

Faculty Assembly – MINUTES

Meeting Location: Respective IPV rooms on each campus

Meeting Date: Mar 2, 2018

Meeting Start Time: Executive Committee, 1:00 p.m.

Full assembly, 2:00 p.m.

Facilitator / President: Kathy Herrington

I. Call to Order – Welcome / Robert’s Rules of Order – Applied

II. Attendance:

- a. Wheeling – Wheeling – C. Baker, A. Beatty, J. Britt, L. Brown, H. Buchanan, J. Doolin, G. Evens, D. Fitzgerald, B. Fulton, M. Goldstein, C. Harbert, K. Herrington, M. Kahl, C. Kefauver, J. Keyser, B. Killeen, D. Knecht, J. Kriechbaum, J. Lantz, S. Ledergerber, M. Merz, M. Mangficio, R. Mulyuk, S. Owen, M. Pallisco, B. Peterman, T. Pitcher, C. Rogerson, P. Roper, D. Ryan, H. Ryan, D. Stoffel
- b. Weirton – R. Canter, F. Decaria, M. MacIntosh, J. Reho, K. Silvestri, G. Winland
- c. New Martinsville – John Lantz, D. Ferrell

III. Review Minutes [10 min.]

Motion to approve minutes: C Harbert/J Britt

IV. GUESTS:

Guest	Topic
D. Stoffel and M. Baker, Faculty & Staff representative to the BOG	<p>Summary of latest board meeting – D. Stoffel</p> <ul style="list-style-type: none"> • Three meetings will be held throughout March to address presidential issues. • March 12 special meeting with board members and evaluators – most likely this will be in closed session. Board will discuss w/ outside evaluators the outcome of the presidential evaluation. • Received the draft of the evaluation last Thursday and it will be addressed at the March 4 meeting. <p>ECS property – M. Baker</p> <ul style="list-style-type: none"> • When asked about this, Ms. Baker said “We cannot comment because the matter is in litigation.” <p>D. Stoffel and M. Baker excused themselves from the subsequent discussion among Faculty to avoid a potential conflict of interests as they are Board members.</p> <p>Discussion continued regarding the loss of the ECS property due to alleged failure of certain administrators to respond to repeated notices from the Assessor’s office and in the newspaper regarding delinquent taxes. Although we are technically “tax exempt”, we believe the VP of Administrative Services (CFO) should have checked this out before the property was lost. We want to know who is accountable for this mistake, which has cost the College a property worth ½ million dollars. Even if litigation is to try and recover the property, and we are successful, this is immaterial to the matter of who is going to be accountable for the loss of the property in the first place?</p> <p>F. Decaria - Who are the college’s attorneys? – contact P. Carmichael to find out. Does the state have any involvement with the matter? We are unsure.</p> <p>K. Herrington – BOG reps gave us reason to believe that there is action and movement at the board level regarding the President and whether she will be offered another contract, and resolution of the issues regarding the ECS property. Do faculty want to wait the three weeks to see what the Board does before pursuing any additional course of action on either issue?</p>

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	<p>M. Mangficio – At the sale there should have been a transfer of deed. If there were taxes to be paid it absolutely should have been taken care of prior to/during sale.</p>
<p>Presidential evaluation and faculty concerns K. Herrington</p>	<p>K. Herrington - If faculty want, we can request a copy of the sales contract under the FOIA if necessary. Issues of alleged negligence & incompetence on the part of certain administrators and a continuing lack of leadership from the President are serious faculty concerns, particularly in areas of fiscal responsibility, which we were cited for “concerns” by HLC in their last report We are very concerned about how this may affect our HLC visit Nov 26-28, 2018. HLC will either take us off probation or pull our accreditation. Although we have made great progress in resolving the issues related to assessment and credentialing for which we were put on probation, we are now concerned that issues of “fiscal responsibility” could result in grave consequences. Our understanding is that there is no option for extension of probation.</p> <p>B. Fulton – Is a second vote of no confidence an option as we move forward? M. DeCola discussed first document that was submitted at vote of no confidence and offered some thoughts on why the staff did not join faculty in the vote of no confidence that was supported by 70% of the faculty in November of 2016.</p> <p>Discussion ensued on whether a 2nd vote would do any good, as the BOG did not respond or send a report that was to be sent to us after their “special investigation” into the Vote of No Confidence. Further, despite us giving them extensive evidence of lawsuits, grievances, and multiple violations of the College’s code of ethics and conflict of interests’ policy on the part of Dr. Riley, they renewed her contract for an additional year (2017-18).</p> <p>Discussion continued on how faculty want to move forward should we not get a satisfactory response or recommended course of action from the BOG on March 23, 2018.</p> <p>L. Brown – We need to be sure to position ourselves so that we the faculty are not in the “gun sights” of HLC and we have separated ourselves from the problems created by certain members of the administration.</p> <p>Our options are: 1st Level – To appeal to the BOG again or file a grievance against the Board, or certain members of the Board for malfeasance and ethical or conflict of interests violations 2nd Level –Appeal to the WVCTC Council and demand an investigation 3rd Level – File a complaint with the AG of WV, the US Attorney for Northern WV, and/or the WV Ethics Commission 4th Level – File a lawsuit - plaintiff (faculty).</p> <p>Motion passes: If BOG does not remove Dr. Riley we will send a resolution to WVCTC council. M Goldstein/C Rogerson</p>
<p>P Sharma</p>	<p>Institutional Effectiveness – Removed job duties of Academic Dean with the exception of Assessment as she takes a position as the interim coordinator for Institutional Effectiveness. Also announced that there is a mandatory professional development from 12:30-4:00 on Friday, March 30 on assessment.</p>

V. ACTION/AGENDA ITEMS FROM PREVIOUS MEETING (OLD BUSINESS)

Speaker	Topic
K. Herrington	<p>Employee Satisfaction Survey Please fill out – there is a comment section for you to include detailed information. Some faculty felt it was inappropriate for Dr. Riley to tout her accomplishments in the email which requested that staff and faculty participate in the survey, as it suggests an attempt to bias the results before the fact</p>
K. Herrington	Office hours

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	J. Loveless will submitting to presidents council. She suggested that the additional 5 hours also be on campus, but faculty want the motion to stand as “5 traditional on campus, 5 flex hours (by appointment, online, or for meetings)”
K. Herrington	Calendar recommendations for 2019-20 Jill out of town.

VI. NEW ACTION/AGENDA ITEMS (NEW BUSINESS):

Speaker	Topic
K. Herrington	LRC remodeling Concerned with the proposed remodeling of the LRC. John Lantz – if B&O is registered historic approval of changes must go through Charleston.
K. Herrington	DFW and passing grades discussion and follow-up Some faculty have put together documents regarding why students earned a DFW. If you would like to participate– send documentation to Kathy within the next 30 days. She will compile and submit on faculty behalf.
	Facilities issues Cost of facility director office remodeling – we want to see the actual invoices P. Roper - Elevator inspection posted in the elevator expired March 2017. G. Evans – Fire extinguishers are also expired. C. Kefauver – Please submit OZ tickets to facilities director – do not call maintenance employees directly. It puts them in a bad situation because they want to help but have a chain of command to follow. He also reported that there was a “sewage” smell in the CART dining room for 3 weeks, and when he reported this to T. Marker she did not respond in a timely manner and he was told “She’s tired of getting his emails”. This problem was finally resolved, but reportedly it took several weeks. L. Brown – reported that OZ tickets no longer work for him since he went from PT to FT. Another faculty member reported that the last OZ ticket follow up they submitted went to Jim Baller, who retired last January.
J. Britt	SCARSI – Club will be attending city council meeting Tuesday, March 6 to sign a proclamation regarding social work month. Dr. Riley is attending and signing on behalf of WVNCC
H. Ryan	Reported that lockdown browser for tests is not working. Respondus is not ready yet – hopefully by finals?

VII. COMMITTEE REPORTS (IF IT IS LEFT BLANK, COMMITTEE DIDN'T MEET OR NO REPORT)

Speaker	Topic
ACF	M. Goldstein PEIA – joint household income, higher deductibles, etc. are on hold for 16 months. Gun control passed house and is in judiciary at senate.
Assessment	Sharma divided the packets for evaluation and the committee will be reviewing assessment reports. Pre-assessment proposals for next year (both fall & spring) are due to Pam in April
BOG	See report above
Budget Development	Proposal for summer contracts and adjunct faculty pay rate? Discussions with Jill are still continuing, but pay rate will hopefully be increased P. Roper – Jeff Sayre said that at the last budget meeting there would be a 7 ½ % increase; however, this would be only a \$34 increase for those making \$450 and a \$37 increase for those making \$500 per credit hour. The proposal Faculty Assembly sent to Jill was for \$550 and \$650. P. Roper and S. Owen have resigned from this committee due to “ethical concerns”, which now are even more of a concern due to issues of lack of transparency, inconsistencies, unpaid bills, and possible negligence in terms of fiscal responsibility. We want to see the actual invoices for expenditures so there is no question or discrepancy between what is reported and the actual

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	figures. As a public, state institution, we are required to provide this for anyone who requests it.
Curriculum	Looking at a software package to assist in cleaning up and streamlining the process for curriculum proposals and documents.
Distance Ed	DE brought no recommendations regarding approval of online programs. They are still working on this. For now, we want to leave the online “course approval” procedure as is..
Enrollments	
FERC	If you have any recommendations now that we have completed the process twice with the new procedure, please forward to division chair.
Faculty Promotion	Reviewing promotion packets. If you have any recommendations about the new promotion policy, send to your Division Chair for forwarding to the Promotion Committee.
Financial Aid	Reviewing scholarship packets by March 23
IT	Uploaded minutes
LRC	Nothing to report except the issue brought up above re: remodeling of the LRC. If we pursue this, faculty would like to be involved in discussions before decisions are made
Professional Development	There is a little money left; apply if you have something you want to go to
Retention	Discussed orientation concerns and working with high school facilitators
Rules	Nothing to report
Safety	Evacuation procedure discussed. Try to attend training sessions even if you are not on the committee to learn the procedure. Telephone has been replaced in the elevator since the incident where someone got stuck. B. Peterman was stuck in elevator (EC bldg.) and the phone worked – contacted OTIS and procedure worked as it should.
Student Appeals	
Textbook Affordability	
Others?	(Academic Appeals, Danford award, Faculty Welfare, Faculty Emeritus, FERC, Judicial Board, Ad Hoc). <i>IF THESE COMMITTEES DID NOT MEET THERE IS NO REPORT</i>

VII. ACTION ITEMS FOR NEXT MEETING:

Person Responsible	Notes / Responsibilities
K. Herrington	Meet with Jill Loveless to discuss and/or finalize <ul style="list-style-type: none"> • adjunct pay rate • finalize adjunct faculty position dx • increase in stipend for program directors • 2019-20 calendar recommendations sent by Faculty Assembly in February

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	<ul style="list-style-type: none">• Issues with fiscal responsibility and transparency• Why certain committee meetings are still being scheduled for days and times when faculty cannot attend due to classes. We have repeatedly asked for these meetings to be scheduled around faculty member's schedules and it is still a problem especially with IT and Budget Committee.
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Motion to adjourn: D. Stoffel, M. Goldstein, 3:40 p.m.

Next Meeting date: 4/6/2018 - Meeting start time: Exec 1:00; Full assembly 2:00 p.m. IPV rooms, 3 campuses.

Possible guests: Jill Loveless, David Barnhart