

WCU Faculty Senate Meeting Minutes

Date: January 31, 2025

Facilitator: Israel Sanz-Sánchez, President

Time: 3:00pm-5:00pm

Note Taker: Dan Forbes, Recording Secretary

Location: SECC 101A

Type of Meeting: Scheduled meeting

Attendees

Senators

❖ Benedict, Kristopher	Proxy	❖ McInnis, Daris	Present
❖ Bolton, David	Present	❖ Mishra, Vipanchi	Present
❖ Campillo-Fenoll, Marcos	Absent	❖ Mohajeri, Orkideh	Present
❖ Chen, Tianran	Present	❖ Mraz, Megan	Present
❖ Cherry, Dan	Present	❖ Panagiotidou, Eirini	Present
❖ Childs, Gary	Present	❖ Panichelli, Meg	Absent
❖ Daltrey, Rachel	Present	❖ Park, Innhwa	Present
❖ Du, Wei	Absent	❖ Pierlott, Matt	Present
❖ Forbes, Dan	Present	❖ Razon, Selen	Present
❖ Garthwait, Clayton	Present	❖ Ruchti, Simon	Present
❖ Grasseti, Stevie	Present	❖ Sanz-Sánchez, Israel	Present
❖ Guerriero, Tara	Present	❖ Schugar, Heather	Present
❖ Hill, Erin	Present	❖ Smidt, Esther	Present
❖ Houser, Mary	Present	❖ Stokes, Jordan	Proxy
❖ Junius, Premalatha	Present	❖ Tennille, Julie	Present
❖ Kaulback, Michelle	Present	❖ Wade, Michelle	Present
❖ Kolasinski, Kurt	Present	❖ Watkins, Karen	Present
❖ Lawton, Bessie	Present	❖ Waymouth, Heather	Present
❖ Lightner, Sarah	Present	❖ Wiest, Julie	Present

Representatives

❖ Adjunct Faculty Representative: Bill Sawyer	Absent
❖ Adjunct Faculty Representative: Priya Selvarathinam	Absent
❖ APSCUF Representative: Julie Wiest	Present
❖ Student Government Association Representative: Avery McKnight	Absent
❖ Graduate Student Association Representative: Matheeha Majeeth	Absent
❖ ROTC Representative: Cadet Augustus Fadden	Absent

Senate Proxies

❖ Asempapa, Bridget	Absent
❖ Brenner, Jim	Absent
❖ Howard, Rick	Absent

❖ Jussaume, Timothy	Proxy Kris Benedict, Jordan Stokes
❖ O'Brien, Lia	Absent
❖ Owens, Jackie	Absent
❖ Patriarca, Ashley	Absent
❖ Tully, Greg	Absent
❖ Whidden, Melissa	Absent
❖ Wolff, Dominik	Absent

Guests In Attendance

Rodney Mader, Josh Auld, Naomie Nyanungo, Tina Chiarelli-Helminiak, Tom Kwiatkowski

Agenda

Welcome to Senators, Proxies, and Guests

There is an Academic Affairs Town Hall running concurrent with our meeting today concerning recent developments in the federal government; please consider attending the second Academic Affairs Town Hall on Monday, February 3, at 3:30pm.

Senate Business and Announcements

1. Introductions of Senate Executive committee, Senators, proxies, and guests.
2. Approval of minutes from Faculty Senate meeting on December 5, 2024.
 - i. Minutes are approved by all Senators present.
3. Meeting updates
 - a. Shared Governance meeting December 5, 2024
 - i. Israel: There is a lot going on, particularly in the last two weeks. Administration wants to protect our work as a university. There is an advisor for immigrant students in the Twardowski Career Center. Administration will be sharing cards with information that will share information about legal rights. Rachel Daltry: Those are [available online](#) and can be shared. Israel: Faculty must comply with law enforcement including pertaining to ICE. If faculty don't comply with law enforcement they will be outside of protection—but law enforcement is required to have a warrant. Matt Pierlott: Authentic warrants have a raised seal. Julie Wiest: We are supposed to reach out to Public Safety first if this happens. Israel: There is a history that law enforcement when they do come to campus they contact Public Safety first. Tina Chiarelli-Helminiak: The warrant also must have a specific person's name on it.
 - ii. Israel: As a state institution we only collect information about PA residency, not immigration status. If there is a warrant for an undocumented person who is a student, faculty are legally required to cooperate.
 - iii. Israel: We have state funding, not federal funding, for diversity-based activity. The executive orders only affect federal funds. And they cannot intervene in our curriculum. Heather Waymouth: But there are orders concerning K-12 curriculum. Israel: There are some backdoor ways some of these executive orders might affect us. Federal financial aid goes directly to students, but there might be ways of restricting it for attending particular institutions. Bessie: But

the university does check immigration status of faculty. Israel: From personal experience I can say that the university thoroughly vets immigration status for faculty. For staff they will ask for the same sort of verification. Esther: What about permanent residency—which requires residency for six months out of the year, and some of us may be out longer, for example for a sabbatical? Eirini: I recommend getting citizenship as soon as you can if you can. Julie Wiest: Contact an immigration lawyer about this. Simon: Just as we are mandatory reporters about sexual assault, we might want to communicate to students that we are in a sense mandatory reporters about immigration status. Israel: But you aren't required to report immigration status without a warrant. Simon: Students should still be careful about who they talk to. Gary: Even if a student says to one of us that they are worried about coming to campus because of ICE, that doesn't mean we actually know something about the student's immigration status. Simon: Not all faculty would react that way. Gary: We are supposed to contact Public Safety—but what about contacting legal counsel? Rachel: Public Safety can respond much more quickly. Heather Schugar: Public Safety does not serve the Philly campus. Tina Chiarelli-Helminiak: It's not always comfortable to contact Public Safety. Israel: We don't contact Public Safety in this case because they are going to be the ones to take someone into custody—they are the ones who have the knowledge whether a warrant is legitimate and what it can and cannot do. It's not about us being part of the arrest process. Heather Waymouth: What about university-based activities that do not happen on campus? Is there an alternative? Rachel: There's no perfect solution—harm is going to be done, and administration is limited in what they can do. There are people are more vulnerable; Public Safety may be able to protect a student who can be protected. Clayton: Has there been discussion about whether Public Safety is educated on these issues? Simon: It is important that these reports go to those in Public Safety are best trained for this. Gary: I'm concerned about university communications getting shared on social media; is there advice about this? Julie Wiest: It's completely legal to do that. Just be careful about what you communicate. Tina Chiarelli-Helminiak: It's also important to keep in mind faculty who teach after hours. Many of us have specializations and pedagogies that make us potential targets. Israel: We will share these concerns with the administration, so that they can respond to this at the next town hall.

- b. Meetings with Interim Provost Jeffery Osgood (January 21, 2025) and President Laurie Bernotsky (January 28, 2025)
 - i. Israel: Administration is being proactive but careful about recent events concerning federal funding. There is a lot of scrutiny placed on the university right now, both externally and internally, so they are cautious and strategic about the information they share. Tracey Robinson's office has been renamed the Division for Access, Compliance and Engagement (ACE); the former DEI office is now the Office of Equal Opportunity and Compliance. There was an email reporting these changes, and it was posted on social media by a member of the community. There were threats made against the university and specific

individuals. There was also an event on January 27 where someone was driving around campus pretending to be an agent of ICE. Public Safety was able to establish that this was not in fact ICE. There have been two executive orders from the White House. The first froze federal funding for non-individual financial assistance, and the second stopped work orders for federal funds being used for DEI activities. On Jan. 28 some programs were put on hold for the first executive order; this did not affect student financial aid. A federal judge put this on hold, and the memorandum was rescinded by the White House but not the executive order. The second order is still in place and affects NSF funding. PASSHE legal will be clarifying how law enforcement will be involved in this.

- ii. Israel: The shared governance and administration meetings had the message that there remains continued commitment to principles of diversity. We are also not walking away from Moon Shot for Equity. There has been discussion of how we can better communicate to society what we do.
- iii. Israel: Lynn Klingensmith is retiring; the search process will happen over the spring so there will be overlap and the person can be in place by the time Lynn retires. Julie W.: Will we have a representative on the search? Israel: I am advocating for that.

4. Announcements

- a. Task force on students at risk (Chancey Page, Assistant Director and Coordinator of Equal Opportunity Programs and Strategic Initiatives)—need for Senate representatives
 - i. Israel: The current local and national climate puts students at risk. They want two senators to serve on this task force. I contacted the Student Welfare committee; Darius and Heather Waymouth have offered to represent senate; if you are interested please reach out to me by Tuesday, February 4.
- b. Senate elections for 2025-2028 terms, Senate Executive Committee elections for 2025-2026 term
 - i. Israel: Regular Senate elections will take place over the next couple of months. Senate terms are three years. Please go to the Senate website to figure out whether your term is ending this spring; if so, please considering running again! Also encourage your colleagues to consider running for a seat.
 - ii. Israel: We will have Executive Committee elections in our last meeting in April. If you have questions about the Executive Committee and what it does, reach out to me and I can give you more information.

5. Discussion

- a. Discussion of President's Visioning Tour forum with Senate (January 30, 2025)
 - i. Israel: This took place yesterday; thank you to those who were able to attend. What thoughts do you have about what the President shared?
- b. DUO system access verification shifting to app-only
 - i. Dan Forbes: In the past users who were unable to use the DUO app because they didn't have a smartphone (e.g. they use a traditional cell phone) or did not wish to install the app on a personal device could opt for authentication via SMS text message. This option will be deprecated by the end of the Spring 2025 semester because of security concerns (SMS text messages are not secure and

can be spoofed or intercepted). I was contacted by an IS&T representative about this and in conversation expressed concerns about being required to install software to a personal device, since this might potentially put my own personal information at risk if DUO experiences a security breach, and blurs the distinction between a personal device and a work device in ways that concern me. I said I'd need more time to think about this, but then received a message through ServiceNow that asserted that I would be required to install DUO to my smartphone. There are alternatives (work-issued smartphone, authentication key) that IS&T are evidently making available, but I felt pressured to assent to the DUO option even though I had made clear that I had concerns about installing it on my personal device. I happen to be aware of the other options that IS&T is considering, but am bothered that WCU employees and students are being pushed to use DUO without being made aware that there are alternatives. Clayton: I have the same concerns, and was told that I have to install the app in ten days. Heather Schugar: My partner has been updated to the new version of DUO, and the new authentication process is very burdensome.

Dr. Rodney Mader (Chair, CAPC) and Dr. Josh Auld (Senior Associate Vice President and Associate Provost for Academic Affairs)

1. Rodney: We're here to update you on CAPC's work this semester. We don't have anything to say about recent political events. The Academic Integrity Policy is being revised; there's enough difference between grad and undergrad that this will take some time. Josh has been working on an academic dismissal pilot and a program review template (PASSHE has revised its policy). We're also working on advanced standing. Department chairs will be contacted by Rebekah Miller about IP grades; we want to restrict the use of those because they are not the same thing as NGs and only certain sorts of courses should use IP grades.
2. Josh: The program review process—PASSHE suspended its requirement a few years ago, and we continued to use it as a best practice. PASSHE is allowing institutions to make their own process as they think best. We want to develop programs in support of the student experience, and want to improve assessment of those. PASSHE really only wants an executive summary of institutional program reviews.
3. Israel: There has been a lot of discussion concerning AI—you are working on the Academic Integrity process, and there's been discussion about how AI would fit into that. What is the situation as of now? Rodney: We have discussed whether AI requires its own space in the Academic Integrity policy. We already have a policy that says you cannot submit work that is not your own. So that covers AI. Naomie's group developed the AI Framework, and it is great. It doesn't give us reason to add an article on AI to the policy. Naomie: The Framework says follow the existing policy.
4. David Bolton: There are shades of gray, e.g. Grammarly, using AI to generate a first draft and then revising it. How does this figure in? Rodney: This is part of the problem—so many shades of gray. So it is hard to have a policy that covers everything. Josh: There are so many different ways that faculty are using AI—some are all in, and some prohibit it. It would be hard to capture this

in a policy. What we can do is ask faculty to have an explicit policy in their syllabus concerning AI use.

5. Bessie: The approval process for courses and programs has been convoluted and difficult. What has been done? Rodney: We won't revise Gen Ed for a while. CIM is difficult, but it is a miracle; I still have paper documents that are leftovers specifying color-coded paper for proposals! It's easier in a lot of ways. It is a bureaucracy. Josh: We did make a change so that if the course had different attributes it would have to go through each committee one by one. Now it goes straight to Gen Ed and facilitates review by different committees.
6. Simon: That's good news. But that doesn't change the amount of work CAPC expects us to do in our proposals. For example a lot of things we're required to put in our syllabuses are not helpful for students. I've been part of creating some of these SLOs and they don't make sense to me! How can we communicate the importance of general education when we are policy wonks about course review? Josh: What do you mean? Simon: SLOs sound like jargon to students—and also to faculty as well! Rodney: We did revise some of these, and they were approved by CAPC assembly. I'm open to hearing more about this, but if there's a problem with how faculty manage the curriculum.... Simon: There need to be more checks and balances on the work that's being required for these proposals. Rodney: When CAPC assembly's agenda goes out, CAPC members are meant to look through that list, even if the proposals seem to be problematic. Tina Chiarelli-Helminiak: At the graduate level we don't have the same expectations, but the distance ed requirements put a lot of technical jargon into the syllabus. Maybe we should be using more links to pull things out the syllabus to online resources. There's a lot of things on faculty's plates, including developing D2L courses and doing tech support for our students. The course review process in CAPC is so burdensome we want to avoid it. Rodney: I'd like to take things off my syllabus to make them shorter too. We have been thinking about that. Josh: Using links to access the common syllabus statements from D2L has already been CAPC approved.

Dr. Naomie Nyanungo (Associate Provost for Learning and Teaching Innovation)

1. Naomie: We now have a bookings page for making appointments with instructional designers. We used to have assigned instructional designers, which worked well for distance ed. But now there are availability issues. So now you can schedule consultations with any instructional designer, not just your assigned one, so you don't have to wait for them to be available.
2. Naomie: On February 13 we have a workshop on Motivating Assignments. There is also a Promotion panel on Feb. 20, and Allyship is Leadership on Feb. 28. There is a CELT Book Club on alternative grading this spring. We are hosting a teaching circle on how we teach about Systems of Power, Inequality and Privilege.
3. Naomie: March 1 is the due date for applying for faculty awards.
4. Naomie: There will be a Quality Matters Summer Camp—it's hard to do it during the regular semester. It will be three weeks (June 2-20). It has a cohort-based format—you will work on developing your course over three weeks. We are hoping this will make it easier—all the instructional designers will be participating, and when you are done it will go to the reviewers. Julie Wiest: Does that come with compensation? Naomie: Yes!
5. Naomie: The Turnitin AI detection tool will remain active this semester, but use it with caution! It is not consistently reliable, and PASSHE legal says it cannot be used as the sole basis for an academic integrity charge. The Generative AI Framework is live, and an evolving document. We are going to do a series of webinars called AI in Action with faculty who are doing things around

AI. These webinars are recorded for easy access. We had one this week and its recording has already been posted. We have a growing collection of AI resources. Justin Spragge did a post about using AI in a course. You can get some inspiration, though no clear answers! It will be different for everyone.

6. Heather Schugar: With the AI Framework this is a living document—how will you communicate when changes in guidance have been made? Naomie: We are thinking we will be bringing our group together every semester to discuss what has changed and how to change the document.
7. Michelle Kaulback: I teach in the nurse educator program, and I direct them to your website for resources—thank you!
8. Israel: What is your take on generative AI with respect to academic dishonesty? Can the policy address it? Naomie: Academic dishonesty has always been around, even before the internet and Wikipedia. And so have academic integrity policies. All the strategies we have been using are still relevant. The most effective one is how we communicate academic integrity to our students—what it is and why it matters. I’m an educator, not the academic integrity police. Maybe somewhere down the line there will be some means of detection. Being clear about our expectations and our pedagogical goals is important.

Dr. Tina Chiarelli-Helminiak (PASSHE Faculty Council; Faculty Liaison to the PASSHE Board of Governors; PASSHE Chancellor Search Committee)

1. Tina: The PASSHE Faculty Council has existed for about five years, and functions as a sort of system-wide faculty senate. So we discuss non-bargaining unit issues. I’m only the third faculty member to sit on the Board of Governors, and I don’t have a vote—so I can say things about how things impact our work in the classroom. We have a seat at the table and can influence administrators.
2. Tina: There has been a lot of turnover at PASSHE recently, including an interim chancellor. We’ve not been as productive this year as a result. We launched a system design challenge on shared courses, but there have been systematic problems with that. There were methodological problems with the [report on racism in the system](#), but we can agree that racism is nevertheless a real problem on PASSHE campuses. DEI is still a priority; Governor Shapiro just appointed Heywood to the board.
3. Tina: There is time at PASSHE meetings for public comments. There has not been much so far, but we can do this. We can ask why there are Title IX coordinators but not ADA coordinators. We are working on collaboration with APSCUF.
4. Tina: There is a [chancellor search website](#), and there will be interviews on Zoom that you can attend. We also want to have a faculty Zoom for faculty to give input to me so I can share it. In April there will be in-person interviews, and they hope to have a new chancellor starting July 1. There will be Qualtrics surveys for collecting information.
5. Heather Schugar: Last time the Faculty Senate and APSCUF presidents went to Harrisburg with in-depth time with the candidates. Will that happen again? Tina: All constituency groups will have Zooms. I can make suggestions for in-person if you think that’s important to push for. But there will still be separate sessions.
6. Eirini: Do things look promising so far? Tina: There were more applicants for the last search. Given the current landscape it may not be appealing to be a chancellor for a public university system right now. I’m optimistic, but there’s a lot of pressure.

Liaison Reports

1. ADA Committee – Senator Heather Waymouth – No report.
2. Alumni Association – Adjunct Faculty Representative Bill Sawyer – No report.
3. APSCUF Exec Representative – Senator Julie Wiest – Israel: Since Bessie Lawton will be the new faculty Ombuds, Julie Wiest has taken on this role. Julie W.: The APSCUF-WCU Nominations & Elections Committee will again handle Senate’s spring elections, so look for related emails soon. The chapter is also planning to conduct a survey this semester about faculty experiences with CAPC processes, and a new Enhanced Sick Leave Payout Program is pending final agreement at the state level (see the 1/31 email from PASSHE HR for details). The affiliation with AFT became official at the start of this year, and AFT will be lending support for an upcoming APSCUF-WCU membership drive, in addition to other affiliation benefits. Last, the chapter is looking for ways to enhance member engagement (send ideas to Public Relations Committee Chair Eryn Travis) and also has been busy with some of the same issues that Senate is, including increased faculty workload from classroom accommodations, responding to new federal mandates, and concerns about the overall climate of higher education.
4. Budget Review Committee – Senator Kurt Kolasinski – No report.
5. Campus Climate Intervention Team – Senator Simon Ruchti – We haven’t had a meeting yet. However, individual conversations did happen with Tracey regarding the name change from ODEI to Equal Opportunity and Compliance. Just letting us know the name change would happen and what that entails.
6. Council for Diversity, Inclusion, and Academic Excellence – Senator Daris McInnis – As many have seen, the Office of Diversity, Equity, and Inclusion has been officially renamed the Office of Equal Opportunity and Compliance. The [Division for Access, Compliance, and Engagement \(ACE\)](#) is comprised of the following areas: The Office of Equal Opportunity and Compliance (formerly the Office for Diversity, Equity, and Inclusion); The Center for Women and Gender Equity; The Center for Trans and Queer Advocacy; The Dowdy Multicultural Center; The Weisenstein Veterans Center; and The Frederick Douglass Institute. Lastly, our first Spring 2025 meeting is February 19th – I will update you on what we discuss.
7. External Relations – Senator Michelle Wade – No report.
8. Faculty Mentoring Committee – Senator Innhwa Park - Spring 2025 events: 1. Scholarly Productivity Panel (Thurs., Jan. 30 at 12:30pm; engage with a panel of productive scholars from each college and improve your productivity); 2. Promotion Panel (Thurs., Feb. 20 at 12:30pm; come hear a panel of professors who have recently been through the promotion process; all levels of promotion addressed).
9. IS&T Faculty Advisory Committee – Senator Simon Ruchti – No report; has not met yet this semester.
10. LGBTQIA+ University Caucus – Senator Julie Tennille – Upcoming meetings are scheduled for Thursday, February 6th at 10:00am, Wednesday, March 19th at 1:00pm, and Monday, April 21st at 10:00am. Faculty member Meg Panichelli is returning as co-chair of the caucus this spring. Welcome back, Meg and thanks to Pier Cicerelle for your excellent service during Meg’s leave!
11. Military Veterans Coordinating Committee – Senator Megan Mraz – No report; has not met yet this semester.
12. Multicultural Faculty Commission – Senator Orkideh Mohajeri – No report.
13. Philadelphia Campus – Senator Meg Panichelli – No report.

14. President's Commission on the Status of Women – Senator Michelle Wade – The first two meetings have been scheduled for the semester on 2/18 at 1:00pm and 4/9 at 2:00pm. The Recruitment and Retention of Women in Color Committee is having an event on Friday, January 31st from 11:30am-1:30 pm in Sykes 10B: “Bloom and Brush.”
15. SIS Advisory Board – Senator Sarah Lightner – No report.
16. Sustainability Advisory Council – Senator Kurt Kolasinski – No report.
17. Ad Hoc Liaisons:
 - a. Facilities Master Plan Steering Committee – Senator Julie Wiest – This committee's work seems to be finished. I understand that the plan will be presented to the WCU community soon.
18. Student Liaisons:
 - a. Student Government Association – Avery McKnight – No report.
 - b. Graduate Student Association – Matheeha Majeeth – No report.
 - c. ROTC – Cadet Augustus Fadden – May 24 - Dauntless Battalion Commissioning Ceremony at Widener University for Augustus Fadden, Military Intelligence, US Army Reserve, and Samuel Shatoff, Finance, PA Army National Guard.

Committee Reports

1. Faculty Welfare/Ethics – Senators Eirini Panagiotidou (chair), Marcos Campillo-Fenoll, Tara Guerriero, Erin Hill, Mary Houser, Michelle Kaulback, Simon Ruchti, Michelle Wade – We are meeting with Cherie Fishbaugh next week to explore ways of developing resources with faculty.
2. Student Welfare – Senators Dan Cherry (co-chair), Daris McInnis (co-chair), Rachel Daltry, Heather Waymouth – Dan Cherry: Looking forward to setting up a committee meeting soon! One of my fellow faculty members in music expressed serious concern about parking and driving issues around Swope/Bull Center and the MWAT garage, perhaps due to the temporary housing taking up parking lot space. His main concern is that students tend to be running late for class for lack of parking, and they are also driving in a more frantic/reckless way in their mad dash to grab parking spots.
3. Membership & Elections – Senator Kurt Kolasinski (chair) – See Announcements above.
4. Communications – Senators Julie Tennille (chair), Daniel Forbes, Bessie Lawton, Matthew Pierlott, Julie Wiest – No report.
5. Research and Creative Activities – Senators David Bolton (co-chair), Stevie Grasseti (co-chair), Kris Benedict, Tienran Chen, Gary Childs, Wei Du, Prema Junius, Kurt Kolasinski, Sarah Lightner, Vipanchi Mishra, Orkideh Mohajeri, Innhwa Park, Selen Razon, Bill Sawyer, Heather Schugar, Esther Smidt – No report; committee has not met.

Faculty Senate Executive Committee

- ❖ President – Senator Israel Sanz-Sánchez
- ❖ Vice President – Senator Kurt Kolasinski
- ❖ Recording Secretary – Senator Dan Forbes
- ❖ Corresponding Secretary – Senator Julie Tennille
- ❖ At-Large Members – Senators Rachel Daltry and Gary Childs
- ❖ Immediate Past President – Senator Julie Wiest
- ❖ Past Presidents – Senators Bessie Lawton and Heather Schugar

Senate Meetings 2024-25

Fall 2024

(First meeting of semester in-person; all other meetings via Zoom)

- ❖ Friday, September 6, 3-5pm
- ❖ Friday, October 18, 3-5pm
- ❖ (Open Forum) Wednesday, November 6, 2-3pm
- ❖ Friday, December 6, 3-5pm

Spring 2025

(First meeting of semester in-person; all other meetings via Zoom)

- ❖ Friday, January 31, 3-5pm
- ❖ (Open Forum) Tuesday, February 25, 11am-12pm
- ❖ Friday, March 28, 3-5pm
- ❖ Friday, April 25, 3-5pm