

MUW FACULTY SENATE
November 12, 2021
Zoom Meeting

In attendance: Kristy Alpe, Kelly Bennett, Nichole Bonaventure-Larson, Jonathon Hooks, Ian Childers, Mary Helen Hawkins, Shyam Heda, Val Bogdan (for Susan Hurley), Holly Krogh, Shana Lenoir, Hunter Manasco, Chad Murphy, Kathy Newman, Amy Pardo, Shonda Phelon, Melissa Smith, Terry Todd, Lestonio Yarbrough

Absent: n/a

1. President Manasco called the meeting to order at 12:18 p.m.
2. Approval of Minutes from October
 - a. Motion to accept by Ian Childers. Seconded by Val Bogdan. Motion carried.
3. Committee Reports
 - a. Administrative Council Report – Hunter
 - i. Because the W has no federal contracts (and is not under OSHA), we are bound by the IHL's vaccination mandate ban.
 - ii. Be the Light fundraising campaign to raise \$25,000 for advancement of excellence is going well.
 - iii. Enrollment is down 6.4%. Community colleges are also down, which affects our transfer numbers.
 - iv. An online campus calendar is in the works. Faculty will be expected to enter their own events rather than contact Public Affairs or the webmaster.
 - v. Several policies are moving into the review process: 1305 (emeritus status), 1309 (syllabi), 3503 (IRB), 3546 (enrollment management).
 - b. Meeting with the President – Hunter
 - i. No meeting.
 - ii. In an email regarding masks, the president indicated the W would be following CDC guidelines in the spring.
 - c. Academic Council – Nichole
 - i. Approved the new policy on the Students Emergency Fund.
 - ii. Academic Calendar Committee have moved back the spring semester start dates for 2023 and 2024 to the 12th and the 11th, respectively.
 - d. PIE Report – Holly
 - i. No meeting.
4. Unfinished Business
 - a. Discussion of the memo previously sent to the Faculty Research Committee led to clarification that stipends to students (which are currently allowed) were not a concern. The issues of concern were reimbursement for travel and for publication costs. No further action will be taken.
 - b. Discussion of raises addressed in the email exchange between Hunter and the provost identified lack of clarity on what constituted the 9-month base salaries for median calculations. A senate subcommittee is working with Council of Chairs subcommittee on this. Their recent meeting involved discussion of salaries at the W in comparison to other universities. They will meet again on the 18th at 1:30 p.m. The provost expressed interest in working to improve the situation.

- c. Discussion of non-inclusive language in university handbooks: There is no outdated language in the faculty handbook. There are two instances of outdated language in the employee handbook. One in the benefits section (i.e., *husband/wife* appears in the FMLA section under benefits) and one related to the handling of grievances (i.e., membership is drawn from the categories *women* and *men*). Holly will communicate with Karen Clay regarding the outdated language.
 - d. Discussion of non-inclusive (gender) language in the new mission statement identified concerns regarding the use of non-inclusive language (i.e., women and men are the only genders referred to) because it sends a message to potential faculty and students. Also, the procedure for revising and reviewing/approving a new mission statement was unclear. In particular, which campus bodies are involved in revision, review, and approval of the mission. Hunter will communicate with Brian Anderson regarding involvement of faculty and other stakeholders and regarding the process.
5. New Business
- a. Fund A and Faculty Foundation Funds
 - i. Fund A – eight applications have been approved for a total of \$2680; \$3320 available with a possible addition of \$2000 later in the year (for travel and presentation at conferences)
 - ii. Fund B – two applications have been approved for a total of \$1000; \$3000 available (for improvement of classroom teaching)
 - b. New policy: Student Emergency Fund. Motion carried.
 - c. Discussion identified problems at the bookstore such as too few copies of adoptions were available for purchase, some students ended up purchasing two electronic codes for a single adoption and then had difficulty getting reimbursed for returns, and some adoptions were canceled after being submitted by faculty. It was noted that interlibrary loan requests for course materials increased this fall and that the library can purchase materials for course reserve (print or electronic versions in some cases). Questions were asked about the bookstore's process for determining the number of books to order. It was noted that conversations regarding these problems had taken place on campus. Hunter will send a request to the provost regarding what happened this fall and asking for an update on the process for handling problems with book adoptions.
6. Other
- a. Faculty concern regarding the university name was brought up. Discussion addressed past attempts to change the name and who (e.g., students, the president) might most effectively initiate such a conversation. Hunter will ask the president about the current situation.

Closing Comments/Adjourn – President Manasco adjourned the meeting at 1:28 p.m.

Next meeting: January 14th

Suggested 2021-2022 Meeting Dates: February 11th March 11th April 8th (for installation of new Senators and election of executive committee)