

**Faculty Senate  
Clarion University  
11/19/18**

Faculty Senate met on November 5, 2018 in 246 Gemmell. J. Lyle chaired the meeting, with the following senators present: L. Chambers, C. Childers, D. Clark, J. Croskey, E. Foster, J. Knaust, D. Knepp, C. Li, L. Lillard, A. Lockwood, D. Lott, A. Love, J. Lyle, J. May, J. McCullough, J. Overly, J. Phillips, S. Prezzano, A. Roberts, A. Rosati, B. Sweet, J. Walsh, P. Woodburne. D. Pehrsson, P. Gent, R. Skunda, and a number of departmental representatives were present.

- I. Call to Order – J. Lyle called the meeting to order at 3:32.
- II. Approval of the Minutes (11/5, 2018) – J. Overly, (J. May seconded) approval of the minutes. The motion passed unanimously.
- III. Announcements
  - 1. Council of Trustees meeting delayed until December 14<sup>th</sup>
  - 2. Commencement, Dec. 15<sup>th</sup>
  - 3. Gen Ed Select Committee presented proposal to D. Pehrsson for presentation to GEEC.

L. Chambers noted that some assessment of the W and Q flags are ongoing in the fall, with only some 8 of the 69 W and Q flag courses participating.

J. Lyle noted that T. Fogarty sent a message tentatively suggesting times for the provost candidates to visit campus, in the two weeks after Thanksgiving. His note suggested a TR schedule. Others noted they had a MW schedule. [J. Croskey, committee member sent this note via email the next day]:

The four Provost candidates will be visiting campus next week and the following week. If their schedules align with ours, we will have candidates on campus Monday, and Wednesday next week and the week after. That's 26 & 28 November and 3 & 5 December. Please plan to meet with the candidate from 1:15 – 2:00 on those days. Depending on weather, the meeting location may be changed. For your information, other meeting times are also listed below.

1:15 – 2:00 Meeting with Faculty Leadership (Faculty Senate & APSCUF Executive Committee)  
*250-252 Gemmell*

2:00 – 2:45 Meeting with Department Chairs  
*250/252 Gemmell*

2:45 – 3:00 *Walk to Suites on Main North Theater*

3:00 – 4:00 Open Forum/Presentation: **presentation topic - Vision for Clarion** (20 minutes)  
Q&A: (40 minutes)  
*Suites on Main North Theater*

The Stronger Than Hate Vigil was held this past week in support of the survivors and victims of the mass shooting at the Synagogue in Pittsburgh, and in support of survivors and victims of shootings around the country. In particular, J. Lyle noted the work of student Zachary Shoup, without whom the Vigil would not have occurred. He asked that the Senate formally recognize Mr. Shoup. J. Lyle read the following proclamation offering the view and support of the Senate;

“RESOLUTION OF THE FACULTY SENATE OF CLARION UNIVERSITY

WHEREAS Clarion University student Zachary Shoup recognized that it was important for the Clarion University community to participate in the Stronger Than Hate movement;

WHEREAS Mr. Shoup, members of the Sigma Phi Epsilon fraternity, and Clarion University administration and faculty members organized the Clarion University Stronger Than Hate Vigil, held on Monday, November 12, 2018;

WHEREAS the Clarion University Chamber Choir, President Dale-Elizabeth Pehrsson, Dr. Pamela Gent, Ms. Madison Bumbarger, Professor James Lyle, Professor Ray Feroz, Professor Kevan Yenerall, Professor Jeffrey Diamond, Ms. Ann Liska, Professor Phil Terman, and the Lift Every Voice Choir shared their voices with the community members gathered together;

WHEREAS members of the Clarion University community honored the lives lost in the violence at the Tree of Life Synagogue, Squirrel Hill, Pennsylvania, in Louisville, Kentucky, and other locations in the United States;

WHEREAS members of the Clarion University community called for defeating hate and promoting understanding and inclusion;

BE IT THEREFORE RESOLVED BY THE FACULTY SENATE OF CLARION UNIVERSITY:

The Faculty Senate thanks Mr. Shoup and all involved with the Clarion University Stronger Than Hate Vigil for their commitment to the Stronger Than Hate movement and for creating this opportunity for the Clarion University community to join in this commitment.”

The body applauded the work of Z. Shoup. J. Lyle asked for a motion in support of the resolution. A. Rosati moved, P. Woodburne seconded. Discussion of the resolution was called, and after discussion, the vote was unanimous in favor.

IV. President’s Report-- D. Pehrsson

The president summarized a few points.

The Council of Trustees meeting has been delayed, as was noted in the announcements.

The Black Student Union will hold a vigil at 5 pm on Nov, 29<sup>th</sup> honoring those killed, primarily by police violence. She asked for people to attend, and support it, as they did for the Stronger Than Hate Vigil.

She reiterated the fact that four provost candidates are coming to campus. She said they are highly qualified candidates, and she looks forward to their visits.

The Venango Task Force report was released. She deferred to E. Foster, who is on the committee, to give the summary.

**Venango Strategic Advisory Group  
Report Summary, November 19, 2018  
Our charge, given in May 2018:**

“To discuss and provide recommendations supporting Venango Campus as a growing element of Clarion University”, “to recommend a specific mission and vision for the campus, as well as begin to outline pathways (i.e. action items) that may achieve it.” “University leadership will subsequently review these recommendations to determine a path forward for the future growth of Venango Campus.”

## **Our recommendations:**

We identified five areas of focus:

1. Campus Leadership and Organizational Structure
2. Academic Faculty and Program Presence
3. Recruitment and Admissions
4. Continuing Progress in Workforce Development Outreach and Opportunities
5. Campus Infrastructure.

Overall, the single most important recommendation is **the administration's clear, ongoing, public, and university-wide commitment to Venango Campus**. That is the underpinning for all of our recommendations.

Within each area, the single most important recommendation is:

**Campus Leadership and Organizational Structure:** A permanent, full-time Executive Director based at the campus and re-consideration of the current organizational chart.

**Academic Faculty and Program Presence:** Increasing the presence of academic program faculty and programs on campus.

**Recruitment and Admissions:** Revision of the website so that prospective students and families can easily find Venango Campus, and its programs and opportunities are clearly visible.

**Workforce Development Outreach and Opportunities:** Support the ongoing work in this area.

**Campus Infrastructure:** Maintain the current service models while planning for improvements in maintenance, campus safety, and campus involvement in university-wide committees.

The president then emphasized the workforce development aspect of the work the Task Force undertook. The president then moved to the True North Initiative. Again, she deferred, this time to A. Roberts. A. Roberts noted that D. Dollins and L. Cullo gave reports on the strategic admissions plan and the financial condition of the university respectively. It was good to have these two reports simultaneously, so that the committee could see how these two aspects intertwine. Next meeting the TNI committee will have P. Gent, S. Fenske, and S. Hoke speak about retention, and J. Geiger present material on marketing of the university. The goal is to have these reports springboard the committee into the creation of various subcommittees, which will do deeper dives into these issues, and will offer opportunities for increased university engagement in the TNI. This committee will also work with the Task Force, to try to integrate the issues. Student Affairs will be integrated into the TNI.

Last, the President noted that the Housing Cost Committee is meeting, and is looking carefully at the cost of housing at CUP, and attempts to mitigate these costs.

## V. Provost Report—P. Gent

In discussion, P. Gent reported on workforce development, noting CUP beginning to work with the American Injection Molding Institute's apprenticeship program. We will deliver state registered plastics apprenticeship classes on OSHA standards, maintenance, quality systems, etc via continuing ed. Maybe some of these workers will come to our APT program. We are trying to sell our applied technology AA and BA degrees.

Students met with the Chancellor when he was here on campus. At every meeting where notes are taken, the results will be shared with faculty. In this case, this was a conversation between students and the Chancellor regarding various issues faced by students on campus. The issues are racial, cost, food, and run the gamut of other issues as well. All relate back to retention. The comments are honest and sometimes hard to read. The names and identifying characteristics have been removed, and comments have been distributed to faculty.

Various administrators and all functional areas of the university, attended the PASSHE organized Student Success Conference, with the Chancellor, at Shippensburg. The conference resulted in an action plan which will be translated to actionable items aimed at improving retention.

The CAES Dean search committee met and is busy, and will meet again next week.

In questioning, B. Sweet asked about tenure track lines. The provost is working with L. Cullo, and is working with the TNI and Task Force recommendations to guide hiring. The provost noted that longer term temporary faculty contracts are being considered to provide some stability in some departments.

J. Lyle asked about the impetus for student comments. The President noted that every meeting where notes are taken, it is worthwhile making those topics known to faculty.

VI. True North Initiative Report—A. Roberts: co-chair  
Considered this report given above.

VII. Student Senate – R. Skunda

R. Skunda noted that the ‘students in need’ scholarships have been well responded to. The Student Affairs committee will assist in reviewing the requirements. Friday, Nov. 23 is the deadline. E. Foster noted that a Senator received an award at the Equity Dinner. That faculty member was J. Phillips. R. Skunda noted that a gasp at the back was heard when it was clear who the winner was. J. Phillips said that the one gasping was his daughter.

VIII. Committee Reports.

A. CCPS – B. Sweet

B. Sweet presented the ‘read-ins’. Rest of business discussed under ‘New Business’

B. Student Affairs – M. Lepore

As M. Lepore was at a panel presentation of “Trauma Informed Care: Caring for Ourselves and Our Children” in Pittsburgh, D. Knepp made his report. The committee met with T. Kitzmiller regarding sanctions for academic violations. He asked for faculty input.

## SUMMARY

### MINIMUM ACADEMIC SANCTIONS RECOMMENDATIONS

*-Recommendations for minimum academic sanctions  
from the Student Affairs Committee and Faculty Senate-*

#### 1<sup>st</sup> Violation

Disciplinary Reprimand or Disciplinary Probation,  
letter to faculty,  
Module Academic Integrity, and CheckIt!  
(if online student Personal Decision Making Module) (Note: or another appropriate module.)

#### 2<sup>nd</sup> Violation

Disciplinary Probation,  
letter to faculty,  
Module Academic Integrity, and CheckIt!  
(if online student Personal Decision Making Module) (Note: or another appropriate module.)  
Referral to Judicial Mentoring Program.  
Possible Suspension.

#### 3<sup>rd</sup> Violation

Disciplinary Suspension for one semester,  
letter to faculty,  
Module Academic Integrity, and CheckIt!  
(if online student Personal Decision Making Module) (Note: or another appropriate module.)  
Referral to Judicial Mentoring Program.

Also, D. Knepp noted the Safe Schools Summit Dec. 3 at Clarion University.



#### Keynote speakers

Kristina Anderson  
*Survivor of the Virginia Tech shooting*

Chief Thomas Seefeld—Murraysville Police  
*Incident Commander at Franklin Regional stabbing attack*

#### Guest speaker

Mary Margaret Kerr, Ed.D.—University of Pittsburgh  
*Author, School Crisis Prevention and Intervention  
Co-founder, STAR-Center for Suicide*

#### Breakout session topics benefit

- K-12 teachers and administrators
- police and law enforcement
- first responders
- mental health professionals
- behavioral intervention teams

For more information,  
contact Juanita at  
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Updates will be available at  
[clarion.edu/SAFESCHOOLS](http://clarion.edu/SAFESCHOOLS)

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Finally, the Student Advisory Board will meet Nov. 28.

C. CCR – J. Knaust

No Report

D. Academic Standards – J. Phillips

Academic Standards met Nov. 8<sup>th</sup>. Regarding old business, some changes to the AIP form that the committee thought had been completed do not appear on the current AIP forms. Additionally, a change in graduate student policies that the committee had not dealt with, does seem to appear on the website as new policy. Additionally, the issue of midterm grades was brought up. The Provost did provide

information on AIP data: suspensions, readmissions, those correctly doing AIPs, etc. The committee had some additional questions, which were put to the Provost. In current discussion, D. Pehrsson asked about the midterm grade issue. J. Phillips noted that the idea was not well received by committee, in that it seemed to put the onus on faculty, while it ought to fall on students. Additionally, it is very time consuming, if the process would be like the 'progress reports' currently asked for. The committee thought that perhaps some time could be set aside in INQ classes to tell students how to track grades in D2L. Not all faculty use D2L. Mandating midterm grades would require negotiation with the union. As few faculty currently fill out the online progress reports, an upside of midterm grades would be better data. If midterm grades were shown to assist retention, it is likely faculty would be more receptive. Discussion continued on the progress reports, with comments made that it is unclear who gets the reports, and what is done with them. Also, it is not possible to give an updated progress report and know that anyone is using it.

E. Budget – A. Roberts

No report

F Faculty Affairs – D. Knepp

No report

G. Institutional Resources – A. Love

In a follow up to the question raised by A. Rosati, that windows that appear to be installed in top of the renovated Tippin Gym may give too much glare in the natatorium. A now retired swim coach (1971-1989) noted to A. Rosati that those windows streamed sunlight in at such an angle and ferocity that it made it impossible to see swimmers in the pool. A. Love has asked J. Beal and F. Connolly but has received no response.

H. Venango – J. May

No report.

IX. Old Business

A. Seifert Cultural Series

The issue of organizing committee membership is ongoing. J. Lyle will contact M. Lepore to formalize the structure and get the new people in place by spring, so they can begin work on the next year's theme without the delay of this past year. J. Lyle noted that CCR will need to be involved.

B. Retiree emails

No Update. Seems unlikely to be resolved. J. Lyle asked for a motion to remove from 'Old Business'. D. Knepp moved, E. Foster seconded. Discussion closed. Vote unanimous in favor.

C. Affordability issues.

J. Lyle reported that he has given his questions to the M. Graybill re: bookstore costs. He is unsure how many questions would be answered, as this is Follett's decision.

P. Woodburne noted that student accounts seem to be sent for collections even prior to the end of the term, making it hard to help students. [This was based on what notations in the student's financial services screen seemed to imply, reported to P. Woodburne just prior to Senate meeting. Upon discussion with S. Bauer in Student Financial Services, this appears to be a confusion of

words that are similar, but have different meanings in this context. The student's bill has not been sent to a collection service].

X. New Business

A. CCPS

This term, no objections were raised to any departmental proposals. Following practice, the General Education proposals were set aside for specific discussion. Senators chose some proposals to discuss individually, and the remaining were voted. Vote was unanimous in favor of passage.

CCPS item #2 was brought up to discuss the trend towards more proscription of classes on the Gen Ed side of the checksheet. Various reasons were discussed, all agreed that the trend violates the spirit of Gen Ed, but that various accrediting bodies etc recommend a variety of specific skills be had by graduates to better ensure employment. Nothing in education policy from PASSHE requires proscription on the Gen Ed side. Discussion closed, vote in favor, unanimously.

CCPS item #11, DA 555, was brought up by A. Roberts, asking if this was the final resolution to the ECON 550/DA 550 issues of prior terms, from his tenure as CCPS chair. A. Roberts apologized again for his part in the confusion. P. Woodburne noted that Economics had objected when DA 550 was created initially, but that CCPS and Senate had voted in favor of the class. Not wanting to prolong a fight again, with the same likely outcome, Economics did not object this time, with the creation of DA 555, which is significantly the same as the old DA/ECON 550. P. Woodburne warned that this appeared to signal the precedent that, if the conditions are right, one department may be able to take the class of another department. Discussion tabled. Vote in favor, P. Woodburne and J. Croskey abstaining.

CCPS item #35, a change in requirements allowing Physics, Chemistry, and PHSC Physics and PHSC Chemistry for Speech Pathology majors. The Speech Path accrediting body altered its requirements for graduates, and our Speech Path dept was following recommendations. Vote taken. Unanimous in favor.

CCPS item #51, a change to Economics checksheet did not include INQ classes in the new checksheet. P. Woodburne promised to send new checksheet immediately. Vote taken, unanimous in favor.

CCPS items #53-54, classes in support of a program for would-be airline pilots. Would-be pilots can become hired after completing some 1,500 hours of flight time (at about \$150 per hour), or if they have an AA degree, with 30 FAA accredited classes, can become pilots with 1,250 hours. If they have a BA, with 60 FAA accredited classes, they can become pilots with 1,000 hours. The goal of this program is to support the students in that program at a local community college, where CUP would provide the bulk of the remaining classes for the Bachelor's degree, including some 15 specifically Gen Ed classes. Some 200 students exist in cohorts at the community college. A number will likely come to CUP. This should provide a good opportunity for CUP. Vote taken, unanimous approval.

CCPS items #55-56, changes to the Liberal Studies checksheet, discussed. Goal is to broaden the classes, especially in STEM fields, that can be taken by students who may find that continuing in Chemistry, etc is too difficult. Comments made about allowing classes, at the 200 level (the current guide is for 300 level classes), if they have had prerequisites in section 1 of the checksheet. This change was greeted favorably. Other minor changes, such as unreflected

changes of prefixes noted. J. Knaust moved to table the proposal until the last Senate meeting of the year, where the discussed changes could be formally made. A. Roberts seconded. Vote, unanimous. Will be taken up at the 12/3 senate meeting.

CCPS item #59, class on event planning, discussed. D. Knepp noted that it would overlap with HSRHSS's own class on sport event planning. J. Lyle noted that the COM class was broader, and with different focus. It was agreed that students should be made aware of both classes, so that they could take either or both, and should not be seen in opposition to each other.

CCPS items 57 and 76 involved the placement of an 'I' flag, and positioning in section IV, Gen Ed electives, on checksheet, respectively. Discussion closed. Vote, unanimous in favor.

XI. Adjournment –moved J. Overly (J. Knaust and B. Sweet, seconded in unison). Unanimous passage.