

**Faculty Senate
Minutes
Clarion University
3/1/21**

Faculty Senate met on February 15, 2021 via zoom. J. Knaust chaired the meeting, with the following senators present: V. Aravind, S. Boyden, L. Chambers, J. Croskey, E. Foster, J. Knaust, M. Lepore, C. Li, A. Love, J. Lyle, J. May, M. K. McConnell, N. O’Neil, J. Phillips, S. Prezzano, A. Roberts, A. Shannonhouse, B. Sweet, L. Taylor, J. Walsh, P. Woodburne. D. Pehrsson, P. Gent, R. Laugand, S. Spang (student senate), were also present.

- I. Call to Order – J. Knaust called the meeting to order at 3:30.
- II. Approval of the Minutes (2/15, 2021), M. Lepore moved, (A.Love seconded) minutes approved.
- III. Announcements
 - A. Ben & Jerry’s ice cream give away tomorrow (3/2) from 11:30 to 12.
 - B. L. Cullo will come on March 15, after the Interim BUD report is finished.
 - C. D. Dollins is coming toward the end of March to discuss enrollment issues
 - D. The Theatre Department presentation of The Iliad is online from March 3-7.

IV. President’s Report--D. Pehrsson

The president commented on the loss of student James Whitman, and the beauty of the memorial service put on in his honor.

The newest retirement incentive has been announced, after working with all bargaining units.

The big news is the Middle States report “The Preliminary Substantive Change” report has been filed. The document is full of public information, so will be widely available soon. State APSCUF has requested to look at it, so any public dissemination will wait until the union has looked at it. Middle States needs a main address for academic protocol. Their method is to choose the school with the most recent accreditation. That school is CAL. Thus, it may appear as though CAL has accreditation and EU and CUP do not. This is not the case. The accreditations of all three institutions will be rolled into one, but the formal address is to be CAL. CUP still has to do our accreditation. In addition, Middle States uses the term “Consolidation” and uses the term “Consolidated University” or “Integrated University” for our “New U”. No one uses the term “Merged”, and Middle States uses the terms Consolidation and Integration as synonyms.

The Naming Convention for the new institution is ongoing, and the president hopes it will be done by June.

In the report, an Org Chart was submitted, with only the President’s and Chancellor’s names filled in. The integration process must create the rest of the organizational chart. The new institution envisions seven divisions: Academic Affairs, Financial and Administrative Affairs, Student Affairs, Strategic Enrollment Management, Advancement, Online, and DEI (Diversity Equity and Inclusion)

Regarding Online, this is not a place to house faculty. Faculty will be in their yet to be determined departments, disciplines, and colleges within Academic Affairs. The Online division denotes the focus on Online education. The goal is for this division to a major source of revenue for the future. Keeping the division separate and distinct helps with this.

The division of DEI is to call attention to the desire to create a university with inclusion and diversity as key components of its mission, and to have that be known to the public. The goal is to have someone with power at the VP level advising the president on these issues.

In discussion, it is possible that the academic/accreditation naming protocol of the primary institution can change if, for some reason, things get delayed and CUP becomes the most recently accredited institution.

The new institution will require point people on each campus to handle duties as they come up. The point person may result in a different role for academic positions such as Deans, who may give up the non-academic duties, while they work, perhaps more strongly, with faculty and chairs, keeping programs robust.

The academic array analysis is ongoing, while the program array and curricular committees are still paused.

V. Provost Report—P. Gent

Regarding the death of James Whitman, Clarion has a policy for awarding degrees posthumously. James fit that policy and will have his degree so awarded at commencement. Additionally, Clarion has a policy for reimbursing tuition to families in this kind of situation.

Venango campus had been undergoing surveillance testing for COVID 19. However, as the majority of students on that campus are in the nursing program, and most of them and their faculty have been vaccinated, that program will be suspended.

The Integrated Faculty Senate Working Group met (A. Roberts for CUP). One thing that was clear is that all three Senates are different, and play different roles. The goal is to get a unified Senate up and running. Another meeting will occur later this week or next.

The provost attended Student Senate and engaged them in their desires/fears/likes and dislikes regarding online classes, and the quantity they like or are willing to take. The wide ranging conversation with students touched on things like how many classes they would like/prefer/accept to be online, as well as whether their decisions may change if the issues included concentrations, minors, certifications, lower division vs upper division classes, particularly famous faculty or faculty with specialties that do not exist locally, and the like. While there was no single answer, students are OK with, and seem to like, some (perhaps 20-40%) online classes. However, they also like being on campus, and not only for the academic aspects.

CUP has submitted its Preliminary Substantive Change form to Middle States.

The Academic Affairs subgroup and the online subgroup are still working.

The Provost met with the Chancellor's office regarding online education, and long-term viability of the integrated institution. While there is no guarantee that students will choose New U for their education, PASSHE and the Online working group has some data to suggest untapped markets for online education that will likely come to New U. Among these are adult education, veterans (DOD language institute), and corporate sponsored partnerships for educational opportunities. Community College Transfer students are a market—these include those transferring from places like SNHU. Clarion's cost per credit hour is competitive with that of places like SNHU. Additionally, CUP is working on improving pathways from Undergrad to Grad programs. Also, the New U must continue to spend money in marketing. A hope is

that we can eliminate the current duplication of spending and efforts by CAL, CUP, and EU spending money in the Pittsburgh market, for example, and redirect some funds elsewhere.

One issue where we may be better at online than SNHU is that SNHU has much more of what the Western Governors decision decried; the lack of ‘substantive interaction’ instigated by faculty to students, than does CUP. CUP has skilled, caring and competent faculty who do online education much better than some of these other schools. Having said that, we do need to market heavily, as SNHU spends hundreds of millions of dollars in marketing.

J. Lyle noted that, as we find out from students how much face-to-face or online and multi-modal education students say they like, there may be some issues surrounding grading where grades may not truly reflect what they would be when we are back to normal, even if doing more online in the future.

Pennsylvania is still in the 1-A vaccination group, which, so far, does not include educators or college faculty. T. Fogarty suggests that, if we can get vaccine outside of any that may be given on campus, to get take advantage of that process.

VI. Student Senate – S. Spang

S. Spang noted that the Student Senate is meeting weekly. P. Gent joined student senate meeting to discuss student issues that have arisen or been brought to student senate. As the bookstore contract is up, and as funds from that relationship go to fund some student affairs needs, the student senate is working on to what use to put those funds. They must go to the use of students on campus. Student Senate is looking at technology, laptops, and the like. Student Senate has approximately \$20,000 to spend before May 31.

VII. Committee Reports.

A. CCPS – B. Sweet

Some read-ins have been read-in. Major change proposals are on the CCPS website. Objections are due March 19.

B. Student Affairs – M. Lepore

Ben & Jerry’s ice cream that could not be used due to COVID restrictions preventing them from coming to campus, will be distributed 3/2 from 11:30-12 in Gemmell to faculty.

Surveillance testing is ongoing on CUP main campus, and as P. Gent noted, is suspended at Venango for lack of need. The student COVID task force is up and running and is getting the word out regarding programming and other messaging to student peers.

The counselling services have moved into Ralston from Becht, in order to separate the COVID testing from students seeking mental health counselling. Walk-in services are again available.

167 students have already requested on-campus housing for fall. This is ahead of the normal request at this time of the year.

Scholar athletes have set a record with the most ever at or above a 3.2 gpa. All sports, except football, have been given a green light for spring.

The dining hall contract has been up for RFP, and is in the midst of being decided. M. Lepore cannot give any information on who was in the running, or who the finalist is. Reiterating what S. Spang reported, the Bookstore contract will change during the summer.

The State guidelines on inside and outside attendance at events have recently changed. CUP is working with various groups and legal entities to make sure we comply as we move to take advantage of the loosened restrictions.

C. CCR – A. Roberts

Two issues came from CCR.

1. The committee is awaiting word from T. Fogarty as to who is eligible to run for Senate.
2. Voting processes for upcoming Senate and other elections
After discussion at last Senate meeting the committee will use Survey Monkey to do nominations. The plan is to allow faculty can self-specify their campus affiliation. Senate bylaws state that online faculty can choose to affiliate with main campus or Venango. Rather than check every voter, the plan is to put a question into Survey Monkey regarding affiliation. Survey Monkey will then direct the voter to the relevant list of eligible candidates, and the appropriate number to that can be nominated.

D. Academic Standards – M. McConnell

No Report

E. Budget – C. Childers

L. Cullo will come to senate on 3/15 after the Interim BUD report is finished

F Faculty Affairs – J. Walsh

J. Walsh said that, as of now, there are 24 retirees: 6 this year and 18 from last year. The new retirement incentive package may expand the crop of current retirees. The committee is working on how to make the reception meaningful, celebratory, respectful and not too long. The current plan is to allow faculty to pre-record 1-2 minute remarks related to the sponsored retiree, which will be incorporated into a slide show. Longer written remarks will be incorporated into the printed program.

G. Institutional Resources – L. Taylor

No report

H. Venango – J. May

No report

VIII. Old Business

A. Integrated Faculty Senate Working Group

A. Roberts met with representatives from EU and CAL. A point of discussion was the role of their senates and the new senate in any curricular process. Of the three, CUP's senate is the only one that has a role in curriculum (though this is not unique to PASSHE). Selection to senate also varies between institutions. Some mandate departmental representation. CUP's selection process is 'at large'. Discussion occurred on how to have effective representation so that large departments, perhaps at one institution do not dominate the new senate. A political scientist may envision a two-tier approach, where some are selected on a population based approach (like a House of Representatives), while others may be chosen based on institution (like a Senate). Other issues involve the location, if any, of local senates vs (or in addition to) a university-wide senate.

B. General Education and University Wide Learning Outcomes

L. Pierce noted that, for Middle States, CUP must review the General Education and University Wide Learning Outcomes. It is not the case that we need to change them, but they do need

periodic review. P. Woodburne and B. O' Neil have volunteered to be the Senate Gen Ed Select Committee, to work with L. Pierce on this issue. No change to status of this issue.

IX. New Business

1. Rogers Laugand III came to senate, updating us in his role in the Office of Diversity, Equity, and Multicultural Affairs. Rogers' office is that of Multicultural Affairs and Diversity Education. The other main office is Social Equity and International Programs.

The two offices work together as they intersect. The office of Multicultural Affairs and Diversity Education focuses on students, while the office of Social Equity and International Programs is more faculty oriented.

The Office of Diversity, Equity, and Multicultural Affairs promotes DEI, Diversity, Equity, and Inclusion across campus, in all that CUP does. The goal is to create a campus-wide approach to this issue. The office has put on several events related to Black Lives Matter and the George Floyd death, and a collaboration with the English department on Black History among other topics. Their goal is to reach out to faculty to have Building Bridges sessions, and via other venues. DEI has to be in all our decision making; financial aid, courses offered and created, and within existing classes, hiring policies, search committees, and class creation/topics/activities. One potential goal is to create a mandatory DEI course in their freshman year. Subsequently, students would be exposed to these issues within other classes, and other programs on campus.

The Office has worked with local radio stations to promote 'spotlights' on Black History and Women's History.

The Office is working with the Office of Greek Life to reestablish historically Black fraternities and sororities. As a result both the historically black sorority Zeta Phi Beta and fraternity Omega Psi Phi have been newly incorporated.

Currently, a Black Lives Matter student group is in the last phase of creation. In addition, the MLK community breakfast builds bridges between Town and Gown.

The hope is that this focus on equity and inclusion result in higher rates of enrollments of minority students.

J. Phillips, as PASHE Faculty Council member, noted that DEI is also a major topic at the PASSHE level system. There is a vice-chancellor in charge of this issue. The system, and each university, has to set metrics to see where they are currently before they can determine how and what to change, and in what direction. The goal of the Faculty Council is to get a curriculum map for the whole state system up and running to assist in the planning and assessment of DEI across the system and within each university. For example, which classes legitimately include DEI type issues; how many Black Studies and related majors and minors we have; how many programs we have that tackle these issues.

2. Statement Recognizing Theatre and the Performing Arts

Ellen Foster, at the suggestion of Policy Committee, drafted the following statement in support of the Theatre Department in light of the decision by the Theatre Department to put their majors into moratorium.

WHEREAS Clarion University has long been respected for its academic programs in the arts, and it is an important cultural hub for the surrounding communities,

WHEREAS the Theatre faculty recently announced that the theatre degree programs will be placed in moratorium,

WHEREAS the Music faculty had to make the same very difficult decisions several years ago,

BE IT RESOLVED that Faculty Senate lauds our visual and performing arts faculty members for their contributions in enriching campus and community life and continuing to provide avenues for students, faculty, and community members to learn, create, perform, and participate in these cultural opportunities despite ongoing challenges in the faculty complement and funding.

After brief discussion and a suggested edit E. Foster, A. Roberts moved and S. Prezzano seconded, that Senate publicize this statement. J. Knaust noted that the same sentiments could have been aimed at several other departments, such as Modern Languages that have faced similar pressures, and this statement was not meant to slight those other departments.

X. Adjournment – B. Sweet moved (J. Lyle seconded). Unanimous passage by hitting the ‘end of zoom meeting’ button.