

**West Chester University of PA
Faculty Senate
2009/2010
April 23, 2010 Full Assembly Minutes**

Members Present: *designated by an X*

Alessandria, Tina	X	Kelly, Leonard	Absent
Bean, Nadine	X	Leonard, Robin	Proxy, S. Metz
Bill, Debra	X	Li, Amy	X
Boyle, Michael	Absent	Means, Jennifer	Absent
Brown, Eleanor	X	Metz, Stacie	X
Chilcote, Kathryn	Absent	Morgan, Tanya	X
Cooke, Lynne	X	Murphy, Corinne	Proxy, T. Alessandria
Cressler, Walter	X	Norris, Bruce	Absent
DeHope, Eli	X	Onderdonk, Julian	Proxy, J. Hutton
Dobrzelewski, J. C.	X	Polk, Denise	Absent
Garthwait, Clayton	X	Sharpe, Heather	X
Ghetie, Dora	X	Shivde, Geeta	X
Gilboy, Mary Beth	X	Smith, Paul K.	Proxy, S. Metz
Haggard, Cynthia	X	Staruch, Liz	X
Halko, Gabrielle	Proxy, L. Cooke	Stiefel, Van	X
Heinerichs, Scott	Absent	Verden, Claire	Proxy, S. Winterton
Hutton, Jane	X	Wandry, Donna	Absent
Kara, Orhan	Proxy, H. Li	Winterton, Sally	X
	Richardson, Shayna, Student Gov't		Absent

Faculty Senate Meeting, Friday 04/23/2010

Associate Provost, Dr. Darla Spence Coffey, was our guest to present background and an update on the Campus Climate Intervention Team (CCIT). CCIT developed organically at WCU in the late 1980s after increased tensions and acts of intolerance on the campus which were particularly related to race. A cross-divisional team of people came together to examine issues of campus climate. The current membership of CCIT is listed on the Office of Social Equity website at <http://www.wcupa.edu/admin/social.equity/ccit.asp> and they meet twice during each semester but have additional meetings as issues arise.

There is no defined list of unacceptable behaviors, but acts are considered in context. (For example, a few years ago the word “queer” was a pejorative but now it is often an expression of pride.) CCIT has developed a protocol to train RAs to deal with intolerance and seeks to identify potential “tension points” such as a Women’s Center club arranging for a spoken word performance called “Pussies, Pens & Politics.” CCIT used to arrange programs but are now pulling away from that role which is being taken up by University Forum. This year’s Campus Climate Survey was produced in collaboration with a Pennsylvania State University researcher who has done similar surveys and will collate the results and write up a report this summer. Fifteen focus groups over the winter gave feedback on the survey and they made sure to get input from naysayers. The survey ran in April and produced a 30% response rate which was consistent across all constituencies (staff, faculty and students). The survey report will be used

to engender discussions and will also be incorporated as part of the Middle States review process this year, leading into revised strategic plans for the University. With appreciation to Dr. Coffey, the Senate then commenced its business meeting.

- Minutes of the March 4th meeting were approved as submitted.
- Elections:
 - 2010-2011 members have been elected & were invited to this meeting.
 - Elections held for Executive Committee with results as follows:
 - President: Julian Onderdonk
 - Vice-President: Jane Hutton
 - Recording Secretary: Ellie Brown
 - Corresponding Secretary: Tanya Morgan
 - At-Large: Van Stiefel
 - At-Large: Geeta Shivde
 - Immediate Past President: Eli DeHope
- Eli DeHope reported on her meeting with Harold Shields of the PASSHE Board of Governors. Mr. Shields met with all campus leaders during his visit to WCU to report on Board of Governors (BoG) activities.
- Eli DeHope reported on her meeting with President Weisenstein and handed out background information on the Counseling Center which had been submitted to the President. It pointed out differences between clinical approaches and traditional departmental divisions. We had some discussion about these challenges, wondering if faculty in appropriate academic areas could provide assistance. Senate currently has members from Social Work, Counselor Education, as well as Counseling & Psychology Services, Social Work & Counselor Education. Eli and Dr. Weisenstein also discussed the idea of a mediation center which existed at the university where Dr. Weisenstein worked previously.
- Cynthia Haggard reported on the April 1 visit of PASSHE Chancellor Cavanaugh at WCU and her distributed notes are attached. Highlights of the Chancellor's discussion included potential budget shortfalls and possible cuts of low enrollment programs. WCU faculty asked about the purpose of the distance education initiatives: is the goal to expand existing programs? Or to extend toward K-12?
- Eli DeHope announced the identification of Senate liaisons with University committees, as follows:
 - LGBTQ (Jackie Hodes and Rodney Mader) - Eli DeHope
 - New Faculty Orientation (Sally Winterton) - Corrine Murphy
 - CCIT (Darla Spence Coffey) - Eli DeHope
 - Mental Health Awareness (Kate Pawlowski) - Ellie Brown
 - Faculty Mentoring (Nadine Bean) - Julian Onderdonk
 - Sustainability Advisory Board (Tim Lutz) - Heather Sharpe
 - Crisis Intervention Team (Mark Mixner) - Eli DeHope
 - Threat Assessment Team Training - Ellie Brown
 - Space Allocation (Tim Brown) – Sally Winterton
- There was further discussion about possible liaisons to University Budget Committee (UBC) and the Council of Trustees. Decisions about budget are actually not made by UBC, so is it important? Council of Trustees actually has a liaison to Senate, Eli Silberman, so perhaps communication should run from Council of Trustees to Senate.
- Eli DeHope reported that she met with Cliff Johnston of APSCUF who was very supportive of the Senate's focus on campus climate.

- Ellie Brown, Tina Alessandria, & Nadine Bean reported for the Student Welfare Committee on the WCU CARES pilot program.
 - 1 hr. program to raise awareness of student emotional support issues. (Potentially it will be lengthened to 1.5 hrs. in the future.)
 - 25 attendees: faculty, RAs, students, staff
 - Solicited feedback from participants, who showed a lot of interest.
 - Julie Perone of Counseling Center has been supportive.
 - Ellie asked for ideas on moving forward & obtaining funding. There may be a need to meet with APSCUF.
 - PiP (Partners in Prevention) is about drug-related issues and had Provost funding, but no longer. They have offered to host materials from WCU CARES on their website, <http://www.wcupa.edu/pwgda/pip.HTM>
- Walt Cressler reported about the activities of the Sustainability Advisory Council
 - President's speech, Tuesday 4/20: affirmed a commitment to assessment on campus "STARS" Sustainability Tracking Assessment and Rating System (see <http://www.aashe.org/stars/index.php>). Also affirmed the continuing role of Sustainability Coordinator, but did not detail how that position (current AWA) would continue.
 - There is currently a Joint Task Group between WCU & West Chester borough which is focused on reducing emissions & supporting recycling (Denise Polk, a Senator, is on this group).
- Committees of Senate going forward will be: Communication, Membership and By-Laws, Faculty Welfare and Ethics, and Student Welfare. Eli DeHope will distribute more information about the committees.

Respectfully submitted,
 Jane Hutton
 Recording Secretary
 AY 2009/2010

Meeting w/Chancellor Cavanaugh April 1, 2010
-notes by Cynthia Haggard

The chancellor began with some remarks before opening up the meeting to Q/A. He first addressed the budget issue. He stated there is not a lot of movement on the budget. The House has passed the governor's budget. The Senate appropriations committee has taken issue with the amount of the deficit being projected. The chancellor does not expect any givebacks for the year. The state did not spend the entire stimulus \$ from last year, which is a good thing compared to states that did and now have no room to maneuver. Basically our apportionment will be flat. The stimulus \$ goes away 2011-2012 and not likely to be renewed.

The chancellor feels that the pension fund issue will heat up after the governor's race is sorted out. Right now it is the elephant in the room and various plans are being floated to deal with the issue. Currently the state budget all ready is 50% committed,

The second big issue the chancellor reported on was the change in student financial aid. Pell grants will be increased and tied to inflation. Banks are eliminated as the middlemen for Guaranteed Federal Loans. This will cause a scramble for institutions to convert. Also, students will need to be notified of changes.

Questions and Answers

Q- Is there any discussion about moving state employees to an across the board 403b type retirement program?

A- It is not really an option for us. There is little conversation about moving that way, but not much. Some states have done the opposite, ex. Florida. There is not a lot of excitement about faculty having more than the current one time decision for retirement plan

Q-If PASSHE must put up 33% for state retirement system (SERS & PSERS) would the system have to equally up the contribution to TIAA-CREF?

A- No. The additional contribution would not be for additional benefits but to meet the promise made.

Q- The volleyball about retirement between APSCUF/PASSHE, any chance of reopening?

A- No, the system is done. APSCUF refused. Time wise it will not work, there is a 45 day separation window and a 21 day buyer's remorse period. Not enough time for staffing for next year, etc.

Q- Is the chancellor's office burrowing down too far into issues, specifically low enrollment programs? WCU no physics? Trying to meet the 25% cap, how is it counted, the changes of the character of the institution and the quality of education for our students? The solution always seems to be increase class size,

A- For low enrollment programs we should have the conversations, is this something we still want to

do? If yes, are we doing it the best way we can? Has the program outlived its usefulness? Have we done a good job of explaining to students why this matters? (Middle States expects us to assess how we are doing) The chancellor has no preconceived notion about eliminating specific programs, but getting good information about the status,

Adjunct faculty - how they are counted is specified in the contract, a change would mean a change in the CBA

Q- How much does NCATE cost and what is the benefit?

A- Will have to get back to us on the costs. The benefit is value added. Some states give better license reciprocity for students who complete an accredited program. Also, it is like the good housekeeping seal of approval. It demonstrates that a program has risen to the standards. Sometimes it also indicates that a program has met higher standards than a state's standards.

Q-Back to low enrollment programs and accounting. What counts? Graduate 30 majors in 5 years? Any thought about including minors?

A- What else do we need to know? Example, many international business majors minor in a world language. Are classes full? Low enrollment programs need to make their cases. If there is a 2-2 or a 2-3 program how many students complete that program? The system is looking at working across several institutions to collaborate in making viable programs in area such as Arabic or Chinese

Q- If the budget is flat for next year and expenses will increase, what is the plan? Distance ed, etc.?

A- The system is looking at reducing expenses, ex. looking at D2L, cut the costs by 1/2 for the other platforms, renegotiating other big contracts. This board is very sensitive to the tuition, costs to students and families, no big increase expected. The on-line option is one way to enhance revenue. The CA campus has 25%FTEs on-line. Faculty offers honors courses to HS students, largely in the summers, to a mid-Atlantic region. Clarion has no community colleges near, so has increased work force education. Two year stand alone degree programs have been developed. Lock Haven has a 2 year nursing program, which is then a feeder for their 4 year degree program. Each institution should look at its strengths. We don't have large endowments for need based financial aid.

Q- Is there a grand vision for the system and where does WCU fit in?

A- At the system level the chancellor can tout that we are 14 institutions with long histories. He can help us figure out how to build on the uniqueness. One thing to do is to open the door to the other 13 for students. Now 40% of students take courses at more than 1 PASSHE institution. Instead of a study abroad semester we could have a study at another campus. Students could go to another campus and complete a minor. If we make the boundaries more flexible students could take advantage of opportunities. Look at emergent fields, such as neuroscience in the undergraduate level, a multidisciplinary field. We are positioned well for this as we complete our Middle States self-study. We should question what we want to be when we grow up. What will the learning experience be for our students in 20 years? What do we need to do? At the undergraduate level, where are we heading? At

the doctoral level, do we want this? How? What will it mean to be an educated person in the 21st century? We should have questions about gen ed, liberal education? We, WCU, could be a leader in this conversation. We could be a world class institution in certain areas. Look at where we are located and what are the needs? One third of the Performance Funding Indicators will be tied to the Institutional Strategic Plan, so institutions should think about where they can excel in areas that make sense. The system can help identify resources, both inside the system and outside, foundations, govt. etc.

Q- What is the plan for the cliff scenario, when stimulus \$ goes away? (Especially difficult to talk about doctoral programs, with the high start-up costs.)

A-Doctoral program, again, where we are located, how would it fit with where we want to go? Then identify who has the checkbook?