



FACULTY SENATE MINUTES

Meeting Date:	11/20/2017	Time:	14:45 – 16:30	Location:	Culp Center, Room 311
Next Meeting:	12/04/2017	Scribe:			Eric Sellers
Present:	Al-Imad, Leila; Alsop, Fred; Anand, Rajani; Brooks Taylor, Teresa; Brown, Patrick; Burgess, Doug; Byington, Randy; Campbell, Heidi; Chambers, Cindy; Cluck, David; Doran, Erin; Drinkard-Hawkshawe, Dorothy; Duncan, Joyce; Dunn, Andrew; Ellis, Jon; Epps, Susan; Flora, Bill; Foley, Virginia; Gray, Jeff; Hall, Katherine; Hemphill, Bill; Hendrix, Stephen; Kwasigroch, Thomas; Littleton, Mary Ann; Lowery, Ashley; Mackara, Fred; Marek, Greta; Masino, Anthony; McGarry, Theresa; Mitchell, Lorianne; Mullins, Chrissy; Oh, Sunny; Olson, Nate; Owens, Bea; Paul, Timir; Pealer, Jennifer; Peterson, Jonathan; Ramsey, Priscilla; Sarkodie, Olga; Sellers, Eric; Short, Candice; Taylor, Teresa Brooks; Walden, Rachel				
Absent:	Al Balbissi, Kais; Chakraborty, Kaniska; Elangovan, Saravanan; Kostrzewa, Richard; Livingston, James; Ning, Shunbin; Scheuerman, Eugene; Stone, Bill				
Excused:	Gentry, Retha; Maisonet, Mildred; Panus, Peter				

Agenda Items

Meeting called to order

1. Introductions

2. Celebrations

3. Announcements

4. Approval of Minutes

5. Informational Items

6. Action Items

7. New Business

8. Old Business

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

10. Other Items

11. Comments from Guests

12. Adjourn

DISCUSSIONS

1. Introductions

Two Pharmacy students were present for a class project.

2. Celebrations

2.1 Dr. Allan Forsman and Libby Tipton have been selected to the All Southern Conference Faculty and Staff team 2017-2018.

2.2 The George L. Carter Railroad Museum is celebrating its 10th anniversary.



DISCUSSIONS

3. Announcements

- 3.1 The Open Forum will be held Wednesday, November 29, at 2:30pm in the Culp Auditorium. Submit questions by Monday, November 27, 2017.
- 3.2 Diana McClay asked for volunteers to serve as Faculty Mentors for faculty who want to speak with a mentor outside of their department. Senators interested in mentoring other faculty should submit their names to Dr. Epps.
- 3.3 **Dunn** announced that the Marketplace will be holding a pancake breakfast for students on December 11 at 9:30 p.m.

4. Approval of Minutes

Epps questioned whether there was an objection to approving the minutes from the 11/6/2017 meeting.

No Objection: Minutes Approved

5. Informational Items

5.1 Board of Trustees Report – Alsop

- 5.1.1 **Alsop** reported that the October budget revision was given and the additional enrollment of approximately 300 students resulted in additional money that will be put into the reserve fund, which has been decreasing since 2008.
- 5.1.2 Dr. Bishop reported that a Memorandum of Understanding (MOU) between the University and Wellmont Health System has been approved.
- 5.1.3 Bridget Baird presented on the legislative agenda.
- 5.1.4 Mike Hoff presented how the Markov chain algorithm is being used to predict enrollment.
- 5.1.5 President Noland reported that the State has provided positive feedback in regard to the proposed humanities building and governor Haslam may provide planning funds in next year's budget.
- 5.1.6 The BOT approved academic calendars for the next two academic years. Three additional holidays will be observed. Faculty were not made aware of the new calendar. **Epps** explained that the TBR was responsible for setting the schedule in the past and it is now a responsibility of the BOT. **McGarry** questioned whether the schedule will be proposed and approved without input from faculty and other stakeholders in the future. **Epps** stated that she would put the issue on the agenda for the next Executive Committee with Dr. Noland.

5.2 Presidential Evaluation Policy Submitted to the Board of Trustees (BOT)

- 5.2.1 **Epps** explained that Dr. Noland's performance has not been reviewed since arriving at the University and he requested that an evaluation of his performance be conducted. Subsequently, Dr. Noland charged the Faculty Senate Executive Committee with the task of preparing a draft of an evaluation policy to be presented to the BOT. Dr. Flora and the Faculty Senate Governance working group drafted an evaluation policy. **Epps** further explained that the board will ultimately determine how the president is evaluated.
- 5.2.2 **Flora** explained that several presidential review policies were reviewed and served as the basis for the draft. The policy includes: (1) any new president of ETSU will be evaluated within two years of the appointment; (2) after two years the BOT will evaluate the president annually; (3) every three to five years, at the pleasure of the BOT, a comprehensive evaluation that requires an outside evaluator will be conducted. The evaluator will gather data from all university stakeholders and prepare a report to be submitted to the Executive Committee of the BOT, which will be shared with the president; and (4) the BOT will be required to take action on the evaluation at the first board meeting following their report to the president.
- 5.2.3 **Littleton** asked whether expectations are specified. **Flora** responded that expectations are primarily related to strategic planning and fiscal responsibility. As an employee of the BOT, the president will set annual goals in a manner similar to the faculty FAP and the BOT will serve as the evaluator.

6. Action Items



DISCUSSIONS

6.1 Committee on Committees
No action to report

6.2 Motions:

6.2.1 (Submitted on behalf of the Executive Committee)

To affirm the resolution passed by the University of Memphis regarding support of DACA "Dreamers." **Rationale:** To support students and employees of our university who are making positive contributions to our campus and community.

Second: Al-Imad

Discussion: None

Vote: All in Favor. Motion approved.

6.2.2 (Submitted by Epps on behalf of the Presidential Grant-in-Aid committee)

To approve the revision of the PGIA guidelines proposed by the PGIA committee. **Rationale:** The revision provides greater clarity of the policy and general information regarding the PGIA.

Second: Flora

Discussion: None

Vote: All in Favor. Motion approved.

7. New Business

7.1 **Trogen** discussed aspects of the Tax Cut and Jobs Act passed by the US House of Representatives and how it will affect higher education. Tuition waivers for graduate students will now become taxable income, student loan interest will no longer be deductible, and faculty will be required to pay taxes on tuition reduction if they enroll in courses. The US Senate version of the bill has not been voted on and it does not include as many new taxes. (Dr. Epps with forward a list of senators and their contact information.)

7.2 **Sellers** suggested that Faculty Senate review their position on the rental car policy with Enterprise. Several faculty members are dissatisfied with the policy due to poor service. Currently, when a personal vehicle is used the reimbursement rate cannot exceed the rate Enterprise would charge. It was requested that Faculty Senate support a return to the previous policy where staff could drive their own vehicles and be reimbursed based on total mileage.

7.2.1 **Brown** suggested that B.J. King be invited to Faculty Senate to discuss the Enterprise contract. **Alsop** further suggested that we ask our constituents for specific examples of problems they have had with Enterprise.

7.2.2 **Byington** shared that the policy was discussed at the TUFs meeting and other universities are satisfied with the policy and the problem may be specific to this location.

8. Old Business

8.1 Motion Submitted by Drinkard-Hawkshawe

A Faculty Senate Committee should be organized to review ETSU's requirement for students' assessment of faculty and courses. Further, the Committee should make recommendations for change. **Rationale:** Students are not familiar with correct teaching methods, they use their grades and personal feelings for judging faculty and courses, and many do not have regular attendance. Thus, many are not capable of rating courses.

Second: Al-Imad

8.1.1 Discussion



DISCUSSIONS

- 8.1.1.1 **Dunn** reported that faculty in his department are concerned that the online response rates are so low that the evaluations are no longer valid. Concerns related how they will be used for tenure and promotion purposes was also expressed.
- 8.1.1.2 **Brown** explained that there are two issues: (1) should students evaluate faculty, and (2) are the evaluations being used well. In regard to (1), research shows that the students should be evaluating faculty. In regard to (2), the literature also shows that they are not always used properly. The evaluations should allow faculty to improve or retain instructional practices.
- 8.1.1.3 **Chambers** noted that departments can choose how to use the evaluations. A separate issue is the time at which the university chooses to administer the evaluation. Given that each semester has several sessions that begin and end on different calendars, the evaluations should be available to students at the end of each session.
- 8.1.1.4 **Burgess** noted that the original purpose of the SAI's at ETSU was for the instructor to be given feedback to promote better teaching practices. In the 1990's they became an aspect of tenure and promotion.
- 8.1.1.5 **Littleton** suggested the motion be modified such that the Faculty Senate Teaching Workgroup be charged to review ETSU's requirement for students' assessment of faculty and courses and the Workgroup should make recommendations for change.
- 8.1.1.6 **Peterson moved to amend the motion as suggested by Littleton.**

The motion was seconded by Hemphill.

Further discussion

- 8.1.1.6.1 Byington suggested other Faculty Senate members interested in serving on the workgroup should be given the opportunity to do so.
- 8.1.1.6.2 **Gray** suggested that Sherry Armitage be invited to serve on the workgroup due to her prior experience.

The motion as amended was passed.

9. Questions on reports/summaries from committees/working groups
None noted.

10. Other Items

11. Comments from Guests
None noted.

12. Adjourn

**Motion to Adjourn: Brown
Second: Peterson
Meeting Adjourned**

Please notify Senator Eric Sellers (sellers@etsu.edu or 9-4476, Faculty Senate Secretary, 2017-2018) of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess (burgess@etsu.edu or 9-6691).