



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	02/20/2023	<b>Time:</b>	14:45-16:30	<b>Location:</b>	Culp/Zoom
<b>Next Meeting:</b>	03/06/2023			<b>Scribe:</b>	Ashley Sergiadis
<b>Present:</b>	Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Bray, Sheree; Byington, Randy; Daniels, Jean; Desjardins, Matthew; Digavalli, Siva; Dowling-McClay, KariLynn; Easterday, Mary; Ecay, Thomas; Elangovan, Saravanan; Fisher, Stacey; Fiuza, Felipe; Foley, Virginia; Foreman, Robin Ann; Frye, Steph; Funk, Bobby; Garris, Bill; Gentry, Retha; Gray, Jeffrey; Greene, Amy; Harnois-Church, Patricia; Hauldren, Kacie; Hawthorne, Sean; Hemphill, Bill; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Kim, Sookhyun; Landis, Ryan; Lyons, Reneé; Mackara, Fred; Mamudu, Hadii; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Ramsey, Priscilla; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Tai, Chih-Che; Thigpen, Jim; Trogen, Paul; Uddin, Moin; Walden, Rachel; Waters, Susan; Weise, Constanze; Yampolsky, Lev; Youngberg, George; Zahner, Matthew				
<b>Absent:</b>	Stevens, Alan; Thompson, Beth Ann; Burns, Bracken; Chakraborty, Kanishka; Kruppa, Michael				

### Agenda Items

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

### DISCUSSIONS

1. Celebrations None.
2. Introductions of Guests  2.1 Karin Keith, Associate Provost for Faculty  2.2 Colonel Dan Bishop, Director, Military and Veterans Services  2.3 Nick Hagemeyer, Vice Provost for Research and Chief Research Officer
3. Announcements  3.1. The Executive Committee will next meet with Provost McCorkle on Tuesday, February 21. Email President Blackhart any questions by the end of this meeting.
4. Guest Speakers  4.1 Colonel Dan Bishop, Director, Military and Veterans Services



## DISCUSSIONS

- Contact Information for Colonel Bishop: Yoakley Hall, 1st Floor, Room 131 East Tennessee State University (P) 423-439-7161 (Cell) 910-257-8498
- Military Veterans Services has three staff members: Dan Bishop, Jason Wilder, and David Haselroth. Their office has five main areas of support.
- **Certification/Compliance:** The office acts as the middle person between the VA and ETSU for veterans and military dependents. They validate veterans' status and ensure that the benefits go to the right place (e.g., students, university). They have three different compliance inspections (two federal, one state) annually for three different campuses.
- **Recruiting:** When Bishop arrived, ETSU had 750 military affiliate students and now has 859. Numbers are based on those using their benefits and/or self-identifying. They recruit regionally (Virginia, Tennessee, North Carolina, Kentucky) and nationally. Regionally, they attend ETSU admissions events. They visit regional National Guard reserve unit/installation to talk about the value of higher education and ETSU. If you are a Tennessee National Guardsman, you are able to go to school for free. They have lobbied so that Virginia guardsman can bring their benefits across the state border. Nationally, they try to hit any education center in military installations across the country with a focus on the Army and Marine Corps (due to the staffs' background). They are working on expanding their recruitment (e.g., air force bases, Norfolk naval bases). They have recruited as far as Colorado and Texas. Those on active duty can receive tuition assistance but it is capped at \$250 per credit hour. They are working on how to match that cap at ETSU so those on active duty do not have to pay out of pocket.
- **Retention and Integration:** The MARC (Military Affiliated Student Resource Center) is in the basement at Yoakley Hall. It has a tv, snacks, coffee, water, sodas, printers, paper, and a study area. They have increased usage over 200% this year. There has been some success with re-establishing the Student Veterans of America. They have a liaison officer with disability services. A counseling center representative spends a day in Yoakley every Wednesday for anyone that needs to talk. They engage with the NAVIGATE system and work often with the CFAA. They received grant money to hire veteran coaches and tutors at the CFAA.
- **Post Graduate Employment:** They are trying to improve post-graduate employment. To do so, they work with Career Services as well as bring in companies like Core Force.
- **Engagement (On Campus/External):** On campus, they discuss their services as well as the challenges that veterans face. Externally, they connect with military and veteran service-related organizations (e.g., Salvation Army, Red Cross, American Legion Veterans, Tri Cities Military Affairs, etc.).

**Desjardins:** I've worked very closely with Colonel Bishop. I want to thank him for all the work he has done to introduce us to Core Force and everything else he does for our veterans.

**Hemphill:** Is your office part of the Veterans Fair at the Millennium Center?

**Bishop:** I am on the steering and planning committee. My office, Appalachian Studies, and Sociology paid the bill for the Millennium Center.

**Hemphill:** Is there any registration or is it drop-in?

**Bishop:** It is drop-in, so please get the word out. We would like to do this event annually.

**O'Neil:** How can everyday faculty get involved?

**Bishop:** Be present at military related events like ROTC events, commissioning ceremonies, and veteran day ceremonies. I would like to have better idea of who the veterans are on campus so they can connect with students in a mentor/mentee relationship.

**Lyons:** You might want to consider digital storytelling and work with the library or Archives of Appalachia on a project to get veteran stories on tape.

**Bishop:** I love that idea. Who should I talk to?

**Lyons:** I would talk to the Dean of the Libraries and the Director of the Archives of Appalachia.

**Fisher:** Do you have days that you are on the Sevierville campus?

**Bishop:** Please reach out to me because I would love to go on that campus.



## DISCUSSIONS

**Byington:** How do online students connect to the services?

**Bishop:** If you have a veteran or dependent, please share my contact information to establish that initial contact.

**Byington:** Could you record a short video that we could load into our D2L site about your services?

**Bishop:** Yes, I will work on that.

### 4.2 Dr. Nick Hagemeyer, Vice Provost for Research and Chief Research Officer

- Personnel Update: Rachel Bishop is the new Contracts Officer.
- Higher Education Research and Development (HERD) Survey released the FY21 rankings in late December 2022. This is conducted by NSF annually in which all institutions with \$150K+ in research and development expenditures are ranked. It captures federal, institutional, state/local government, business, nonprofit and other expenditures. Ranking is from 1 (John Hopkins University, \$3.2B) to 648 (Jackson State University, \$268K). ETSU increased spending (\$18.5 million) and rank (286). Federal government (45%) is ETSU's biggest expenditure source, followed by institutional funds (27%) and non-profit organizations (26%). ETSU's FY22 submission increased to \$23.3M.
- Previously, Faculty Senate asked how the Research Office would be assisting with establishing collaborations between researchers. Dr. Hagemeyer advised faculty to err on the side of over-asking for help, connections and collaborations. (1) He will meet with researchers one on one to help make connections. (2) His office hosted a 3-minute mixer. Over 50 people attended the last one. They may tweak the format by offering them twice a semester for a shorter amount of time. The one in the fall focuses on new faculty. (3) They are working on connecting ETSU research centers and institutes through meetings as well as developing a website that describes them. Many of the centers and institutes have monthly meetings that interested faculty can attend. (5) Most colleges now have Associate Deans for Research. (6) They hope to eventually have searchable faculty profiles. Their product ETSUGEE does not handle that need. [Sergiadis stated the library was in the process of creating profiles within the Expert Gallery. However, that product will be going away in the next few years. The library is currently researching alternatives. They will reach out to the Research Office and others once they have more information. Hagemeyer noted that the Expert Gallery helped him connect with students.] (6) They hope to have better pre-pre-award infrastructure. Pre-award is when you need help with submitting a grant. Pre-pre-award would be identifying funding opportunities in a faculty's areas of interest.
- Faculty Senate asked how the Research Office would be assisting with finding funding. Dr. Hagemeyer suggested investing the time to determining effective keywords when searching for articles and funding. (1) He will schedule a one-on-one meeting with him. (2) He suggested using SPIN. Faculty can create an account and search for funding. Faculty can set up saved searches and have them emailed periodically. (3) He also suggested having literature emailed. He had abstracts sent to him through the National Library of Medicine. He would then find where the research in pertinent articles was funded. [Walden mentioned that faculty can set up email alerts from PubMed based on saved searches. The Medical Library can help with training.] (4) Pre-pre-award infrastructure is an eventual service.
- ETSU had over \$5.4 million in total F&A (Facilities and Administration) or indirects in FY22. Globally, F&A funds have become the largest and most important internal source of research support. They are a flexible funding source. The strategies differ on reinvestment strategies: cover costs already incurred (e.g., items the university provides such as administrative staff not covered in the grant), purchase new equipment, seed new projects, support faculty start-up costs, upgrade facilities, bolster research support services. ETSU's model is 20% Central, 50% Dean, 20% OVPR, 6% Sherrod Library, 4% Graduate and Continuing Studies. Out of necessity, OVPR taxes the indirects off the top in order to fund FTEs, parts of 3 FTEs, 4 stipends and software. QCOM and BGCOP do not contribute to the model. ETSU's peers have a variety of models. Funding tends to follow whoever funds startups. Also, PIs at other institutions tend to receive a percentage, which is something ETSU has not historically done. This is different than the salary incentive program. It would go into a research account for the researcher to be used for bridge funding, travel, publication costs, etc. ETSU needs an indirect cost model that aligns with our vision. Indirect cost recovery is our primary research investment mechanism.
- Faculty Senate is concerned about finding time for research and scholarly activities. (1) ETSU must have well-oiled pre- through post-award research operations. Researchers should be doing non-



DISCUSSIONS

research administrative tasks. (2) He has been reviewing tenure/promotion criteria for all departments. He is trying to determine the bar for research for tenure track lines. If the bar is low, then there may not be an incentive to advocate for protected time. (3) ETSU needs the incentives for research to be comparable to teaching incentives. (4) He advocates to the chairs about protecting faculty time and giving adequate time to engage in research.

- Board of Trustees is on board for growing our research. They want ETSU to be a premier R2.
- He will/have presented two budget presentations: one to the Provost and one to President's Cabinet. First, he is asking for coverage of the key people in this office (\$450,000). ETSU has used indirects to maintain the status quo in terms of staffing, but we need to have personnel on state dollars. Second, he is asking to fix the indirect costs recovery model. Third, he has determined the three-year rolling average on how five entities (main campus, College of Medicine, Family Medicine, College of Pharmacy, and University School) engage with this office. He wants to determine how to support the office using data-driven information. He is trying to integrate the cost administration model into the pro rata.

**Scott:** I feel increasing the bar for research in tenure and promotion may be challenging especially for those who are within two years of promotion. What would be the timeline for changing tenure and promotion criteria?

**Hagemeier:** There are ways to ensure that faculty are held to the criteria that they had coming into the rank.

**Blackhart:** I had a question about your point about chairs protecting time for faculty to do research. It is not always within the chair's ability to do that. For example, when faculty positions are not filled, it is hard to do more research when we are asked to do more service and teaching. What is your recommendation on how we address this?

**Hagemeier:** I think we need to communicate and advocate. Faculty need to advocate for protected time. Some tenure-track faculty only have 5 to 10 % of their time allocated to research, which is not much. I am also trying to bring as much data as I can to this issue (number of faculty, number of courses they teach, etc.).

**Kim:** Can you open internal research funds to include faculty salary? Currently, they are only open to equipment, data collection and conference.

**Hagemeier:** Summer salary is allowed this year and we took off the limit. You need to justify why you need it.

**Tai:** How's the faculty salary/benefits saving model? For example, if a faculty gets a 20% of buy out from grants, how do we deal with the benefits money going back to the university if we want to hire another person with benefits. The benefits would go back to the university's benefit accounts so the department cannot use them.

**Hagemeier:** I will need to look into this issue.

5. Approval of Minutes

**Blackhart** questioned whether there was an objection to approving the minutes from the 02/06/2023 meeting. **Sergiadis** noted that Senators McGarry, Foreman, and Digavalli submitted corrections.

**No Objection: Minutes Approved**

6. Action Items

None.

7. Information Items

7.1 Notes from Executive Committee meetings with President Noland – Blackhart

**Weise:** What do we have to fear about the changes regarding diversity? How does this affect the humanities that teach such diverse subjects?



**DISCUSSIONS**

**Blackwell** and **Digavalli** shared Weise’s concern.

**Byington:** The President reiterated to the Faculty Senate Executive Committee that the university’s commitment to diversity has not changed.

**Boa:** It’s my understanding that as faculty we are “protected.” I teach 2 classes on cultural diversity so I share Constanze’s concerns about what is to come.

**Hendrix:** The President mentioned to the Faculty Senate Executive Committee that there are some concerning legislations across the country. At the moment, we do not know what to expect so we should not get fired up. President Noland and Bridget Baird (VP for Government Relations) is actively watching and participating in conversations with Senators and members of the House. There was some concern and some discussion around this topic, but there is nothing at the moment of related legislation that is actionable.

7.2 Board of Trustees Report – Trustee Foley

The Board met on Friday. They approved College of Medicine’s and College of Pharmacy’s tuition for FY24. They approved the housing and meal plan costs for FY24. Housing increases in dorms ranged from \$100 to \$260 per term or around 5.6%. For the apartments, it went up \$160 to \$200 per term or 5.3%. The meal plan went up \$60 per term. Our contract with Sodexo increased 8.4% based on consumer price check of meals away from home. We only passed 3.13% to the students. The Board meeting dates were approved for 2024. The meetings are recorded and will be available online.

7.3 Reports from University Committees

Quality Effectiveness Sub-Council of Academic Council – Byington

They continue to work on refining the QEP evaluation plan.

University Research Council – Herrmann

Hagemeier presented on the information within the meetings.

Instruction Space Group – McGarry

For this semester, they want to improve the system for people to report problems with their instructional space. Faculty generally are supposed to work with the building coordinators but they do not always know who they are. They are planning on raising awareness and asking building coordinators to be more proactive by doing a walk through once a semester and give the group a report.

7.4 Faculty Senate elections – Blackhart

Senator Sergiadis has the census data and the number of senators each college will have next year. This week President Blackhart will let each college know how many individuals they need to elect for next year.

7.5 Other Items of Discussion from the Floor

None.

8. Old Business

None.

9. New Business

9.1 Voting for Faculty Trustee nominees

Faculty Senate received five nominees who met the criteria. Unfortunately, two had to remove themselves from consideration. At this time, there are three individuals who are nominees for the Faculty Trustee position (Steph Fry-Clark, Brian Johnston, and Ryan Nivens). The Faculty Senate Executive Committee would like to forward all candidates. Senators had no objections with moving forward with all candidates.

10. Comments from Guests

None.

11. Final Comments/Announcements from Senators



## DISCUSSIONS

11.1 **Desjardins:** ETSU's Cyber Security Team won their competition at the Southeast Regional. They are one of eight universities in the southeast to make it to the next round. Dr. Bajracharya is their faculty sponsor. The following are the eight winning teams going to the regional round of competition for this year (in alphabetical order): 1. Charleston Southern University 2. Clemson University 3. Columbus State University 4. East Tennessee State University 5. St. Petersburg College 6. University of Central Florida 7. University of North Florida 8. University of South Alabama.

11.2 **Byington:** ETSU men's golf team has ranked in the top 25 nationally. They finished second in their most recent tournament.

11.3 **Nivens:** Dr. Richard Ignace will be giving a talk at 4:30 pm today in Brown Hall 264 on his Co-PI role in NASA funded research.

12. Adjourn

**Motion to Adjourn: Hendrix**

**Second: Byington**

**Meeting Adjourned**

*Please notify Senator Ashley Sergiadis ([sergiadis@etsu.edu](mailto:sergiadis@etsu.edu), Faculty Senate Secretary, 2022-2023) 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.*

Notes from FS Exec Council meeting with President Noland  
February 10, 2023

**General talk at start**

Service Award luncheon is today. Notable is Bonnie Burchett 45 years of service. Location will be Culp Center, since the Millennium Center was flood damaged and is being repaired.

**Question 1 sent to President before the meeting.**

Discussed how the President's office communicates information, in particular, when to expect pay raises to show up in paychecks.

**Question 2 sent to President before the meeting.**

President read the research about box fan filtration, thought it was interesting, and will continue to defer to Public Safety and Facilities to make decisions regarding improvised filters in buildings. Fire safety is most prominent, since some of these devices are left on continuously without supervision. Randy B. asked what is the process for filtration in new building projects as well as in retrofitting of old buildings when they are remodeled. Randy asks that we consider how we can communicate this to the overall community.

**Governor Lee's proposed budget:**

In response to the Gov's budget, it is rather straightforward and unprecedented in focus on higher education, in particular, the TCATs, with over \$1 billion in capital upgrades.

For ETSU, the net takeaway is the budget covers our inflationary costs, covers salary increases to adjust for inflation, and covers enhancements for increases in health benefits. There is \$2.8 million for ETSU overall budget increases, enough to cover all the inflation offset needed. We have a 5% salary pool to draw from.

This is good news for us, never in memory have we had a 5% salary pool from the state. Since the state funds about 50% of the proposed salary pool, we can expect a 2.5% (probably 3%) increase in fees at ETSU and that will likely be presented to the Board of Trustees (BoT).

Overall, this is good news for ETSU. Now for the challenges...

THEC scores requests for capital upgrades to provide balance across the state, and this process is voted on by multiple layers of groups to create the rank-ordered list that presents the capital projects to fund. Since the Governor only funded TCATs for capital projects, including their "wish list" Master Plans (think about ETSU's 2010 Master Plan which includes a tennis stadium and other items). He funded their Master Plan in one fell swoop. The state Legislature is confused and concerned. For example, only 1/3 of the deferred maintenance requests have been funded, and none of the requests for safety. The legislature can amend this budget, and likely changes will be made.

However, this is the first year where the Governor's budget is the *start* of the conversation rather than the end. For ETSU, it is a miracle, since none of the capital projects we had on the list (notably Brown Hall Phase 2 which was #1 on the list) will be impacted, since we would be unable to initiate Phase 2 for at least 18 months, by which time we will have another budget cycle and we'll still be #1 on the list. This contrasts starkly with UT-C, which had a \$30million donor lined up to fund a building that will now have to wait another year (pending that the budget doesn't go their way).

But for ETSU, the operating budget we have been given is great with increases for overall operating and salary.

### **THEC discussion**

They are in an uncertain position. They are looking to propose a bill to the legislature that would allow them to terminate programs. Within TUFs, there will be a lot of discussion about how to deal with THEC. In THEC's support, the TN Board of Regents used to have power of termination, so there is a precedent for such actions. Additionally, THEC has final say in program creation. The concern is that in other states, particularly FL, OK, AR, WV, and GA they have begun the process of looking at job descriptions about diversity, social justice, etc. President Noland is concerned about what is to come.

### **Proposal of TN not receiving federal money:**

Virginia brought up the bill that is being proposed to allow TN to reject all federal money and not have to follow federal requirements. Randy noted that 21% of P-12 budget is federal dollars, and that proposer of the bill thinks that TN can make up the difference.

President Noland asks how can we communicate all these hot issues and not divide our people here at ETSU. For example, in Florida the governor there fired the president of New College Instituted, dissolved the Board, and appointed a new president and new board members. What will happen here in TN? Maybe in two months I'll be fired as president and back in Clemmer teaching classes as faculty.

Randy suggested that TUFs should be the spokesperson group for this.

American Council of Education (ACE) called an emergency meeting for presidents of universities to discuss this topic.

President Noland asked us to contact our colleagues in other states affected by this push and see how their faculty have dealt with this. What opportunities lie around the corner if we can successfully navigate this path of legislation? One president noted that DEI protects veterans, rural communities, and other groups that are not in the line of fire. Randy B. noted that "economic diversity" was used in SW Virginia to comply and avoid the spotlight. Alan said that on the other side, how do we protect the groups that are under attack? Ryan brought up a focus on "belonging" as a core value, and that here at ETSU everyone belongs and that there is no need to start naming groups. The President said that 60% of people are middle of the road folks, and that they do not want massive disruption and turmoil. People are currently afraid to say anything. But, President Noland thinks that we can successfully navigate these tumultuous times! We have the money for ETSU Moonshot and other initiatives. Our goal is to keep harm away from ETSU and create a bubble of protection and if we can just make it to June we'll have this all behind us.

Randy asked if we should start these discussions with local groups, such as Rotary and Kiwanis. Stephen did not think this was a productive avenue. President Noland said that service is the key. If we can get the JC Press to highlight students from the Pride Center feeding the homeless and students from the Basketball team serving in Unicoi County, we could help the community see that everyone here is just a group of decent humans like everyone else.

### **BoT meeting next week:**

Items on the agenda are budget, finance, key performance indicators, data, & transparency.



**Oracle**

The Oracle implementation is going very well. We are 5 months ahead of UT in onboarding people. There is a lot of heavy lifting going on behind the scenes, so be sure and express your appreciation to those people who are involved. Some major improvement will be the ability to implement best practices in hiring new employees.

**Other items**

Huron's work has resulted in revisions to the budget model.

New CFO starts later this month.

Ask Jeremy Ross to meet with FS to discuss timelines for all the building projects.

In Athletics, "Doc" Sanders is getting a handle on things. The Volleyball coach is leaving to Michigan and is doubling her salary. We offered her an immediate pay raise, but she is still leaving. The Cheerleading issue successfully resolved without the President's involvement.

Next big conversation is alignment with Colleges and Programs. Are programs in the right place? How would you sequence the changes?

Nashville will confirm our 3 new BoT members. Keep in mind they are unpaid, but that lately these hearings have been a Grilling on topics they are unaware of.