



FACULTY SENATE MINUTES

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|----------------------|---|--------------|---------------|------------------|----------------|------------------|
| Meeting Date: | 08/16/2022 | Time: | 11:15 – 11:45 | Location: | Carnegie Hotel | |
| Next Meeting: | N/A | | | | Scribe: | Ashley Sergiadis |
| Present: | Beatty, Kate; Blackhart, Ginni; Byington, Randy; Cherry, Donna; Elangovan, Saravanan; Epps, Susan; Fisher, Stacey; Foley, Virginia; Frye, Steph; Funk, Bobby; Garris, Bill; Gomez Sobrino, Isabel; Harnois-Church, Patricia; Hauldren, Kacie; Hemphill, Jean; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Khan, Shoeb; Kim, Sookhyun; Khan, Shoeb; Kruppa, Michael; Lyons, Renee; McGarry, Theresa; O'Neil, Kason; Ramsey, Priscilla; Schroder, Laurie; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Thigpen, Jim; Trogen, Paul; Uddin, Moin; Walden, Rachel; Waters, Susan; Weyant, Emily; Youngberg, George; Zahner, Matthew | | | | | |
| Absent: | Blackwell, Roger; Bray, Sheree; Burns, Bracken; Chakraborty, Kanishka; Daniels, Jean; Digavalli, Siva; Dowling-McClay, Karilynn; Ecay, Thomas; Ellis, Jon; Evanshen, Pam; Fiuza, Felipe; Gentry, Retha; Gray, Jeffrey; Hawthorne, Sean; Hemphill, Bill; Johnson, Michelle; Landis, Ryan; Mackara, Fred; Mamudu, Hadii; Nivens, Ryan; Park, Esther; Thompson, Beth Ann; | | | | | |

Agenda Items

Meeting called to order

1. Approval of Minutes

2. Update of summer '22 activity

3. Recognition of senators completing term

4. Final Comments/Announcements from Senators

5. Adjourn

DISCUSSIONS

1. Approval of Minutes

Hendrix questioned whether there was an objection to approving the minutes from the 04/18/2022 meeting. **Sergiadis** stated that Senator McGarry had minor corrections to the minutes.

No Objection: Minutes Approved

2. Update of Summer '22 Activity

- Hendrix provided updates from administration shared with Faculty Senate Executive Committee over the summer.
 - The Huron Consulting Group is reviewing budgets and administrative processes. The report will be filed soon so that ETSU can make the necessary budgetary and process changes. These changes have a chance to have a positive impact on faculty and staff as well as influence our new enterprise system (Oracle).
 - During fall 2022, the Office of the Provost plans to review the institution's tenure and promotion policy as well as general education.
 - SACSCOC accreditation report will be due in less than 30 days.
- Hendrix thanked Senators Beatty and Frye for organizing the New Faculty Orientation held earlier that morning.

3. Recognition of Senators Completing Term

- Hendrix recognized Senators who completed their terms: Kate Beatty, Donna Cherry, Karilynn Dowling-McClay Jon Ellis, Pam Evanshen, Felipe Fiuza, Jean Hemphill, Michelle Johnson, Mohammad Shoeb Khan, Ryan Landis, Esther Park, Paul Trogen, Isabel Gómez Sobrino, Rachel Walden, and Emily Weyant.
- Hendrix recognized the Executive Committee: Kate Beatty, Ginette Blackhart, Steph Frye, Virginia Foley, Bill Garris, Jean Hemphill, Stephen Hendrix, Ryan Nivens, Ashley Sergiadis, and Alan Stevens.



DISCUSSIONS

4. Final Comments/Announcements from Senators

- Senators received a backpack with a pen and coupon. Senators were asked to share the coupon with someone who blessed their life at ETSU.

5. Adjourn

Motion to Adjourn: Byington
Second: Herrmann
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.



FACULTY SENATE MINUTES

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|----------------------|---|--------------|---------------|------------------|----------------|------------------|
| Meeting Date: | 08/16/2022 | Time: | 13:00 – 15:00 | Location: | Carnegie Hotel | |
| Next Meeting: | N/A | | | | Scribe: | Ashley Sergiadis |
| Present: | Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Byington, Randy; Desjardins, Mathew; Easterday, Mary; Elangovan, Saravanan; Fisher, Stacey; Foley, Virginia; Foreman, Robin Ann; Frye, Steph; Funk, Bobby; Garris, Bill; Gray, Jeffrey; Greene, Amy; Harnois-Church, Patricia; Hauldren, Kacie; Hemphill, Bill; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Kim, Sookhyun; Kruppa, Michael; Lyons, Reneé; Mackara, Fred; Mamudu, Hadii; McGarry, Theresa; O'Neil, Kason; Ramsey, Priscilla; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Trogen, Paul; Uddin, Moin; Walden, Rachel; Waters, Susan; Weise, Constanze; Youngberg, George; Zahner, Matthew | | | | | |
| Absent: | Bray, Sheree; Burns, Bracken; Chakraborty, Kanishka; Daniels, Jean; Digavalli, Siva; Dowling-McClay, Karilynn; Ecay, Thomas; Fiuza, Felipe; Gentry, Retha; Hawthorne, Sean; Landis, Ryan; Nivens, Ryan; Thigpen, Jim; Thompson, Beth Ann; Yampolsky, Lev | | | | | |

Agenda Items

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| Meeting called to order |
| 1. Remarks from Provost McCorkle |
| 2. Remarks from President Noland |
| 3. Introductions of Senators and Officers |
| 4. Senate 101 |
| 5. College Breakout Sessions |
| 6. Discussion of Faculty Senate's role, meeting structure, and bylaws |
| 7. Action Items |
| 8. Confirmation of Appointments |
| 9. Senator Appointments to University Committees |
| 10. Communication Team |
| 11. Discussion – Issues for the Senate to Address |
| 12. Final Comments/Announcements from Senators |
| 13. Adjourn |

DISCUSSIONS

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| <p>1. Remarks from Provost McCorkle</p> <ul style="list-style-type: none"> • She thanked Faculty Senate for their service at the institution. She believes that Faculty Senate is important to the shared governance process. She requested Faculty Senate to continue their open and honest communication. • The Office of the Provost has been busy with several projects. • Chapter 125 Part 2 was approved by the Board of Trustees at the end of the 2021-22 academic year. This academic year will be about implementing the vision from Chapter 125 Part 2. The University Strategic Plan has been updated and will be shared. The Office of the Provost will focus on supporting faculty and investing in their development. • A new Associate Provost for Faculty will be hired since Amy Johnson will be exiting the role and working for the College of Medicine. There will be an internal search, which will include a representative from Faculty Senate on that committee. This role will continue to interact with faculty through Faculty Senate and the Center for Teaching Excellence. • At the suggestion of Faculty Senate, an ombudsperson for faculty will be hired. The ombudsperson will act as a neutral arbiter. There will be an internal search for a faculty member who will take on this role in addition to their faculty duties (with a course release and stipend). |
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DISCUSSIONS

- SACSCOC reaffirmation report will be due in September with the visit in April. The report is in its final stages.
- ETSU is finalizing the QEP project, which will be community engaged learning. The QEP leadership team (including director Susan McCracken) has been working on it over the summer. If SACSCOC has any concerns on that report, they will mention it during the SACSCOC site visit. There will be more information released in the fall on the QEP.
- She plans on a faculty-led process for general education reform with representation from Faculty Senate. One discussion will be how community engaged learning can be included in general education reform. She also plans on tenure and promotion reform and continuing curriculum development.
- The CCHRS dean search will begin in the fall semester with the hope to have someone in the role by this time next year.
- She encouraged faculty to let their deans know if they see any renovations that need to happen on campus. In addition to new buildings, there has been improvements in classrooms and other spaces.

2. Remarks from President Noland

- President Noland thanked Provost McCorkle for her work over the past year. In the past, most issues/concerns came to his office, but now there is more of a focus on different lanes of responsibility.
- It is an exciting time this fall. Freshman class is around 2,000 students. Residence halls are at complete capacity. About 100 students are in hotels until everything in residence halls are settled. (Comparison: In 2020, the residence halls were at 15% capacity.) Preview will have around 1700 students, which is the largest ETSU has ever had. While ETSU has grown in numbers, quality has been maintained. Our incoming students have an ACT of 24 and GPA of 3.5. Of the new freshman, 40% are Pell eligible and 40% are first generation.
- Our budget remains steady. There are no changes from those approved in the spring. ETSU will put money in reserves for fall out. In September, the Board of Trustees will be presented with salary enhancements that will appear in November.
- In terms of capital, our renovations to Lamb Hall are on time and budget. People will begin moving back in the spring. When that is done, the University Center will be replaced with the Academic/Humanities building. Faculty have been involved in the program work. The space will be focused more on teaching and research spaces. As that building progresses, design work for Brown Hall will begin. Our next capital projects requests will be the 2nd phase of Brown Hall with the possibility of a Wilson Wallace renovation or a new building for engineering. Phase 1 and 2 of Brown Hall will be \$100 million.
- In Tennessee, community college is free and the lottery covers the cost of school. However, college attendance has decreased 12 percentage points from 2018. In Washington County, it has dropped by 10 points during that time period. Currently, only 52% of high school seniors go to college. This percentage decreases when you move into the rural areas. Of 100 ninth graders, only 20 will graduate from a college. These numbers are lower for students of color. Our mission is to improve these numbers. Some initiatives we hope will help are [TRIO](#), [BlueSky](#), and [Moon Shot](#). Moon Shot will help us develop bridge programs, new faculty hires, and scholarships as well as strengthen our partnerships with community colleges (Walters State Community College and Northeast State Community College).
- In September, we will begin looking for a New Chief Financial Officer using the Parker Search Firm. BJ King recently announced her retirement.
- In September/October, Huron Consulting will be making suggested changes to our budget model in order to increase efficiency so we can reinvest in people. Our faculty salaries are at the bottom in comparison to our peers even after yearly raises.

3. Introductions of Senators and Officers

All Senators introduced themselves.

4. Senate 101 -- Blackhart provided an overview of Senate's purpose and procedures.

- Faculty Senate is a vital part of shared governance. Our connection with administration is highly valued.
- On the Faculty Senate website, Senators and others can find information such as Zoom links to the meetings, agendas, approved minutes, constitution and bylaws, representatives, and faculty resources (e.g. tenure/promotion criteria, faculty organizations, salary database). Previous resolutions are available on the Agendas webpage. Senators can also submit a motion through the website. Email Blackhart if you'd like a different photo on the website.
- Faculty can submit a question or comment for administration through Ask an Admin form on the Faculty Senate website. Only the Faculty Senate President will see who submitted the questions in order to communicate back to them. If faculty are uncomfortable submitting a question, they can ask their



DISCUSSIONS

representative to submit for them. Faculty Senate Executive Committee meets with President Noland and Provost McCorkle once a month separately to address the questions submitted through the form. The Executive Committee determines which question goes to what administrator. For example, Provost McCorkle addresses academics. President Noland addresses bigger university issues (e.g. parking, athletics). Notes from these meetings will also be included in the minutes.

- Blackhart mentioned the American Association of University Professors (AAUP) Redbook as a resource.
- Tennessee University Faculty Senates (TUFS) consists of each president of the Faculty Senates and meets three times a year.
- Meetings are bi-weekly in the Culp Forum or on Zoom. If you cannot attend, let the Secretary know. If you have two absences in a semester, you will receive an email reminder. If you have three absences, you will be reviewed by the Executive Committee. They may choose to take no action, send a letter to your dean, request your resignation or a formal leave of absence, or declare the seat vacant. If you have a consistent conflict (e.g. course at the same time), you can request a leave of absence. You cannot view the recordings if you miss a meeting. Do not forward draft minutes to your constituents.
- Faculty Senate has standing committees that Senators can serve on: Executive, Faculty Concerns and Grievances, Elections and Governance, and Faculty Handbook Committees. Executive Committee meets every other Monday afternoon. It includes the officers and five at-large members.
- Blackhart provided options for Senators wanting to bring issues to the Senate.
 - Issues as an Agenda Item: Near the end of the agenda for every meeting will be the opportunity for Senators to bring up any questions, concerns, or issues of your faculty. This does not have to lead to an action item.
 - Resolution (Voice of the Senate): Faculty Senate does not make policy, but can make recommendations for policies. A resolution is a very formal motion. A resolution is used when the motion is of great importance or is very long. Information in the preamble and resolving clauses needs to be included. It is suggested to collaborate with other Senators or faculty when writing them. McGarry encouraged everyone to email her the resolutions for wordsmithing. The Executive Committee receives the resolution prior to it being shown to the entire Faculty Senate. **Scott** suggested creating a template for resolutions.
 - Motions (Action of the Senate): A motion is a proposal that the assembly take certain action. Once a motion is submitted, it will initially appear as an information item, then appear as an action item at the next meeting. Senators are representing the faculty of their college, so they will need to consult with their faculty after the motion is presented as an information item. They can then make an informed vote when the motion appears as an action item. We are a deliberative body, so actions are not fast-acting. There is an option to suspend the rules to vote on a motion the same day it is presented to the Senate for time-sensitive topics.

5. College Breakout Sessions

Blackhart asked Senators to meet with Senators from their college to discuss who their representative would be on the Communications Team, Concerns and Grievances Committee (must be 1-2 tenured associate/full professors), and Elections and Governance Committee as well as what issues should be the focus for this year's Faculty Senate

6. Discussion of Faculty Senate's role, meeting structure, and bylaws

Discussion was covered in Senate 101.

7. Action Items

7.1 Elections – Executive Committee (At-Large Members)

Steph Frye, Kate Beatty, Bill Hemphill, Bill Garris, and Randy Byington volunteered and were approved to be the at-large members.

7.2 Other Elections

- Concerns and Grievances Committee, Chair: Bill Hemphill
Each college needs 1-2 tenured associate or full professors. They can be any member of the college's faculty not just Senators. Senators were asked to email President Blackhart the name of their representative(s).
- Elections and Governance Committee, Chair: Theresa McGarry
Each college needs one Senator. Senators were asked to email President Blackhart the name of their representative.
- Faculty Senate Handbook Committee, Chair: Stephen Hendrix



DISCUSSIONS

Handbook committee was not addressed at this meeting. Committee needs three to five Senators to serve.

8. Confirmation of Appointments

- Ryan Nivens was confirmed by the Faculty Senate to be the Parliamentarian.
- Bill Garris was confirmed by the Faculty Senate to be the Communication Liaison.

9. Senator Appointments to University Committees

- Paul Trogen volunteered to be the Faculty Senate representative on Graduate Council.
- Matthew Desjardins volunteered to be the Faculty Senate representative on Undergraduate Curriculum Committee.

10. Communication Team.

- **Garris** introduced the concept of a Communication Team. One representative from each college will collaborate to create a short summary (i.e. five sentences) immediately after each Faculty Senate meeting. Each representative will be responsible for distributing these summaries through their college's listserv or dean's office.
- **McGarry** asked if these summaries were simply informing Senators or could they seek feedback through the summaries. **Garris** stated that the aim would be to inform and encourage participation. He expects that the messages sent through the colleges would include the names of their representatives.

11. Discussion – Issues for the Senate to Address

- Byington asked that the Huron Group's report be disseminated as soon as it is ready.

12. Final Comments/Announcements from Senators

- Senators received a backpack with a pen and coupon. Senators were asked to share the coupon with someone who blessed their life at ETSU.
- Provost McCorkle is hosting a reception for Senators immediately after the meeting.
- Walden announced that the 4th Annual Equity and Inclusion Conference on September 27-29 is still looking for volunteers. The conference will be hybrid this year, which means there is an increased need for volunteers. Dr. Michael Dyson will be the keynote. Contact Walden for more information.

13. Adjourn

Motion to Adjourn: Foley
Second: Funk
Meeting Adjourned

Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2022-2023) of any changes or corrections to the minutes.

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