

# 2014-2015 Faculty Senate

## MINUTES — October 20, 2014

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
November 3, 2014 2:45 pm Forum, Culp Center	November 17, 2014 2:45 p.m. Forum, Culp Center

*Present:* Leila Al-Imad, Fred Alsop, Beth Baily, Katie Baker, Patrick Brown, Doug Burgess, Randy Byington, Kathy Campbell, Dorothy Drinkard-Hawkshawe, Joyce Duncan, Susan Epps, Lon Felker, Bill Flora, Virginia Foley, Lee Glenn, Tammy Hayes, Jill Hayter, Bill Hemphill, Helene Holbrook, Tod Jablonski, Karin Keith, Dhirendra Kumar, Guangya Li, Fred Mackara, Anthony Masino, Tim McDowell, Jerome Mwinyelle, Bea Owens, Deborah Ricker, Thomas Schacht, , Melissa Shafer, Kathryn Sharp, Taylor Stevenson, April Stidham, Bill Stone, Kim Summey, Paul Trogen, Craig Turner, Liang Wang, Robert White.

*Excused:* Nick Hagemeyer, Ken Kellogg, Krishnan Koyamanalath, Paul Timir, Peter Panus

*Absent:* Robert Beeler, Sharon Campbell, Daryl Carter, Mary Ann Littleton, Alan Peiris, Kerry Proctor-Williams, Eric Sellers, Darshan Shah, Jim Thigpen, Jennifer Vanover-Hall, Ahmad Watted

*Guests:* Mike Hoff, Assistant to the Provost and Director of Institutional Research

**CALL TO ORDER:** President Foley called the meeting to order at 2:47PM

President Foley opened the meeting by stating that she would like to adjust the order of the agenda and because of time constraints she would propose we move discussion on the academic misconduct issue until our next meeting so it can have the time that it warrants.

President Foley began with information items. She said that President Noland was frustrated because the data links in his presentation to us did not work during the presentation. He would like to know if we want to have him back to talk to us about those data points.

President Foley presented updates from the executive committee's meeting with President Noland. Regarding the vacancy of the University Foundation President, Dr. Noland is serving as interim president of the Foundation. He is meeting with the board every other week and Jeremy Ross is supervising the day to day operations. They have hired a search firm to conduct a national search for the president of the university's Foundation. President Foley continued that the Foundation president search will be started, then two months after that they will open the search for vacancies in the Foundation. The hope is that a new director will be involved in hiring of people in the other positions.

Dr. Noland also reported that we are doing well on fundraising. We're at 6.3 million dollars on the Arts Initiative. A sub-committee of the State Building Commission approved Lot 1 to our master plan and there is 1.7 million dollars in an escrow account for the purchase of Lot 1.

Dr. Noland was asked about library funding and he said that he is interested in hearing Dean Van Zandt's presentation to us. He did say because of some changes in the Watauga Consortium, there was \$114,000 budget gap at ETSU for the library this year.

The executive committee also asked Dr. Noland about summer school funding. He mentioned again that Dr. McBee in Psychology proposed a model and that was piloted this past summer in parts of Arts and Sciences. It seemed to work. It did lower the overhead costs that went to the university and that is a model that will come forward and be adopted hopefully by winter term. Senator McDowell asked if there was there any indication of what that lowered overhead was. Previously it ranged up to about 50% of the tuition was going to administration. Senator Sellers said that based on running that model with 50% of the overhead going to the administration, Arts and Sciences lost about \$28,000. From that perspective, it was a failure. However, if that 50% tax would be reduced, everyone could do a lot better including the university. By lowering the tax, we can run more courses and everyone ends up in a better position. Senator McDowell asked what percentage of tuition the administration would require under the new model. Senator Sellers said that he was not exactly sure, but it will be based on the model projections so it might be 35. President Foley said that it is being reviewed by the Administrative Review Committee. They are coming forward with their recommendation and President Noland hopes it will be in time to impact Winter Session. Senator Taylor added that the way he understands it, it was up to a certain percentage rather than taking a certain percentage off the top. They would take care of the instructors then the administration would take the residual up to a certain amount. There would still be something left over for the department if it went over a certain amount. The result would mean classes are less likely to be cancelled.

President Foley returned to the agenda and introduced Mike Hoff, Assistant to the Provost and Director of Institutional Research. Director Hoff stated that he would like to focus on two things, enrollment projections and the potential impact of the Tennessee Promise. He would also talk about potential responses to Tennessee Promise.

Director Hoff stated that his projections show enrollment in 2015-2016 at 14297 +/- 2 percent. He said it is really not that big of a change given where we are now. The model projects 13,685 undergrad students, that's a 1% drop from 2014. Director Hoff said that he would remind people that if you look at a lot of the other institutions around the state, enrollment is down. College growth rate is down. He said that we have set two goals. The primary objective is to maintain fall 2014 actual enrollments and to continue the pursuit of the growth and represent a stretch goal of 15,000. What we're saying is that next fall we'd like to be at 15,000, but if we don't lose anything then we did a good job.

He said that the Tennessee Promise is going to have an impact. It might be only a few students, it might be several hundred. The freshman and sophomore level classes are going to be the classes that are most impacted. That is where our credit hour generation is and there is quite a bit of dollars in those levels of classes. The other thing that is important to know is not only does Tennessee promise impact 1000 and 2000 level courses; it is going to largely impact Arts and Sciences because that is where a lot of those courses are. That's where a lot of people who are in the "undecided" area or the still in the exploring phase of their college career end up. So theoretically Tennessee Promise is designed to remove more of those students from our system than it is students with declared majors.

Tennessee Promise is a way to say you're going to give people free college without actually paying for all of their college. It is available to all Tennessee high school graduates beginning with the class of 2015. There are no GPA, ACT, or SAT requirements and includes a mentoring program. The mentoring program is the cornerstone of this initiative because it is the part of the program that is designed to reach students who normally aren't college-bound. There are a lot of deadlines. If you don't apply by November 1<sup>st</sup>, you are not eligible. Around 30,000 of the 60,000 of the high school grads are already signed up. You have to submit the FAFSA by February 15. You have to attend the first meeting coordinated by a partnering organization by March 1<sup>st</sup>. You have to attend the second mandatory meeting by May 31<sup>st</sup>. You have to complete the first 8 hours of community service by August 1<sup>st</sup>. There is going to be fallout at each of these points.

Senator Brown asked who the partnering organizations are. Director Hoff replied that hasn't been defined yet. If you want to see what is going to happen with TN promise and how it's going to function, if you look at what happens with Knox Achieves, you'll see that's the model they're trying to scale to the state level.

Senator Stidham asked what is discussed at the mandatory meetings. Director Hoff replied that it depends of the makeup of the people signed up. If a majority of the people are not college-bound, that first one is going to be all about mandatory deadlines, understanding what an advisor does, understanding what all those things that people who aren't normally going to college need to know to not get kicked out right away. We've got to go after the right category of students. There are a lot of them out there. There are scholarship initiatives that are being put in place. All of that is still moving pretty fast. Most of them have been approved for the next year. There will be some other initiatives for the following year.

Senator Holbrook asked what the projected capacity in the state is to educate the Promise students at a technical and community college level. Are there that many seats available? Director Hoff stated that he didn't know at the technical college level. At the community college level there is not. His understanding is that they think half of the graduates that signed up will take advantage of the Tennessee Promise. From their perspective, 7% of first time Tennessee Freshman at 4 year universities are potentially going to be lost to the Tennessee Promise. Director Hoff stated that he thinks it will be closer to 15%.

Senator Alsop commented that if the state is trying to fill the seats, this means there is more demand for faculty. There is more physical space that is needed. There are more materials. It looks like the cost of free education snowballs. Director Hoff said that he worked at a community college before coming to ETSU. He said that they are incredibly resourceful at finding rentable space for initiatives. The faculty issue is the one that will be the hardest. Even at the community college level, accreditors are becoming stricter about qualifications of instructors.

Senator Kumar asked that from all the graduates who have signed up, who is going to tell them they can still come to ETSU. President Foley responded that President Noland has made visits to numerous high schools. He and other ETSU representatives are making sure that people know that for \$1000 more than the cost of community college, they could come to ETSU. President Noland talked to the executive committee about the changes in scholarship opportunities in the coming year. People who are income eligible would get the \$1000 that would have been lost with the Hope Scholarship. So if they're HOPE and income-eligible, they would get that \$1000 scholarship from ETSU instead of Northeast State. We are also drawing a 250 mile radius into the neighboring states and are going to offer students who have a certain GPA and certain ACT the opportunity to come here without having to deal with out-of-state tuition rates. President Noland will send out a press release about that soon.

Director Hoff said with regard to the Tennessee Promise, when we're talking about competing for students, there are probably about 200 students we would compete for. There might be another 50 or so that would be students who we think might do better the first two years going to a community college or tech school. There are enrollment populations not impacted by Promise: border-county, regional, out-of-State, E-rate, veterans, transfer, international, graduate, and retained students. Retained students are our best chance to sustain enrollment until we can get the transfer students from Tennessee Promise.

Director Hoff said that transfer students are looking very similar to our native students. We could build on that if we became a more transfer heavy institution. International students is an area we want to grow. Graduate enrollment has room to grow. He said that he does not know a whole lot about retained students yet. If we're talking about retention, a lot of times people say that they don't have the grades or they owe money. They have life circumstances that we can't measure, for all we know they all have two kids who got sick at the same time. There were 430 students who had no financial obligation to the institution and had a 3.0 or higher GPA. They did not come back and they did not graduate. That's a lot. We need to know more.

Director Hoff said that there are some initiatives that are currently in place to increase enrollment and retention. We are hiring 14 freshman advisors. We are restructuring scholarships. There is an enrollment profile that we would like to achieve at the institution. Targeted growth is better than just growth. And we are working to grow populations not affected by the Tennessee Promise.

Senator Felker asked if there are there any plans at all at the state level to look at focus groups of Tennessee parents with college aged students to find out exactly how they're going to use Tennessee Promise or not use it. Director Hoff replied that he didn't know. There was some research that came out in the last two years that showed that the population of students from sophomore to senior in high school, more than any other time rated their parents as the lowest influence of college choice. Friends and social media are the top two.

Senator Glenn said that we have quite a lot of Gen Ed requirements. When students transfer here they have to start taking more Gen Ed. The second thing is the proficiency intensive courses. They don't have those at community colleges. That's going to be a killer for getting transfer students. Senator Byington said that if a student comes to us with an Associate's Degree their intensive requirements are halved. Senator Alsop stated that we found a few years ago that ETSU is the only institution in the TBR system uses intensive requirements. Director Hoff stated that this is related to institutional effectiveness. Everybody complains about having to do it and nobody wants to do more. The only way we can get out of the intensives is if we have eight learning outcomes for every program. That's what other institutions in the state are doing.

Senator Hemphill stated that one of the things that they are beginning to see in Engineering Tech is the students that are coming in with their Gen Eds out of the way don't have enough credit hours in upper division classes, basically 9 or 10 credit hours a semester, and they are not full-time anymore. Suddenly now they have lost their financial aid opportunity. Director Hoff agreed that there are a lot of students in that category who have lost their lottery scholarship because it is time dependent. That's why a lot of people around the senior level leave. Senator Hemphill said that they are on target but they get really lousy advice and now that they have figured out what they want to do they've run out of financial aid.

President Foley thanked Director Hoff for taking time to talk with the senate. She stated that there are two items on the agenda that are time sensitive. One is the contract for lecturers. This Thursday is possibly the last Academic Council meeting for this semester. She said that Senator Byington and she have been on a small working group from Academic Council working on the lecturer proposal.

Senator Byington said that this was an idea that was presented at the Ideas Forum and went to TBR under guidance from Jim Bitter in the faculty sub-council. Director Bach is provost of the council and president Noland is on the president's sub-council. Two things that came from that, one we will deal with today, the other one will take a considerable amount of time both in our committee to vet and then to bring here for additional discussion. The first proposal is in regards to the renewal of the three year contract. What we're saying is that lecturer faculty are full-time faculty on a three year contract. They are non-tenurable. There is no change in regard to the

rank, only to the contract renewal. Part two of the proposal is that TBR has permitted a promotion in rank for lecturers. One is called Senior lecturer. The other is Master lecturer. So the change that we need to address today is wording in the faculty handbook section that has clinical appointments, tenure track appointments, and all of that. It will say "initial lecturer faculty appointments may be granted for 3 years with an annual performance review conducted by the appropriate academic supervisor. The appointments may be renewed for a further term of up to 3 years following any satisfactory performance review."

Senator Schacht said that there is another related issue with clinical and research track faculty who, per TBR policy, are also supposed to be eligible for three year appointments. What they're actually given are appointments that are terminable in 30 days. Senator Byington explained that what Senator Schacht is talking about is the actual contract itself. "In our meeting we have not discussed anything to do with research or clinical track. The issue is our policy says you have a three year appointment, but the actual contract the faculty member gets says you have a three year appointment, but we can terminate it in 30 days if you're given notice." President Foley stated that it is kind of a separate issue. What we're acting on is the fact that TBR has now given us permission for lecturers to be reappointed without having to reapply upon successful evaluation. In order to meet deadlines so that this can impact hiring in the spring, we need to get this before Academic Council.

Senator Byington said it is the second point we need to discuss. He said that is not a policy issue, it is a procedure issue. Senator Stone asked if the lecturers have the same FAP/FAR/FAE as other full-time faculty. We need to be as explicit as possible about having documentation. Senator Byington replied that Senator Stone was correct. The second part of this is how someone who is in this category applies for promotion from instructor to senior instructor.

Senator Schacht moved to adopt the language as read by Senator Byington into the Faculty Handbook. Senator Brown seconded. President Foley asked if there was further discussion. The motion passed with 1 No vote and no abstentions. Senator Hemphill stated that we need more tenured faculty and this just makes it easier for administrators to hire more adjuncts. President Foley responded that we would like the institution to come up with a faculty profile. Senator White asked if there is a way to make a resolution stating if we want to stand out from the crowd, perhaps we should limit the number of classes our graduating students would have with adjuncts. Senator Byington said we could make that resolution. The history is that in the last planning cycle we asked for the university to publish a profile goal. We were completely unsuccessful. We did not even say what we thought the profile should be. We just asked the university to develop a goal for it. This is something we need to continue to push on. President Foley stated that it is university planning cycle time again so it may be time to bring it up again. She said that she would like to table that for today because we have another time sensitive issue.

President Foley said that Senator Sharp is chairing the SAI committee. The SAI's are open for three weeks. We need to consider which three weeks. We could do it three weeks closing the last day of classes, or we can do it three weeks closing the last day of finals. Senator Flora

moved that we adopt a 3 week window. Senator Byington seconded. Senator Hayter stated that she would recommend that it end with classes and not exams because she has students that ask for extra credit last minute and she doesn't want evaluations based on her saying no. Senator Byington amended the motion to state that the SAs end on the last day of classes.

President Foley asked for all in favor of ending the three week assessment period on the last day of classes to signify by saying aye. The motion passed without dissent.

Senator Epps made a motion to approve the minutes from October 6<sup>th</sup>. Senator Alsop seconded. The minutes were approved without dissent.

President Foley stated that was everything on the agenda if we table discussion on Academic Misconduct. She asked if there was a motion to adjourn. Senator Brown moved to adjourn.

ADJOURNMENT: The meeting was adjourned at 4:40 p.m.

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*Please notify Senator Melissa Shafer ([shaferm@etsu.edu](mailto:shaferm@etsu.edu) or 9-5837, Faculty Senate Secretary, 2014-2015, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess ([burgess@etsu.edu](mailto:burgess@etsu.edu) or x96691).*