

**MINUTES OF MARSHALL UNIVERSITY FACULTY SENATE MEETING**

**HELD ON THURSDAY, MARCH 24, 2022, AT 4:00 P.M.**

**MICROSOFT TEAMS VIRTUAL MEETING**

**MEMBERS PRESENT:** **CAM:** Sandra Reed, Rob Rabe, Adam Dalton, John Colclough; **CECS:** Nasim Nosoudi, Roozbeh (Ross) Salary, Cong Pu, Sungmin Youn; **LCOB:** Uyi Lawani, Uday Tate, Daesung Ha, Timothy Bryan, Doohee Lee; **COHP:** Sujoy Bose (*Secretary FS*), Carrie Childers, Jodi Cottrell, Annette Ferguson, Debra Young, Bethany Dyer; **COLA:** Anita Walz, Penny Koontz, Megan Marshall, Marybeth Beller, Robert Ellison, Ida Day, Boniface Noyongoyo, Barbara Tarter, Joel Pekham, Puspa Damai, 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, Jiyoon Jung, 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; Charles "C.K." Babcock; **SOP:** Melinda (Mindy) Varney, Ruhul Amin; **South Charleston:** Tracy Christofero (*Chair, FS*); **ULIB:** Eryn Roles, Paris Webb

*Select by Colleges – CAM, CECS, LCOB, COHP, COLA, COS, CITE, COEPD, SOM, SOP, South Charleston, ULIB*

Current Faculty Senate Roster

**MEMBERS ABSENT:** **CAM:** Ed Bingham (substitute for Mark Zanter - on Sabbatical); **COEPD:** Issac Larrison; **COS:** Elizabeth Niese; **SOM:** Komal Sodhi, alternates: Scott Gibbs, Vikram Shivkumar, Dana Lycans; **SOP:** Sarah Plummer; Substitutes: Tim Long, Michael Hambuchen; **COLA:** Kelli Prejean (informed Senate prior to); Jana Tigchelaar (sabbatical), Sabrina Jones (for Jana Tigchelaar), Jose Morillo; **COHP:** ; **CECS:** ; **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 –** Alyssa Parks (Student Body President)

**PARLIAMENTARIAN:** Shawn Schulenberg.

**GUESTS:** Brad Smith (President); Avinandan Mukherjee (Acting Provost); Mike McGuffey; Jeffrey Archambault; Wendell Dobbs; Brian Morgan (COS), Tracy Smith, Robert Bookwalter; Eagle, Teresa; Kelli Johnson; Monica Brooks; Mehdi Esmailpour; David Dampier; Landry, Denise; Lowman, Jessica; York, Sandy; Young, Miriah; Leah Payne (Staff); Mary Beth Reynolds; Strait, Angela; Grassie, Chris; Smith, Tracy; Fain, Cicero; Smith, James; Allison, Carey; Cassandra Mills (Staff).

**UNRESOLVED:** None.

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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** – Motion to approve agenda as presented by Executive Committee (with revision of Senator Bob Plymale in attendance – will serve as guest speaker in item 8(a)) –
  - a. **Motion to amend agenda** – Deb Young –
    - i. Add recommendations SR 21-22-44, SR 21-22-45, SR-22-46, & SR 21-22-47 which concern COB’s Sports Management change
    - ii. Request to cancel Deb Young as guest speaker - she is not involved in the Bachelor of Social Work program (cancelled).
    - iii. Agenda amendment Motion – **MSAP**<sup>1</sup>.
  
2. **Approval of Minutes:** Motion made & seconded to approve presented FS minutes (pending Presidential approval) -

<b>Dates of Minutes</b>	<b>Discussion</b>	<b>Approval</b>
<b>Feb. 24, 2022</b>	No discussion	MSAP

3. **Announcements** – Tracy Christofero

<b>Srl.</b>	<b>Items</b>	<b>Reports &amp; Discussion</b>
<i>a)</i>	<b>Announcements</b> -	<ul style="list-style-type: none"> <li>▪ Housekeeping - Sign-in (summary of attendees) – Attendance necessary to keep membership.</li> <li>▪ President has approved the following:                             <ul style="list-style-type: none"> <li>○ SR 22-22-31; 32, 33 from the UCC;</li> </ul> </li> <li>▪ Calendar for AY 2022 / 2023</li> </ul>

**AY 2022 / 2023**

<b>Meeting Month</b>	<b>Requests Due</b>	<b>EC Meetings</b>	<b>FS Meetings</b>
September	25-Aug	12-Sep	29-Sep
October	22-Sep	03-Oct	20-Oct
November	27-Oct	07-Nov	01-Dec
January	29-Dec	09-Jan	26-Jan
February	26-Jan	06-Feb	23-Feb
March	23-Feb	06-Mar	23-Mar
April	23-Mar	03-Apr	20-Apr

-- Contd...>>

<sup>1</sup> MSAP: Motion Seconded and Passed.

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- **Elections – Year of Elections – Per Senate Constitution.**
  - *Article III Section 4. "Elections for senators shall occur annually in April of even-numbered years, with the names of the new senators submitted by the Dean or Director of each unit to the Chair of the Faculty Senate by May 1."*
  - *Article VI Section 5C "The officers of the Faculty Senate shall be the officers of the Executive Committee. These shall be the Chair, Assistant Chair, and Recording Secretary of the Faculty Senate. They shall be nominated and elected by the Faculty Senate by secret ballot at a special spring meeting of the newly constituted Faculty Senate (i.e., those who will comprise the Faculty Senate during the next academic year)."*
- This year the election will occur after the end-of-semester due to change in the semester calendar. Deans to conduct college elections and advise Chair of FS by May 1. There-after...
  - Special Meeting for newly elected senators is 5/5/2022 at 4:00 pm.
- Next ExCom meeting 4/4/2022 at noon.
- Last FS meeting for the year, Thursday, 4/21/2022 at 4:00 pm.
  - Senators are welcome to attend any FS meeting via links available on the FS website. Can be audience and no need to speak.
- Next & Summer virtual Chair chats – Fridays - 4/22/2022 , 5/20/2022, 6/17/2022, 7/15/2022, 8/19/2022, @ 4:00 pm.
- 5 Provost finalists will be on campus next week – 10:00 am – 10:45 in Shawkey Dining Hall for faculty, or available by LiveStream.
- Standing committees, end-of-year reports due to FS office by May 1, 2022.
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- Please share meeting minutes with your constituents so that everyone gets the committee reports.
  - Spring Virtual General Faculty Meeting - 4/25/2022 @ 2:00 pm.
  - Thanks to Anthony Drumm – he is graduating this semester and has an offer requisite to his field. He is helping with today’s meeting after his last-day last Friday. A new offer is in motion to be made to the next potential candidate for FS Office Admin role. Also, commendation to Cassandra Mills of the Travel Office in her help with this transition.
  
- b)
  - **Shawn Schulenberg**  
- Update on Robert’s Rules:
    - Discussed Parliamentary procedures as circulated in the Cheat Sheet (created by Carl Mummert) - First page summarizes important points about Robert’s Rules.
    - Cheat sheet is general but also includes Marshall specific procedures such as differences between Recommendations vs. Resolutions, which are procedurally different at Marshall (vs. Robert’s Rules).
    - Second page of Cheat sheet has a smaller section that describes what occurs if we go into private meetings or executive session – described by State Code and must adhere to State law.
    - Parliamentarian available to answer questions.

3. Recommendations:

Items	Discussion	VOTE
SR 21-22-34 EC - Recommends that the university adopt the following clarifications for the position of Faculty Ombudsperson.	▪ Discussion	MSAP.
SR 21-22-35 BAPC - Recommends that 1) the process and 2) the last date for which students can drop an	▪ Discussion – ▪ Q: Elizabeth Niese (COS) – Wants to know what the evidence is of later drop dates improving student outcomes? Concern that	MSAP

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individual course after the schedule adjustment period (Policy No. AA-15) be changed based on recommendations made by the Associate Dean's Council.

students typically show evidence that they should drop even prior to 2<sup>nd</sup> 8 weeks. They do not drop until it is as late as possible which creates a number of hurdles for them.

- Ans: Brian Morgan (COS) - from Associate Dean's Council – Many people choose to drop now with several tests in next couple of weeks. May be borderline – this will help those borderline students who will have more time to resolve. High number of student requests (numbers not immediately available) over the course of the first 2-3 weeks of semesters who want to drop individual class but is too late – last semester approx. 20 requests for back-dated drops. When these students are advised that only option is total withdrawal, which the students do not want, which in turn hurts them. A few more weeks offers them, as well as the faculty the additional time & feedback to see where they stand in relation to the next exam.

- Q: Anita Walz (Geography) – Wondering if students who fall behind in one class badly, would it not be better to allow them to withdraw early to allow them to focus on other classes, instead of dragging this out?
  - Brian Morgan (speaking personal philosophy, not on behalf of Associate Dean's council) – Hard questions are posed for students who want to drop classes and pick other classes up. Some students can push through and turn it around. Some student examples were cited. Belief on improving student retention and

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bringing back some borderline students instead of losing them.

- Tim Bryan (COB) – discussed with advising center, and they were very supportive of extending the time frame.
- Q: Elizabeth Niese - Is there any data to back up the assertion that 3 extra weeks will support better outcomes? Has anyone reviewed with faculty on student’s performance in the initial weeks? It needs to consider faculty time and energy which detracts from other students who are engaged and planning on completing the course? Concern that this looks at a very narrow one student experience at potential expense of faculty time, and other students in the class.
  - Ans: Tracy Christofero (Chair) – No such data to back up.
  - Bill Gardner Jr (COS) – donating time to Brian Morgan to answer – We do not have data but have researched parallel regional institutions, both smaller and larger – and have formulated our recommendations slightly more stringent than others. Other institutions allow students to drop a single course through dead week, even upto final exams which AD council felt was too lenient. AD Council appreciates faculty times. Our proposal is as fair as possible in contrast to other Schools.

**SR 21-22-36 BAPC -**  
 Recommends that the D/F Repeat Rule be revised to extend the opportunity to repeat a course taken from the 60th credit hour up to

- Discussion -
- Elizabeth Niese – How many credits hours are students able to use this policy on?
  - Ans: Brian Morgan – Don’t think it it was limited. But a student will end up with financial issues if they repeat a lot. Advisors will need to be clear to

MSAP

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the 90th credit hour and add two additional statements to clarify our current practices. Submission is based on recommendations of an ad hoc committee of the Associate Dean's Council.

students as to the opportunity being available vs. student making the decision as to when to stop repeating classes and move on to other professional or Master's program.

- Sandra Reed – Sense of how this policy compares to other organizations?
  - Ans: Brian Morgan – We are not as lenient as WVU, and stricter than WV ATPC guidelines. Another middle compromise to allow students who struggle early on, a better shot at graduation.
- Puspa Damai (BAPC) – Reviewing BAPC minutes – “...no repeats of C or better, and only 1 repeat is allowed...”, if that answers the question in the above matter.
  - Brian Morgan – Mirrors what we do now. We do not allow repeats of Cs. Other organizations do allow.

Following Recommendations – SR 21-22-37 through SR 21-22-43 – handled as one unit – being recommendations for curriculum change as noted below.

**SR 21-22-37 UCC -**  
 Recommends approval of the listed **UNDERGRADUATE MINOR ADDITION, DELETION, CHANGE** in the following college and/or schools/programs:  
 College of Science, Biological Science (VBSC)

▪ Discussion - None

MSAP

**SR 21-22-38 UCC –**  
 Recommends approval of the listed **UNDERGRADUATE MAJOR ADDITION, DELETION, CHANGE** in the following college and/or

▪ Discussion - None

MSAP

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schools/programs:

**LCOB - Major addition:**

Sports Business (BS10);

**COS - Major change:**

BS Biological Sciences

(SB10)

**SR 21-22-39 UCC –**

▪ Discussion - None

MSAP

Recommends approval  
of the listed

**UNDERGRADUATE**

**DEGREE PROGRAM**

**ADDITION, DELETION,**

**CHANGE** in the

following college

and/or

schools/programs:

**COHP - Degree change:**

BS in Medical

Laboratory Science

(HM40); **COHP -**

**Degree change:** AAS in

Medical Laboratory

Technology (HM10)

**SR 21-22-40 UCC –**

▪ Discussion - None

MSAP

Recommends approval  
of the listed

**UNDERGRADUATE**

**COURSES CHANGES** in

the following college

and/or

schools/programs:

**CAM - Course change:**

MUS 250, MUS 327,

MUS 427, THE 240;

CECS - BME 310; **COHP**

**- Course change:** STHM

496, CLS 200, CLS 210,

CLS 230, CLS 255, CLS

270, CLS 410, CLS 430,

CLS 464, CLS 466, CLS

468, CLS 472, CLS 473,

CLS 499, HS 435; **COS -**

**Course change:** PHY

308



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- |   |                            |             |
|---|----------------------------|-------------|
| <p><b>SR 21-22-41 UCC –</b><br/>                 Recommends approval<br/>                 of the listed<br/> <b>UNDERGRADUATE<br/>                 AREA OF EMPHASIS<br/>                 ADDITION, DELETION,<br/>                 CHANGE</b> in the<br/>                 following college<br/>                 and/or<br/>                 schools/programs:<br/> <b>CAM - AoE addition:</b><br/>                 Art History (AB12),<br/>                 Visual Art and Design<br/>                 (AB11); <b>CECS - AoE<br/>                 addition:</b> Aerospace<br/>                 Engineering (TE31)</p> | <p>▪ Discussion - None</p> | <p>MSAP</p> |
| <p><b>SR 21-22-42 UCC –</b><br/>                 Recommends approval<br/>                 of the listed<br/> <b>UNDERGRADUATE<br/>                 COURSES DELETIONS</b><br/>                 in the following college<br/>                 and/or<br/>                 schools/programs:<br/> <b>COLA - Course<br/>                 deletion:</b> PSY 403, PSY<br/>                 422, PSY 424, PSY 427</p>  | <p>▪ Discussion - None</p> | <p>MSAP</p> |
| <p><b>SR 21-22-43 UCC –</b><br/>                 Recommends approval<br/>                 of the listed<br/> <b>UNDERGRADUATE<br/>                 COURSES ADDITIONS</b><br/>                 in the following college<br/>                 and/or<br/>                 schools/programs:<br/> <b>COLA - Course<br/>                 addition:</b> THE 325;<br/> <b>CECS - Course<br/>                 addition:</b> ME 305, ME<br/>                 312, ME 422, ME 456,<br/>                 ME 471, ME 473; <b>COS -<br/>                 Course addition:</b> BSC<br/>                 466</p>                    | <p>▪ Discussion - None</p> | <p>MSAP</p> |

Following Recommendations – SR 21-22-44 through SR 21-22-47 – handled as one unit.

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- |   |                            |             |
|---|----------------------------|-------------|
| <p><b>SR 21-22-44 UCC –</b><br/>Recommends approval<br/>of the listed<br/><b>UNDERGRADUATE<br/>MINOR ADDITION,<br/>DELETION, CHANGE</b> in<br/>the following college<br/>and/or<br/>schools/programs:<br/><b>COB</b></p>              | <p>▪ Discussion - None</p> | <p>MSAP</p> |
| <p><b>SR 21-22-45 UCC -</b><br/>Recommends approval<br/>of the listed<br/><b>UNDERGRADUATE<br/>MAJOR ADDITION,<br/>DELETION, CHANGE</b> in<br/>the following college<br/>and/or<br/>schools/programs:<br/><b>COB</b></p>              | <p>▪ Discussion - None</p> | <p>MSAP</p> |
| <p><b>SR 21-22-46 UCC –</b><br/>Recommends approval<br/>of the listed<br/><b>UNDERGRADUATE<br/>DEGREE PROGRAM<br/>ADDITION, DELETION,<br/>CHANGE</b> in the<br/>following college<br/>and/or<br/>schools/programs:<br/><b>COB</b></p> | <p>▪ Discussion - None</p> | <p>MSAP</p> |
| <p><b>SR 21-22-47 UCC</b><br/>Recommends<br/>approval of the listed<br/><b>UNDERGRADUATE<br/>AREA OF EMPHASIS<br/>ADDITION,<br/>DELETION, CHANGE</b><br/>in the following<br/>college and/or<br/>schools/programs:<br/><b>COB</b></p> | <p>▪ Discussion - None</p> | <p>MSAP</p> |

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While they were approved at the time of the meeting, the Chair's communique via e-mail dated March 26, 2022, sent to Rachel Danford, Zack Garrett, Deb Young, and the Secretary advised following errors due to duplication during back-office staffing changes:

"...It was an error in adding SRs 44-47 since they have been already covered by other Recommendations previously approved during the meeting. Additionally, multiple Recommendations have various requests, and SR numbers, some duplicated, and some missing. The Chair has additionally requested the UCC to review all Recommendations sent on 2/11 and 3/25 and consolidate them by type as follows under these SR numbers:

- SR 21-22-37 UCC - Minors
- SR 21-22-38 UCC - Majors
- SR 21-22-39 UCC - Degrees
- SR 21-22-40 UCC - Course Changes
- SR 21-22-41 UCC - AoEs
- SR 21-22-42 UCC - Course Deletions
- SR 21-22-43 UCC - Course Additions

Please also update the descriptions we use in the agenda to list all the Recommendations under each of the above categories so Secretary can just cut-n-paste into the meeting Minutes.

e.g. - SR 21-22-37 UCC Recommends approval of the listed UNDERGRADUATE MINOR ADDITION, DELETION, CHANGE in the following college and/or schools/programs: COS - Minor change:

Biological Sciences (VBSC)

SR 21-22-38 UCC Recommends approval of the listed UNDERGRADUATE MAJOR ADDITION,

DELETION, CHANGE in the following college and/or schools/programs: LCOB - Major addition:

Sports Business (BS10); COS - Major change: BS Biological Sciences (SB10)

..."

4. **Report of the University President** – Brad Smith – 5 topics, 2 substantive, last 3 more reg. awareness.
  - i. **Compensation** – 2 categories as below:
    - i. **COVID wages foregone wages (Wage restoration)** – Ongoing commitment. Two substantive matters –
      1. **Data analytics:** Compensation returned to the University for the lost wages. Complex calculations and after submission of data, takes about 6 months to receive that money at Marshall bank account. This data has been calculated and submitted – current estimates figure that MU may either be fully compensated, to about \$300 K to \$500 K short. However,

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MU commitment is for full compensation (to those who underwent wage reduction) regardless of how much MU itself is compensated.

2. **Engaging BoD for their fiduciary responsibility to the University** – Seeking answer to the question of whether BoD honor their fiduciary responsibility by -

- a. Proceed, based on estimate of what MU will receive in compensation, as supported by calculations that were submitted? Or,
- b. Does the money need to be in the bank account – expected by August?

Discussion scheduled on the upcoming BoD meeting on April 21, 2022. President will be seeking answers to the above, and will update the FS on April 21, 2022 after BoG meeting.

ii. **Second update on Compensation of 5% wage increase** – deals with proposed Governor budget with 5% average State employee wage increase.

Considerations -

1. 5% average increase does not equal 5% for university & higher ed for 2 reasons.
  - a. Average State employee does not always make the same as average University employee (factoring in all kinds of State employee jobs across the State).
  - b. Not all University employees are funded through State appropriations. Some are funded through others.

Some math - For a 5% wage increase, the University will receive just over 2%. 1% at MU = \$1 million. So 5% is ~ \$5 million, of which we are going to receive little over \$2 million. This is expected to go through for the next fiscal year starting in July (2022).

Steps forward – working with FS, Chair of FS, and classified staff. Every university handle this differently. E.g. WVU puts all the money in one pot, and pays out based on merit. For Marshall, developing model which would address historic challenges, esp. pay relative to the market. Current plans for a base pay increase with a % topper based on merit. Will come back for feedback by July.

Summary – Good news of wage increase – challenge being addressed about distribution.

iii. **Health & Wellness** – Reg. COVID protocols, principled approach by the University. We have followed the science, e.g. CDC guidelines, with our

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judgement on the conservative side. Protocol shifted during Omicron onset – no longer about positivity rates. Current focus has shifted to –

1. Length of isolation and quarantine? 14 days to 5.
2. Capacity of isolation – 300 beds at Holderby and Fairfield.
3. How local hospitals doing? Monitoring that at local hospitals at Mountain Health.

Fresh data coming in -

1. Local schools and institutions – mask optional.
2. County – de-mobilization mode – closing vaccination clinic.
3. Hospitals reported <30 patients combined
4. Since return from Spring break, University has tested - >550 students, with 1 positive. One student in isolation – checking out Saturday.

Plan to now move the University to more of a fluid state of handling this as an endemic and not as pandemic. News media (Herald Dispatch) prematurely stated this as a decision, though final decision not yet made. Seeking faculty senate input in making the University as masked vs. mask optional.

**Q&A for President (COVID-policies):**

1. Elizabeth Niese (COS) – why was the University not clarified after the Herald Dispatch news was published?

**Ans:** Felt this was achieved by contacting Herald Dispatch (the only source of such a declaration) that this was not a final decision, which they printed later that afternoon. MU had not sent any communique to the campus community so, by addressing directly with the source, and the later publication of the clarification on same day was presumed to be apropos to the need.

2. Marybeth Beller – Will we continue to follow the COVID protocol for students' signing to acknowledge the masking policy, even when we stop the masking mandate? As of now, if students are taking off their masks, the directive to the students is not to take F2F classes for the safety of everyone.

**Ans:** Traci Smith invited to answer – Students sign the form that acknowledges that students will follow whatever is in effect as of that time. If we remove masks, and there is a spike in cases, students will be required again to wear those. Since Fall picture is uncertain, the decision remains to be fluid. President Smith added that we will have color coded decals which will announce the protocols that are to be followed – Orange/Yellow/Green – will be scannable to lead to CDC information website. Plexiglass shields to be left on through end of semester. Everyone will have independence about certain personal decisions e.g. to wear masks or not. If faculty have a health situation,

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they can approach the Chairs, Deans, and ultimately to Provost Avi to seek options for a distance class. Will keep agility to flex up or down as we need.

3. Stephen Young (COS) – Few students with personal health conditions – feel uncomfortable with dropping mask mandate with few weeks of semester left, and not waiting until summer semester.  
**Ans:** President Smith – Individuals will have flexibility of personal decision. We have held off on discontinuing mask mandate in line with science as supported by CDC. Students who need to feel more comfortable discontinuing mask should be able to, given the low numbers of positivity. University will follow the science as advised by the CDC.
4. Carrier Childers (COHP) – Previously discussed by President that faculty have the option to be virtual. How about students who are concerned, will they be allowed to remain on virtual classrooms if they are immunocompromised or living with someone who is?  
**Ans:** Provost Avinandan Mukherjee – Continuity of instruction policies leave this up to the Professor and, the University definitely support such accommodations.
5. Kyle Palmquist – Will at-risk faculty be able to ask students – class-by-class enforcement – to wear masks.  
**Ans:** Individual class-by-class enforcement for masks would open up a logistical problem. Rather, a more eloquent option would be on an individual basis, if a certain faculty is immunocompromised and cannot wear a mask or stand behind the barrier, speak to the Dean and take the whole class virtual. As opposed to enforcing a mask on everyone, this proposition of taking the whole class virtual for individual situations was thought to be a better solution.
6. Sandra Reed (CAM) – Corollary issue – when the time comes, can the plexiglass dividers in class be recycled when we no longer need them? –  
**Ans:** *President* - We do not have a particular plan but we will take it as the next step. *Tracy Smith:* Appreciate the comment and will address sustainability.
7. Mindy Backus – If University goes maskless, and there is a student who feels they cannot be in-class, is there any policy or protocol or documentation of how to handle those students?  
**Ans:** Avinandan Mukherjee – Immediate thought is this is to be a faculty decision. Can be backed up by Student Affairs, particularly in health issues. While decision requires some more discussions, academic affairs will follow up by e-mail final policy on masking is ready for release.

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3. **Organization & New Talent –**

- i. Some individuals are retiring as notified to President Gilbert. Some individuals are serving in interim role. Athletic Director is in day 8 of his stint.
- ii. Successful off-campus interviews for Provost position, and next week 5 finalists being invited to on-campus – encourage everyone to participate. Announcement for final candidate in about 2 weeks.
- iii. Positions posted in past week for a General Counsel; and for President of Intercultural & Student Affairs. Both incumbents had informed their intent to step down about a year ago.

4. **Legislative Session –** 2216 bills put forward; 2093 bills passed through both chambers. 34 bills have been signed and counting. University state relations team worked well with elected officials to advance matters substantive to the university, and notably, the budget was approved; performance funding model approved; and we got pay raises.

5. **Listening Sessions –** 33 out of 36 listening sessions completed. Update on major themes coming in next FS meeting. Working on identifying few major themes that will be prioritized as focus items for next few years. Also announcing no regret decisions, first of which is pay inequity, not only in relations to market, but also inside the university by gender and race. This week launched a pay equity analysis study by outside vendor (100% objective) – compare to the market, and also internally to identify no discrimination.

iv. **Question –** Elizabeth Niese – Will pay inequity address promotions and retentions of faculty and staff?

**Ans:** For now, yes. It will be a foundational study for now. Need to do a longitudinal study right now to establish whether inequity exists. However, this question will set a foundation for how to approach this issue.

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

<p>I. <b>FALL 2022 ENROLLMENT CYCLE UPDATE – YEAR-ON-YEAR COMPARISON -</b></p>	<p><b>A. Undergraduates</b></p> <ul style="list-style-type: none"> <li>a. First year applications are up – 13%</li> <li>b. Admissions are up – 17.5%</li> <li>c. Deposits are up – 23.3%</li> </ul> <p><b>B. Transfer Students</b></p> <ul style="list-style-type: none"> <li>a. Applications are up – 15%</li> <li>b. Admissions are up – 11.7%</li> <li>c. Deposits – same as last year.</li> </ul> <p><b>C. Graduate Students</b></p> <ul style="list-style-type: none"> <li>a. Applications are up – 7%</li> </ul> <p><b>D. Distance programs -</b> applications are up – 8.2%</p>
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Numbers are strong and encouraging. For fall 2022 recruitment cycle – Attended 94 College fairs for recruitment.

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- 390 High School visits. Hosted 1300 campus tours.  
Improvement is attributed to in-person attendance; ability to visit schools; and able to host families on campus.  
Academic show case set up – 8:00 am in the Rec Center – Use labeled table set up for your program – Group of guests from 9:00 am – 10:30 am.  
**Goal** – As many High School students finalize admission applications on that day.
- 35 Programs and Certificates will be reviewed.  
Deans, Chairs, Program Directors, and Faculty will be presenting their Programs and answering questions to Provost, and Marybeth Reynolds.  
BoG member will not be involved in this exercise but will be voting on Program Review on April 21.  
19 tenure applications, and 29 promotion applications flowing through the system.
- Electronic portfolios going well – Dynamic form based electronic method being used in this pilot year.
- Going well.
- Recently hosted COB Accreditation team from ACSB – 5 year reaffirmation of extension of accreditation – however this is not a final decision – has to be voted by main board of ACSB in July – will have wait until July to announce this decision publicly.
- Will host COP Accreditation visit on March 29-31, 2022.  
Coming up on April 19 (UG) & 20 (Grad).  
> 100 submissions for Presentations & Posters - Showcase Research from around whole campus.
- Hosting event on April 6, 2022, by Steven Underhill with NASA, in the Don Morris Room & Virtual – 3 Presenters on a Panel from NASA will talk about how NASA’s role has been portrayed on Films, TV, & Multimedia.
- Moving forward well. 5 Sessions – strong and great participation. Want to complete the first cohort of 16 Chairs.
- For our African American students – April 21, at 5:15 pm – Outside Student Center in the Plaza.

**Q&A for Provost:**

- a. Marybeth Beller (I) – Hyflex Teaching & Learning – will these courses have a special designation – will faculty be able to sign up for these; Will there be extra training? – **Ans:** Discussion ongoing within academic affairs & Council of Chairs. We want to encourage more Hyflex teaching and



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options for our students. It is purely a professor's discretion at this moment. In HyFlex format, the professor teaches in person and simultaneously streams online, and also be recorded for asynchronous online dissemination – Planning for next academic year, and evaluations going on how many classes are currently enabled for this mode, and how many do we need in the future for such capability. As of now about 90+ classrooms are TECI equipped for online instructions and depends how many faculty members would like to use this format. If any professor is interested in offering such a format, please inform academic affairs via the Dean so infrastructure can be planned. – Q. Marybeth Beller sought clarification as to whether the plan is to begin with this format in August with the Fall semester? – **Ans:** Depends on Course, Professor, and Pedagogy that Professor may choose, and is completely optional for now. This format is not being mandated.

- b. Marybeth Beller (II) – If faculty want to use this format, will we advertise these options for students to sign up for this format? Students will be beginning to sign up for the fall semester as of next Monday. Will there be a way to designate availability of such new options for the courses? – **Ans:** For this fall sign-ups the course catalogue must be already categorized as either virtual or in-person, or hybrid. If additional courses want to offer options, that can be added, as a department level decision. However, current attempt is to gather information from whole campus as to how frequently are we offering multiple options of the same course at the same time. Departments and Programs have both Online as well as F2F Program at the same time for a course, and it needs to be determined if offer two different sections for the groups, or if it can be offered at the same time to both the groups. **Input from Tracy Christoforo** – have conducted this hybrid format for past 15 years. All her courses listed in both formats – students can sign up for F2F or Online and would end-up-meeting in same place. Students happy to have both formats and had fluid opportunity to utilize either format. Tracy welcomes questions on how this has worked, if anyone is interested.
- c. Kyle Palmquist – How does the fall 2022 enrollment compare with pre-COVID e.g. 2019? **Ans:** We are trending very close to the pre-COVID numbers, which we may even match. Exact numbers not immediately available, but they are available and will be made available.
- d. Sandra Reed (I) – Could we request a 3-5 year data look back in admission application, and acceptance at next FS meeting? **Ans:** Yes, we will be able to show that (at next FS meeting). **Input from President Brad Smith** – Introduced Key Performance Indicators in bi-weekly cabinet meetings - We are tracking 5-year results on those numbers on a bi-weekly basis.
- e. Sandra Reed (II) – Observation that MU has shown commitment to make courses available in multiple formats, going forward – To teach multiple student audiences in multiple formats simultaneously, takes additional skills, faculty time, before, during, and after the course. Any plan or intent to compensate faculty for the extra effort to bridge multiple platforms at the same time? **Ans:** Acknowledged that it takes time, competency training, and other investments into multiple platforms/formats. We will have to work on this collectively and must be addressed in modern education by delivering economies of scale.

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- f. Elizabeth Niese – Pursuant to discussions on classroom tech that need to be updated for HyFlex education, pointed out that the WiFi in classrooms slows to a crawl especially during first several weeks of every semester. Makes it very challenging for current hybrid class delivery. Needs significant infrastructure upgrade, esp. with increasing these course offerings. **Ans:** Mike McGuffey (Sr. VP of IT) – Nearing end of 5-year life-cycle for current set of access points (Aps) (installed 2016, or older). Plan in place to upgrade WiFi to WiFi 6 or 6E - provides for more connections, when devices equipped to benefit from WiFi 6 technology – Prepared to replace. Will be in the budget request. Will investigate why it crawls down at the beginning of the semester.

6. **MU Board of Governor's report** – Robin Riner – No report for today.

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

7. **Ad hoc committee for Shared Governance** – Robin Riner - We will have the shared governance recommendations finalized in the next 2 weeks and at that point will be sharing them with the president and all governing bodies.

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

8. **Guest Speaker(s)** –

- I. **Pedestrian Safety Task Force** – Bob Plymale – Reporting on Pedestrian Safety, and any other issues.
- i. Met several times and will continue to meet monthly even through the summer. Have made two recommendations to the President and he has acted on both. Details will be confirmed after confirmation from Secretary Reston, and department of transportation.
  - ii. Great participation from Dept. of transportation – President has been getting regular updates.
  - iii. RSA – DOT will do Road Safety Audits to make recommendations - These are US Routes – Can only make recommendations, as these are US routes over which neither city, nor university has any jurisdictions. RSAs will be begin next month – Task force will be included in the RSAs - Will concentrate on walking 3rd avenue and will also focus on 5th avenue.
  - iv. Number of students working on projects – Spring symposium – Pedestrian Safety task force will be attending, if possible, on March 31, 2022, in the Don Morris room, looking at the road safety audits. Speakers will be Phoebe Randolph, Tim Smith, and Ron Eck.

**Questions for Senator Plymale** –

- i. Philippe Georgel – Non-compliance of speeds and stop signs around campus. **Ans:** Marshall Police monitoring this closely. One of the recommendations made by President is to review the speed – must be approved by WV DOT. Anticipate favorable reply to that for students & faculty safety.

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- II. **Students' MU Mental Health Status study results** – Kelli Larsen – Will be moved to April.

Questions – N/A

- III. **Students' MU Food Security Status study results** - Debra Young – Not on this committee – Agenda amended to not speak on this.

Questions – N/A.

- IV. **Office of Equity and Title IX** – Debra Hart - Presented Title IX summary for 2021 & 2022. Number of new cases investigated last year (last semester, and those being investigated this semester) presented on the chart – refer chart for details.
- i. Currently 7 active complainants, 7 incident types, and 9 respondents. Additional complainants include 3 males included in one complaint.
  - ii. One full-time investigator, Jessica Rhoades has joined the Title IX team in 2021. Responsible for investigations for both student conduct, and Title IX.
  - iii. 7 faculty and staff members who serve as investigators for the University.
  - iv. Additional requested information – difference between Trump administration and current administration reg. Title IX.
    1. Biggest changes – How Title IX complaints are filed or handled differently when occurring off-campus vs. on-campus, and how those are managed. Does University have any jurisdiction over any sexual assaults, or sexual misconduct occurring off campus? While the University does not have jurisdiction over off-campus incidents to the extent of Title IX, but, the university policies and procedures take an extra step to manage that student complaints - There is an Evaluation Panel, consisting of Student Conduct, Counseling, MU PD & Title IX – they meet every Monday, (or sooner within 72 hours of a complaint) to confirm if there are any complaint(s) – responsibility is to review the complaint, and determining next steps.
    2. Anticipating training beginning soon – can expect in May – faculty, staff, and some paid students. Both in-person and online training.
  - v. A sexual assault fare coming up on April 7, 2022, in the Student Center.

Questions –

- a. **Andrew Burcke** – Clarification on data as presented is Title IX only – Ans: Yes. Title IX only. Nothing else is included.
  - b. **Lori Howard** – Debra Hart will be working on 1 hour presentation – Friday, April 8, 2022 at 3:00 pm. Teams meeting. Leah Tolliver from Women's Center will be present. Plan to participate. Teams meeting link will be shared shortly.
9. **Advisory Council of Faculty (ACF) Report** - Amine Oudghiri-Otmani – No report ACF report. Plan to meet on April 8, 2022.

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Q & A for ACF Rep: None.

10. Report from Graduate Council Chair – Lori Howard – GC meeting tomorrow. Currently approving courses and new intent-to-plan degree additions. Also revising Academic dishonesty policy for graduate students; revising Faculty Graduate Status policy, at request of academic affairs. For meeting link requests, please contact Lori H.

Tracy Christofero input – Academic Dishonesty policy for Undergraduates is also being looked at in conjunction by a committee comprising of members from both GC, and FS.

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 checked="" type="checkbox"/></li> <li>▪ The Academic Planning Committee has met 0 time thus far since the last APC report was delivered to Faculty Senate on January 27th 2021. If that changes in the next 10days, I will send an updated report. Thank you.</li> </ul>
Athletic	Lori Thompson	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/></li> <li>▪ No report.</li> </ul>
Budget & Academic Policy	Puspa Damai – on behalf of Kelli Prejean	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input checked="" type="checkbox"/></li> <li>▪ Report as submitted – Last met on Feb. 18, 2022.</li> <li>▪ <b>Old Business –</b> <ul style="list-style-type: none"> <li>A. The committee approved a recommendation to amend the course withdrawal policy. Here are key policy changes:                             <ul style="list-style-type: none"> <li>▪ The withdrawal process will be converted to an online system—no more slips to sign.</li> <li>▪ Students will have the option to discuss their course withdrawal with an advisor and/or the faculty member of the course, or they may decline advising and pursue the withdrawal independently.</li> </ul> </li> </ul> </li> </ul>

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- The new process applies to all courses and therefore streamlines and makes clear the course withdrawal policy. Currently, the protocol is a bit different for different course times and modalities.
  - The new policy moves the drop date from the 10th Friday of the semester to two weeks prior to the end of the term. This will give students a bit more time to drop a course as well as bring consistent guidelines to all semesters, including summer terms.
- B. Update on recommendation to extend D/F repeat rule to all undergraduate students
- The current D/F repeat rule only applies to the first 60 hours of courses. Courses taken after the 60th credit hour may be retaken, but the previous grade of D or F will continue to calculate in the student's GPA.
  - In a previous meeting, the committee was asked to review a recommendation to extend the D/F repeat rule to all students, no matter the number of credit hours, during Covid semesters, spring 2020 through spring 2022.
  - After consultation with the Registrar's Office and others, it was determined that an expansion of the policy in the above manner would be too difficult on those who process student

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records, so the Associate Deans Council suggested that we expand the policy to 90 hours and eliminate Covid as the impetus behind the policy.

C. Recommendation to update Writing Across the Curriculum policy—Still being reviewed.

- New Business –
  - A. None
- Next meeting 3/25/2022
- Written report received (if checked)
- The Library Committee last met on February 23, 2022 and addressed the following items:
- Returned to discussion from October 2021 meeting regarding the library-specific requirements for meeting R2 benchmarks. Chair, Dr. Roxanne Aftanas will be sharing resources and information in the FS Library Committee Teams space as she finds them.
- Head of Libraries and Online Services, Dr. Monica Brooks provided a few updates to the committee:
  - A. Reported on move of Government Documents from Morrow Library to the 2nd floor of Drinko Library.
  - B. Shared that two positions, previously frozen for 2 years, have been filled
    - Blake Librarian, Morrow
    - Scholarly Communications Specialist, Drinko
  - C. Currently screening applications for two other positions and awaiting approval from People Admin for two more.
  - D. Gave updates about legislative issues with potential to affect libraries in West Virginia.
- Director of Morrow Library, Dr. Majed Khader was present to formally thank Monica Brooks and Kelli Johnson for their assistance in the Government Documents move.
- Head of Access Services, Dr. Kelli Johnson, highlighted the services the MU Libraries provides, sharing the MU Library Resource Guide that lists current displays, exhibits, and events at all MU libraries. Also noted that they would be engaged in

Library

Megan  
Marshall

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|---------------------------------------|-------------------------|--|
| <p><b>Faculty<br/>Development</b></p> | <p>Ida Day</p>          | <p>“proactive marketing” regarding Government Documents.</p> <ul style="list-style-type: none"> <li>▪ Acquisitions Librarian, Angie Strait provided updates on the budget and highlighted services coming up in the next few months, including providing all continuing education for all public library employees.</li> <li>▪ Associate Dean of University Libraries , Jingping Zhang provided an update on Marshall Digital Scholar, noting that MDS currently houses 5 journals with two more likely to start publication soon.</li> <li>▪ Written report received (if checked) <input checked="" type="checkbox"/></li> <li>▪ The meeting took place on February 14, 2022.</li> <li>▪ Gretchen Beach was elected as secretary per electronic vote.</li> <li>▪ Hillary Porter was elected as the new chair for the 2021/2022 academic year per electronic vote.</li> <li>▪ Committee discussed individual applications and adjusted requested funds for presenting. Scores were discussed and considered. We have \$40,186.00 to spend. There were 11 total applications with 1 withdrawn. The committee voted to accept to fund 10 of 10 applications at \$7,149 per electronic vote.</li> <li>▪ The chair will contact IT about the decimal point, not allowing the total to go above \$1,200 and adding a note that INCO only funds up to \$1,200.</li> <li>▪ The next meeting will be April 14, 2022 at 1:30 pm.</li> </ul> |
| <p><b>Faculty<br/>Personnel</b></p>   | <p>Bill Gardner Jr.</p> | <ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/>.</li> <li>▪ Last met March 4, 2022.</li> <li>▪ Discussed ongoing work on Pedestrian Safety as reported earlier</li> <li>▪ Received updates on University COVID-19 protocols which are to continue until new changes announced.</li> <li>▪ Received reports from members on Physical facilities and Planning committee that are serving on other University committees e.g. campus safety</li> </ul>   |

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and sustainability, Signage and Way finding, Corbly Hall, COB, Athletic facilities, & Title IX.

- Committee on Signage and Way finding - looking into campus kiosks for students & visitors to find their way around on-campus.
- Report from Brandi Jacob Jones – RFP on Master Plan
- Report from city on proposed changes to 20<sup>th</sup> street to make area safer for pedestrians.
- Travis Bailey (?) – AC issues in Smith Hall; Elevator work in Memorial Student Center & COB; Electrical & AC issues in Drinko w/plan to fix electrical issue in Drinko. Study on existing campus buildings – Science building, Smith Hall, Pritchard Hall to determine viability on their life-spans/cycles. Campus projects including – upgrade of lab in Science building from dry-lab to wet lab.

**12. Reports of Ad Hoc & Other Committees**

Committee	Report by:	Report Specifics
a. Ad Hoc Faculty Decorum & Civility	Tim Melvin	<ul style="list-style-type: none"> <li>▪ Written report received (if checked) <input type="checkbox"/>.</li> <li>▪ Met last week – 6 members representing FS.</li> <li>▪ Discussed on extent of charge. Brainstormed about procedures going forward.</li> <li>▪ Prior to April meeting – will research partner institutions’ standard of conduct for faculty, and will bring the results of the findings to the rest of the faculty.</li> </ul>

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

10. New Business: None.

**Adjournment:**

With agenda for elections addressed, this meeting was adjourned at approximately 17:44 hours (5:44 pm).

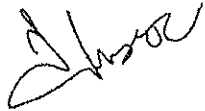


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Respectfully Submitted,



Dr. Sujoy Bose, Recording Secretary

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Faculty Senate

**MINUTES READ:**

Dr. Tracy Christofero, Chair, Faculty Senate



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Brad Smith, President  
Marshall University

Meeting Recording.