

MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON THURSDAY, APRIL 21, 2022, AT 4:00 P.M.

MICROSOFT TEAMS VIRTUAL MEETING

ATTENDANCE: 2020-22 FS Senators:

COLLEGES	MEMBERS PRESENT	MEMBERS ABSENT
<b>CAM:</b>	Sandra Reed, Rob Rabe, Adam Dalton, John Colclough;	N/A
<b>CECS:</b>	Sungmin Youn, Cong Pu, Ross Salary;	Nasim Nosoudi;
<b>LCOB:</b>	Tracy Christofero ( <i>Chair</i> ), Uyi Lawani, Daesung Ha, Tim Bryan, Uday Tate	N/A
<b>COHP:</b>	Sujoy Bose ( <i>Secretary FS</i> ), Carrie Childers, Jodi Cottrell, Bethany Dyer, Annette Ferguson, Deb Young;	N/A
<b>COLA:</b>	Marybeth Beller, Robert Ellison, Sabrina Jones, Penny Koontz, Megan Marshall, Boniface Noyongoyo, Kelli Prejean, Barbara Tarter, Anita Walz, Puspa Damai, Amine-Oudghiri-Otmani ( <i>cross-refer w/ACF – Ex-officio Voting</i> );	N/A
<b>COS:</b>	Billy Gardner Jr., Philippe Georgel, Jiyoong Jung, Davide Andrea Mauro, Sean McBride, Elizabeth Niese, Stephen Young;	N/A
<b>CITE:</b>	( <i>Cross-reference Cong Pu in CECS</i> )	N/A
<b>COEPD:</b>	Andrew Burck, Timothy Melvin, Mindy Prewitt (Allenger), Mindy Backus, Feon Smith-Branch;	N/A
<b>SOM:</b>	Subha Arthur Yovas, Chris Risher	N/A
<b>SOP:</b>	Arm Amin, CK Babcock, Mindy Varney	Michael Hambuchen (Substitute);
<b>South Charleston:</b>	Tracy Christofero	N/A
<b>ULIB:</b>	Eryn Roles, Paris Webb;	N/A
<b>DOAR:</b>	N/A	N/A
<b>SBPR</b>	N/A	Alyssa Parks
<b>EX-OFFICIO, VOTING:</b>	Lori Howard ( <i>Graduate Council – cross refer w/COEPD</i> ), Amine Oudghiri-Otmani ( <i>ACF; cross refer w/COLA</i> )	N/A
<b>EX-OFFICIO, NON-VOTING:</b>	N/A	N/A
<b>BOG REPRESENTATIVE:</b>	Robin Conley Riner	

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<b>PARLIAMENTARIAN</b>	Shawn Schulenberg.	N/A
<b>GUESTS</b>	Brad Smith (President), Avinandan Mukherjee (Provost), James Smith, David Dampier, Mehdi Esmailpour, Isaac Wait, Jeffrey Archambault, Nancy Lankton, Teresa Eagle, Kimberly McFall, Zach Garrett, Georgiana Logan, Michael Prewitt, Robert Bookwalter, Jill Underhill, Derrick Kolling, Brian Morgan, Chuck Somerville, Karen McComas, Michael McGuffey, Ginny Painter, Leah Payne, Mark Robinson, Chris Sochor, Tony Waugh, Monica Brooks, Lindsey Harper, Angela Strait, Denise Landry, Isabella Griffiths (New SBPR) Jeb Dickerson (Staff).	

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

1. **Approval of agenda** – Motion to approve agenda as presented by Executive Committee - moved and seconded. 3 amendments brought forth:
  - a) Eliminate guest speaker Kelli Larson, and her students, who were planning to present their study today are not available. The students will be giving their presentation over the summer, and if anyone is interested, that link will be sent out.
  - b) Robin Conley Riner will report on the ad-hoc committee for shared governance right after her BOG report.
  - c) Zach Garrett: Proposes removal of SR 21-22-48 from UCC and replacing with SR 21-22-53 from UCC.

**MSAPAA.<sup>1</sup>**

2. **Approval of Minutes:** Motion made & seconded to approve presented FS minutes (pending Presidential approval) -

Dates of Minutes	Discussion	Approval
March. 24, 2022	No discussion – Contingent on President signing.	MSAP <sup>2</sup>

3. **Announcements** – Tracy Christofero

Srl.	Items	Reports & Discussion
a)	<b>Announcements</b> – Tracy Christofero	<ul style="list-style-type: none"> <li>▪ Adieu to senators ending their 2020-22 terms. Welcome to newly elected senators for the 2022-24 term.</li> <li>▪ Welcome to Jeb Dickerson, new FS Senate Admin Assistant. Thanks to Cassandra Mills for her support in training Jeb.</li> </ul>

<sup>1</sup> MSAPAA: Motion Seconded and Approved As Amended.

<sup>2</sup> MSAP: Motion Seconded & Approved.

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- Attendance – Please sign in for the meeting at the provided link.
- Next EC meeting Sept 12, 2022 – 12:00 noon, John Spott’s Room, in-person.
- Next FS meeting 9/29/2022, 4:00 pm, BE5 of Student Center, in-person.
- Virtual Spring General Faculty meeting on 4/25/2022 at 2:00 pm. Will be on live stream at [www.marshall.edu/livestream](http://www.marshall.edu/livestream). Retirees, award winners, presenters, will have a link via Teams, and rest should join by livestream.
- Virtual Chair Chat- 4/22/2022 – will continue through the summer.
- **Elections:** Elections for 2022-24 Senators is ongoing – Due by May 1, to the Senate office/Chair, per Constitution. Elections of new officers at special meeting on 5/5/2022 at 4:00 pm (Virtually). Agenda will be sent to elected Senators.
- Standing Committee End-of-Year Reports: Mandated by Constitution – due by May 15. Will be posted on the website. Please check your rosters if they are accurate, and let the Senate office know.
- Service letters were mailed this week. Service letters needed every academic year – will be needed for P&T/Promotions.

3. **Recommendations:**

Items	Discussion	VOTE
<p><b>SR 21-22-28 BAPC</b>                      Recommends that the proposed revisions to the Writing Across the Curriculum bylaws outlined as an update to SR-94-95-(3)110 (ASCR) be accepted by Faculty Senate.</p>	<ul style="list-style-type: none"> <li>▪ Discussion - None</li> </ul>	MSAP
<p><b>SR 21-22-44 BAPC</b>                      Recommends that MUBOG policy AA-12 be amended with the</p>	<ul style="list-style-type: none"> <li>▪ Discussion – None</li> <li>▪ Q: Elizabeth Niese – References in language to Dean of Graduate College – do we have a Dean (of GC) at this time? Ans - Tracy Christofero: No</li> </ul>	MSAP

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proposed changes as shown on the attached document.

current dean of GC, but possibly one to be hired in fall (1 of 7 deans slated to be hired) with reference to announcement by Provost.

- Andrew Burck – Does this policy include issues in practical in internship settings? Ans: Elizabeth Niese – Section 2.4 indicates that practica are included.

**SR 21-22-45 UCC**

Recommends approval of the listed **UNDERGRADUATE COURSES ADDITIONS** in the following college and/or

schools/programs: SOA AMT 216, AMT 217; CAM MUS 326; CECS BME 480-483, BME 485-488, EE 480-483, EE 485-488, IE 480-483, IE 485-488, ENGR 473, IE 303, IE 305, IE 401, IE 404; COLA GEO 207, HST 309, RST 207; COS CJ 420

- Discussion - None

MSAP

**SR 21-22-46 UCC**

Recommends approval of the listed **UNDERGRADUATE COURSES DELETIONS** in the following college and/or

schools/programs: COS ISC 200, ISC 203, ISC 204, ISC 205, ISC 206, ISC 207, ISC 208, ISC 210, ISC 217, ISC 280, ISC 281, ISC 282, ISC 283

- Discussion - None

MSAP

**SR 21-22-47 UCC**

Recommends approval of the listed **UNDERGRADUATE COURSES CHANGES** in the following college

- Discussion - None

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and/or

schools/programs: SOA  
 AMT 201, AMT 203,  
 AMT 206, AMT 209,  
 AMT 215; CECS ENGR  
 103; COLA GEO 350,  
 HST 408, PSC 211

**SR 21-22-53 UCC**

Recommends approval  
 of the listed

**UNDERGRADUATE  
 AREA OF EMPHASIS  
 ADDITION, DELETION,  
 CHANGE** in the

following college and/or  
 schools/programs: CECS  
 Additions: General  
 Engineering Emphasis  
 (TE22), Industrial and  
 Systems Engineering  
 Emphasis (TE23); CAM  
 Deletion: Commercial  
 Music; COHP Deletions:  
 Comprehensive/General  
 (HP31), Sport Marketing  
 (HP35), Sport Studies  
 (HP36), Addition: BA/BS  
 to BSN (HN20); COS  
 Changes: Cell,  
 Molecular and Medical  
 Biology; Ecology,  
 Evolution, and  
 Organismal Biology;  
 Deletions: Microbiology  
 (SB13), Natural History  
 and Conservation  
 (SB14), Plant Biology  
 (SB15); RBA Change:  
 Instructional  
 Technology and Library  
 Science (RRBH);  
 Addition: Studio Art  
 (RRBS)

**SR 21-22-49 UCC**

Recommends approval

- Discussion – See modified agenda – Removing this and being replaced by a new Recommendation.
- Per Zach Garrett – UCC notified that area of emphasis on Engineering & Physics (TE24) – Was not approved, therefore deleted. Will resolve it before it will be sent forth next year.
- New Senate Resolution SR -21-22-53 is about removal of 48 and inclusion of SR 21-22-53 (Cross refer below).
- Q: Elizabeth Niese – Why was this recommendation included on the recommendation if the committee had voted it down? Ans – Zach Garrett: The chair had signed it and there were all proper signatures when it went to the UCC, and there was no opposition at the UCC meeting. Learned after the fact that it should not have gone forth to the UCC committee.
- Q: Sandra – Everything on 48 is also on 53? Ans – Tracy Christofero: Yes, only one area of emphasis was deleted, and everything else is the same.

MSAP

- Discussion - None

MSAP

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of the listed  
 UNDERGRADUATE  
 MINOR ADDITION,  
 DELETION, CHANGE in  
 the following college  
 and/or  
 schools/programs: CAM  
 Addition: Music  
 Entrepreneurship  
 (VMME); CECS Change:  
 Computer and  
 Information Security  
 (VCIS); COHP Deletions:  
 Sport Studies (VPE0),  
 Sport Management  
 (VPE1)

**SR 21-22-50 UCC**

Recommends approval  
 of the listed  
 UNDERGRADUATE  
 MAJOR ADDITION,  
 DELETION, CHANGE in  
 the following college  
 and/or  
 schools/programs: SOA  
 Change: Aviation  
 Maintenance  
 Technology (AAS  
 Aviation Maintenance  
 Technology – Major  
 Code FZ97: AMT  
 Transient. No CIP code);  
 CAM Addition:  
 Commercial Music  
 (AM20); CECS Changes:  
 BS Computer and  
 Information Security  
 (TC20), BS Engineering  
 (TE20), BS, Biomedical  
 Engineering (TE50); COB  
 Addition: Aviation  
 Management (BV10);  
 Change: General  
 Business (BB10); COHP  
 Deletion: Sport

- Discussion
- Elizabeth Niese – In light of previous recommendation (#43) not being approved, have other recommendations from Engineering College been checked that they were previously approved by the committee. Ans: Zach Garrett – Yes

MSAP

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Management (HP 30);  
COLA Change: BA  
Political Science (LP10)

**SR 21-22-51 UCC**

- Discussion - None

MSAP

Recommends approval  
of the listed  
UNDERGRADUATE  
DEGREE PROGRAM  
ADDITION, DELETION,  
CHANGE in the  
following college and/or  
schools/programs:  
COHP Deletion: B.A.

Sport Management (HP  
30)

**SR 21-22-52 UCC**

- Discussion - None

MSAP

Recommends that the  
University Catalog  
Editor may make  
catalog edits related to  
the mass course  
changes splitting  
lectures and labs that  
were made by the  
College of Science. The  
recommendation allows  
for the catalog edits  
without each individual  
program submitting  
curricular program  
change documents to  
the University  
Curriculum Committee

**SR 21-22-53 UCC**

- This was a replacement for **SR 21-22-48 UCC** which was amended (see above) to remove the Engineering Physics Emphasis. The new recommendation is this one minus the removed section (as stated in #48 above.)

MSAP.

4. **Report of the University President** – Just post-Governor’s meeting. 3-topics to cover today. 1) Insight into FY 2023 budget approved by BoG, including financial principles in going forward with emphasis on - a) Approach to Students & fees, and b) compensation actions that was recommended

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to the BoG & approved today; 2) Organization and Talent changes; 3) Listening tour recap with more details in the General Faculty meeting on Monday.

- I. Financial health – 2023 Budget – An overarching impression is that of lack of insight into University finances – Are we financially healthy?

2023 budget – Trough year or transition year (anticipated) – pandemic has dampened enrollment – 19% down since 2019. Corresponding impact on factors like athletics attendance, auxiliary services that generate revenue and others which has reduced our revenue. At same time, we have maintained staffing and other fixed costs, resulting in draw down of MU reserves to maintain solvency, and continue to operate. We have early indicators of moving back in the desired direction. Financial principles moving forward:

- Grow students not fees - Minimize tuition and fee increases. Measure success by accessibility, affordability, and life-time value we provide to the students we serve.
- Invest in our team - Align compensation with the market over time. Provide incentives for going above & beyond, and living the Marshall Creed.
- Take care of the house – \$470 million assets in the surrounding buildings and on campus. Leverage this.
- Manage strategic resources – Prepare for a rainy day – define what a good/healthy balance sheet looks like – Ability to pay our covenants to the banks – What are the best practices of how much cash should we have at hand (need 2 months of cash reserves) – Anything above that we can invest back to our team.

**Decisions in support of above –**

- Keep tuition and fees around 0.5%. Some targeted increases – Proforma programs to have 3.3% increase (which was built-in into the programs) was approved. Distance programs were below market (actually below in-state residents) – brought up to at market. 5% price (inflationary) increase through Sodexo – not being completely passed on, but there will be an increase in meals.
  - Invest in our team – 2 proposals accepted by BoG –
    - COVID-wage reduction restoration action – full restoration and 2% interest payment on top of that – Will have next pay period – May 6.
    - Reg. 5% wage increase – refer previous explanation of 5% not equivalent to 5% for MU employees. Recognize and reward all employees. Board approved - every employee to get a \$1000 increase on base salary, plus 1.65% increase. Average increase across the board will be ~ 3.3%.
- II. Organization and talent: Trying to recruit top talent in key roles that are either holding interim designations or needing to be filled.
    - i. First steps since start of presidency – to fill the Provost, & the Athletic director positions – both had strong interim leaders initially. National, open, and



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inclusive searches. Both selected candidates have distinguished themselves in their respective roles.

- ii. Beyond those roles, actively engaged in two other searches – a) General counsel as Layton Cottrell retires, and b) Maurice Cooley’s position of Vice-President of Intercultural Affairs. Will have names of finalists in early May.
  - iii. Other opportunities that are going to be emerging in next FS meeting – both for internal candidates to take on additional responsibilities, and also opportunities to potentially recruit some external candidates to transitions that will be happening naturally in the course of the next 6 months.
- III. Listening tour results (with details to come at the General Faculty meeting) - 38 sessions. 1000 participants. 1200 suggestions captured. Hired an outside firm to run data analytics; Most mentioned 5 top priorities –
- i. Reverse multi-year enrollment decline – adopt strategic multi-year holistic strategy from high-school and beyond.
  - ii. Re-imagine & improve student experience for all students – on-campus, online, commuters, adult-learners – details per Provost & team.
  - iii. Invest in our people – Professional development; Workload; Resources needed; Equitable pay practices (both with market & internal without any bias (gender/race)).
  - iv. Build on our commitment to Diversity, Equity, & Inclusion, through our people, policies, and practices.
  - v. Improve market to next level – Tell a distinctive story; Adopt digital best-practices; punch above our weight-class.

**Q&A for President: # 1- 5 below refer to the pricing report by President.**

1. **Anita Walz** – (with reference to fees increase – see above) – WVU has announced a parallel online program in geography. MU (online) program in geography is attractive at its low fees. With new competition coming up in-state from another program, if the proposed fee increase comes up as a backfire, would that fee increase decision be open to reconsideration? – **Ans (Brad Smith)** – Based on overall listening tour, we have engaged with an external Boston Consulting Group (BCG) who will do a 6-week assessment of overall pricing by various parameters including program, by geography, modality (e.g. online, classroom, or in-person), and comparative alternatives. As of now we found we are below market and have just moved to bring us up to at-market, so that we have not had to raise fees elsewhere. Will have more strategic answers in the next 6-weeks and will build those into our decision-making going forward.
2. **Elizabeth Niese** – Since many of our distance-students are in-state students, curious how the new distance fees vs. traditional on-campus in-State fees will match up? – **Ans (Brad Smith)** – Specifics per Provost Mukherjee & team, but briefly at a high level, want to have in-State vs. Online fees as close as feasible; Will make a more informed choice in the next 6 weeks as we get the word back from the Boston Consulting Group working with our Academic team for the right price-mix going forward. - **Avinandan Mukherjee** – Also wants to review the exact resolution first. Early review of online trends of online program pricing

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- shows them to be same, or higher than the tuition, & fees for the F2F classroom programs, boosted by the flexibility and other convenience factors. By being almost at-par for our Online vs. F2F programs, it is still beneficial for out-of-State students who would have to pay much higher for F2F options generally. Without exact fee-schedule at hand, this is our current projection. – **Brad Smith** – Will have finance team to follow up with more details. Whereas other universities have announced around 2.5% increase, we are still holding the line at a modest 0.5% and will have more details once the external consultants bring their recommendations.
3. **Steven Young** – In light of inflation, and interest rate increase pressures, is there a plan in place to handle repercussions going forward 2-5 years? **Ans: (Brad Smith)** – Have discussed this with the Board of Governors. We must bet on ourselves – to be more affordable, accessible, and change the lives that we are changing right now. Early enrollment numbers suggest that despite about 20% loss in enrollment (since 2019), we are trending very close to the 2019 levels. We want to make up in volume (more enrollment) and not in price. The volume would help in off-setting inflation and remains our current focus. The pricing study will help us understand how we are competitive to the market and flexing accordingly. – **Steven Young** – Do we have a nest egg if “something” would happen, e.g. if increase in students is not as expected? – **Brad Smith** – We do. But as of now it is very “skinny”. Our nest egg for now is to ensure that we have two months of operating cash, and also have enough to pay our bank commitments for the next year. Series of strategic initiatives that will be framed on (General Staff meeting) on Monday. Avi (Provost Mukherjee) and team working on strategic enrollment management; Work ensuing on pricing with BCG, and pay-equity practices. “What we have in our reserves is more than enough to withstand another pandemic. We are not skating so close to the line as to put ourselves in jeopardy”. This has been explained to the Board of Governors. But the big picture remains is that we need to grow our enrollment.
  4. **Andrew Burck** – We have two things that help us grow. One is accreditation, and one is our price point. Concerned that price point will be self-defeating. – **Brad Smith** – Concur. That is the point of focus for the BCG review with other academic leaders (FS, Chair, Deans, etc.). The focus is growth, and will price accordingly.
  5. **Penny Koontz** – In spirit of increasing volume and not fees – has consideration been given to bringing the Metro fees either closer to in-State fees, Or increasing the geographic boundaries to the “Metro” definition? – **Ans (Brad Smith)** – Yes. This is all a part of key considerations to the BCG work. We are aware that we are getting 18% of the local High School students whereas we are at about 4% of the “Metro” market share, so, we have to take that into consideration.
  6. **Melinda Backus** – Asked for a repeat of the first priority – **Ans: (Brad Smith)** - Reversal of multi-year enrollment decline by adopting a strategic enrollment management strategy.
5. **Report of the Provost** – Dr. Avinandan Mukherjee – Strategic enrollment management plan with lots of feedback and more strategic instead of tactical, with focus on entire life-cycle of student. Reported on some
    - I. **Enrollment numbers** – Year-on-year average (compared to same date 2021) -
      - i. 12.8% higher applications – first year freshman.
      - ii. 13.7% higher for new admits.

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- iii. 7.2% higher deposits.
  - iv. Transfer Students – Applications – 14.5% higher.
  - v. Graduate Students – 8% higher.
  - vi. Distance Students – 7.3% higher.
- II. 5-year comparison – (response to question from last FS meeting – the numbers are available now) – This Fall 2022 -
- i. First year students - 5519 admitted (admits & deposits) students which is higher than Falls 18, 20, 21. This number was highest in 5 years as of last week, but this week, it has dropped to 2<sup>nd</sup> highest, behind the Fall 2019 numbers by 48 admitted students (<1%).
  - ii. Deposits down to #2 behind Fall 2019, but higher than Falls 18, 20, 21.
  - iii. Goal is ideally to match the Fall 19 numbers, which were pre-COVID. Work towards next year fall because of these initiatives.
- III. Research symposium – Thanks to those who joined the inaugural student Research & Creativity Symposia (UG – April 19, and Graduate – April 20).
- i. UG – 28 oral presentations & 50 posters.
  - ii. Grad – 25 oral presentations with 28 posters.
  - iii. Total of 131 research work (papers/presentations/posters/creative work) frequently with multiple authors.
  - iv. Great keynote and panel speakers – Jillian Howell (Disney), Gordon Hager (NIH), Astrid Suarez (USAF), James Davey (Royal Society of CA), Thomas Stager ?? (USA Today), Jan Rader (2018 Time 100), Mike Farrell (former MU interim president), Cheryl Web (State Office W.V.).
- IV. Thinking of a faculty research symposium in the Fall – collaborations and possibilities of joint research.
- V. Department Chair Leadership Academy – first cohort of 16 Chairs, ending next week on April 28. Hope to get rest of the Chairs into the Program in ensuing years.
- VI. John Marshall Leadership Fellows program – 4<sup>th</sup> Cohort 19 Faculty & Staff. 17 mentors and 6 facilitators – graduation on April 26 – John Marshall Dining Room 5:30 – 7:00 pm.
- VII. Organizing a faculty book celebration – April 26, 4:30 – 5:30 pm at the Drinko Atrium.
- VIII. Thanks to many faculty colleagues for participating in our first attempt at digital transformation of academic processes – Digital P&T went smoothly with only minor exceptions. 27 P&T cases going through the system for decisions by the end of this month.
- IX. Searches - Potential dean searches in the fall – Early-stage plans for Deans of COS, COB, CAM, SOP, Honors College, Graduate College; Also, a Head of the Division of Aviation (in some form) who would oversee both the sites of aircraft maintenance program at Huntington, as well as Charleston airports for the Bill Noe flight school programs; There will be search for an Associate-Provost; The search for VP of Intercultural Affairs is on as per President report, and candidates to be announced soon.
- X. Congratulations to Kimberly McFall, Professor COEPD – Fulbright Scholar, representing Marshall in this capacity. Will be in Poland for her research.
- XI. COLA & English Language Institute (ELI) – Has begun offering English developmental classes for English as a Second Language (ESL) fully online for students to take from anywhere in the world, starting this fall. Will support enrollment.

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- XII. Division of Aviation at the Bill Noe Flight School has welcomed new Assistant Chief Instructor – Nancy Ritter – has significant executive experience with pilot training programs. More students slated for the fall semester.

**Q&A for Provost: None.**

6. **MU Board of Governor's report** – Robin Riner – Sounding off from the President, & Provost reports above, submitted the following report.
- I. Academic Affairs Committee:
    - distance course policy change – approved
    - program reviews – approved
    - degree addition BS in psychology – approved
  - II. Athletics Committee:
    - approved budget - down about 2.3 mill, largely due to change in conference
    - fountain ceremony Saturday, spring game
    - 90% grad rate – 6th yr in a row sustained or increased
  - III. Finance Committee:
    - approved investment earnings update
    - approved 2022-23 schedule of tuition and fees
    - budget 2022-23 – approved
    - operations update (Brandi Jacobs-Jones): replacing astroturf at football stadium, July 2 completion; lab work in science building; replacing smith hall cooling towers; looking to replace smith hall elevators, Sept 23 completion; work at tri-state airport; averaging 0-2 ppl in isolation for COVID
    - passed motion approving research mine shaft construction
    - coach Dan D'Antoni contract approval
    - approved renaming of hall of fame, removing Chad Pennington's name

**Questions for MU BOG Rep: None.**

7. **Ad hoc committee for Shared Governance** – Robin Riner –
- I. We convened an ad hoc committee to address shared governance with representatives from all colleges, grad council, the medical school, staff, and students
  - II. Adding a rep from athletics
  - III. The committee met and drafted a document that includes a definition of shared governance, problems we identified at Marshall that need to be addressed, and both short- and long-term recommendations, which we shared with the administration  
Some of the problems we identified were:
    - i. needing to improve transparency and communication among constituency groups and governing bodies
    - ii. A culture of mistrust among groups
    - iii. The need to incentivize participation in shared governance and assure diversity among those participating

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IV. Representatives of the committee met with President Smith and Provost Mukherjee last Friday, we had a frank conversation about the state of shared governance and how we want to move forward

Initial steps we identified were:

- i. to initiate an assessment of shared governance as it stands, including what structures and policies are in place (whether we have the bones we need) and, if so, whether we are living up to where we want to be
  - a. this will lead to us specifying the roles and responsibilities of each governing body.
- ii. create a shared governance website that will house our definition of shared governance, information of committee members, and a form for submitting feedback.
  - a. in the future, it will be a one-stop location for governance contacts, as well as information for how decision-making occurs for each of the governing bodies.

**Questions for Shared Governance Rep: None.**

8. **Guest Speaker(s)** – Following speakers were canceled – see motions made to modify the agenda above.

- I. **Students’ MU Mental Health Status Study Results** – Kelli Larsen
- II. **Students’ MU Mental Health Status study results** – Kelli Larsen

9. **Advisory Council of Faculty (ACF) Report** - Amine Oudghiri-Otmani – Supposed to have met on April 8, 2022 but got pushed back to May 12. Next report will be in September FS meeting.

**Q & A for ACF Rep: None.**

10. **Report from Graduate Council Chair** – Lori Howard – Doing usual work. Recommendations from BAPC from academic dishonesty was passed. Thanks to Scott Davis for his work. Last GC meeting is one week from tomorrow. Next meeting (after that) will be in Sept. 2022.

**Questions - None**

**11. Reports from Standing Committees:**

Committee	Report by:	Report Specifics
Academic Planning	Sean McBride	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/></li> <li>▪ Have not met from last meeting – nothing to report.</li> </ul>
Athletic	Andrew Burck	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/></li> <li>▪ Met yesterday, April 20, 2022</li> <li>▪ Report on GPAs of athletic teams – good.</li> <li>▪ 67% of student athletes – earned GPAs of 3.0 or higher.</li> </ul>

## MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON THURSDAY, APRIL 21, 2022, AT 4:00 P.M.

## MICROSOFT TEAMS VIRTUAL MEETING

**Budget &  
Academic  
Policy**Kelli  
Prejean

- 20% of all students are in the perfect 4.0 point GPA
- 62% of the student athletes are on the Dean's list.
- 3.15% had average GPA of 3.1.
- 3.25 average overall GPA? (Audio is unclear).
- Dealt with misconduct and the number of violations
- Written report received (if checked)
- Report as submitted – Last met on 4/15/2022
- Old Business:
  - A. Dead Week Policy – Approved
    - Change name (Pre-Finals Week); Combine policy with final exam policy, outlined info with bullet points
    - Further defined that it applied to all modalities, except those listed (exceptions are the same as previous policy; more specific about partial-term courses, summer courses, and grad courses). (See full text on next page – will be considered by Faculty Senate in fall).
- New Business:
  - A. Elected Officers – Laura McCunn-Jordan reelected as Chair; Kelly Rutherford reelected as Secretary.

MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON THURSDAY, APRIL 21, 2022, AT 4:00 P.M.

MICROSOFT TEAMS VIRTUAL MEETING

Curriculum	Debra Young	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input checked="" type="checkbox"/></li> <li>▪ The University Curriculum Committee met on February 18th via Teams. There was a quorum with the following members present: Zach Garrett (chair), Tina Cartwright, Nitin Puri, Lindsey Harper, Asad Salam, Rachel Danford (secretary), Marie Archambault, Jonathan Kozer, Wendy Perkins, Debra Young (FS liaison), and Brittany Riley. Absent: Ralph May. Ex-Officio Members present: Monica Brooks, Jeffery Archambault, and Carl Mummert. Guests: Nancy Larkin, Martin Saunders, Deepak Sabedi, Greg Michaelson, Marc Collsy, and Vicki Stroehrer</li> <li>▪ In this meeting the following was moved and approved:             <ul style="list-style-type: none"> <li>A. Approval of February Minutes</li> <li>B. 1 approval of old business (as a packet)</li> <li>C. 18 course additions</li> <li>D. 13 course deletions</li> <li>E. 9 course changes</li> <li>F. 1 major additions</li> <li>G. 7 major changes</li> <li>H. 1 major deletions</li> <li>I. 2 minor deletions</li> <li>J. 3 area of emphasis additions</li> <li>K. 6 area of emphasis deletions</li> <li>L. 3 area of emphasis changes</li> <li>M. 2 program changes</li> </ul> </li> <li>▪ UCC recommendations for catalog edits approved - Allow catalog editor to make changes separating lab and lectures to allow changes to be made without filing all the paper work.</li> <li>▪ Nominations for Chair and Secretary: Zach Garrett and Rachel Danford will continue to serve as president and secretary, respectively.</li> <li>▪ Have not met since March, and will not meet until 2022-23 AY until September 2022.</li> </ul>
<b>Faculty Personnel</b>	Tim Bryan	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/></li> <li>▪ Report skipped.</li> </ul>
<b>Legislative Affairs</b>	Elizabeth Niese	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input checked="" type="checkbox"/>.</li> <li>▪ Last met March 2, &amp; April 6, 2022.</li> <li>▪ Higher education funding was restored to the normal budget by Senate Bill 250</li> </ul>



MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON THURSDAY, APRIL 21, 2022, AT 4:00 P.M.

MICROSOFT TEAMS VIRTUAL MEETING

**Research**

Uday Tate  
on behalf  
of Kyle  
Palmquist

- David Perry, a former legislator, is now an Ex-officio member of the committee
- Richard Begley has stepped down as chair.
- Stephen Young has been elected as chair.
- Written report received (if checked)
- Last Meeting: April 4th, 11am -12pm via Teams
- Minutes from the last meeting (November 8th 2021) were approved.
- Remaining budgets for each award for round 2 were reviewed:
  - A. Quinlan: \$19,207
  - B. Research Committee: \$7,000
  - C. Research Scholars (Undergrad): \$2,285
  - D. Summer Research: \$76,000
- Thereafter, applications for each award (Quinlan, Research Committee Funding, Student Scholars, Summer Research) for round 2 were reviewed. All applications for round 2 were approved for requested amounts.
  - A. Quinlan: \$1,635
  - B. Research Committee: \$3,400
  - C. Research Scholars (Undergrad): \$1,500
  - D. Summer Research: \$60,000
- The committee agreed to continue using Dynamic Forms to review applications.
- The committee approved the reimbursement request of two faculty members from COHP which resulted from confusion with rules regarding F2F versus virtual.
- Changes to guidelines based on travel ban: beginning October 1, Quinlan funds can be used to support F2F travel, with continued funding for virtual conferences. The committee also agreed that beginning October 1, the funding cap for the Research Committee Award will return to \$250 (down from \$500 over the COVID-19 pandemic)
- Next Scheduled Meeting: November 2022 (after round 1 application deadline) – the date has yet to be set.
- Written report received (if checked)
- Committee hasn't met since last report, but a small subcommittee has met with Carl Mummert to discuss his research on Graduate Assistant Salaries & Stipends – to be followed up in the Fall.

**Student  
Conduct &  
Welfare**

Penny  
Koontz



MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

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MICROSOFT TEAMS VIRTUAL MEETING

- Rest of committee business is tabled until fall.
- Will be electing a new Chair & Secretary in the beginning of the fall.

12. Reports of Ad Hoc & Other Committees

Committee	Report by:	Report Specifics
a. Faculty Ombudsperson	Marybeth Beller	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/>.</li> <li>▪ Last month the FS approved a report requesting a faculty ombudsperson.</li> <li>▪ Shortly after, a meeting was convened in which Brandi Jacobs Jones asked Keisha Taylor (interim ombudsperson) to work w/Marybeth Beller to put together a vision for how the officers may be combined going forward. Keisha &amp; Marybeth Beller looked at several items including all of the HEPC peer-institutions for Marshall, plus several other institutions that have a combination of faculty ombudspersons, or simply ombudspersons that serve faculty and staff. Findings from our peer institutions               <ul style="list-style-type: none"> <li>A. 60% do have ombuds services, but only 15% of those have faculty ombudspersons.</li> <li>B. Other schools had ombudspersons solely for faculty, but are part-time positions Most are either –                   <ul style="list-style-type: none"> <li>▪ Faculty ombudspersons who are Emeritus, and agree to come back on a part-time basis.</li> <li>▪ Or, are full Professors working in their positions who have release-</li> </ul> </li> </ul> </li> </ul>

MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

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MICROSOFT TEAMS VIRTUAL MEETING

times to serve as  
faculty  
ombudspersons.

b. Faculty  
Decorum &  
Civility

Tim  
Melvin

- Met with President, & Provost last Tuesday, where Traci was also present – President agreed to the faculty request for a faculty ombudsman position on a part-time basis, until more data becomes available to see what the needs of Marshall are. If the data supports a full-time position, then the President is open to considering that in a future budget proposal.
- Written report received (if checked) .
- Last met earlier this week – Discovery from peer-institutions – No consistency in decorum Standards of Conduct policies, or civility policies between institutions –
  - A. Many have it in office of Academic Affairs, some have it in HR, and in one instance, it comes from their faculty senate itself.
  - B. There were institutions who had no personal policy, but their individual colleges did.
- Going forward – Will be working this month – put together different ideas together – how it can fit in our organization structures – what kind of appeals process may be necessary? How the ombudsman position can be helpful?
- Will work over the summer on this.

13. Request to Speak and/or Answer Questions to the Senate: (5 minutes) – None.

10. New Business: None.

--contd--"

MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON THURSDAY, APRIL 21, 2022, AT 4:00 P.M.

MICROSOFT TEAMS VIRTUAL MEETING

**Adjournment:**

With agenda for elections addressed, this meeting was adjourned at approximately 17:25 hours (5:25 pm).

Respectfully Submitted,



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Dr. Sujoy Bose, Recording Secretary  
Faculty Senate

**MINUTES READ:**



Dr. Shawn Schulenberg, Chair  
Faculty Senate



Brad Smith, President  
Marshall University

[Meeting Recording.](#)