



FACULTY SENATE MINUTES

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| Meeting Date: | 04/18/2022 | Time: | 14:45 – 16:30 | Location: | Zoom |
| Next Meeting: | 08/16/2022 | | | | Scribe: Ashley Sergiadis |
| Present: | Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Burns, Bracken; Byington, Randy; Cherry, Donna; Daniels, Jean; Digavalli, Siva; Dowling-McClay, Karilynn; Ecay, Thomas; Ellis, Jon; Epps, Susan; Fisher, Stacey; Fiuza, Felipe; Foley, Virginia; Frye, Steph; Funk, Bobby; Garris, Bill; Gomez Sobrino, Isabel; Gray, Jeffrey; Harnois-Church, Patricia; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Johnson, Michelle; Kim, Sookhyun; Kruppa, Michael; Lyons, Renee; Mackara, Fred; Mamudu, Hadii; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Park, Esther; Prince, Richard; Ramsey, Priscilla; Schroder, Laurie; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Thigpen, Jim; Trogen, Paul; Uddin, Mohammad; Walden, Rachel; Waters, Susan; Weyant, Emily; Youngberg, George; Zahner, Matt | | | | |
| Absent: | Bray, Sheree; Chakraborty, Kanishka; Elangovan, Saravanan; Evanshen, Pam; Gentry, Retha; Hauldren, Kacie; Landis, Ryan; Thompson, Beth Ann; | | | | |

Agenda Items

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| Meeting called to order |
| 1. Celebrations |
| 2. Introductions of Guests |
| 3. Announcements |
| 4. Guest Speaker |
| 5. Approval of Minutes |
| 6. Action Items |
| 7. Information Items |
| 8. Old Business |
| 9. New Business |
| 10. Comments from Guests |
| 11. Final Comments/Announcements from Senators |
| 11. Adjourn |

DISCUSSIONS

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| 1. Celebrations |
| 1.1 Epps announced that her son is coming home on Thursday after studying abroad in Athens, Greece. He loved the experience and plans on applying for studying abroad in the spring. She encouraged others to study abroad. |
| 2. Introductions of Guests |
| 2.1 Amy Johnson, Associate Provost for Faculty and Director, Center for Teaching Excellence |
| 2.2 4 th Year Pharmacy students: Angie Chrisman, Cynthia Hicks, Kaitlyn Phillips |
| 3. Announcements |
| 3.1 Faculty Senate Fall Retreat is on August 16th. Location and date will be announced over the summer. |
| 4. Guest Speaker |
| 4.1 Office of the Provost Leadership Team |



DISCUSSIONS

Each member of the Office of the Provost Leadership Team presented and answered questions from Senators.

Provost and Senior Vice President for Academics - Kimberly McCorkle

Provost McCorkle expressed her thanks for the invitation to speak to Faculty Senate and her appreciation for the frequent meetings with the Faculty Senate Executive Committee. She provided updates on the goals of the Office of the Provost that she presented at the 2021 Faculty Senate Fall Retreat.

- *Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)*: Preparation for SACSCOC reaffirmation is underway. Approximately 130 people populate teams who are responding to specific principles and standards. The compliant certification report is due in September. We are in the final stages of developing evidence and writing.
- *Quality Enhancement Plan (QEP)*: As part of the SACSCOC reaffirmation, we are required to have a QEP. The QEP draft is due in the fall and the full form is due by February 2023. The plan for the QEP has been through all levels of university governance. It will be related to community engaged learning. They are in the process of identifying the Director of the QEP. There will be a lot of activity over the summer to complete the QEP draft. There will be opportunities for faculty to participate in the QEP, including funding for professional development efforts.
- *Hiring*: The searches for the CBAT and CAS deans are underway with the intent to decide by the end of April or early May. Dr. Nick Hagemeyer was recently announced as the Vice Provost for Research and Dr. Rob Pack as the Executive Vice Provost.
- *Strategic Plan*: Chapter 125 Part 2 will be submitted to the Board of Trustees this Friday to vote on its final approval. This has been the result of hundreds of forums and groups from the community, faculty, students, and other stakeholders. After it is approved, the campus community will need to make strategic goals and measurable objectives over the next 5-10 years for all units (including Academic Affairs) in order to focus the broad direction of 125 Chapter 2.
- *Faculty Development and Recognition*: Dr. Amy Johnson has been working on faculty support.
- *Curriculum Development*: Dr. Bill Flora focused on expanding our degree program offerings, specifically online programs.
- *Feedback from Faculty Senate*: Provost McCorkle still needs feedback from Faculty Senate on general education rejuvenation and tenure and promotion reform. She began thinking about ways to improve the process as she reviewed this year the impressive tenure/promotion dossiers of 65 faculty members.

Funk: Any decision yet as to allowing faculty to sit on the side as we always have to make it easier for them to get up and greet students as they leave the podium without upstaging the event as we would if we sat down front? Our department is really hoping this will happen. It is a joyful tradition for our faculty and students.

McCorkle: When we were planning commencement, we discussed whether we should move faculty front and center in a position of honor. We received feedback from faculty who wanted to continue being on the side so they could celebrate with their students, so we have moved faculty to be on the side where they always were. We will provide refreshments before both ceremonies. There has been a record number of faculty who have said they are coming to commencement – so far 140 faculty.

Vice Provost for Research – Nick Hagemeyer

- Dr. Hagemeyer requested Senators reach out to him regarding research, whether positive or negative.
- They are working on the budget so ETSU can invest strategically in research (e.g. startups).
- They are working on research recognition beyond the current single research award for faculty in order to bring more attention to faculty's research on the university level.
- They are also working on faculty development. They recently held the Trailblazer Summit Celebration of ETSU Research and Innovation. It was not well attended partly due to a delay in finalizing the name. The faculty workshops were fantastic and those should repeat in the fall. The Faculty Three Minute Mixer had 18 faculty present in three minutes about their research and allowed for connecting with other faculty. More attended the Three Minute Mixer other than the presenters, particularly faculty in Clemmer College.

Park mentioned that she presented at the Three Minute Mixer and was able to connect with Eric Sellers



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on where to start with funding their project.

[Unknown]: Will we have 501(c)(3) status so we can do research and be competitive with federal grants?

Hagemeyer: We do that now through the Research Corporation, so I will need to check what barriers are there in that regard.

Hemphill (B.): You previously used the term Research Foundation and Research Corporation interchangeability. What is that relationship?

Hagemeyer: They are synonyms. Research Foundation is conducting business as the Research Corporation. It is the same entity but with new leadership and a new board of directors. They focus on economic development, workforce development, and partnerships in the community. My role is to work with David Golden (Chief Executive Office of the ETSU Research Corporation) to bring all of that capacity to the rest of the university and get our faculty connected with other partners.

Byington: Do we have an opportunity to make changes to the IRB Manager software? For example, I do not receive alerts if I am listed as a faculty advisor.

Hagemeyer: That is on my radar. If your students are submitting IRB proposals, have the IRB staff come to your class to help.

Vice Provost for Decision Support and University Chief Planning Officer – Mike Hoff

- After the last SACSCOC process for accreditation, ETSU discovered that the administrative and academic sides were focused on different aspects of measuring themselves. His position was approved by University Council to incorporate institutional research and institutional effectiveness and focus on both the things most important to the President and the Provost.
- This academic year, he worked on several projects. First, he worked on identifying the QEP. While it will be faculty focused, it will also have administrative positions dedicated to it. Second, he worked on revising the strategic vision of ETSU. Third, he provided dashboards to the academic departments so they can better understand their costs and revenues. These reports are currently static, but by the end of the year they hope to be dynamic. Fourth, he supported Cheri Clavier as she led the way for the SACSCOC accreditation. Fifth, he ensured that there was a review process for all administrative units, which is what the Huron Consulting Group will be tackling over the next 6-8 weeks.

Associate Provost for Faculty and Director of the Center for Teaching Excellence – Amy Johnson

- Dr. Amy Johnson focuses on faculty. First, she collaborated with the STRONG Brain Institute and Equity and Inclusion last fall to host the Together in the Community series where faculty had conversations that might be normally hard to discuss. Second, she works on policy. For example, new grading policies were recently passed. Third, she has led the work on faculty credentials from SACSCOC. Fourth, she has worked with Ginni Blackhart on implementing Watermark Faculty Success. Fourth, she has focused on ways to celebrate faculty. Last fall, she collaborated with the Dean of University Libraries David Atkins on the Book Plate Ceremony. On May 5, there will be a reception for newly tenured and/or promoted faculty where a new tradition will be created. Faculty at the reception will receive a challenge coin that symbolizes their achievement. They will also receive a second challenge coin to give to a student at graduation who has been meaningful to them in their career. Faculty will receive four of those throughout their life as faculty: at new faculty orientation then promotion to Associate Professor, Professor, and Emeritus status.

Epps: For those of us who already are a Professor, do we have to wait until we achieve emeritus status to get one?

Johnson: Yes, it is a new tradition.

Blackhart: For those of us who are already Professors, I like the idea of having one to give to a student.

Nivens: Can you describe/show the coin?

Johnson: They are the size of a standard military challenge coin. I think they are gold plated aluminum.

Mamudu: Are there any plans for the creation of new awards?

Johnson: There are no new awards, but we have had conversations about them. We have started a research-mentoring cohort for faculty and are in the second iteration of the Provost's Academy Scholars. We have good development opportunities for new and seasoned faculty, but we are missing opportunities



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for the mid-career faculty. That is something we are discussing in terms of development.

McCorkle: We have been talking about adding some awards. We have increased the amount of the distinguished faculty awards based on a request by the Faculty Senate Executive Committee.

Associate Provost for Curriculum – Bill Flora

In terms of curriculum, they had a little slow down post-COVID. They will be well in excess of 200 total curriculum actions over the past year, including the Blue Sky Accelerated Bachelor of Science in Computing, a Brewing and Distillation minor. They are working on an adult undergraduate certificate in Brewing and Distillation. They have an MS in Applied Data Science that we hope THEC will approve in May so it can be a new degree in the fall. They have a Master’s of Music in the works. They approved a nine-credit minimum for certificates, which was dropped from 12 hours. There have been 4 new certificates, 11 new concentrations, 6 new minors. On the general education side, they are hoping to innovate. Proficiency curriculum maps are coming back as an attempt to measure freshman proficiency more accurately.

Byington: There are big discussions across the State of Tennessee Faculty Senates about less emphasis on academic and Latin honors and that the transcript should be more reflective of skills (i.e. the badging particular skills on the transcript). Have we thought about it in those terms?

Flora: We have not talked a lot about competency-based education, which would be skills recognition. I am sure it will come up at some point. I cannot respond to the Latin honors piece.

Mamadu: I am in College of Public Health. Can you explain more about the brewing degree?

Flora: It is an undergraduate minor not a degree. The interdisciplinary minor involves chemistry, biology, and Appalachian studies. It has been very popular with the students and started lots of discussion. It includes historical aspects about it since Appalachia has a long history relationship with the creation of alcohol. It is also about the science of fermentation.

Executive Vice Provost – Rob Pack

Unavailable to present.

5. Approval of Minutes

Hendrix questioned whether there was an objection to approving the minutes from the 04/04/2022 meeting.

Sergiadis stated that Senator Epps and McGarry had corrections to the minutes. There were two substantial changes. First, she changed the date for Provost McCorkle attending a Faculty Senate meeting to April 18th from 19th. Second, she added a sentence to introduce the Expert Gallery topic. All other changes were minor.

No Objection: Minutes Approved

6. Action Items

6.1 2022-2023 Faculty Senate Officer Elections – Mr. Hendrix

The following Senators were nominated and elected by vote of acclamation:

- President: Ginni Blackhart
- Vice-President: Alan Stevens
- Secretary: Ashley Sergiadis
- Treasurer/COO: Ryan Nivens

7. Information Items

7.1 Handbook Committee Update – Dr. Epps

None.

7.2 Board of Trustees Report – Dr. Foley

Board of Trustees meeting will be Friday, April 22 in the East Tennessee Room. Individual committee meetings start at 8:00 AM. The full board meets at 1:00 PM. The committee materials are posted on the website.



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7.3 Standing Committee Need – Dr. Epps

In the weekly message today, several vacancies are listed that do not need to be filled by a Faculty Senate member. The Undergraduate Curriculum Committee needs a Faculty Senate representative starting in the fall. Beth Thompson, whose term will expire, previously filled it. If Senators are interested, they should contact Susan Epps. She will send a reminder before the end of the semester. Senators should also share this opportunity with other newly elected Senators in their college who may be interested. **Fisher** asked if the meeting was hybrid. **Epps** suggested talking to the chair, T. Jason Davis. **O’Neil** mentioned that he might be interested.

7.4 Notes from Meeting with President – Mr. Hendrix

McGarry asked for clarification on the reason for Dr. Noland wanting to raise student fees and which student fees he plans on raising. **Hendrix** and **Hemphill J.** responded that there may be a significant need to cover the lack of a tuition increase this year. Since the budget from the state is fixed, raising fees may be the only way to address changes in increasing costs. There was not a reference to specific fees.

7.5 Reports from University Committees

No reports from the ITS Committee (Representative: B. Hemphill), IRB Committee (Representative: Garris), QESC (Representative: Byington)

7.6 Other Items of Discussion from the Floor – Mr. Hendrix

7.6.1 **Sergiadis** updated Senators on the opt-out proposal for SelectedWorks faculty profiles in the Expert Gallery Suite. She proposed the opt-out option to the University Research Council last week. Based on Faculty Senate feedback, she presented a revised proposal in which faculty members will receive an email alerting them that a profile was created. Faculty will then have two weeks to review the profile before it goes public. Faculty will need to create an account to review it. If the library does not hear back from faculty in two weeks, they will go ahead and make the profile public. Since this addressed much of the concern regarding faculty not being able to review the profiles before they go public, the University Research Council’s feedback was overall positive. The major concern was ensuring that faculty were aware of what has happening. She mentioned that this proposal has been presented to Faculty Senate several times and revised based on their feedback. It will be presented to Academic Council next.

8. Old Business

None.

9. New Business

None.

10. Comments from Guests

None.

11. Final Comments/Announcements from Senators

None.

12. Adjourn

Motion to Adjourn: [Unknown]
Second: [Unknown]
Meeting Adjourned

Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2021-2022) of any changes or corrections to the minutes.

Note: Meeting minutes are not a word-for-word transcript. Statements and questions by Senators are edited and summarized for clarity.

Meeting with Dr. Noland

04/08/2022

Questions submitted by Senators

- The ETSU CPA is closed weekdays between 1:30-3 pm for cleaning. Now that we are starting to get fully past COVID, can the CPA start to open during these hours again? Prior to COVID, the CPA was open during this block of time. Many faculty (and students) like to use the faculty during the day while they are on campus. Thank you.

Answer: Rather than change the hours mid-semester, the CPA requested that they finish the rest of the semester with their current hours and then move to normal hours in the summer.

- Are there any plans to raise the starting hourly pay rate for student work positions? Currently, it is at \$8.25. Our FWS student assistants rarely work their full hours in part because they have to hold second jobs. Especially since these FWS positions are based on need, some students may not even apply because they can make much more off-campus. While I would like my student assistants to be able to work more hours, I'm more concerned about how this affects their livelihood and studies.

Answer: The compensation is fixed at \$7.25, but the institution can raise it. This year, the rate at ETSU increased to \$8.25. Dr. Sherlin is exploring giving departments and other units the ability to pay on top of the \$8.25.

Dr. Noland emphasized that money is an issue all around and provided some examples. We will need to have discussions at ETSU over the next 18-24 months around salaries and labor.

- Across the state, there is an issue with finding employees especially in high skilled areas.
- With the successful partnership of BCBS and ETSU, other industries are asking if we could do the same in their areas. In order to do so, we would need to find faculty in those areas to teach.
- THEC has not allowed us to raise fees. We may have to raise fees 5-7% next year because we have not been able to raise them incrementally.
- Everything costs more, specifically construction. For example, the roofs on Wilson-Wallace and Millennium Center were supposed to be new constructions, but we have to complete Wilson Wallace first because construction costs 30% more.
- We currently have 40 vacancies in custodial, so we may need to outsource some areas.

Senator Stevens emphasized the compression specifically with middle career faculty. In CAS, they are hiring assistant professors at higher salaries than associates. Middle career faculty have built relationships with their service and have developed research agendas that are valuable to the ETSU community. Senator Foley mentioned that Dr. Noland worked on equity in 2013-2014 and it may be something to revisit soon. Dr. Noland said that in order to address equity, it may require to forgo the across board raises.

- As the new Strategic Plan moves towards final approvals, what are the next steps for campus after adoption?

Answer: There a few initiatives that will be the next steps of Chapter 125.

- Huron Review will be reviewing administrative practices (processes, structures) and identifying improvements and efficiencies. This will take about four months. Mike Hoff, B.J. King, and Kimberly McCorkle are leading it. This will not be looking at academic units except for possibly support staff and function related areas that support operations.
- EAB will be working with us as part of their program Moon Shot for Equity (<https://eab.com/moon-shot-for-equity/>).
- We will be looking at community service with the QEP (e.g. internships, job placements).
- We will be moving from Banner to Oracle. We have submitted the RFP for a transition team to help us transition to a different ERP.

Faculty Senators and Dr. Noland had a discussion around the positives and negatives of growing online programs and catering to adult learners. For example, non-traditional students may want to have more start dates than the normal fall, spring, winter, and summer semesters. This may require faculty to be dedicated to the non-traditional starting dates and other faculty to be dedicated to the traditional starting dates. It can also affect areas like financial aid. Dr. Noland pointed out that we need to either grow or become more efficient. These are the types of conversations that will need to be had.

- Campus construction updates.
 - Construction of Lamb Hall is moving along. COPH and CCRHS will be moving back.
 - The Humanities building is in the programming stage.
 - We will launch the strategic capital building planning in the fall. It is a 10-year prospective. We had to rebid the RFP for an architect.
 - Johnson City is undergoing a \$9.2 million road and infrastructure near the I-lab (Innovation Lab). It will connect with our planned construction with the health sciences.
- Legislative updates as Nashville moves towards the end of the legislative session.
 - Dr. Noland is feeling good about the state funding for GCOP. This would lower the tuition for GCOP students.
 - The state will be paying \$1 million for BlueSky TN Institute Program. This does not change how much ETSU is receiving. This is part of what BlueCross was supposed to pay us per their contract.
- Other Notes
 - UT may be bringing a dental clinic to Kingsport. This might lead to a partnership between UT and ETSU for a dental school.
 - Hiring Updates: Provost is vetting candidates for interim CCRHS dean. CBAT on-campus interviews start Monday (04/11). CAT are bringing to close their Zoom interviews. They will narrow down 10 candidates to 4 to bring to campus.