



FACULTY SENATE MINUTES

Meeting Date:	04/17/2023	Time:	14:45-16:30	Location:	Culp/Zoom	
Next Meeting:	08/22/2023				Scribe:	Ashley Sergiadis
Present:	Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Burns, Bracken; Byington, Randy; Chakraborty, Kanishka; Daniels, Jean; Dowling-McClay, KariLynn; Easterday, Mary; Ecay, Thomas; Fisher, Stacey; Fiuza, Felipe; Foley, Virginia; Foreman, Robin Ann; Frye, Steph; 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; Kruppa, Michael; Landis, Ryan; Lyons, Reneé; Mackara, Fred; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Ramsey, Priscilla; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Stevens, Alan; Thigpen, Jim; Thompson, Beth Ann; Trogen, Paul; Uddin, Moin; Walden, Rachel; Weise, Constanze; Yampolsky, Lev; Youngberg, George; Zahner, Matthew					
Absent:	Bray, Sheree; Desjardins, Matthew; Digavalli, Siva; Elangovan, Saravanan; Funk, Bobby; Mamudu, Hadii; Tai, Chih-Che; Waters, Susan					

Agenda Items

Meeting called to order
1. Celebrations
2. Introductions of Speakers & 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 Guests
11. Final Comments/Announcements from Senators
12. Adjourn

DISCUSSIONS

1. Celebrations
1.1 McGarry thanked Blackhart for serving as Faculty Senate President last year.
2. Introductions of Speakers & Guests
• Karin Keith, Associate Provost for Faculty
• Cesar Gracia, ETSU Chief of Police
• Susan Epps, Professor of Educational Leadership & Policy Analysis and NCAA Faculty Athletic Representative for ETSU
• Jessica Thomas, Assistant Athletic Director for Academic Support Services
3. Announcements
3.1. The Executive Committee will next meet with Provost McCorkle on Tuesday, April 18 th
3.2. Save the Date – Faculty Senate Retreat to take place Tuesday, August 22 nd
3.3 Keith announced that policy review is underway. Reviewers have identified policies that impact faculty, policies that impact students, and policies that impact curriculum. They are sending those policies to



DISCUSSIONS

relevant individuals to review, even if the policies only appear to need minor changes. Policies with substantial changes will move forward with an open public comment period. Policy work will pause over the summer.

Yampolsky: In the open public comment period, will we have a chance to propose other possible changes beyond the proposed changes?

Keith: Right now, we have only sent out policies that need minor changes to relevant individuals. If those policies need more substantial changes, then we are placing them to the side to potentially review them in the fall. We have also identified three institutions whose policies we are reviewing to determine if we need to incorporate elements from those policies into our current policies and/or create new policies.

Susah Epps has also been working on the Faculty Handbook, including removing policies that exist solely within the Faculty Handbook in order to create a site that only links to the policies.

4. Guest Speakers

4.1 ETSU Chief of Police Cesar Gracia – Campus Safety

- ETSU currently has 19 officers and is budgeted for 20 officers. Officers work twelve-hour shifts, so it may seem like there are less officers. In general, law enforcement is down in employment. The police departments (ETSU, Johnson City Police Department, Washington County Sheriff's Office) support one another.
- [Public Safety](#) website links to the [Annual Security and Fire Safety Report](#). The report provides the last three years of crimes that occurred on campus and within a mile boundary of all ETSU-owned property (based on requirements of the Clery Act). Contact Public Safety with any questions regarding the report or daily crime logs (also listed on the website).
- The Walk and Talk Program is an initiative in which officers walk through campus to meet faculty, staff, and students. The program resulted in ~4,500 person-to-person contacts. The purpose is to make it easier for everyone on campus to call them.
- In the fall, Public Safety will start the 'See Something, Say Something' campaign. They encourage folks to contact campus police even if they may be unsure whether to contact them.
- In the fall, Public Safety will start the Citizens Police Academy. Faculty, staff, and students can spend an hour a week for eight weeks seeing how Public Safety operates. Participants will be able to ride along with officers, experience hand-to-hand training, etc.

McGarry: Are you and your staff going through trauma-informed training again?

Gracia: We definitely need to have it again. We have been concentrating mainly on de-escalation and duty to intervene. Now, we need to go back to that particular program.

Scott: About one to two years ago, swastikas were put up on the fourth floor of Brown Hall. This hasn't been a recent problem. It seems that monitoring for these sorts of problems has been difficult in terms of cameras, surveillance, and cost. What is being done to evaluate the amount of surveillance happening on campus?

Gracia: We are working on a grant to purchase additional cameras. The Emergency Management Agency oversees the cameras and would be good to contact. We worked closely with the Regional Organized Crime Information Center and were able to borrow some cameras temporarily to set up throughout campus.

Byington: I think the Governor was proposing increased money for security for K-12 (e.g., cameras). Does any of that roll over into higher education?

Gracia: We work through the Department of Campus Safety, so many grants and opportunities are not available due to us already receiving federal money. It will be challenging for us to tap into state resources.

Lyons: Can you describe your training for campus police officers? Are most officers experienced, or is training necessary? Continuous training?

Gracia: All police officers are required to receive 488 hours of initial training. The Tennessee Post Commission mandates that we receive an additional 40 hours of training per year. On top of that, other training occurs. For example, I have four officers going to an active shooter instructor school. We are currently working on getting training for de-escalation, domestic violence, sexual assault, etc. We look to hire experienced officers on campus rather than brand new officers.

Lyons: Any plans for faculty preparedness training?



DISCUSSIONS

Gracia: That question is mainly for the Emergency Management office. They are continuously trying to train faculty and staff. We have offered training but then there is little participation. We would be more than happy to offer training on a specific topic.

Blackhart: Have there been any changes to safety and protocol if there was an active shooter on campus?

Gracia: In regards to training faculty/staff, Emergency Management has been doing some training. You can also request training from Jeffery Blanton or Mason Bowen. We have been working on training some of our officers to get them certified so they can train others. While campus police will be the first ones to respond, other surrounding agencies and probably the federal government will come in to respond in the event of an active shooter so we make sure to keep those working relationships strong.

Fiuza: Some of our children go to University School, which I understand receives security from your department. Since Columbine, there have been 377 school shootings. What can we do to protect our kids?

Gracia: Education is key, especially teaching kids what to do (e.g., run, hide, fight). At University School, we have a School Resource Officer stationed there as well as officers patrolling. If a kid thinks something does not feel right, then they should report it. In a lot of situations, there were many red flags that people did not report. We have a threat assessment team here to gather that information and monitor situations.

Stevens: Faculty have concerns about not seeing enough police presence at night, especially those in spaces open 24 hours such as the buildings for music and digital media students/faculty. How are those spaces handled?

Gracia: Can you send me an email with the building locations? I can tell you whether it has been checked or not. If it hasn't, we will address it.

Nivens: Who do you report graffiti on campus to? Sometimes, I see graffiti on places near the railroad tracks.

Gracia: If it occurs on any ETSU-owned property, it is considered vandalism. Public safety will review it then operations will clean it. Anytime you find graffiti, let us know and we will send an officer. (4880 is the direct line.)

Hounshell: The Digital Media Center is near the railroad tracks where the homeless often stay. Whose jurisdiction is this?

Gracia: It depends on which side of the fence. Whenever we identify the homeless, we have to move them off our property. If it is on the other side of the fence on the backside of campus, that property belongs to CSX and Johnson City will work with them to clear the area. Whenever you are in doubt, call our dispatch and we will send an officer. If it is not in our jurisdiction, we can call the Johnson City Police.

4.2 Dr. Jessica Thomas, Assistant Athletic Director for Academic Support Services, and Dr. Susan Epps, Professor of Educational Leadership & Policy Analysis and NCAA Faculty Athletic Representative for ETSU – Academics in Athletics

- Susan Epps signs the travel class absence letters to acknowledge she has reviewed it. She does not approve the dates of travel as the schedule is set by the conference. Some of this is also affected by other competition factors (e.g., when they are allowed to warm-up at the facilities, etc.). If there are concerns, she can consult the coach.
- You can keep track of athletes' attendance but you are not supposed to deduct points for sports-related absences.
- One issue that emerged is faculty are not receiving their travel letters. For in person classes, students should be introducing themselves and providing faculty with the travel letter. Athletes can email you the letter but they are advised to introduce themselves at the start of classes. Jessica Thomas has been exploring sending travel letters through Banner/Navigate as a back-up.
- Students who are not part of the travel squad are supposed to be in class (although this can change with game day decisions).

McGarry: A person in my college noted that at a former university they used to get an aggregate academic report of athletes every year to show how the athletes' overall GPA compares to other students'.

Thomas: We can do that. I have to compile our athletic department's GPA anyway. Their graduation rate



DISCUSSIONS

is higher than other students. In the past fall, athletes had a 3.2 GPA and the campus was slightly below this GPA.

O’Neil: When the travel schedule changes, we are not always receiving an updated letter with these changes.

Thomas: When we hear of changes, students are sent an update but they are not always sending the letter to faculty, which is a problem. This is one of the reasons I want to be able to send travel letters through a system. There are cases where the updates are sent last minute and it is not possible to provide update in a timely manner.

Epps: Dr. Thomas is working on getting those notices out as soon as they are received. However, this is dependent on the coaches letting us know there is a change. We have a lot of new coaches, so we are sending continuous reminders that they need to let us know changes in advance. That being said, certain circumstances (e.g., weather) changes the schedules at the very last minute. Please contact us so we can fix the issue.

Kim: Should faculty offer an accommodation for practice time? For attendance, due extension, etc.?

Thomas: Absolutely not. This is a NCAA violation. Athletes should not be asking for accommodation for practice time at all. The travel letter builds in time for them to practice the day of the competition. For regular practice time, they should not be missing class.

O’Neil: Both men’s and women’s basketball will shoot around the basketball at the local gym before they leave. This is confusing because they are on campus but they are leaving class.

Epps: Some of the teams, particularly basketball, will often choose to shoot around here instead of the away facility. This is a decision by the coach. This is not practice although it looks like practice. Shoot around, prior to a competition, is considered part of the competition. However, they should not be missing class for shooting around when there is not a scheduled game and it is not part of the competition.

4.3 ETSU Heroes

- Epps encouraged everyone to nominate someone for the Heroes Awards. This is a program put together by Jeremy Ross and Dr. Noland.
- These awards are not the same as the faculty and staff awards. The distinction is doing something extraordinary way above and beyond just doing your job really well. [Examples](#)
- Celebration will be Wednesday, October 11 during Founders Week.

5. Approval of Minutes

Blackhart questioned whether there was an objection to approving the minutes from the 04/03/2023 meeting. **Sergiadis** noted that Senator McGarry submitted corrections.

No Objection: Minutes Approved

6. Action Items

6.1 Faculty Senate Officer Elections

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 Reports from University Committees

General Education Advisory Committee -- Garris

GEAC approved COMM 2090 as a general education course in the category of social and behavioral sciences. *COMM 2090 Interpersonal Communication - Introduces key concepts for discussing and improving interpersonal relationships such as those with family, friends, romantic partners, and coworkers.*

7.2 Faculty Senate meeting dates for academic year 2023 – 2024 (see attachment)



DISCUSSIONS

Zoom will continue to be an option to accommodate Faculty Senators on different campuses.

Thompson: Has there been discussion on policy development around AI and academic misconduct?

Blackhart: In the fall, we plan on having Alison Barton, Director of Center of Teaching Excellence, come speak to us about ChatGPT and AI in the classroom. I have not heard any conversation about policy development on AI.

Byington: There are multiple levels to academic misconduct policies – college, program, etc.

Keith: We had a conversation about this early in the academic year. Our interpretation of our academic misconduct policy is that it could incorporate ChatGPT usage.

7.3 Notes from Meeting with Dr. Noland (04/06/2023)

None.

7.4. Other Items of Discussion from the Floor

General Education Redesign

Fiuzza: I was unable to attend the last meeting that addressed the General Education Redesign. Senator Lyons commented, “I noticed also the language of ‘local and global...’ Where does national fit in? Students need to understand our civics, our government!” From my perspective, I do not think that is necessary. Nation is implied in the term “local.” There is a lot of focus on the nation in the K-12 system already. Students already know what the nation represents in that sense. The language in the Purpose of General Education document reflects the discussions we had in the Chapter 125 and QEP meetings.

Lyons: While it is in the K-12 system, there is not a lot being received by those students, based on my research (*Teaching Civics in the Library*).

Other Elections

- Colleges of Medicine and Clinical and Rehabilitative Health Sciences need to complete their elections and update President Blackhart.
- President Blackhart encouraged Senators to serve as an at-large member of the Faculty Senate Executive Committee. The Executive Committee meets every other Monday as well as monthly meetings with President Noland and Provost McCorkle. Elections for the at-large members happen at the Faculty Senate Fall Retreat.

Faculty Senate in Five Sentences

Faculty Senators expressed positive opinions about the five-sentence summary of Faculty Senate meetings that the Communications Committee (led by Bill Garris) piloted this year.

8. Old Business

None.

9. New Business

None.

10. Comments from Guests

None.

11. Final Comments/Announcements from Senators

11.1. Final farewell of the semester

11.2 **Walden:** The Equity and Inclusion Conference (September 28-30) announced their call for proposals (due on May 15). Faculty, staff, students, and/or community members can propose a panel, workshops, etc. <https://www.etsu.edu/equity/conference/call-for-proposals.php>

11.3 **Foley:** Academic Structure Task Force is hosting Town Hall on April 19 from 10-11 in the Culp Auditorium (with a Zoom option).



DISCUSSIONS

11.4 **Foley:** The Board of Trustees meets Friday, April 21. Board materials should be posted by tomorrow. The full board meeting will be lived stream.

11.5 **Sergiadis:** Last year, I presented to Faculty Senate Sherrod Library's intent to create a profile for every faculty member in the Expert Gallery Suite. We were halfway through creating profiles for everyone during fall 2022. In December, we were told that the Expert Gallery Suite would be discontinued. This semester, we've been meeting with vendors and peer institutions trying to determine what is our next step. I should have more information in August.

12. Adjourn

Motion to Adjourn: Unknown

Second: Unknown

Meeting Adjourned

Please notify Senator Ashley Sergiadis (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.