



FACULTY SENATE MINUTES

Meeting Date:	11/07/2022	Time:	14:45-16:30	Location:	Culp/Zoom	
Next Meeting:	11/21/2022				Scribe:	Ashley Sergiadis
Present:	Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Bray, Sheree; Burns, Bracken; Byington, Randy; Daniels, Jean; Desjardins, Matthew; Digavalli, Siva; Dowling-McClay, KariLynn; Easterday, Mary; Ecay, Thomas; Fiuza, Felipe; Fisher, Stacey; Foley, Virginia; Foreman, Robin Ann; Frye, Steph; Funk, Bobby; Garris, Bill; Gentry, Retha; Greene, Amy; Harnois-Church, Patricia; Hauldren, Kacie; Hawthorne, Sean; Hemphill, Bill; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Kim, Sookhyun; Kruppa, Michael; Lyons, Reneé; Mackara, Fred; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason Landis, Ryan;; Ramsey, Priscilla; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Thigpen, Jim; Thompson, Beth Ann; Trogen, Paul; Uddin, Moin; Waters, Susan; Weise, Constanze; Yampolsky, Lev; Youngberg, George; Zahner, Matthew					
Absent:	Mamudu, Hadii; Gray, Jeffrey; Chakraborty, Kanishka; Beatty, Kate; Walden, Rachel; Elangovan, Saravanan					

Agenda Items

Meeting called to order
1. Celebrations
2. Introductions of Guests
3. Announcements
4. Guest Speakers
5. Approval of Minutes from September 26, 2022
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
1.1 Herrmann's <i>The Routledge International Handbook of Organizational Autoethnography</i> won its fourth award: National Communication Association's Best Edited Book Award.
2. Introductions of Guests
2.1 Bill Flora, Associate Provost for Curriculum
2.2 4 th Year Pharmacy Students: Evin Hughes and Patrick Carnevale
3. Announcements
3.1 The Faculty Senate Executive Committee meets with President Noland on November 8th. Our next meeting with Provost McCorkle takes place on November 15th.
3.2 The Reception for Faculty Senate, Staff Senate, and SGA takes place on Thursday, November 17th in the



DISCUSSIONS

Tindall Lobby in the Martin Center from 4:30-6:30pm. Please RSVP if you have not yet done so.

3.3 ETSU Holiday Lights Ceremony will take place on Monday, November 14th from 5:45-6:30pm at the Alumni Plaza.

3.4 Zoom etiquette: Please provide your name before you speak. Vice President Stevens will be monitoring chat for meetings.

4. Guest Speakers

4.1 Bridget Baird, Associate Vice President for Community and Government Relations

Bridget Baird has been ETSU's liaison to elected officials (local/state/federal) and ETSU for the past decade. ETSU still receives about 27% of state appropriations, so she is often in Nashville representing ETSU's needs. In Nashville, she collaborates with other government relations persons from other colleges/universities, monitors bills, attends hearings (committees, subcommittees, budget), meets with legislators and their staff, etc. She works to prevent bills from passing, or when that is not possible, ensure the best possible bill is passed.

ETSU had a very good year – We are able to get the largest capital outlay in the history of the university (almost \$147 million dollars) and the outcomes formula was fully funded. The disappointment was our request for the College of Pharmacy to be funded was not approved. ETSU has a public College of Pharmacy with a private tuition-based funding model due to a previous agreement between the government and ETSU in 2005. Now, circumstances have changed because a competing program from a public university is charging in-state tuition to those out-of-state. This year it will be our primary budget request and we are hoping that we can get it in the governor's budget. If that doesn't work, we have to go through the legislature to the appropriation process. Last year, the Hope Scholarship was increased (\$4,600 for freshman/sophomores and \$5,600 for junior/seniors), which was a positive for all universities.

Some bills on her radar are ones requiring ACT scores for admission and allowing an out-of-state institution based in Utah (Western Governor University) to receive Hope Scholarship money. These bills that have been brought up in previous years.

Questions/Answers

Foley: Since it is not an election year, will there be less action regarding bills affecting higher education?

Baird: Higher education may not be as much as a focus as K-12. However, there may still be action that affects us.

Byington: Is there a chance that longevity pay will increase given inflation costs?

Baird: I have heard talks about possibly eliminating it several years ago not increase it.

Hendrix: Have you heard anything about bills regarding tenure/promotion.

Baird: I have not.

Foley: We sometimes hear a bill that is alarming to us, but have been advised that it is better to keep a low profile than bring attention to it. Will you be alerting us this year about those bills? What actions should we take?

Baird: The office does create a legislative report and attach bills. You could receive that report and let us know if you see something. Sometimes the more outrageous bills will not make it if there is not a lot of attention drawn to it. You can call my office to be added to the report (423-754-8222). The *Tennessee Journal* will also be attached and it provides information on the state and national levels.

McGarry: Do you monitor groups like ALEC and their bills that are likely to be introduced?

Baird: Yes



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4.2 Dr. Sarah Melton, Professor of Pharmacy Practice, Gatton College of Pharmacy – Naloxone training

Due to technology issues, Dr. Melton could not conduct the Naloxone training. She is available for trainings in individual departments/colleges.

5. Approval of Minutes from October 24, 2022

Blackhart questioned whether there was an objection to approving the minutes from the 10/24/2022 meetings. Senator Sergiadis received changes from Senators Byington and McGarry as well as guest speaker Dr. Nick Hagemeyer.

No Objection: Minutes Approved

6. Action Items

None.

7. Information Items

7.1 Board of Trustees Report – Dr. Foley

November 18th will be the next meeting. They meet in the 2nd floor of the Culp in the East Tennessee Room. Meeting information will be available on the website.

7.2 Notes from Meeting with Provost McCorkle – Dr. Blackhart

None.

7.3 Results of survey on faculty issues and concerns – Dr. Blackhart

The longer report will be provided as a supplementary material. The response rate was ~50. Email President Blackhart if you are interested in forming or being part of a work group around these issues. She will organize interested Senators into work groups.

Top Five Concerns

- (1) Faculty pay and salary compression (recruitment and retention of faculty)
- (2) Removing barriers to faculty success in research and scholarly activities (not enough assistance, allowing internal funds for salary, more efforts to help faculty collaborate across campus, more dedicated time for research/scholarly activity, overall research infrastructure)
- (3) Legislative overreach and academic freedom
- (4) Faculty Workloads (too many responsibilities, work/life balance)
- (5) T&P Policies (issues with transparency, revising timelines to allow committees more time to review)

Other Concerns

- (1) Safety/parking issues on campus (e.g., partner with the city for safe pedestrian and bike lanes for faculty/staff/students to get to campus, getting to your car safely after dark, parking improvements on the Medical campus, providing bus service to buildings)
- (2) Communication with administration (continued frequent communication, transparency about long-term growth plans, more bottom-up shared governance structure rather than top-down orders)
- (3) Financial stability of ETSU and of the Colleges
- (4) Diversity of faculty/staff/leadership positions at ETSU
- (5) Emerging from COVID pandemic - safety and academic issues

Yampolsky: Two of the top five had to do with faculty research/creative activities, which is closely related to what Dr. Hagemeyer reported last meeting. In the national sciences, we are not in great shape. I think we could create some kind of discussion group.

Blackhart: I think that is an excellent idea. Based on the presentation by Dr. Hagemeyer, I think he is really open and wants to see all these things happen. The work group could possibly work with him on these issues.

7.4 Reports from University Committees



DISCUSSIONS

7.4.1 University Curriculum Council – Mr. Desjardins

There were many new programs and changes proposed primarily in Biology. I will send a document to Senator Sergiadis with the changes by Wednesday. We have a bunch of changes coming again this Wednesday that I will also summarize and send.

Search Committee for Vice Provost for Faculty – Dr. O’Neil

The field of internal applicants were narrowed to three and the strengths/weaknesses were sent to the Provost.

Graduate Council – Dr. Trogen

On the Graduate Faculty Sub-Committee, we can either certify people as a member or an affiliate. The main difference is that a member can chair graduate committees such as for theses and dissertations. The committee is starting to certify people as a member rather than affiliate if they have any graduate degree. There was one case in which a faculty member was hired when we were starting to go online for COVID and they had an EdD in online education. This person was moved after the need was passed to Computer Science. The Graduate Coordinator thought they could be an affiliate, but the Chair and Dean thought they could be a member. Is this a problem?

Byington: I can speak to accreditation. Faculty qualifications for 6.2A are submitted to SACSCOC through a spreadsheet of the faculty alongside the courses they teach. Before submitting, the committee reviews the spreadsheet and determines whether there is an alignment between faculty qualifications and their courses. There is another column for additional information for justification that the committee can complete.

7.5 Other Items of Discussion from the Floor

None.

8. Old Business

None.

9. New Business

None.

10. Comments from Guests

10.1 **Flora:** Our SACS preliminary review was stellar. We have a few areas out of compliance. Two of them will be covered by the audit information. The other is 6.2A because there are faculty teaching courses that were not appropriately explained. There are a lot of steps, but we are in good shape.

10.2 **Flora:** On Thursday 10th, there is a Zoom meeting from 12-1 where you can have input on issues related to diversity on campus led by EAB who is our partner in the Moon Shot initiatives.

11. Final Comments/Announcements from Senators

None.

12. Adjourn

Motion to Adjourn:
Second:
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 Executive Committee with Provost McCorkle

10/25/2022

Questions

1) I have noticed that when groups are formed to consider new programs (such as synthetic biology), they often do not include or consult the libraries regarding the resources needed to support those programs and corresponding costs. Some faculty have the mistaken idea that anything they can access via their work computers is "free online" - the reality is much time and money is spent to subscribe those resources and provide seamless desktop access. As we strive to intensify our research agenda, will you help in your leadership role to ensure our library experts are equal participants as critical infrastructure for research?

Response:

Provost McCorkle fully agreed and committed to consider Sherrod Library/Medical Library in these situations, especially given our upcoming initiatives (e.g., general education transformation, Quality Enhancement Plan, and other new program developments). When we take on a new area, then we need to determine what library resources we may not have. In terms of synthetic biology, Provost McCorkle will share this concern with them. They are at the beginning stages of curriculum development, but currently they are drawing from existing biology courses.

Provost McCorkle asked where library representation was needed (examples mentioned: General Education Advisory Council, Graduate Council, Curriculog) that could aid this communication. Senator Sergiadis answered that they have representation on GEAC and Graduate Council. In addition, Curriculog forms mention library resources. Sergiadis will bring this question back to the libraries in order to determine suggestions for improvement. Senator Beatty mentioned that faculty may not do the best job documenting what library resources are needed in Curriculog, as they may be concerned more with ensuring they have other resources (e.g., lab space). Faculty may not consider that the library subscribes to many of their resources rather than owns them. The resources are not static and on top of that the cost continues to increase.

Senator Byington mentioned that ideally there should be an effort at the state legislature for them to fund the basics in order to start everyone on the same page and then allow university budgets to cover resources specific to their programs.

2) This question is for Faculty Handbook committee. There are many broken links in the handbook. Here are few examples,

1. Written Grievance Statement

If the employee and the next-higher-level supervisor are not able to reach a mutually satisfactory resolution to the grievance the employee may file a written grievance with his/her vice president on the designated form, available online at:

<https://www.etsu.edu/human-resources/relations/ppp27.php>

2. Educational Expenses Support for Faculty and Staff

Refer to ETSU Personnel Policies and Procedures Manual at

<https://www.etsu.edu/human-resources/relations/ppp13.php>

3. Extra Compensation

Refer to ETSU Personnel Policies and Procedures Manual at

<https://www.etsu.edu/human-resources/relations/ppp07.php>

Most of the broken links are related to human resources policies.

Senator Blackhart provided some additional context and questions at the meeting. This issue of broken links is something that the Faculty Handbook Committee has been working on, but their hands are tied to a large extent. Most of the broken links refer to outdated HR policies and some link to TBR policies. Faculty Senate currently does not have access to the site to update the links. How can Faculty Senate work with the Office of the Provost to get the Faculty Handbook updated and accurate (including broken links and beyond)?

Response:

Provost McCorkle responded that it is a priority to get it done soon. The Vice Provost for Faculty was working directly with the policy issues last year. The new Vice Provost will be continuing that work alongside Kay Lennon-McGrew (Counsel Liaison). The plan is to create groups to review policies and suggest revisions (e.g., curriculum, concerns/grievances). Then, the revisions would go through the shared governance process (e.g., public comment, approved by Academic Council). In terms of the timeline, we could complete a lot of policy updates over the spring semester. However, there are some policies that will require more time (e.g., tenure and promotion). There are also policies that are currently in HR that are academic in nature and should be moved to the Office of the Provost.

Senator Hemphill suggested that simply changing the links in the handbook would solve a lot of problems quickly. Provost McCorkle will work on getting those changes done.

Senator Hemphill mentioned that another issue is separating policy from procedure.

Other Topics

General Education Task Force

Provost McCorkle is excited about the General Education Task Force, including its leadership (Drs. David Harker, Sharon McGee).

Senator Blackhart asked if the task force will be making light or substantial changes. Provost McCorkle responded that she considers it a renewal, transformative process. While she expects changes, there are limitations due to state requirements.

Senators Hemphill and Byington discussed how budgetary concerns and solutions may affect general education transformation (e.g., possibility of revenue sharing).

Ombudsperson

The ombudsperson position has been delayed until the Vice Provost for Faculty position has been filled.



Top Faculty Concerns & Issues

Results from Informal Survey

Top 5 concerns

Faculty pay and salary compression

Removing barriers to faculty success in research & scholarly activities

Legislative overreach and academic freedom

Faculty Workloads

T&P Policies

Other Shared Concerns



FACULTY WORK / LIFE
BALANCE



SAFETY & PARKING



COMMUNICATION WITH
ADMINISTRATION



FINANCIAL STABILITY OF
ETSU AND OF THE
COLLEGES



DIVERSITY OF FACULTY,
STAFF, AND LEADERSHIP
POSITIONS AT ETSU



EMERGING FROM COVID
PANDEMIC – SAFETY &
ACADEMICS

Complete results of survey on faculty issues and concerns

- Faculty pay and salary compression (XI)
- Removing barriers to faculty success in research and scholarly activity (VI)
 - Not enough assistance for research and creative activities
 - Allowing internal research funds to for personal compensation (salary) to increase the number of publications
 - More dedicated time for research / scholarly activities
 - There are no efforts to help faculty collaborate across campus... there are so many faculty on campus working on similar things that we have no idea about.
 - Research infrastructure
- Legislative overreach and academic freedom (VI)
 - ETSU becoming overly politicized
 - Preparing and protecting faculty from potential downfall secondary to politization of higher education and new state laws
- Faculty workloads (V)
- T&P policies (VIII)
 - Issues with transparency
 - Restructure P&T review deadlines (e.g., department committees have almost no time to submit their evaluation/review)
- Safety / Parking (VIII)
 - Need for a partnership with the city to create safe (elevated) pedestrian and bike lanes into campus for faculty, staff, and students. The University's push towards 'greening the campus' is causing an increasing loss of parking. Folks in Scholar Holler (Cherokee Road area south of campus) risk death traversing Cherokee, Southwest and College Heights.
 - Campus safety and making sure you can get to your car safely after dark
 - Improvement of parking for faculty on the med school campus
 - Providing bus service to buildings
- Communication w/ administration (III)
 - More bottom-up shared governance like Public Health and less top-down orders from the Provost's office
 - Communication between administration and faculty (continue working toward more frequent communication)
 - Transparency about long-term growth plans for the university, colleges, and departments aligning goals at each level
- Work / life balance – its pretty out of control (II)
- Financial stability of ETSU and of the various colleges (II)
- Diversity (II)
 - Lack of racial diversity amongst faculty and staff
 - Inclusion of diversity in leadership at ETSU
- Maintaining academic standards in the face of fallout of the post-COVID students (II)

- Faculty losing their positions because students are not happy with “things being hard”
- Continued emergence from COVID and lightening restrictions (II)
 - Improved ventilation due to COVID or for whatever the next pandemic will be
- Convenient, quality, affordable childcare support for faculty and staff
- Paid sabbatical leave for one year (as opposed to a single semester?)
- A more formal process for evaluating administrators. A thorough valuation every 4 years is not enough, nor is this a transparent process
- More interactions / events between the different colleges
- Addressing how student satisfaction / happiness is assessed and how we use that information to improve programs
- Marketability of our graduates
- Attempting to maintain a culture of respect for all opinions and perspectives and educating our students on this matter
- Insufficient resources for international students
- ETSU football – we need to complete phase 2 of the stadium as several games have been sold out.
- ETSU Foundation. Please raise 1 billion dollars to make ETSU free for all local students (including border county students). If we want to meet the goals of 125.2, we need to be a fully endowed university.
- Hiring out of state faculty and administrators who seldom come to campus is unsustainable as it increases the workload and put an unnecessary burden on faculty who are “local”
- As more faculty and academic unit administrative personnel are hired into positions with the promise of accommodating working remotely, more and more of the local, on-site problem resolution and coordination falls onto faculty who live nearby (i.e., come in frequently). Many if not most of these interactions fall outside the expected workload of 'the locals' and they are seldom compensated for the extra work and headaches that should organizationally be accomplished by the absent workers.
- What is the plan is for re-housing courses being taught, faculty offices, research labs, and parking when Brown Hall will be renovated? I feel it would be great to have someone present to faculty senate addressing these issues.

Below is a list of changes from the Oct 26th and Nov 9th meetings of the Undergraduate Curriculum Committee. For more details, please review the changes in Curriculog.

New Course Proposal: PHED - 2150 - Yoga

New Course Proposal: PHED - 2245 - Pickleball

New Course Proposal: PHED - 2250 - Racquet Sports

New Course Proposal: FREN - 3410 - French for International Business

New Course Proposal: FREN - 3420 - French Phonetics: The French Sound System

New Course Proposal: FREN - 4127 - Modern French Cuisine: Culture in Context

Revise Course Substantial Modification: FREN - 4747 - French Classicism in Contemporary France

Revise Academic Minor - French

New Course Proposal: SPAN - 4287 - History of the Spanish Language

New Course Proposal: SPAN - 4387 - Meaning in the Spanish Language

Revise Course: Substantial Modification: SPAN - 4737 - Spanish Art in the Imperial City

Revise Academic Minor - Spanish

Revise Curriculum: Substantive - B.A. in Foreign Languages Spanish Concentration

New Course Proposal: ARTA - 4915 - Portfolio and Exhibit, Studio Art

Revise Curriculum: Non-Substantive - Studio Art Major, B.F.A.

Revise Curriculum: Non-Substantive - Surveying and Mapping Science

New Course Proposal: MCOM - 4100 - Sports Media Research

New Course Proposal: MCOM - 4680 - BucMedia

Revise Course Substantial Modification: PUBR - 3770 - Public Relations Publications

Revise Curriculum: Non-Substantive - BA/BS Media and Communication

New Course Proposal: SALM - 2000 - Introduction to Esports

New Course Proposal: SALM - 4270 - Practicum in Esports

Establish Minor - Esports

New Course Proposal: BIOL - 3200 - Evolution and Ecology for Biomedical Sciences

New Course Proposal: BIOL - 3300 - Evolution and Ecology for Natural Resources

New Course Proposal: BIOL - 3610 - Parasite Diversity and Ecology

New Course Proposal: BIOL - 4117 - Field Ecology Methods and Analyses

New Course Proposal: BIOL - 4227 - Animal Evolution and Ecology

New Course Proposal: BIOL - 4600 - Microbiomes

New Course Proposal: CHEM - 2030 - Environmental Chemistry

New Course Proposal: CHEM - 2031 - Environmental Chemistry Lab

Revise Curriculum: Substantive - BS Biology