

Faculty Senate Minutes

Monday, March 4, 2024, 3:10 p.m., In Person

Senate Roster for 2023-2024:

Austin Showen (MUSC), Haley Albright (CHEM), Robert Anthony (SCCJ), James Broomall (HIST), Court Campany (BIOL), Larry Daily (PSYC), Rhonda Donaldson (LIB), Tuncer Gocmen (ECON), Karen Green (SOWK), Max Guirguis (PSCI), Osman Guzide (CME), Melissa Hall (RSES), Brenda Johnston (NURS), Heidi Hanrahan (ENGL/LANG), Belinda Mitchell (EDUC), David Modler (ART), Sytil Murphy (DEPS), Robert Richardson (BADM), Cindy Vance (ACCT), Kevin Williams (COMM), Max Guirguis (ACF).

Officers: Heidi Hanrahan (President), Belinda Mitchell (Secretary), Larry Daily (Parliamentarian)

Meeting Schedule (2023-2024): 8/28/23, 9/18/23, 10/2/23, 10/16/23, 11/6/23, 12/4/23, 2/5/24, 2/19/24, 3/4/24, 3/18/24, 4/1/24, 4/15/24

Called to order 3:10pm

Austin Showen	MUSC	Present
Haley Albright	CHEM	Present
Robert Anthony	SCCJ	Present
James Broomall	HIST	Present
Courtney Campany	BIOL	Present
Larry Daily	PSYC	Present
Rhonda Donaldson	LIB	Absent
Tuncer Gocmen	ECON	Absent
Karen Green	SOWK	Present
Max Guirguis	PSCI	Present
Osman Guzide	CME	Present
Melissa Hall	RSES	Absent
Brenda Johnston	NURS	Present
Heidi Hanrahan	ENGL/LANG	Present
Belinda Mitchell	EDUC	Present
David Modler	ART	Present
Sytil Murphy	DEPS	Present
Robert Richardson	BADM	Absent
Cindy Vance	ACCT	Present
Kevin Williams	COMM	Absent

I Approval of February 19, 2024 Minutes /Approved M/S/U

II. Cancellation Policy and Instruction: Guest: Provost Tudor

The Senate discussed a proposed policy from the Provost and Deans Council regarding instruction in the case of campus closing. The senate provided the following amended/revised policy, which will be sent back to the Provost/Deans Council.

When campus is officially closed, all in-person learning activities must not be held.

Unless the instructor decides otherwise, online asynchronous (OLA) classes will continue, as will pre-determined online meetings of HYS/OLS classes.

Instructors of face-to-face classes or planned in-person HYS classes can, at the instructor's discretion, shift to online learning and/or activities to continue instruction, though students cannot be required to attend synchronously.

For all forms of instruction, the University trusts faculty to use their judgment on how to meet their course learning objectives when there is a campus closure. Faculty are encouraged to add language to their syllabi about their expectations from students when campus is closed and to communicate with students via email when campus closes.

For all forms of instruction, faculty should be prepared to extend deadlines for assignments and/or exam submissions at their discretion in case students experience power outages related to weather events or rely on University-held technology to complete tasks.

Clinical experiences, field placements, internships, and other experiential learning activities will follow the policies identified for each experience as it relates to their academic program and the policy of the clinical site.

Students should not assume that a campus closure means they are excused from class work that day. Instead, they should consult their course syllabi and/or contact their individual instructors.

Students and faculty that have questions or concerns should contact the academic program department chair/director.

III. Addition of Ex Officio, Non-Voting Member to Admissions and Credits Committee: Guest: Associate Dean, Student Academic Enrichment, Dr. Amy DeWitt

The senate voted to approve the addition of Ex Officio, non-voting member to the Admissions and Credits Committee. This member would be from the finance office.

IV. Committee Reports

Assembly Committees and Representatives

- A. Admissions & Credits (Senator Johnston) **NR**
- B. Curriculum & Instruction (Senator Daily) **NR**
- C. Core Curriculum (Tim Nixon) **NR**
- D. Advisory Council of Faculty (Senator Guirguis) **See Appendix**

Faculty Senate Committees and Representatives

- E. Library Liaison (Senator Donaldson) **NR**
- F. Professional Development, Faculty Salary, and Welfare (Senator Anthony) **NR**
- G. Scholarship & Awards (Senators Vance and Murphy) **NR**
- H. Senate Bylaws (Senators Anthony, Guirguis, and Mitchell) **NR**
- I. Washington Gateway (Senator Modler) **NR**

External Committee Representatives

- J. Calendar Committee (Senator Gocmen) **NR**
- K. Diversity & Equity Committee (Senator Hall) **NR**
- L. Enrollment Management Committee (Senator Broomall) **See Appendix**
- M. Graduate Council (Senator Williams) **See Appendix**
- N. Student Success Committee (Senator Campany) **NR**
- O. Technology Oversight Committee (Senator Guzide) **NR**

Other Committees

- P. Budget Advisory Council (Senator Campany, Senator Williams, Senator Modler) **NR**
- Q. Internationalization Advisory Council (Senator Modler) **NR**
- R. Threat Assessment Task Force (Senator Albright and Senator Murphy) **NR**

IV. Updates/Progress on Senate Actions/Discussions

A. Athletics Waivers: Senate President shared that work is continuing in the area of examining athletic waivers

B. SGA Resolution: Senate President shared that the SGA passed a resolution requesting the BOG member Eric Lewis step down and that the resolution was passed unanimously

C. Dual Enrollment: Senate President shared that dual enrollment is being looked out further to see if this program is generating revenue.

V. Budget Shortfall: Continuing Discussion (Senator Hanrahan)

Note: President Hendrix, Dr. Barton, and Mr. Collin Alexander will attend the 3/18 Senate meeting Work of “Reconciliation Committee” thus far (President Hendrix’s 2/28 email)

Prioritization/Review of Other Units

Notice of Possible Administrative Restructuring (President Hendrix’s 2/26 email)

The Senate discussed information shared so far as the “Reconciliation Committee” (the group looking into the shortfall) begins its work. While the senate was glad to have the information that we have so far (a list of positions hired since July 1), we look forward to future documents showing salaries and, where necessary, more context. The senate also discussed a list of questions that the Senate President will present to the University President this week.

VI. Tuition Waiver Policy for Dependents: Proposed Resolution (Senator Hanrahan)

The Senate endorsed the following resolutions regarding faculty/staff dependent tuition waivers.

Resolution Regarding Faculty/Staff Dependent Tuition Waivers

In recognition of that fact that not every student can succeed as a “full-time” student, and in recognition of the University’s commitment to equity and inclusivity, the Faculty Senate resolves that Shepherd should amend its current faculty/staff dependent tuition waiver policy, allowing at least a partial waiver for those who would best succeed as part-time students.

Given the potential positive impacts on enrollment and morale, the Faculty Senate resolves that Shepherd should examine the expansion of the current faculty/staff dependent tuition waiver program. The faculty have formed a small ad hoc committee, dedicated to working with Academic Affairs, Enrollment Management, Finance, and other relevant units to investigate the possibility of increasing waiver amounts. The committee stands ready to begin this work.

VII. Announcements

A. Provost Tudor will attend the 3/18 Senate meeting to discuss the Professional Development Day planned for 8/22. (See his 2/28 email.) Please consult with your school/department for ideas about workshops, sessions, etc. We are being invited to play a vital role in planning this day. Let’s take advantage of that opportunity.

B. Board of Governors Meetings Schedule (Storer Ballroom of Student Center)

4/18/24, 4:15 p.m.

6/6/24, 4:15 p.m.

C. President's Lecture Series: Please put these on your calendar and encourage your students to attend. All lectures are held in the Byrd Center for Congressional History and Education at 6:30 p.m. March 26: David Cariens, author and retired CIA officer, "Mass Shootings: No End, No Wonder"

Adjournment: 5:07pm

Appendix 1: Committee Reports

Advisory Council of Faculty:

ACF Meeting Report – March 2024

The Advisory Council of Faculty (ACF) held a short virtual meeting on February 23, 2024. Below are some highlights from the meeting and the legislative session that is still underway.

Senate Bill 870 – Restoring Sanity Act

The long-anticipated DEI bill was introduced on February 19, 2024, the final day to file new bills in the Senate. A sweeping bill, SB 870 contained provisions that applied to K-12 education, higher education, and medical schools and public health. The provisions affecting higher education immediately sparked concerns about their potential impact on diversity initiatives on college campuses. These concerns, however, subsided when the bill got bogged down in the Education Committee and seemed unlikely to meet the crossover deadline of February 28.

(Crossover Day is the last day for bills to switch houses for further consideration.)

Yet just as quickly as it was deemed all but dead, the bill was resurrected on February 26 due to last-minute fix-ups that placated some of its opponents. The modified bill swiftly passed the Senate Education Committee and the first reading in the Senate Judiciary Committee. The following day, February 27, the Judiciary Committee effectively blocked the bill from advancing to the Senate floor by not scheduling a second hearing. Crossover Day came and went without the bill moving forward to the House; it died in Judiciary.

Although SB 870 is done for this year, a brief word about its content for informational purposes is in order. The final version of the bill that cleared the

Education Committee sought to prohibit higher learning institutions from: (1) Expending appropriated funds on DEI-related activities, (2) Affording preferential treatment to applicants, students, and employees based on certain opinions expressed, and (3) Influencing the composition of the faculty or student body based on particular characteristics. It also required institutions to “protect the right to free speech” and to be “officially neutral with regard to certain widely contested opinions in the state regarding certain issues.” To ensure adherence to its terms, the act mandated that institutions file and publish annual compliance reports, on pain of not being permitted to “expend any moneys appropriated by the Legislature for the next fiscal year.” The civil liability provision was dropped and the exemptions for higher education were expanded, but these and other changes were not sufficient for the bill to progress through the legislature.

Senate Bill 292 – Hunger Free Campus Act

SB 292 is moving favorably through both legislative chambers, although similar bills have failed in past years. As previously reported, the bill allows the state legislature to appropriate money to the HEPC with the purpose of establishing a grant program to help combat food insecurity on college campuses. The bill has sailed through the Senate by a vote of 32-2, and seems to have an equally easy path in the House. Much of the credit should go to the State Advisory Council of Students, which has vociferously advocated for the bill and monitored its movement every step of the way.

Updates from Dr. Corley Dennison, HEPC’s Vice Chancellor for Academic Affairs

1) Dr. Dennison provided a follow-up report on the state of tenure at Community & Technical Colleges, which the ACF discussed at some length at its January meeting. Upon consulting with Chancellor Sarah Tucker and General Counsel

Kristin Boggs, they clarified that the statutory language was intended to set a maximum limit of 20 percent on tenured faculty, rather than require two-year institutions to grant tenure to 20 percent of the faculty. Put differently, the 20 percent is a cap that cannot be exceeded, but not a target that must be met. In absence of a statutory provision mandating that a certain percentage of faculty members be tenured, individual institutions are at liberty to formulate their own tenure policies. With that being the case, faculty are encouraged to consider and seek alternative options, such as long-term annual or multi-year contracts that offer more stable employment and growth potential. This seems to be the most that can be reasonably expected under current law.

2) The HEPC is moving forward with Series 59 that deals with microcredentialing, which refers to short and focused programs that students can

complete to learn a particular skill or gain competency in a particular area. This non-traditional educational path is ranked below the Certificate of Applied Science (C.A.S.) that typically requires one year of training. The new Series, which should be finalized by June 2024, will not impose any obligation on two- or four-year institutions to implement micro-credential programs; it merely gives them the option to do so in the future. This may come in handy if (or when) the anticipated demographic cliff arrives later in the decade and traditional student enrollment takes an unprecedented plunge. Should these projections hold true, institutions will have to either downsize their operations or restructure their programs to expand their appeal to adult learners. Micro-credentialing is one way to accomplish the latter.

3) Dr. Dennison cautioned that institutions should brace for an increase in the number of students who are academically unprepared for college-level work.

Although COVID closures and restrictions have long been lifted, the significant learning loss that resulted from the pandemic remains a pressing challenge.

Math and English test scores, which tend to be strong predictors of first-year performance in college, are still low across the country. Only a handful of states have recovered to pre-pandemic levels. Accordingly, institutions should be ready to meet the growing demand not only for remedial and co-requisite courses, but also for academic support and career counseling resources. Flat or declining revenues can compound the challenge of providing appropriate services to academically deficient students.

4) The HEPC is in the process of merging Series 21 (Placement Standards) and Series 23 (Undergraduate Admission). A new section will also be added specifying that the SAT and ACT tests are optional for college admission. The pandemic-induced disruptions led institutions to temporarily suspend the SAT/ACT requirement and experiment with alternative admissions criteria to evaluate first-year and transfer students. This was done pursuant to a memorandum issued by the Governor's Office, without making any changes to the state code. The revisions will change the code to allow institutions to maintain the flexibility they extended to prospective students during the pandemic.

5) The state-sponsored dual enrollment pilot program, which went into effect in fall 2023, has proved to be a great success. Enacted into law in March 2023, HB 2005 allows high school students to earn college credit free of charge while pursuing their high school diploma. The HEPC and CTC Council directly pay the institutions for the tuition and fees incurred by the students. Approximately 6,500 students enrolled in fall 2023, exceeding expectations by 2,000 students. Spring

2024 enrollment numbers, expected to top 6,000 students, are not yet available.

The program has the two-fold purpose of leveling the economic playing field for low-income students and raising the state's college-going rate, which recently reached a new low of 45.9 percent.

Respectfully submitted,

Max Guirguis, PhD

Enrollment Management:

. The Enrollment Management Team (EMT) continues to be an invaluable resource to current and future Shepherd students despite facing significant challenges. Delays with FASA (Free Application for Federal Student Aid) notification continue according to the Department of Education. EMT continues to update students to the best of their ability, and information is available on the Shepherd University website. The EMT will, for the first time ever, issue awards notice electronically in order to expediate notification.

Submitted by James Broomall

Graduate Council:

The graduate council met on 2/22/24 at 2 PM

Changes were proposed to the Doctor of Nursing Practice program. Purpose: streamline the curriculum. Replacing older classes with newer classes that are in demand. Dropping bioethics (redundant with undergraduate studies) taking a Vulnerable Populations course instead. Complete list of changes: Delete N650 and add N590 to PMHNP; add N590 to FNP; and delete N619 from Core. These changes also fix some catalog issues. Changes make the program more efficient. Increases class numbers. Passed

Double Degree Student Cooperation – Samuel Greene. Shepherd University, Shepherdstown, West Virginia, USA, and Hochschule Mittweida, Mittweida, Germany are entering into an agreement for Double Degree, for the undergraduate Student. In short, bring German students here, and send our students there. Shepherd accepted one semester from German partners. This plan presents a possible model for future programs. 3 to 5 students expected at program's start. Second reading: Passed.

Graduate Transfer Credits – Change from nine to twelve. Wanted majority of courses at Shepherd, but programs are running with 30 hours. Exceptions for DNP. Passed

Financial Aid Presentation: Jacob Witt: graduate students qualify only for a Stafford loan \$20,500. Shepherd has to consider this amount and what it can do to help. Cost of attendance \$15,000 in state. This leaves little money for summer studies. Goal: Get students to only borrow what they need. 9 credit hours is full time. Half is 4.5 or 3 (in practical application).

