



FACULTY SENATE MINUTES

Meeting Date:	08/31/2020	Time:	14:45 – 16:30	Location:	Zoom
Next Meeting:	09/14/2020	Scribe:			Ashley Sergiadis
Present:	Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Burford, Mike; Byington, Randy; Chen, Yi-Yang; Cherry, Donna; Collins, Charles; De Oliveira Fiuza, Felipe; Elangovan, Saravanan; Ellis, Jon; Emma, Todd; Epps, Susan; Evanshen, Pam; Fraysier, Donna; Funk, Bobby; Garris, Bill; Gray, Jeffrey; Gomez-Sobrin, Isabel; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Holmes, Alan; Johnson, Michelle; Kim, Sookhym; Livingston, James; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Mitchell, Holly; Nivens, Ryan; O'Neil, Kason; Park, Esther; Peterson, Jonathan; Ramsey, Priscilla; Sargsyan, Alex; Sergiadis, Ashley; Silver, Ken; Stevens, Alan; Tai, Chih-Che; Thompson, Beth Ann; Walden, Rachel; Waters, Susan				
Absent:	Dunn, Andrew				
Excused:	Alexander, Katelyn; Foley, Virginia; Hagemeyer, Nick; Johnson, Jeanna Michelle (Mikki)				

Agenda Items

Meeting called to order
1. Celebrations
2. Introductions of Guests
3. Announcements
4. Presentation – Dr. Keith Johnson
5. Approval of minutes from August 18, 2020 – 9:30a Meeting
6. Approval of minutes from August 18, 2020 – 10:00a Meeting
7. Informational Items
8. Old Business
9. New Business
10. Comments from Guests
11. Adjourn

DISCUSSIONS

1. Celebrations <ul style="list-style-type: none"> 1.1. Gray's wife is cancer free. 1.2 Hemphill (J.) saw a family of Eastern bluebirds in her yard. They signify happiness. 1.3 Epps worked a four-hour shift on the ETSU main webpage's live chat. Seven people asked questions. She encouraged others to volunteer their time to this service.
2. Introductions <ul style="list-style-type: none"> 2.1 Drs. Amy Johnson and Keith Johnson introduced themselves.
3. Announcements <ul style="list-style-type: none"> 3.1 National Council of Faculty Senates (NCFS) 2020 Conference (Virtual) – September 18th – 19th, 2020. More info at https://national-council-of-faculty-senates.business.site/



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Hendrix introduced NCFS as a new organization that is attempting to represent shared governance across all 50 states and different public institutions. NCFS is hosting their first annual conference this year. Registration is \$10.00.

3.2 **Sergiadis** stated that roll call is no longer necessary, because she now has access to the list of participants through Zoom. This also makes it easier for her to account for Senators who arrive late.

3.3 **Blackhart** is updating the Faculty Senate website. Please email a photo to her if you are new to the Senate or would like your photo updated on the site.

4. Presentation: Dr. Keith Johnson, Vice President for Equity and Inclusion and Chair, Department of Engineering, Engineering Technology, Interior Architecture, and Surveying & Mapping

4.1 **Johnson** updated the Senate on the Office of Equity and Inclusion's strategic plan. The strategic plan will be presented to the Board of Trustees on September 18th. The plan aligns with the University Strategic Plan and the Higher Education Excellence in Diversity (HEED) Award. There are six main goals in the plan:

4.1.1 Foster a welcoming, supportive and inclusive living, learning, and working environment for all faculty, staff, students, and visitors.

4.1.2 Assess and monitor institutional progress on access, diversity, equity, and inclusion efforts.

4.1.3 Provide personal and professional development and public programming related to enhancing understanding of diversity and inclusion.

Johnson noted some of these programs, including planned lunch and learns, workshops, and the Equity and Inclusion Conference on September 22-23. He is also working with Dr. Amy Johnson to align activities in terms of inclusiveness in the curriculum.

4.1.4a Recruit, retain, and graduate increasing numbers of students from underrepresented and underserved populations and international students.

Johnson discussed how graduation rates are worse for underrepresented populations. Not graduating can put a student in a worse position than when they came to the University. Students will typically take out loans, not finish their degree, and struggle to find employment to pay back the loans.

4.1.4b Recruit and retain a greater number of individuals from underrepresented populations into administrative, faculty, and staff positions, and especially into leadership roles across campus, including chairs, deans, and vice presidents.

4.1.5 Promote undergraduate curricular requirements to include significant intercultural perspective.

Johnson explained that this means having inclusive components into select courses. For example, they have been pilot testing ETSU 1020 courses with this content. There are also plans to pilot equity and inclusion training in CBAT.

4.1.6 Develop and strengthen partnerships with diverse communities, locally, regionally, nationally, and globally.

4.2 **Johnson** listed activities already underway through the Office of Equity and Inclusion.

4.2.1 There will be inclusion excellence training for faculty, staff, students and Board of Trustees members.

4.2.2 They created the Dr. Patricia Robertson Pride Center. They renamed the Multicultural Center the Mary B. Jordan Multicultural Center.



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- 4.2.3. They are working with Keith Glover to determine the best ways to educate chairs of search committees and attract diverse populations of candidates.
- 4.2.4 They are working with Ballad Health on a speaker series.
- 4.2.5 They are developing online assessments to evaluate equity and inclusion.
- 4.2.6 They are working with athletics on a strategic plan.
- 4.2.7 They are working with the college deans on decentralizing equity and inclusion. This would include developing equity and inclusion committees within each college. A member from each college committee would then serve on the newly formed University's Equity and Inclusion Committee. This is in progress.

4.3. Questions and Comments from the Senate.

- 4.3.1 Brown applauded Dr. Keith Johnson for the six goals, particularly the first one. He asked how one can measure such a goal. **Johnson** answered that they plan on completing a climate assessment during the Spring semester to get the perception of faculty, staff, and students.
- 4.3.2 **Peterson** described an issue recently mentioned in the *Chronicle of Higher Education*. Departments are trying to hire researchers that fit the expertise of their department. It has been mentioned that this is a backdoor way to hamper diversity, but at the same time is a need for the progression of a department. He asked how we could address this at our institution. **Johnson** answered that one issue is the kind of research that departments are seeking can have implicit bias. Some people of color come into a university and their research agenda is a bit different than what people are accustomed to, which can hinder their progression toward tenure and promotion. The University needs to be more flexible in terms of research. A second issue is the need to strengthen our recruiting methods, which he can be of assistance. Johnson described his own outreach and recruitment measures that has led to a database of prospective candidates. These candidates may have the academic background you need and have already expressed interest in an institution like ours.
- 4.3.3. **Lyons** asked if we have feedback from students that are dropping out. **Johnson** responded that students don't go through an exit process. When he has talked to students, they have mentioned a sense of isolation: lack of role models, not feeling included in the classroom or study groups, etc. In comparison, he mentioned the success of the Bridge Plus Program in which students of color are coached, tutored, and involved in activities.
- 4.3.4 **Byington** asked if TN Promise has had an impact on our ability to recruit students of color and economically diverse students to ETSU (i.e. are these student pursuing community colleges). **Johnson** did not know. He is working on recruiting students of color through initiatives such as developing scholarships. He reiterated that students have a tendency to be more successful when they have role models who look like them, so that is another issue they are tackling. One solution is the inclusive excellence training. He stated that everyone has a role to play, not just faculty and staff of color.
- 4.3.5 **Park** asked if Johnson dealt with international recruits and students and/or the International Office. **Johnson** responded that he works some with the International Office. Park asked who she could contact because she has some concerns regarding international students. He suggested contacting Maria Costa (Director of International Programs and Services) and Carshonda Martin (Director of Multicultural Center).
- 4.3.6 **Silver** mentioned that he has witnessed a faculty member become frustrated because they had difficulty finding someone to give them an exit interview. **Johnson** responded that people can come talk to him. **Silver** asked if a student from the majority culture decides they want to devote the early part of their career to serving an underserved minority population, would that



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be accountable event for the diversity program. **Johnson** stated that it would because it will take everyone to fix these problems.

5. Approval of minutes from August 18, 2020 – 9:30a Meeting

Hendrix questioned whether there was an objection to approving the minutes from the 08/18/2020 – 9:30 AM meeting. **Sergiadis** noted there were some corrections sent through email.

No Objection: Minutes Approved

6. Approval of minutes from August 18, 2020 – 10:00a Meeting

Hendrix questioned whether there was an objection to approving the minutes from the 08/18/2020 – 10:00 AM meeting. **Sergiadis** noted there were some corrections sent through email. She also mentioned that there was some information missing from the last meeting, but that it was not a correction to the minutes. Dr. Susan Epps's term had expired and should have been listed on the recognition of outgoing Senators during the August 18 meeting. Epps is now serving in the capacity of Past President and not as representative of a college.

No Objection: Minutes Approved

7. Informational Items

7.1 Handbook Committee Update – Dr. Epps

Policies that were living in the handbook have been forwarded to Dr. Bill Flora to get them a permanent home.

7.2 Board of Trustees Report – Dr. Foley

Nothing to report at this time.

7.3 University Committees Reports

7.3.1 Information Technology Services Governance Committee -- Mr. Hemphill (B.)

Committee has a meeting next Tuesday. They are looking for agenda items. Contact Mr. Hemphill if you have questions or topics to discuss.

7.3.2 Conflict of Interest Review Disclosure Committee – Dr. Cherry

Nothing to report at this time.

7.3.3 **Peterson** asked if there is nothing to report for a university committee, should Senators stay silent or report that there is nothing to report. **Hendrix** responded that either is okay. Silence means that there is nothing to report. If you want to clarify that there is nothing to report, that is fine as well.

8. Old Business

8.1 Committee on Committees – Dr. Epps

Epps stated that Dr. Ginette Blackhart asked offline if we still have a Committee on Committees. The committee has been deleted from the by-laws. It is currently an individual handling the work now that there is an online place to post openings. It was decided to discuss this issue during an upcoming Executive Committee meeting.

9. New Business

9.1 Senate Confirmation of Appointments

Hendrix questioned whether there was an objection to considering the entire slate at one time. There were no objections. He questioned whether there was an objection to approve these at one time to serve in their particular roles.



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No Objection: Appointments Approved

- 9.1.1 Elections and Governance Committee – Appoint Dr. McGarry as Chair
- 9.1.2 Faculty Handbook Committee – Appoint Dr. Epps as Chair
- 9.1.3 Faculty Concerns and Grievances Committee – Appoint Mr. Hemphill as Chair
- 9.1.4 Parliamentarian – Appoint Dr. Brown as Senate Parliamentarian

10. Comments from Guests

- 10.1 Dr. Amy Johnson and Senators discussed the Ad Hoc Committee to review the proposed Tenure and Promotion Policy.
 - 10.1.1 **Johnson** asked for an update on the Ad Hoc Committee that Mr. Bill Hemphill is chairing. **Hemphill** reported that he has a number of faculty interested and has started to receive feedback. **Johnson** requested to let her know ahead of time questions they may have.
 - 10.1.2 **Epps** asked if there was a timeline to approve the proposed Tenure and Promotion Policy. **Johnson** responded that Ad Hoc Committee will try to complete their work by September 28th. The proposed policy should be approved this Fall in order for departments to make revisions to their policies this Spring. After the Ad Hoc Committee reviews the policy, there also needs to be a 30-day public comment period. In between those steps, there may be cosmetic revisions (i.e. separate policy and procedure). **Hemphill (J.)** mentioned that in addition to cosmetic revisions, there are some substantive revisions that need to be included. **Johnson** clarified that the cosmetic revisions were meant for after the Ad Hoc Committee reviewed the proposed policy.
 - 10.1.3 **Johnson** asked what should be done about the proposed revisions from the Ad Hoc Committee. Faculty from the originating committee have already worked on it for two years. She questioned how major disagreements should be resolved. **Epps** suggested that the revisions go back to the originating committee and it would be their decision. **Johnson** said that the Ad Hoc Committee is an intermediary step between the originating committee's proposal and the public comment process. She suggested taking the Ad Hoc Committee's comments back to the initial committee for their response. Then, place the policy for public comment for a second round of feedback. This would allow Senators to respond to the originating committee's response.
 - 10.1.4 **Lyons** asked if the Ad Hoc Committee will be reaching out to Senators to receive constituent feedback. **Hemphill (B.)** stated that he is collecting and considering any/all feedback. Comments should be sent to him.
 - 10.1.5 **Hemphill (J.)** asked how the original committee was formed. **Epps** stated that the Senate Handbook Committee was initially addressing it but realized it was larger than what that committee should do. Dr. Kirkwood was tasked with convening the committee. Dr. Flora was on it from Senate and there was a mix of senior and junior faculty, deans, and chairs from across campus.
- 10.2 **Lyons** asked if Senators have been assigned to working groups. **Hendrix** stated that working groups would be assigned based on the colleges' goals from the retreat. He has not received all the colleges' goals. **McGarry** asked if colleges should email Mr. Hendrix the two goals and the communication plan. **Hendrix** clarified for colleges to send all of it.



DISCUSSIONS

11. Adjourn

Motion to Adjourn: Patrick Brown

Second: Susan Epps

Meeting Adjourned

Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2020-2021) of any changes or corrections to the minutes.