



FACULTY SENATE MINUTES

Meeting Date:	09/26/2016	Time:	14:45 -	Location:	Culp Center, Room 311
Next Meeting:	10/24/2016	Scribe:			Eric Sellers
Present:	Leila Al-Imad, Fred Alsop, Patrick Brown, Randy Byington, David Champouillon, David Cluck, Wendy Doucette, Dorothy Drinkard-Hawkshawe, Joyce Duncan, Saravanan Elangovan, Jon Ellis, Susan Epps, Lon Felker, Tavie Flanagan, Bill Flora, Virginia Foley, Katherine Hall, Bill Hemphill, Stephen Hendrix, Tod Jablonski, Karin Keith, James Livingston, Fred Mackara, Mildred Maisonet, Tim McDowell, Theresa McGarry, Lorianne Mitchell, Shunbin Ning, Bea Owens, Jonathan Peterson, Eric Sellers, Melissa Shafer, Candice Short, Christy Smith, Paul Trogen, Craig Turner, Liang Wang				
Absent:	Doug Burgess, Lee Glenn, Mary Ann Littleton, Timir Paul, Bill Stone, Ahmad Watted				
Excused:	Heidi Campbell, Erin Doran, Thomas Kwasigroch, Anthony Masino, Peter Panus, Darshan Shah,				

Agenda Items	Responsible
Meeting called to order [Time]	
1. Presentations – None	
2. Celebrations	
3. Announcements	
4. Approval of Minutes	
5. New Business	
5.1 Q/A with Dr. Noland	
5.1.1 Visibility of Public Safety	
5.1.2 Information in regard to Enterprise and ALEC	
5.1.3 THEC document – lack of shared governance	
5.1.4 Update on Policies/Committee Structure Review	
5.1.4.1 Need for Quality Improvement committees by discipline in health related areas (TN Patient Safety & Quality Improvement Act)	
5.1.5 Financial Aid – can't talk to a person in FA (faculty need separate line to call)	
5.1.6 Has there been an increase in crime on campus?	
5.1.6.1 Status of drug sale problems at BucRidge	
5.1.7 Update on merger MSHA/Wellmont	
5.1.7.1 Involvement of the QCom and CON	
5.1.8 Update on Performing Arts Center	
5.1.8.1 When are they meeting with the architects	
5.1.8.2 Staffing for the building	
5.1.8.2.1 Is the university considering a third party for event management? For ETSU events? For city only events? For all events?	



6. Action Item(s)	
7. Questions on reports/summaries from committees/working groups	
8. Comments from guests	
9. Adjourn	

DISCUSSIONS	
Meeting called to order [14:47]	
1. Presentations – None	
2. Celebrations Mildred Maisonet received a grant. Foley: Randy Byington will be president of TUFS until June 30 of 2018.	
3. Announcements None	
4. Approval of Minutes Motion to approve minutes; Mitchell: Second; Felker. Motion approved	
5. New Business	
5.1 Q/A with Dr. Noland Noland: Thank you for the opportunity to appear before the senate and to address questions that Dr. Epps has provided. Before moving through questions, I would like to announce that next Monday at 10 AM is the State of the University Address. I will provide detailed information related to budgets, enrollments, major initiatives for this academic year, updates on construction projects, etc. There will be about 40 minutes of slides with a Q and A to follow. - Catherine Morgan has been hired as the new Director of the Department of Financial Aid. One of the things that she will be launching at the end of October and the beginning of November is bringing in NASFA (National Association of State Financial Aid Administrators). They are going to reach out to students, faculty, staff, and groups across campus to find out what works well and what does not. - Enrollment is down approximately 300 students this Fall (less than 130 FTE's). We are not looking at budget reductions. If you look at some of our sister institutions, MTSU is down 500 again, TTU is down 400, TSU is down also but what surprised me most was that community colleges are down. All things considered we are in much better shape than our sister schools. There was not a large drop in freshmen and transfer students. The attrition is in our retention rate.	
5.1.1 Visibility of Public Safety	
5.1.2 Information in regard to Enterprise and ALEC	
5.1.3 THEC document – lack of shared governance Noland: The Focus Act has been passed into law and for the first time we will have institutional governing boards at ETSU as well as at our sister institutions Memphis, TN State, TN Tech, Middle TN State, and Austin Peay. There has been a significant amount of work at both the campus and state levels. I'll first provide information at the state level. The governor has formed two committees to guide the implementation of focus from a macro level. The first is a broad steering group comprised of institutional presidents, legislators, and system heads. The second is the working group that does the work that informs the activities of the steering committee. - As we move through the decoupling of the board there will be a transition period that runs through the close of the 2017 calendar year. This transition is complicated. The contracts that are negotiated at the state level must be renegotiated and these processes have been in place since the 1970's. - We are a little behind schedule and as a result some of the activities on campus are also behind schedule. With the arrival of the new executive director of THEC, Mike Krause, there has been about a two-month delay. We will go through a formal governance change with SACS that will take effect in most likely April. - The committee will create sub committees that will begin work of restructuring policy of the institution. If you were to open up any policy on this campus currently they all link up to the Board of Regents. Between now and April, we will need to update all of the policies. - I doubt we will have everything complete by the time the board is seated but we will have everything in place so	



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that the transfer of authority can occur. There is no way any institution can do this process in 5-6 months.
 - We will continue to operate under the current governing body until the formal transfer of authority occurs.
 - THEC sent a memo to all of the President's last week. There was little to no recognition of the role of faculty in shared governance at the institution, system, or state levels. I think this is an opportunity for faculty across the state, particularly TUFS to move through an educational process with THEC. This is a new role for the higher education commission. Since they began they have been a policy body. They are moving under the paradigm that they have been under for the past 40- 50 years. I think this is an opportunity for the faculty to work with the commission and the new director. Their only real authority over the university is through tuition and fees, capital projects, and the approval of academic programs. All other authority from the academic perspective belongs with the Board of Trustees. Our approach needs to be engaged and inform instead of empower. Many of the members at THEC are faculty members and they understand the role of faculty and shared governance. That is just not the way they have operated since they were created in the sixties. So let me pause for questions.

Drinkard-Hawkshawe: What is the difference between the current board of trustees and the local board of trustees that will take the office?

Noland: The current Board of Regents and the Board of Trustees will share a similar set of responsibility. TBR bears the fiduciary responsibility for the university, they maintain standards for academic quality. From the SACS perspective, they are our governing board. The Board of Regents' responsibilities will transition to our Board of Trustees. TBR will still have some authority over East Tennessee State University. We will still use them for Banner and support systems, construction purposes, but we will phase out of those relationships quickly. The board must be able to verify that as a campus we have the ability to cover our debt service payments.

Al-Imad: How long will each trustee serve on the board?

Noland: They are staggered terms. At the onset there will be trustees that serve 3, 4, and 6-year terms. Everyone will serve the full 6-year term after those cycle through. The faculty member is selected by a process determined by the institution. Our process has come to a close, and I have transmitted the governor the name of the person that was selected by our faculty. We are ahead as usual of the other institutions in the state. Other questions on governance?

5.1.4 Update on Policies/Committee Structure Review

5.1.4.1 Need for Quality Improvement committees by discipline in health related areas (TN Patient Safety & Quality Improvement Act)

5.1.5 Financial Aid – can't talk to a person in FA (faculty need separate line to call)

Noland: I realize that many people in the room have experienced challenges with the office of financial aid. I'm not making any excuses for what happened this fall. The position we found ourselves in is inexcusable. We will conduct an outside review. Those problems will not happen again. We are bringing in a new director for the financial aid. Part of the problem is that we are an open institution. We do not have strict cut off dates like you see at other institutions. We could have stricter policies, but because of our mission we will continue to accept people later into the enrollment process. I have talked at great length with more staff as to what to improve. We have good hard-working people in the financial aid office. Many people in the office worked late and on the weekends to help people. When I asked the people in line why they were there, the majority of the students were there to turn in forms for intent to pay. That should be able to be automated. I ask that you give the new director some time to get her feet wet.

Byington: From a data stand point, are we spending too much on students who sign up later and then do not continue their education?

Noland: People that enroll later have a lower retention rate. There is an ongoing conversation about students that get emergency loans, but do not finish school and have to go to a collections agency because of attending ETSU.

Ellis: I've always been told that things are more complicated than they look. I do not think the people are turning away because they don't want to be here. I think the people in financial aid should not be so "grouchy." I mean the university would not even be there if it were not for the students. Maybe the new director will be able to teach people to have a little bit thicker skin and be nicer.

Noland: I think you could say the same about a lot of departments. Sometimes the smallest act can make the biggest difference. Smiling at a student can really brighten someone's day. This fall was atypical. This fall, I felt sorry for the people in financial aid. They were there until 7 at night dealing with students and difficult situations. I do not mean to focus solely on the line because you are right on target. I know from parking services to all the way down the line a smile can go a long way. I know Dr. Nicks ran something a long time ago about teaching customer service. Dr. Dixon has a nice way of saying ETSU would be well served to introduce a culture of nice, and that runs through his strategic planning efforts.



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Ellis: Well you brought up Dr. Dixon. I was here when that department was not so great but now it's great because of his respect for people.

Keith: Is it possible to flag the students that are not likely to succeed, so that we can reach out and provide extra support?

Byington: Ethically to me, I have the dilemma of saying this is a student that is not likely to succeed, have we done them a favor by putting them in debt?

5.1.6 Has there been an increase in crime on campus?

Noland: I would encourage you to go to the public safety website and look at the Clery Report. The policies at hand are extensive and very informative; the policies, protocols, safe-guards and initiatives that are used to minimize the statistics are outlined in the report. If you have questions about the safety of campus and the steps we are taking as a university to enhance safety, take a look at the report.

5.1.6.1 Status of drug sale problems at Buc Ridge

Noland: Our drug violations are up from 34 in 2013 to 41 violations in 2015. However, the drug activity has shifted to Monarch. There was a stabbing last week. Every week there is a party and some sort of drug violation. What we have experienced last spring and this fall has not so much been on campus. We have cracked down in the residence halls. Our alcohol violations went up from 79 to 130 because we are better enforcing the rules.

Schacht: If we compared our stats to our peer institutions adjusting for the number of on and off campus students how would we look?

Noland: Overall, we are trailing our sister schools. When you compare our crime stats to other institutions of similar numbers we are quiet and safe.

Duncan: Is there any effort to improve the lighting on campus at night?

Noland: Pooja Shaw, the President of SGA, put this in their initiative. Members of SGA walked across campus this summer in order to find the places that had sub-standard lighting and we have put up new lights and replaced lightbulbs as a result of their findings.

Drinkard-Hawkshawe: Because sexual assaults are up here and across the nation, what are we doing other than making sure there is plenty of light on campus?

Noland: I would encourage you to visit the public safety website. They have a lot of information about safety on campus. Along the lines of what are we doing, students are required to take haven training at orientation. Most of the sexual assaults that have happened here are acquaintance assaults and involved some type of substance. I think our stats were not properly recorded in the past. I am not making any value judgments. I am trying to delicately describe the situation that our students and staff find themselves in. Dr. Sherlin and his staff have been very aggressive in education and professional development outreach efforts, but we have also been very aggressive and intentional in the counseling and support services that we provide for victims. I do not want to take offense by saying our stats are up. I think for a long time we did not properly record our statistics. It is not that anything has changed, we just recorded events differently.

Drinkard-Hawkshawe: Sexual assaults are on the rise and we need to do something about that.

Al-Imad: We need to have a service for people late at night trying to get around campus.

Noland: We have the safe ride program. Anyone can call public safety and get a ride anywhere on campus.

Felker: When you listed the stats you said dating violence and sexual violence, are those two separate categories?

Noland: Yes, two separate categories.

Peterson: Is the cracking down on alcohol in residence halls for just people underage?

Noland: Both. Most of our students are underage except for some of the students that live at Buc Ridge.

Peterson: I know we are a dry campus, but is this running people off when they become juniors or seniors?

Noland: A conversation has to be had with the board of trustees. They will look at our status as a dry campus.

Elangovan: How were the gun caring zones implemented? Will there be any signage?

Noland: All of the appropriate signage is coming. One of the reasons we have held off on spending a significant amount of money is because I anticipate attempts in the General Assembly to expand the presence of weapons on campus. Currently there are 41 faculty signed up to carry weapons on campus.

Elangovan: Is that public information?

Noland: No, by law there are only two people that have the list of 41 people.

Forsman: There is ambiguity about where you can and cannot carry guns according to the map. For example, you cannot carry in Brown auditorium but you can carry in Brown?

Panus: I remember reading where you could not carry a firearm in an area where there is a large area.

Noland: There are areas such as University School, any area where there are children, or counseling.



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<p>Foley: Our website for public safety does a very thorough job at showing where weapons can be carried. Byington: There is some contradiction between what is being said and where the dots on the map are located. Noland: I made a note to ask Ed Kelly what we can do to make some clarifications. It is a much more dynamic campus because of Little Bucs, University School, clinics, and counseling centers.</p>
<p>5.1.7 Update on merger MSHA/Wellmont Noland: Medicine and nursing have both been looked at for the merger. There is a committee comprised of the deans from each of the respective health sciences colleges. We are formally developing an MOU that outlines the terms of agreement with Mountain States and the current board. The merger should be finalized in 2015. We are meeting with MSHA bi-weekly.</p>
<p>5.1.7.1 Involvement of the QCom and CON N/A</p>
<p>5.1.8 Update on Performing Arts Center Noland: We launched the arts initiative on Valentine’s Day in 2013. We were supposed to receive the funding, but in 2014 there was a down-turn and we had to wait until 2015. This has taken much longer than any of us have anticipated. Despite all of this, we have raised 21 million dollars for the building.</p>
<p>5.1.8.1 When are they meeting with the architects Noland: The building was first envisioned in 1986. It was a home for Music and Theater, as the building unfolded other academic programs were added and the building was to be a home for all of the arts at the institution. When the architect’s cost estimate went to market, it missed by 50%. Thus, the scope had to be reduced to Music and Theater.</p>
<p>5.1.8.2 Staffing for the building Noland: There will be a promotional staff for booking, but the staff will not be provided through the promotional staff. The promotional staff will just be used to host large events.</p>
<p>5.1.8.2.1 Is the university considering a third party for event management? For ETSU events? For city only events? For all events? Noland: We have looked into external entities for a booking or promotional group to help. This group will not run the building. They will help with promotional events. I would like to hire one entity that would help book big events in Johnson City. I know certain departments feel they own the building, but this building is for everyone. Champouillon: Are there going to be events such as recitals in the new building? Noland: Yes, there will be recitals. Shafer: For the programs that do not make it in the building, are they going to share space with other people? Noland: In order for the programs to be accredited, they have to have a certain amount of space so we have to find space for everyone to keep accreditation. Champouillon: Are there going to be 10 events or 10 different events that could last longer than 10 separate days? Noland: It is 10 separate events for the whole year. They are trying to look for events that would maximize ticket sales and revenue. Champouillon: I have been told to ask because people are worried about this promotional group, but they will only be used for these 10 major events correct? Noland: Correct. If we found that we wanted to extend the promotional groups services beyond the 10, there is nothing stopping us from using them again. We have three years to work this out, and figure out exactly what we will do with this promotional group.</p>
<p>5.1.9. Strategic planning Noland: I would encourage everyone to attend either Thursday at 3 in Brown Hall or Friday at 10 in Sam Wilson. These are two open forums related to strategic planning. Dr. Dixon and Dr. Hoff will be present at both sessions. The sessions will provide a glimpse of the plans and it is a great opportunity for the campus to provide input as the process is finalized. The final draft will be completed for review in November.</p>
<p>5.1.10. Additional questions Panus: What is happening with Enterprise and ALEC? Noland: It is my understanding that Enterprise is no longer affiliated with ALEC. Hendrix: Is the notepad going to also be available in text?</p>



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Noland: I did not know it was not available in text.

Alsop: From a personal perspective, how is the new food service?

Noland: The feedback has been nice. There are students in main meal at 10 pm enjoying the space. Sodexo has been doing a great job.

Noland: Thank you for letting me come today. Do not forget about the state of the university address on Monday.

6. Action Item(s)

None

7. Questions on reports/summaries from committees/working groups

Foley: There will be 2 resolutions that require agree or disagree that we will vote on at our next meeting. One has to do with guns on campus – that we are opposed to expanding carry permits. The second has to do with what happened at Long Island University, where faculty were locked out of the university due to contract negotiations that had broken down. We have a draft of the resolution that the events were inappropriate. The other items are just items for discussion.

Epps: We will not have meeting again until October, 24th. Three members of the Teaching Work Group will be here to present.

Byington: It is a listening time not a debating time.

Epps: We have guaranteed them an hour for listening to their proposal.

8. Comments from guests

None

9. Adjourn

Motion to adjourn; Dr. Brown: Second; Foley. Meeting adjourned at 16:35

Please notify Senator Eric Sellers (sellers@etsu.edu or 9-4476, Faculty Senate Secretary, 2015-2016, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess (burgess@etsu.edu or x96691).