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Faculty Senate Agendas and Minutes

Agendas and Minutes

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2021 April 19 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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EAST TENNESSEE STATE UNIVERSITY

Faculty Senate

April 19, 2021, 2:45 p.m. | Virtual Zoom Meeting

Faculty Senate Meeting Agenda

1. Celebrations
2. Introductions of Guests
3. Announcements
 - a. Town Hall w/ Dr. Noland – April 20th 1:30pm
 - b. Provost Search Update
4. Guest Speaker
 - a. Dr. Wilsie Bishop
5. Approval of Minutes from April 5, 2021
6. Action Items
 - a. Motion – Dr. Dunn
 - I move that faculty senate recommends that East Tennessee State University creates and adopts a policy on non-patentable intellectual property in alignment with the AAUP's policy on the same (<https://www.aaup.org/report/statement-intellectual-property>)
 - b. Faculty Senate Elections for Vice President, Secretary, Treasurer/COO – Mr. Hendrix
7. Information Items
 - a. Handbook Committee Update – Dr. Epps
 - b. Board of Trustees Report – Dr. Foley
 - c. Notes from Exec Meeting with Dr. Noland – Mr. Hendrix
 - d. Reports from University Committees
 - University Council – Dr. Epps and Mr. Hendrix
 - Academic Council – Dr. Blackhart, Dr. Epps, and Mr. Hendrix
8. Old Business
9. New Business
10. Comments from Guests
11. Final Comments/Announcements from Senators
12. Adjourn



FACULTY SENATE MINUTES

Meeting Date:	04/19/2021	Time:	14:45 – 16:30	Location:	Zoom
Next Meeting:	08/17/2021	Scribe:			Ashley Sergiadis
Present:	Alexander, Katelyn; Beatty, Kate; Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Burford, Mike; Burns, Bracken; Byington, Randy; Chen, Yi-Yang; Cherry, Donna; Collins, Charles; De Oliveira Fiuza, Felipe; Dunn, Andrew; Ecay, Thomas; Elangovan, Saravanan; Ellis, Jon; Epps, Susan; Foley, Virginia; Fraysier, Donna; Garris, Bill; Gomez-Sobrinio, Isabel; Gray, Jeffrey; Hagemeyer, Nick; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Holmes, Alan; Johnson, Jeanna Michelle (Mikki); Johnson, Leigh; Johnson, Michelle; Kim, Sookhym; Kruppa, Michael; 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; Stevens, Alan; Tai, Chih-Che; Thompson, Beth Ann; Walden, Rachel; Waters, Susan				
Absent:	Evanshen, Pam; Kahn, Shoeb				
Excused:	Emma, Todd				

Agenda Items

Meeting called to order
1. Celebrations
2. Introductions of Guests
3. Announcements
4. Guest Speaker
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 Epps announced that the men's tennis team were SoCon champions. They will move on to the SoCon tournament and hopefully to the NCAA.
2. Introductions of Guests
2.1 Amy Johnson, Associate Provost for Faculty & Director, Center for Teaching Excellence
3. Announcements
3.1 Town Hall w/ Dr. Noland – April 20 th at 1:30 – Mr. Hendrix Staff Senate is hosting the Town Hall with Dr. Noland. Dr. Noland will be speaking about returning to campus and the Modified Phase Four stage plan. Hendrix sent the link for the Town Hall last week and



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encouraged everyone to submit questions.

3.2 Provost Search Update – Mr. Hendrix

One more candidate is coming to campus, Dr. Tammy Vacha-Haase. She will be here April 20-21. Faculty Senate will have a chance to meet with her on Wednesday, April 21 at 1:30 pm. The time was changed to accommodate the College of Arts and Sciences.

4. Guest Speaker

4.1 Dr. Wilsie Bishop

4.1.1 Dr. Bishop shared some of the milestones during her 43 years at ETSU as well as proposed some of the opportunities ETSU and Faculty Senate currently have. The following represent the highlights from her talk.

- Faculty Senate was formed in 1975. It was the first time at ETSU that the faculty had come together to talk about things specifically related to faculty and to have a voice in the decision-making processes at ETSU. Before this time, many of the decisions were heavily driven by central administration. For example, faculty did not always apply for tenure or submit a dossier. They would receive a phone call from Solan Gentry (Finance Officer) letting them know that they were tenured. Some of these early days were captured by Robert Patton, who wrote about the history of public health at ETSU. Dr. Bishop began her career at ETSU in 1978 right after Faculty Senate's formation.
- Dr. Arthur DeRosier reorganized ETSU. In 1977, ETSU had seven colleges and schools. In 1978, the School of Nursing, the School of Public and Allied Health, and the School of Applied Science and Technology were established and ETSU accepted medical students for the first time.
- The reason we have a 37.5-hour workweek is that the state decided in lieu of a pay raise they would reduce the 40-hour workweek. At one time, faculty had been contributing completely to their retirement. The state decided that they would have a noncontributory retirement system. Up until a few years ago, they put 10% into retirement whether faculty chose state retirement or optional retirement.
- In 1982, Dr. Bishop moved from the College of Nursing to work in the Vice President for Academic Affairs Office as Assistant to the Vice President. She worked on the promotion and tenure policy. She had training based on AAUP expectations with TBR. She worked on the FAP/FAR/FAE process that we still use today based on MBO strategy (Management by Objectives). She then modified it for the College of Nursing because it did not capture everything needed for the college. Now, Ginni Blackhart is going to help us find more effective ways with Digital Measures. Dr. Bishop also worked on student assessment of instruction, faculty recruitment, and guidelines for interviewing people. She was part of SACSCOC visit four times. It allowed her to learn a lot about the education in the South. She was part of changing to the new criteria and writing the resource manuals. It was useful to provide structure and guidelines as ETSU was growing.
- Dr. Bishop suggested that policies should be used as guidelines based on advice given to her by Dr. Alfonso, former Vice President for Academic Affairs. An important role of administrators is to use their professional judgement and to treat students/faculty as unique.
- Dr. Bishop would love for the presidential distinguished lecture series to be reinstated. This series brought people that were significant in their field (politicians or speakers) to ETSU such as Terry Waite, Andrea Mitchell, Gerald Ford, Jimmy Carter, etc.
- In 1987-1988, the Academic Health Science Center was created, beginning the divide between health sciences and academic affairs. In 1991, ETSU received the Kellogg community partnership grant, which provided ETSU a mission and a focus. Subsequent schools that were added to the Academic Health Science Center continued to have a focus on rural outreach. The focus of the last two years for Dr. Bishop has been to bring the health schools and academic affairs under one provost. She also dealt with a new budget model, in which deans and chairs had to make decisions regarding budgets and fiscal responsibility.
- The new provost will not have 40 years of experience at ETSU or know its history, so they are going to need patience and understanding. They need to have deans, chairs, and faculty who feel a responsibility for sharing the success of ETSU.
- Faculty Senate has the potential to make a difference. The faculty are the university. One of the biggest challenges will be how to deliver a college education when there is so much education



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everywhere. Creativity does not occur in a vacuum. Dr. Bishop recommended *The Code Breaker* by Walter Isaacson to see an example of this. In Zoom, we have become task oriented. However, college education instills values. It helps individuals learn how to function in society and build networks. At ETSU, we focus on community and relationships. The world needs to be more than just remote learning. We need to value the one-on-one faculty commitment and involvement with students. We need to get creative about the value of a college education and graduate studies. Use Faculty Senate to help your colleagues and students grow.

4.1.2 Senators asked Dr. Bishop questions.

Epps: Is there something that you would have liked to accomplish but were unable to? Or, is there something that you would encourage us to take up with the new provost?

Bishop: Academic policy should be reviewed. ETSU needs to determine what will be our general education competencies and what habits students get from them. We need to think about what we want people to come back with from having online education experiences. There will be pressure from students and competition to have the technology and availability for learning in a “just in time” basis. We will need to look at structures of the academic year and maybe faculty contracts. For example, why do we work August to May? Maybe some people should work spring and summer semester and others work during the fall semester. We should look at how we schedule and offer courses. There are opportunities for structural changes to make our education more accessible. It is worth examining how we are organized and structured. Are there redundancies? Would it be more effective to group people differently?

Burns: How do we maintain our institutional history while we grow? As we transition to new leadership, how do we take the things that we have already fixed and ensure that they stay fixed while we are trying to grow?

Bishop: I find myself in situations where I say we tried that and it did not work or we already have the answer to that because this is how we fixed it. Sometimes we do not hold onto our already made structures, values, or decisions. However, new ideas, new approaches, and revisiting approaches has some value in and of itself. In the most part, we do need to constantly reinforce who we are, why we're doing what we're doing, and we need to make sure we have recorded it. I am concerned about the history because we have become so digital. There is not file cabinets with decisions in them that you can go back to, pull the agreement out, and say, “this is how we said we were going to do it.” Because we are moving so fast, many times agreements are not written down.

Byington: How do we accelerate our pace of change?

Bishop: I don't know. There are periods in an organization's history when you do that. A new provost is going to be an acceleration because that person will come in with ideas, goals, and ambitions. People will work together to accomplish items if they are clearly spelled out and people can feel that sense of urgency. Dr. Noland is doing that right now with Chapter 125, which is a way to help us move on from the separation and isolation caused by COVID. As a university, we have so many moving parts and so many people have an investment in moving forward. I think that change is always going to be somewhat slow. Dr. Stanton used to have a rotating globe screensaver. He would say that the world turned another 24 hours. This was from the perspective of needing to wait and see if there a natural or better solution comes forward. This sometimes slows change. You need to have a balance between letting things evolve and moving people forward.

Blackhart: I want to hear your opinion on how higher education and in particular ETSU plans for the precipitous drop in enrollment. When the pandemic hit, many universities were cutting back on programs and faculty as a way to deal with a pandemic. This may have partly come from needing to plan for this drop in enrollment in 2030. Dr. Noland specifically said this is not how we want to do things at ETSU. We want to think carefully about how we move forward and plan for this. What are the best ways to evaluate programs and make decisions about cutting and adding new programs? How should we handle the reduction in enrollment that we know is coming within the next 10 years?



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Bishop: Retention is going to be a major part of our survival. We can only do that by having the kinds of programs that students want and having the programs accessible in format and timing. For instance, we lose adult students by making them wait until the fall to start classes. When adult students decide they want to go back to school, they do not want to wait six months. We need to look at changing the format and length of our semesters. Some of my graduate education was done in the intensive format semester where I would take two courses in the second half of the semester in order to double up on course hours and accelerate the time to graduation. ETSU has been reluctant to do that. We have sometimes created artificial barriers such as saying that financial aid or Banner will not let us do it. Thinking back to the words of Dr. Alfonso, if all we are going to do is let the systems run it for us then they do not need us. We also may have to start teaching students the value of coming to college. Many of them are finding that they can enter the workforce without a college degree. They find satisfaction in the new life of freedom that they are experiencing and are not willing to invest the time and money it takes to get the college degree and move forward.

Walden: This past year has been a very tough one for many of us with COVID and a change in how we have done things, professionally and personally. I wondered what words of encouragement could you give us for the next year and the years to come?

Bishop: ETSU is a strong institution and it is strong because of its people. We have always accomplished more than the sum of our parts would indicate that we might be able to do. We have people who have a strong work ethic. We have people who believe strongly in our mission. We have people who know that by working together we can accomplish what we wish. Coming out of this post COVID time, we need to renew those bonds and find an opportunity to rededicate ourselves to those things that we have always felt was important. This way we do not lose touch with our core values and our community, and we will be responsive to those students of the future. We want to have the kinds of educational experiences that will prepare them for even more technology and perhaps even more isolation going forward. Jack Ellul in 1954 wrote about the age of technology, the demons that it brings, and how it would change society. Maybe we need to go back and look at some of those writings to think about what we can do to ensure that the humanity is not lost in our work.

5. Approval of Minutes

Hendrix questioned whether there was an objection to approving the minutes from the 04/05/2021 meeting. **Sergiadis** stated there were minor corrections from Senators **Epps**, **Byington**, and **McGarry** that will be changed in the final minutes.

No Objection: Minutes Approved

6. Action Items

6.1 Motion – Dr. Dunn

Motion: I move that faculty senate recommends that East Tennessee State University creates and adopts a policy on non-patentable intellectual property in alignment with the AAUP's policy on the same (<https://www.aaup.org/report/statement-intellectual-property>)

Dunn stated that our current policy on intellectual property, particularly the policies unrelated to patents, is lacking. This particular policy could be beneficial to the campus and faculty all around.

Dunn moved. Hemphill seconded. Motion passed.

Hendrix will send the motion to Dr. Amy Johnson.

6.2 Faculty Senate Elections for Vice President, Secretary, Treasurer/COO – Mr. Hendrix

- Vice President nominee, **Ginette Blackhart** – approved by acclamation
- Secretary nominee, **Ashley Sergiadis** – approved by acclamation
- Office of Treasurer/COO nominees, **Ryan Nivens** and **Alan Stevens** – **Ryan Nivens** elected by majority



DISCUSSIONS

vote.

7. Information Items

7.1 Handbook Committee Update – Dr. Epps

No report.

7.2 Board of Trustees Report – Dr. Foley

Board of Trustees meets this Friday. The trustees and staff are meeting at the Model Mill at the Foundation Offices and the meeting will be live streamed. The materials should be posted on the website either today or tomorrow. The first committee (Audit) starts at 8:00 AM. There will be a one-hour break for lunch and then the full board meets from 1:00 to 3:00 PM.

7.3 Notes from Exec Meeting with Dr. Noland – Mr. Hendrix

None.

7.4 Reports from University Committees

7.4.1 University Council – Dr. Epps and Mr. Hendrix

Hendrix: We received some updates as it relates to Modified Stage Four. There will be an opportunity to ask more questions tomorrow. We received an enrollment update and projections. The University is projecting to be 100 students down. However, the numbers actually look better than that at this time. Although the numbers are strong right now in terms of new applicants and returning students, there is still a budget for 100 students down for the Fall term due to variables in enrollment because of COVID.

Epps: The Subcouncil for Governance presented a proposal to University Council regarding committees. University Council approved the proposed process for filling vacancies, which have previously been dealt largely within Faculty Senate, Staff Senate and SGA. The new process will expand the reach of faculty, staff and students who will participate. Terms for faculty and staff will be three years. Terms for students will be one year. At the end of those terms, the committee chair will notify the Subcouncil of the vacancies. Vacancies will be posted in the Monday message so all faculty, staff, and students who are interested have the opportunity to serve instead of it going through the Faculty Senate, Staff Senate and SGA. Representatives from Staff Senate and SGA indicated that they often had trouble getting people to serve because they did not know everybody on campus and what their interests were. This will be a positive way of letting people across campus know what options are available to them. The committee chairs will have the responsibility of selecting from the people who submit names for consideration. There will not be an automatic option for somebody to say, "yes, I want to continue serving." It will have to go out for other people to submit their names. We also have an annual report that the university level committees will need to complete and submit, including a requirement for any non-employees of ETSU serving on committees to have their volunteer forms submitted. That has been something that has not been done consistently and HR has indicated that it is important.

There was a proposal for the committee structure. However, nobody claimed responsibility for several of the committees. Then, there was a discussion about the difference between advisory and standing committees. Historically, standing committees reported to the president and the advisory committees reported to the provost or another VP level. University Council found some inconsistencies with this. The committee has submitted a follow-up proposal for the May meeting addressing the issues with the standing and advisory committees.

7.4.2 Academic Council – Dr. Blackhart, Dr. Epps, and Mr. Hendrix

Hendrix: Several programs and revisions towards programs have been approved. The Center on Global Engagement in the Honors College was created. The academic calendar was approved.



DISCUSSIONS
8. Old Business None.
9. New Business None.
10. Comments from Guests 10.1 Johnson thanked Faculty Senate for passing the resolution on intellectual property. They are already working on that policy with Kay Lennon. 10.2 Johnson announced Conference for High Impact Instructional Practices will be August 4th and 5th. Ken Bain will be the keynote speaker and the call for proposals is open. New faculty orientation dates are August 16th and 17th.
11. Final Comments/Announcements from Senators 11.1 Brown announced that the last lecture in the Leading Voices in Public Health lecture series is tomorrow night. The speakers, Dr. Mona Hanna-Attisha is going to be talking about the Flint water crisis. It will be a webinar moderated by Randy Wykoff and Amy Johnson. https://www.etsu.edu/etsu-news/2021/04-april/hann-attisha-to-speak.php 11.2 Collins announced his retirement this summer. He expressed thanks to all his colleagues and appreciation for Faculty Senate. He stated that while there may be bumps along the way, Faculty Senate is essential for the operation of ETSU.
12. Adjourn Motion to Adjourn: Brown Second: Collins Meeting Adjourned

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

Note: Meeting minutes are not a word-for-word transcript. Statements and questions by Senators may be edited and summarized for clarity.

Meeting with Dr. Noland

04/09/2021

The questions submitted can be found at the end of this document. Dr. Noland did not respond to individual question since many of them overlapped.

Men's Basketball Team

- **Overview of Events:** Dr. Noland provided a summary of events surrounding the men's basketball team taking a knee. In the early summer of last year, Steve Forbes announced that he was leaving to take the head coach job at Wake Forest and was replaced with Jason Shay. In the Spring, COVID protocols started to take place. This affected the season (e.g. opponents dropped from the schedule) and activities beyond the court (e.g. opportunity to do public service due to both the coach and students being in and out of quarantine). Scott Carter (Director of Intercollegiate Athletics) shared with Noland that players desired to speak out by taking a knee. Noland did not try to prevent the students from taking a knee. In December, the team took a knee at Alabama (December 22), a second time at Furman, and then a third time at Chattanooga (Monday, February 15). Between these times, the team was in and out of quarantine and games were being cancelled. At the Chattanooga game, a reporter happened to report it. On Thursday (February 18), Noland spoke with Shay, asking him how the team was doing and telling him to worry about the students and basketball. That was the last time Noland had a conversation with Shay. As the season came to a close, the basketball team remained in COVID protocols for another week and a half. If the two teams above us were to drop out, we would have represented the league in the tournament. These COVID protocols were why the team could not be out in the community. About two weeks ago on a Saturday home football game, Carter approached Noland to let him know that Shay's agent (Jason Charney) reached out to him interested in negotiating a resignation. Discussions were between Charney and Athletics. The settlement and resignation came to Noland's desk on March 30 and was signed on April 1.
- **Apology and Action:** Dr. Noland apologized for the damage that this has caused to the institution, to us as faculty, and to the student athletes. He is committed to diversity and is committed to having his actions speak. Beginning on Monday, he plans to meet with about 35 different small groups of 5-7 people either in person or through Zoom. He wants to report the things he heard during those meetings and create an action agenda and fast track its implementation as part of 125.2.
- Dr. Noland clarified a few misconceptions and rumors.
 - **Resignation versus Firing:** Shay was not fired. He would not have signed a termination document. If Shay had been fired, ETSU would have owed him close to \$600,000 (2 years salary plus bonuses) and the agreement was for less than that amount.
 - **Contract:** The \$300,000 buyout clause states that Shay would owe money *if had left to take another coaching job*. That is not the case in this scenario.
 - **Transfers and New Hire:** There are concerns that some of the student athletes are transferring. There will be transfers anytime there is a coaching change. This also happened when Forbes was replaced by Shay. There are concerns that the hiring of the new coach happened quickly. This is how athletics operates. In March, coaches will depart and you have three weeks to move through the search process. Therefore, you always have a short list of whom you can recruit.

- **Donations from Honda:** Joe Trujillo did not pull all of his financial support from ETSU. He pulled the courtesy cars. Shay received a vehicular stipend per his contract when the cars were pulled.
- Dr. Noland asked the Senators for their feedback.
 - There is a concern about how the perception of these events will hurt the university in terms of equity and inclusion. We already struggle to recruit racial and ethnic minority faculty and students and this will make it even harder. We are already hearing during recruitment that “ETSU is a racist institution that doesn’t value diversity so why would I belong there?” How can we move forward and repair the damage?
 - Dr. Noland responded that there is not a simple answer to these issues, so it would be inappropriate to give simple answers. He is planning to spend 3 weeks listening. Then, he will create the action plan. He hopes with daily work we can rebuild confidence.
 - There was appreciation expressed for his apology and for him dealing with the fallout from the situation.
 - There was disappointment expressed about the behavior of the trustees at the Board of Trustees meeting.
 - There is confusion among the Athletics coaches about what are in the contracts. The student athletes have indicated that that they feel that the institution did not support the athletes.
 - There are concerns that even if Shay was not fired, he was encouraged to quit or be fired. If you say “not fired,” the impression is that maybe he was not fired but he was encouraged to leave. It has not been said that he was not encourage to leave. Or, maybe he was made to feel so unwelcomed that more options looked more preferable than staying here.

Other Topics

- **125.2:** Mike Hoff met with the Task Force chairs and finalized membership. Invites went out yesterday. Membership will be announced next week. First meeting will be on April 29th.
- **Provost Search:** Before making the final selection, Dr. Noland plans on gathering feedback on all the candidates and meeting with the search committee after the four candidates have finished their on-campus interviews.
- **Returning to Campus:** Stage 4 return to campus protocols have been sent out. We will be transitioning on May 15th with anticipation of finishing the process by July 1. The bulk of our courses will be on-ground or hybrid. It will be a little heavier online, but it will look a lot like pre-COVID. We will wear masks as long as the CDC says we need to wear masks.
- **COVID Vaccines:** ETSU Health received a million dollar grant to run the vaccination center distributing Johnson and Johnson. This will be beneficial for students who will be leaving for the summer as well as public outreach work to underrepresented populations such as the homeless population.
- **Masks in Labs:** Dr. Noland will refer the question on mask and issues with laboratory settings to the COVID Team.
- **Salary:** Dr. Noland will be meeting with B.J. King to discussion options in terms of salary. He is considering a one-time bonus for faculty and staff this spring and a permanent raise for the upcoming academic year (probably around 2.5%). There are plans to approve the salary pools during the April 23 Board of Trustees meeting then decide how it will be distributed.

- **Enrollment:** The freshman and transfer numbers for Fall 2021 are closer to pre-COVID numbers. We do not anticipate budget transfer disruptions next fiscal year.
- **Graduation:** There will be seven graduation ceremonies. There will be required safety protocols such as social distancing.
- **Spring Openings:** There will be a few things opening up during the spring. Food trucks will be back on campus. The Commons space adjacent to Culp will be opening. There will be open houses throughout April.

Questions/Comments Submitted by Senators

- From CCRHS: What are the clear and transparent plans as to how the university will proceed because we have failed the mission and vision of ETSU--why have a mission/vision and promote it if when the going gets tough we are not going back to our core values and mission?
- From CCRHS: If, as a university, we are striving to be an inclusive environment, a safe environment, what message does it send to have failed to support the students, faculty, and staff who peacefully and legally protested? How will you proceed if a similar action is taken in the future?
- From CCRHS: These actions put the corporate/financial needs above the students' needs. What is the plan moving forward to balance economic interests with the rights of our students? Without students we have no university!
- From CCRHS: Student athletes are often viewed by their peers as leaders. When student leaders of color make the decision to transfer it sends an unfortunate message to our student body, particularly students of color, that this is not an environment of inclusion. This is not a safe space. How will we ensure that our campus community is diverse, inclusive and safe for all students, faculty and staff? How will we ensure that future students leaders represent diverse voices? What actions will university leadership take to ensure diverse leadership at all levels?
- From CCRHS: The author Ibram Kendi said something that struck me about the university's response to Coach Shay's amicable departure and decision to resign, and now having seen the severance package provided, and the unlikelihood other faculty and staff would receive similar compensation at resignation... "The very heartbeat of racism is denial" How will rebuild trust with students and faculty? Will you proactively engage in dialogue with all parties, and ensure the university is transparent moving forward?
- It is clear from Dr. Noland's updates that ETSU did not influence Coach Shay's decision to resign however, the media has portrayed a significant influence from state politicians and community sponsors. How did/does the University's respond when community sponsors reduce/remove their sponsorship due to their personal political viewpoint being different than the University's? In other words, JC Honda owner stated to WJHL that Coach Shay's vehicle was taken away as a result of Shay supporting the players. Furthermore, what is the University's stance on the letter to all TN university presidents, signed by all Republican State legislators, regarding kneeling?"
- How was Coach Shay's severance package determined? Thus far nobody has stated it was a contract buyout, and the rumor is that Coach's contract would have had him paying if he resigned early. The impression is that he was essentially forced out to resign via this generous severance package. Where does the money come from and will any other budgets be harmed by this package?

- What assurances do faculty and staff doing diversity and equity work on campus have that they will not be similarly pushed out if their work offends external donors or state legislators?
- Media reports Dr. Noland met with the Johnson City Honda owner to discuss his objections and intent to withdraw the car benefit from coaches. Did Dr. Noland have any meetings with the players themselves to discuss their purpose and concerns?
- How will we work to repair the reputation damage to the institution and morale damage among prospective students, students, faculty, and staff?
- What actions can or will the university take to be less dependent on the political whims of external donors?
- Faculty senate passed a resolution to show support for the ETSU student athletes a few meetings back, in the past these types of things have been distributed by the president's office. Is there any plan for the administration to circulate the letter?
- The 3rd bullet of the Modified Phase 4 Plan states: "At this time, the current face-covering policy will remain in effect, regardless of vaccination status." The wearing of face coverings and mandatory eye protection in labs has proved to be somewhat problematic with most students and faculty experiencing lower field of view fogging and reduced visibility when wearing the traditional types and styles of safety glasses (i.e., designed for use without face masks). Specifically, as vaccinations quickly become the norm and the risk of community spread is reduced, in the interest of safety, can the current face-covering policy be modified beginning in Fall 2021 for vaccinated students and faculty working in laboratory settings (e.g., to allow for operator discretion when working around power tools, rotating equipment, and/or electrical/electronic devices) and adequate social distancing protocols can be followed? This will be more increasingly important as our lab courses begin to operate at full capacity and we move away from having only a handful of students to mother hen.
- Regarding the new Research Corp (ETSURC) vs. the current ETSU Research Foundation (ETSURF) and the recent opinion from the Office of Legal Affairs that, unless otherwise documented in policy, faculty-created IP is generally considered "work-for-hire:"
 - (a) Is there any desire to change the existing patent-related IP licensing/royalty split from the current 50/50 Inventors/Institution of net revenues—a holdover from the original and grandfathered TBR policy (URL: <https://www.etsu.edu/etsurf/documents/etsuippolicy.pdf>) and
 - (b) if the royalty split for the inventors is to be reduced, what policy mechanism(s) will put into place through the Provost's office and the ETSURC/ETSURF to ensure that colleges, departments, and other administrative units are given sufficient funding to support faculty &/or staff workloads during the non-revenue generating research and development phases that reflect the time and effort that such endeavors require?

This is a workload fairness issue for employees. ETSU's faculty typically are overwhelmingly involved with instructional obligations as well as service obligations. Accordingly, applied research endeavors with IP potential are typically undertaken with the expectation that institutionally-supported but uncompensated R&D effort by these employees would be rewarded through the generous sharing of licensing/royalty revenue streams. If the ETSURC is considering adopting a different split for funding an active office staff in the aggressive pursuit of licensing opportunities (with concomitant diminishing rewards for the named inventors), then, in fairness to those employees, workloads need to be appropriately adjusted and

faculty/staff compensated appropriately with course reductions, paid overloads, and/or stipends by the appropriate administrative units (e.g., college, department, etc.) to reflect the lost opportunity cost of down-stream revenue sharing.