scholars (Undergraduate) budget: Total award amount (which will not come from the |
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		<p>Research Committee) approved for this cycle: \$1700.</p> <ul style="list-style-type: none"> ▪ Summer Research Awards category received was blank. ▪ Motion was made and seconded to the committee’s Faculty Senate Liaison (YFA) to ask the Faculty Senate to increase the Research Committee’s budget.
<p>d. Student Conduct and Welfare Committee</p>	<p>Penny Koontz</p>	<ul style="list-style-type: none"> ▪ Written report received (if checked) <input checked="" type="checkbox"/> <p>The Student Conduct and Welfare Committee met on November 30, 2022.</p> <p>The committee chair, Kacy Lovelace, reviewed the committee’s prior discussions on the issue of student wage and tuition waiver disparities across campus. The committee voted to resume discussion of this issue in upcoming meetings. I informed members that the student member of the Graduate Council brought this matter to the Faculty Senate earlier this semester. We discussed a meeting that a small working group from our committee had last semester with Dr. Mummert about this matter and we agreed to schedule a follow-up meeting with him early in the spring semester for updates. Committee members were asked to reach out to departments in their colleges to collect any updated information for this academic year regarding student wages/waivers.</p> <p>A committee member asked whether the university utilizes a standardized safety waiver form for students who are doing community site visits as part of a course. The example given was engineering students visiting industrial and construction sites. The faculty member raising the concern indicated that one such form he found was quite outdated. Marcie Simms offered to look further into this issue and will update the committee at our next meeting.</p>
<p>e. University Curriculum Committee</p>	<p>Timothy Melvin</p>	<p>The committee will next meet early in spring 2023.</p> <ul style="list-style-type: none"> ▪ Written report received (if checked) <input checked="" type="checkbox"/> <p>This report details the actions of UCC at the monthly meetings held on Friday, October 21, and</p>

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Friday, November 11, 2022. Both meetings were held at 3:00 PM in Drinko Library (DL) 349 and virtually on Microsoft Teams. The UCC Chair established a quorum at both meetings. Members of the UCC voted to **APPROVE** the following:

COURSE ADDITIONS

COLLEGE	COURSE
College of Liberal Arts	RST 260 PSY 405
College of Education and Professional Development	EDF 200
Honors College	HON 489
College of Arts & Media	DAN 112
College of Engineering and Computer Science	CE 415

COURSE DELETIONS

COLLEGE	COURSE
College of Arts and Media	THE 295 ART 113

COURSE CHANGE

COLLEGE	COURSE
College of Liberal Arts	HST 427

MINOR ADDITION

COLLEGE	COURSE
Lewis College of Business	HCM HRM SCM

CHANGE IN MAJOR

COLLEGE	COURSE
College of Arts and Media	AM 10 AB 30 AB 60
College of Education and Professional Development	ES00 EZ82 ESM5

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College of Science	Web Development Statistics
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CHANGE OF MINOR

COLLEGE	COURSE
College of Engineering and Computer Sciences	VCIS, Computer and Information Security VCIS, Computer Science VEG2, Engineering Science VSF2, Occupational Safety and Health
College of Arts & Media	VMUS

CHANGE IN AREA OF EMPHASIS

COLLEGE	COURSE
College of Arts & Media	AB 11-BA

7. **Guest Speaker:** DEI Initiatives at Marshall - Bruce Felder – Transitioned from HR Director to New Chief Talent Officer.

Explained DEI – Presence of differences – appearances, thoughts, likes/dislikes, gender, socio-economic status, which makes one unique. Equality – sameness (fair treatment, fair opportunity,). Equity - Inclusion – People feel being authentic to their own unique identities. Inclusion outcomes are met when it addresses our policies. Details of presentation on video on FS Website.

8. **Other Requests to Speak** – None.

Adjournment:

Motion to adjourn – MSAP. Meeting was adjourned at approximately 1719 hours (5:19 pm).

Respectfully Submitted,



Dr. Sujoy Bose, Recording Secretary

Faculty Senate

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MINUTES APPROVED BY SENATE:



Dr. Shawn Schulenberg, Chair
Faculty Senate

January 26, 2023
Date Signed

MINUTES READ:



Brad Smith, President
Marshall University

1/31/23
Date Signed

¹ MSAP: Motion Seconded & Passed.