

Faculty Conference Minutes 9/30/2022

(Minutes prepared by Hope Lima, Asst. Professor of Human Nutrition)

--Meeting called to order at 2:02 PM

--We have a quorum at 98 faculty conference attendees; quorum was reached with 133 in attendance.

- I. Approval of the Minutes for the August 19, 2022 Faculty Conference Meeting**
 - a. *Motion made to approve minutes and seconded*
 - b. *Minutes were approved*
- II. Report from the FC Chair (Dr. Jennifer Jordan)**
 - a. Resolutions adopted by the Board of Trustees
 - I. Resolution on 22-23 budget
 - II. Resolution on the state budget request
 - III. Resolution on contract approvals
 - IV. Resolution on revised bylaws
 - I. Jennifer Jordan will send out the revisions in the bylaws so that faculty can see them
 - b. Working with the provost and FCUP on updating and making suggested changes regarding policies that impact faculty
 - I. Feedback and comments are appreciated
 - c. If there are ideas for something you'd like the board to view, suggest to Jennifer Jordan
 - I. Wanda Koszewski suggested the Food Box or the Nutrition Education Community Garden
 - d. Paid Parental Leave Policy goes into effect Oct 1, 2022
- III. Report from the President (Dr. Edward Serna)**
 - a. Budget was approved by the board on Tuesday 9/27/2022
 - b. Update on enrollment – Joe Miller
 - I. Fall 2022 Enrollment Update
 - I. Enrollment is down compared to fall 2021
 - II. Major changes are in the Juniors and the Sophomores
 - II. Fall 2022 Financial Aid and Net Tuition Revenue Analysis
 - I. Picked up 1% more in out of state students
 - II. Gender – regained some of our male population compared to last year
 - III. Slight loss in BIPOC student population
 - IV. Cost of attendance went up by about \$2000 per year, EFC has also gone up
 - I. This means that we are picking up students that have more capacity to pay
 - V. Recalibrated financial aid last year to help with need-based populations to redirect to the Pell-eligible populations
 - I. With Pell eligible students, we fell off
 - VI. Total difference from projections was ~150 below goal
 - III. Fall 2023 New Student Application Status Comparison Report

- I. We are outperforming applications at this time compared to last year
 - II. Going out a little earlier with offers of admission and financial aid offers
 - III. Opened up application for admission one month earlier this year
- IV. Fall 2023 Application Trendline Analysis
 - I. We have caught up and closed the gap compared to this time last year
- V. Questions about where the Pell eligible students are going
 - I. Answer – working on running clearinghouse data to get a better idea of this
- VI. Question about if one app has helped?
 - I. We have been a common app school for the past 3 years, so this is likely not part of it, other approaches are being used to go after these students
- VII. Question about what faculty can do to help
 - I. Started a series of workshops in how faculty can get involved and will be doing this again this year
- VIII. Question about what the strategy for making sure we retain/enroll the students since we are above the pace of applications
 - I. We are tracking leading indicators and metrics throughout the year
 - II. This year, we were leading ahead all the way through May, even though late May
 - III. Earliest indication this year of the goal is the June 1st enrollment deposit goal was not met; mainly this came from lack of deposits from Pell eligible students
- c. Update on financial position – Justin Oates
 - I. Undergraduate and Graduate Degree Seeking Enrollment
 - I. Decrease in undergraduate and graduate degree seeking students compared to last year, but an increase compared to fall 2016
 - II. Total enrollment has gone down 23.5% since 2016
 - III. Need to have conversations about how to improve enrollment
 - II. Revenues
 - I. Tuition and fee revenue is decreasing in a similar pattern to enrollment
 - II. State appropriation revenue has been going up to help keep tuition flat
 - III. Expenses
 - I. University and divisional expenses have gone down 8.7% overall decrease; however this is just on paper and in reality we have cut down more than that
 - II. Online revenue share has increased
 - III. Auxiliary revenue trend goals are to stay flat
 - IV. Self-supporting revenue and expense trends has had an overall decrease
 - IV. Net Position

- I. Unrestricted net position has had a 95.4% overall increase, funds that are in our bank account at year end
 - II. Brynes Renovation is in this account
 - V. Definitions
 - I. Overviewed the major terms that were used in the presentation
 - VI. Question about the status of the Brynes project
 - I. The bids are about to go out, bids are going out as one project
 - II. Greg Oakes added a comment stating: just a point of clarification. wiley does not decide what programs we offer. they show us Market data and we decide which programs to develop with them. winthrop has complete curricular control in our partnership.
- IV. Report from the Provost (Dr. Peter Judge)**
 - a. Raises from the class and compensation study will be on the October 15 paycheck, will be alerted by Oct 7 if you are receiving one of these raises.
 - b. Flight Ready QEP
 - I. Association of Colleges and University Educators – another group finished this summer
 - II. Biology and English have both had at least 3 faculty complete the course
 - III. By the fifth year QEP impact report, 200 faculty should be trained on the career concentration, we would like to do this by year 4
 - c. Paid Parental Leave Act was approved
 - d. Response to faculty conference resolution on academic freedom and teaching
 - I. Current policy – teachers are entitled to freedom in pedagogy in discussing their subject, but they should be careful not to introduce into their teaching controversial matter* which has no relation to their subject
 - II. We support the long established principle that the design and delivery of the university curriculum is the domain of the faculty in their rightful function within shared governance
 - I. Question: who determines what is “related to our subject” of expertise? Us or our students?
 - I. Matter of judgement
 - e. Announcements
 - I. Tenure and promotion process is underway
 - II. Sabbatical applications
 - I. Consult your dean for due date
 - II. Applications due to academic affairs no later than November 1 to the *Provost Office* (time this appropriately)
 - III. Can be half a year at full pay or full year at half pay
- V. Report from FCUP (Dr. Amanda Hiner)**
 - a. Function of FCUP
 - I. Communicate faculty concerns and perspectives to the president and campus leaders
 - II. Engage in strategic and collaborative problem-solving
 - III. Serve in an advisory capacity to the president and university leaders
 - IV. Communicate information to the faculty
 - b. Have had many submissions this semester

- I. Resolved issues
 - I. Budget impacts on campus sanitation and cleanliness
 - I. Custodial staffing has been a challenge for the past 6-9 months
 - II. Have been using a temp agency, but this has been a struggle because temp agencies are also short staffed
 - III. Have bid a second contract to outsource residence hall custodial staff and the contractor will start mobilizing over the next few weeks
 - IV. Salary is a concern for hiring, proposal has been submitted to raise salary
 - II. Campus technology requirements for 2-factor authentication
 - I. We are switching from the system we have now to an app needing a smartphone
 - II. There will be options without smartphones, one is voicemail and one is an electronic token
 - III. Closed west center pool (impact on recruitment/retention)
 - I. Pool had to be drained due to a deer breaking into the pool and going into the pool for 45 minutes
 - II. Leak was identified and now they are trying to figure out where the leak is coming from
 - III. As soon as it is fixed, they will refill and reopen
- II. In progress items
 - I. Transparent and consistent campus communication practices
 - I. FCUP subcommittee has started working on this
 - II. Faculty roles and rewards – review of policies, establishment of rewards if possible, review of workload practices
 - I. Collaboration with FCUL and FCUP
 - II. Need ways to address the increasing workload that everybody is facing
 - III. Clarification on criteria for salary compensation study adjustments
 - I. This is a rollover from last year and FCUP has reached out to VP Oates and are working on responses
 - IV. HR communication practices with faculty and staff (impact on recruitment and retention of faculty)
 - I. Concern has been shared directly with HR staff
 - II. Reminding faculty that a lot of what comes from them is prescribed by state
 - III. Reminded HR staff about remembering that people are on the other end of the email and treating everyone with respect
- III. Items on the agenda for 10/3 meeting with President Serna
 - I. University internship contract issues
 - II. Faculty roles and rewards
 - III. Clarification of salary compensation study practices

- IV. University practices that may negatively impact student recruitment and retention
- V. Budget impact on campus sanitation and cleanliness
- VI. Opportunity for advisory feedback from FCUP

VI. Report from Academic Council (Dr. Alice McLaine)

- a. General education committee is only accepting new course proposals this academic year
 - I. Recertifications still paused
 - II. Submit to Wendy Sellers
- b. Any new curriculum actions should be held until coursedog is ready
 - I. If pressing issue, then contact Gina Jones
- c. Cultural events committee clarification of guidelines
 - I. Large conversation around this last week
 - II. No recommendations from AC regarding changes to the guidelines per say; document provided to the faculty is the wording that will occur on the website (not the exact order)
- d. Review of academic council discussion
 - I. Cultural events committee meets every 2 weeks
 - II. Committee members are appointed with representation across the colleges
 - III. “approved events chosen from areas such as plays, films, art exhibitions, dance, and musical performances, or from lectures of general appeal” – over the years CE committee developed a set of guidelines to assist in making decision and interpreting this definition
 - IV. Approval/denials from the last year were reviewed
 - I. What is commonly the issue is that proposal was not detailed enough
 - II. Guidance from the faculty/role of faculty in the process was not defined
 - III. Undergraduate students without the expertise or background were the presenter of the CE; not designed to be a space for opinions
 - IV. Barely met the submission deadline (4-6 weeks prior to the event date)
 - V. There is an appeal process that goes through the provost office and Tim Druke is involved in that process
- e. Update from the committee members: Ephraim Sommers and Michael Szeman
 - I. Once COVID hit there was a loosening of the guidelines due to concern about # of CEs available for students
 - II. After fall 2020 semester there was a solid confidence in pivot to virtual, went back to the letter of the guidelines
 - III. Please read guidelines thoroughly to be sure the event fits
 - IV. Questions/Comments
 - I. Students - especially May 2023 – feel there have been less to choose from
 - II. Concern for removal of the societal concerns from the language; main concern is if there is a restriction in the types of topics
 - I. It just says “society and culture” now

- II. This change was mostly just a clean up of wording
- III. Asking for virtual or asynchronous events to be approved especially for student-athletes
- IV. How much of a case needs to be made for those who are experts but don't have advanced degrees
 - I. Just a justification of their expertise
- V. Poll to approve changes
 - I. Changes approved by the FC body

VII. New Business

- a. Rules Committee – Dr. Charles Randle
 - I. Still missing a member of CAS
 - I. Tim Druke clarified that another election has to happen
 - II. Individuals on rules committees should not succeed themselves
 - I. Given a shortage of faculty, they can as a committee decide in favor or not of an exception to this rule
 - II. Academic freedom, tenure, and promotion
 - I. Library is requesting and exception to allow tenured faculty Jackie McFadden to continue to serve on academic freedom, tenure, and promotion committee for an additional 3 year term
 - II. Voted in favor of this
 - III. FCUL
 - I. Library is requesting and exception to allow tenured faculty Jackie McFadden continue on FCUL
 - II. Voted in favor of this
 - IV. Wonder if this should be voted on?
 - I. Tim Druke states that the bylaws indicate Rules committee can approve this without vote by faculty conference
- b. Elections
 - I. Academic Council
 - I. Nominations from the floor: none
 - II. Academic Freedom, Tenure, and Promotions
 - I. Nominations from the floor: none
 - III. Personnel Committee
 - I. Nominations from the floor: none
 - IV. FCUP
 - I. Nominations from the floor: none
 - V. Elections will come out via a Qualtrics survey
 - VI. Volunteer needed to serve on the search committee for VP of university advancement
 - I. Experience with fundraising, Alumni relations, and/or community and donor relations
 - II. Send Dr. Jordan an email with interest and what would qualify you for this experience by 10/5/23

VIII. Announcements

- a. Guy Reel
 - I. Board of student publications met this morning, trying to work on a space resolution/space usage issue. If anyone would like to volunteer to serve to work this out, there will be a small group. Email Guy Reel if interested
 - b. Ombuds - Jacki Concodora
 - I. Independent, confidential environment for Winthrop faculty and staff to discuss campus related concerns or problems; good place to start when you don't know where to go
 - II. Works independently, free of directives, pressure, or influence that could compromise the impartiality, confidentiality, and informality of the office
 - III. Available to current employees, regardless of role or title, at no cost
 - IV. Consultation with the Ombuds is entirely voluntary
 - V. Can contact to schedule by emailing ombuds@winthrop.edu or call 803/323-2211 ext 6076
 - I. If emailing, do not include details about the reason for your inquiry
 - c. Gina Jones
 - I. Interim grades due by Thursday, October 6th by 5:00 PM
 - II. Advising begins 10/19/22
 - III. Withdrawal and SU deadline for full semester classes is 10/26/22
 - IV. Delay in CouseDog curriculum to November 1
 - d. United Way of York County Presentation - Summersby Okey and Mary Betz
 - I. United Way campaign at Winthrop in mid-October
 - II. Goal: 3000 york county families achieve financial stability by 2030
 - III. 98% of funds raised stay locally
- IX. Future Meeting Dates
- a. November 18th
 - b. February 24th
 - c. April 21st
- X. Adjournment**

--Motion to adjourn by and seconded

--Meeting Adjourned at 4:01 PM