

MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING

HELD ON THURSDAY, OCTOBER 14, 2021, AT 4:00 P.M.

MICROSOFT TEAMS VIRTUAL MEETING

MEMBERS PRESENT: **CAM:** Adam Dalton, Mark Zanter, Jack Colclough, Rob Rabe, Sandra Reed; **CECS:** Nasim Nosoudi, Roozbeh (Ross) Salary, Sungmin Youn, Cong Pu; **LCOB:** Uyi Lawani, Doohee Lee, Uday Tate, Daesung Ha, Timothy Bryan; **COHP:** Sujoy Bose (*Secretary FS*), Carrie Childers, Annette Ferguson, Debra Young, Bethany Dyer; **COLA:** Anita Walz, Penny Koontz, Jana Tigchelaar, Megan Marshall, Kelli Prejean, Ida Day, Marybeth Beller, Robert Ellison, Boniface Noyongoyo, Barbara Tarter, Robin Riner (*Cross-refer w/Ex-Officio, Non-voting*), Amine Oudhghiri-Otmani (*Cross-refer w/Ex-Officio, Voting*); **COS:** Philippe Georgel, Kyle Palmquist, Stephen Young, Bill Gardner Jr., Rosalyn Quinones-Fernandez, Sean McBride, Jiyeon Jung, Elizabeth Niese, Davide Andrea Mauro; **CITE:** (*Cross-reference Cong Pu in CECS*) **COEPD:** Mindy Backus, Mindy Allenger, Tim Melvin, Feon Smith-Branch, Andrew Burck; **SOM:** Chris Risher, Subha Arthur **SOP:** Melinda (Mindy) Varney, Ruhul Amin, Sarah Plummer; **South Charleston:** Tracy Christofero (**Chair, FS**) **ULIB:** Eryn Roles, Paris Webb

Elizabeth Niese present.

Select by Colleges – [CAM](#), [CECS](#), [LCOB](#), [COHP](#), [COLA](#), [COS](#), [CITE](#), [COEPD](#), [SOM](#), [SOP](#), [South Charleston](#), [ULIB](#)

MEMBERS ABSENT: **CAM:** ; **COEPD:** George Watson; **COS:** ; **SOM** alternate : Scott Gibbs, Vikram Shivkumar, Dana Lycans; **SOP** alternate: Tim Long, Michael Hambuchen; Charles “C.K.” Babcock; **COLA:** Joel Pekham, Puspa Damai; **COHP:** Robert Powell; **CECS:** Sarah Surber; **LCOB:** ;

EX-OFFICIO, VOTING MEMBERS PRESENT: Lori Howard (*Graduate Council – cross refer w/COEPD*), Amine Oudhghiri-Otmani (*ACF; cross refer w/COLA*)

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

EX-OFFICIO, NON-VOTING MEMBERS PRESENT: Robin Riner (*cross refer w/BOG Rep & COLA*)

BOG REPRESENTATIVE: Robin Riner (*cross refer w/Ex-Officio Non-Voting/COLA*)

EX-OFFICIO, NON-VOTING MEMBERS ABSENT -

PARLIAMENTARIAN: Shawn Schulenberg.

GUESTS: Archambault, Jeffrey; Biros, John; Bookwalter, Robert; Brooks, Monica; Burck, Andrew; Cottrill, F. Layton; Davis, Scott; Dobbs, Wendell; Eagle, Teresa; Gilbert, Jerome (President); Hurula, Carol; Jacobs, Brandi; Konz, Suzanne; Landry, Denise; Lankton, Nancy; Lovelace, Kacy; Luke Creasy (The Herald-Dispatch); McGuffey, Michael; Melinda (Guest); Mollette, Sarah; Morgan, Brian; Mukherjee, Avinandan (Acting Provost); Mummert, Carl; Painter, Ginny; Parks, Alyssa; Payne, Leah (Staff); Prewitt, Michael; Reynolds, Mary Beth; Robinson, Mark; Salem, Asad; Smith, Sherri; Smith, Tracy; Sochor, Chris; Strait, Angela; Terry, Jim; Tipler, Stephen; Truman, Carter; Amie Maynard (Staff).

UNRESOLVED: +1 304-395-3871 (verify if Andrew Burke).

No Sign-in

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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** as presented by Executive Committee – Moved & Seconded.
 - a. SR 21-22-06 needs to be pulled because faculty needs 10 days of notice.
 - b. Motion to amend the agenda to allow MaryBeth Beller to add a resolution from the floor – **MSAP**¹.
 - c. Correct Andrew Burke’s spelling to “Andrew Burck”.
 - d. Amended agenda – **MSAPAA**².
2. **Approval of Minutes:** Motion made & seconded to approve presented FS minutes from:

Dates of Minutes	Discussion	Approval
Sept. 23, 2021	No discussion	MSAP

3. **Announcements –**

Srl.	Items	Reports & Discussion	Votes
a)	Announcements - Dr. Tracy Christofero, FS Chair	<ul style="list-style-type: none"> ▪ Sign-in reminder. ▪ Lots of information at the FS website – www.marshall.edu/facultysenate ▪ Review of Robert’s Rules. ▪ If you get an unwanted email from the faculty senate, please email senate@marshall.edu and they can remove you from the distribution list. In similar fashion, if someone is missing in distribution lists, or on the FS website in standing committee rosters (as above), please advise FS officers / Senate office so this can be updated. ▪ On Chair’s docket, changing the Spring (FS) meeting dates to avoid timing issues. Will be effective in next calendar year. Will allow faculty to plan better. ▪ Senate Parliamentarian – Dr. Schulenberg explained the difference between “Recommendation” & “Resolution” – Not a Robert’s Rule distinction but how MU has used the terminology. The President must respond to the “recommendations” vs. just has to be aware of the “resolutions”. 	

¹ MSAP – Motion Seconded & Passed

² MSAPAA – Motion Seconded & Passed as Amended

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		<ul style="list-style-type: none"> ▪ Presidential approvals to previously passed Senate Recommendations & Resolutions from September 2021 meeting - SR 21-22 - 01 EC - approved, 03 approved, 04 not approved (mandatory COVID-19 vaccine – Dr. Gilbert’s response presented), 05 approved (ACF) resolution read by President Gilbert ▪ Minutes - April 29th FS; & Sept. 13 Ex Com – approved by President Gilbert. ▪ Thanks to Amie Maynard’s FS service. Today is her last day at FS. Tomorrow is last day at Marshall. ▪ Cassandra Mills to fill in as Program Assistant for now. ▪ Locate upcoming Teams meeting live links on the Calendar tab of the FS website.
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3. **MU Board of Governor’s report** – Robin Riner – No report since Board has not met since last meeting.
 - a. Urge to attend in person, or virtually the Presidential interview sessions.
 - b. Presidential feedback forms – Individual feedback forms are specific with expiration dates. However, general feedback form available at: <https://www.marshall.edu/presidential-search/feedback-2/>. Forms are anonymous.
 - c. Get feedback to Robin Riner by next Wednesday. Or e-mail directly to Robin Riner – conleyr@marshall.edu - Special session for the Board called on the 21st of October.
 - d. **Eryn Roles:** Request has been made to archived presidential recordings to be made available for future reference by faculty/constituencies. **Robin Riner** - this will be conveyed to the Board.

4. **Recommendations:**

Items	Discussion	VOTE
<p>SR 21-22-02 EC Recommends that MU PAWS becomes an official campus resource program within the Student Advocacy division of Student Affairs at Marshall University.</p>	<ul style="list-style-type: none"> ▪ Andrew Burck – What would be the roles of the Counseling center &/or Psych with this? <ul style="list-style-type: none"> ○ Mindy – No plans right now. Can be considered in the future to include Counseling &/or Psych centers. 	<p>MSAP¹</p>

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<p>SR 21-22-06 EC Resolution for the President of the Student Government Association be a member of the Faculty Senate Executive Committee and an ex-officio non-voting member of the Faculty Senate.</p>	<ul style="list-style-type: none"> ▪ Withdrawn until next meeting to allow sufficient time for faculty review, and vote. 	
<p>SR 21-22-07 BAPC The Budget and Academic Policy Committee recommends that all undergraduate students who are enrolled in an online degree program (https://www.marshall.edu/online-learning/#degrees) should receive priority registration status and be allowed to register during the priority registration window</p>	<ul style="list-style-type: none"> ▪ No discussion 	MSAP
<p>SR 21-22-08 LAC Resolution to Maintain Campus Autonomy on COVID Policies</p>	<ul style="list-style-type: none"> ▪ Discussed out of order (after 09 discussion below) ▪ <i>Sandra Reed</i> – Typographical edit – Change words “Corona virus” to “COVID-19 (coronavirus)”. 	MSAP
<p>SR 21-22-09 LAC - Resolution to Maintain Campus Autonomy to Regulate Firearms</p>	<ul style="list-style-type: none"> ▪ Marybeth Beller – <ul style="list-style-type: none"> ○ This is same resolution that FS has passed for last 7 years. ○ WV legislation has drafted a bill for campus carry to introduce in January 2022 ○ This resolution is to vocalize that campus safety remain in the hands of the BoG. 	MSAP
<p>SR 21-22-10 LAC Recommends that Governor Justice restore the \$10 million appropriation that was removed from the General Revenue budget for Marshall University in his 2022 Budget Recommendation to the WV Legislature</p>	<ul style="list-style-type: none"> ▪ 10 million in surplus is only available if there’s a surplus vs. on general budget where it is part of general budget ▪ Sr. Eric Tarr – because universities were going to get CARES money, they didn’t need the appropriations and cut them for MU and WVU budgets. 	MSAP
<p>SR 21-22-11 – ExCom</p>	<ul style="list-style-type: none"> ▪ House has passed HB 335 - states that all employees and state affiliates must have 	MSAPAA

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<p>Marybeth Beller from the floor – Proposed Joint Resolution between Faculty of MU and WVU for mandatory COVID-19 vaccinations.</p>	<p>medical and religious exemptions. These definitions are broad which has been identified as problematic by other agencies.</p> <ul style="list-style-type: none"> ○ If we agree then both WVU and MU would share our views with the legislators as the bill goes to the Senate. <ul style="list-style-type: none"> ▪ Q: Tim Bryan – Last month’s recommendation to President was disapproved. Isn’t this very similar to this resolution? <ul style="list-style-type: none"> ○ A – Tracy Christofero: This is a resolution that President only must read, unlike last month’s recommendation that the President disapproved. ○ A: Elizabeth Niese – Faculty gets to have a voice, whether shared by leadership. Additionally, we are in process of Presidential interviews, and it is important to convey faculty sentiment to future President with resolutions such as this. ▪ Q: Barbara Tarter - How to define “limited legal” – too broad & too vague? Discussion on “legal vs. limited legal” wording. “limited legal” is too broad for a legal document. <ul style="list-style-type: none"> ○ A: Marybeth Beller - This would not be a legal document in any way, rather, a statement of the preferences of the faculty of two major universities. ▪ Q: Anita Walz: Wouldn’t vaccination for coronavirus fall under other vaccines? 	
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	<ul style="list-style-type: none"> ○ A: Unclear. ▪ Motion to amend the resolution to take out the word “limited” – MSAP 	
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4. **Report of the University President** – Dr. Jerome Gilbert – Not available today for a report.

a. **Q&A for President:** N/A.

5. **Report of the Provost** – Dr. Avinandan Mukherjee – Updates from Academic Affairs

a. Academic Affairs:

- i. Strategic Enrollment Management Function – Improving enrollment remains principal focus. Consultant Lisa Harris (Mississippi State) & leadership of Tammy Johnson tasked with reorganizing, & restructure enrollment:
 - 1. In keeping with trends in recruitment & retention in higher education, nationwide, change from department-specific recruitment / admissions focus to Strategic Enrollment Management. Instead of waiting for students to apply, then be accepted or rejected, they are integrated into 360° view throughout the student life-cycle from HS to post-graduation by collaborating across multiple university departments.
 - 2. The enrollment management leadership has been reorganized with new roles, and titles to facilitate this effort.
- ii. Cluster initiative – Harness strength of competencies of each of our schools. Transdisciplinary clusters, institute for cyber-security is first cluster.
 - 1. Institute of Cybersecurity – Collab between CECS (led by Dean Dampier) & COS (led by Dean Sommerville) - Launched yesterday. Dean Dampier inaugural director & Prof. John Sammons is Associated Director. Unit will be supported by all other colleges on campus, including COB. President Gilbert stated in speech at inauguration – this is a partnership between WVU, other universities, and federal government to meet the cybersecurity needs of people.
- iii. Salary Inversion – Inversion & compressions in salaries underway. AA-7 Salary increases has been updated.
 - 1. Per AA-7, increased the minimum promotion assistant to associate from \$6400 – to \$7500 & from Associate to full Professor \$7400 to \$10,000. Faculty either get this increment, or 10% of their annual salary, whichever higher – Finding from review was that faculty who were promoted just prior to the latest round over the last 3-year period were negatively affected in their salary increases prior to new policy.
 - 2. This inversion has now been addressed - 77 faculty were promoted in the 3-year period between 2018-19 – 2020-21. Total of 49 faculty base

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salaries have been adjusted to new amounts. 28 faculty not affected by the change. Some have left since. Total cost of this adjustment - \$91,849. A graduated scale was used –

- a. Assistant to associate - \$300 for 2018-19; \$600 for 2019-20; & \$900 for 2020-21.
 - b. Associate to full - \$650 for 2018-19; \$1300; \$1950 for 2020-21.
3. First of more initiatives in this regard. Looking at salary equity initiatives comparing to other universities
- a. Will be putting together a taskforce – should like at other institutions and cost-of-living.
4. Undergraduate and Graduate Research Events – 2 university events:
- a. Undergraduate – April 19, 2022 – Tuesday.
 - b. Graduate = April 20, 2022 – Wednesday.
 - c. Will showcase the University research to all stakeholders.

b. Q&A for Provost:

- i. **Stephen Young:** Whether cost of living & inflation to be included in the Promotion & Inversion assessment? **A:** Several factors will be looked at. Nothing is off the table, and while current finances may be limited, and attempt would be a phased approach.
- ii. **Elizabeth Niese** – Whether wage equities & inversions will consider disparities in pay between genders, and white vs. minority faculty. **A:** Will try. Won't be perfect but attempt to make it as equitable as possible.

6. **Advisory Council of Faculty (ACF) Report** - Amine Oudghiri-Otmani – No report from ACF today. ACF continues to closely monitor legislator’s priorities for higher education, that includes funding formula, campus carry, and Critical Race Theory. Recent article in West Virginia Gazette Mail ([Link](#) shared in the chat) for further details.

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

8. **Reports from Standing Committees:** No reports scheduled.

Committee	Report by:	Report Specifics
Legislative Affairs	Elizabeth Niese	<ul style="list-style-type: none"> ▪ Written report received (if checked) × The Legislative Affairs Committee met on September 10, 2021. <ul style="list-style-type: none"> 1. ACF legislative priorities: Presented by Amine Oudghiri-Otmani <ul style="list-style-type: none"> a. Feedback on the priorities was given by committee members for Amine to relay to the ACF.

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		<p>2. Recommendations regarding maintaining the autonomy of the BOG to make decisions for campus safety and health were presented and sent to the executive committee.</p> <p>3. A resolution regarding the necessity of Marshall University’s appropriations being restored to previous levels, without use of surplus funds, in the Governor’s budget plan was passed and sent to the executive committee.</p> <p>The next meeting is scheduled for November 3, 2021.</p>
Curriculum	Debra Young	<ul style="list-style-type: none"> ▪ Written report received (if checked) × ▪ The meeting was canceled due to no items for review, so no real report for the meeting next week.
Faculty Personnel	Tim Bryan	<ul style="list-style-type: none"> ▪ Written report received (if checked) <input type="checkbox"/> ▪ Faculty Personnel committee has not met, and no meeting scheduled as of now. ▪ Chair wants meeting of at least once per semester.
Research	Kyle Palmquist	<ul style="list-style-type: none"> ▪ Written report received (if checked) <input type="checkbox"/> ▪ Last met May 5, 2021. Two Motions made & carried: <ul style="list-style-type: none"> ○ Committee approved a new scoring sheet for summer research awards – will lead to a more transparent process for dissemination of funds ○ Allow student groups to apply for student scholar awards (support Capstone Projects) ▪ Revision to guidelines for summer research award – Minor revisions to guidelines for other awards under the committee purview (Quinlan, Research Committee Funding award, and Research Scholars award that goes to students). New revisions approved and incorporated into website forms except for summer research awards that should be done in the next couple of months. ▪ Apply for Quinlan – Committee is cycle 1 for Quinlan – Faculty encouraged to apply for Oct. 1 – March 31. Currently supporting only for virtual meetings under pandemic conditions – to be reassessed in Spring of 2022. ▪ Next deadline for Research Committee Awards, and Research Scholars award is April 2022. ▪ Next Scheduled Meeting – Nov. 8th.

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<p>Student Conduct & Welfare</p>	<p>Penny Koontz</p>	<ul style="list-style-type: none"> ▪ Written report received (if checked) <input type="checkbox"/> ▪ Met both on Sept. 10, Oct. 1. ▪ First meeting – Electing new officers – Casey Lovelace – re-elected Chair of the committee. ▪ 2nd meeting – Better identify and disseminate information reg. identifying resources for students identifying as LGBTQ+ population. ▪ Challenges that commuter students face during inclement weather. Committee discussed drafting a survey for students who commute – what additional resources may be beneficial to them – Motion developed and passed that the committee will be developing such a survey. ▪ Tabled 2 items – Continued perception that COVID-19 policies are not clear. Classes that are meeting virtually that are supposed to be face-to-face. Tabled until FS has more information to share. ▪ Inequity for teaching assistants – TAs in some departments make more than TAs in other departments. This is unacceptable to students. Committee wants to explore this.
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9. Request to Speak and/or Answer Questions to the Senate: (5 minutes) –

- a. **Sandra Reed:** Presented on Woodson Lyceum’s 6th annual 2022 Black History Month poster competition.
 - i. Request Faculty Senators share the Marshall student competition within their colleges. The competition is open to all majors. Last year’s Marshall winner was a freshman majoring in biomedical engineering.
 - ii. The theme follows the national theme set by the Association for the Study of African American Life and History.
 - iii. The 2022 theme is “Black Health and Wellness.”
 - iv. All entries are submitted online and there is no fee to enter. The Marshall winner receives \$200 and becomes The Lyceum’s official Black History Month poster that is printed and archived on the website.
 - v. Guidelines for the competition and the following [link](#) features the winning posters from prior years.

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<https://www.marshall.edu/woodsonlyceum/poster-contests/mu-poster-competition/>

- b. **Sujoy Bose** – Restrictions on state-funded travel is affecting people who cannot afford to self-fund travel to face-to-face conferences.
 - i. Will negatively affect promotion and tenure over the next years
 - ii. Communicate this to the governor’s office using appropriate channel
 - iii. Affects faculty to collect data, as well.
 - iv. Comments:
 - 1. Lori Howard – required to maintain graduate faculty status - Share with graduate council because this has a lot of implications.
 - a. Penny Koontz – also affecting graduate students to make them competitive; Master’s applying to Ph.D.; & Doctoral students applying to internship
 - b. Sujoy Bose to work with Marybeth Beller to draft a resolution.

10. **New Business:** None.

Adjournment:

With agenda for elections addressed, this meeting was adjourned at approximately 17:00 hours (5:00 pm).

Respectfully Submitted,



Dr. Sujoy Bose, Recording Secretary

Faculty Senate

MINUTES READ:

Dr. Tracy Christofero, Chair
Faculty Senate

Dr. Jerome Gilbert, President
Marshall University