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Faculty Senate Agendas and Minutes

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3-8-2021

### 2021 March 8 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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# EAST TENNESSEE STATE UNIVERSITY

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## Faculty Senate

*March 08, 2021, 2:45 p.m. | Virtual Zoom Meeting*

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### **Faculty Senate Meeting Agenda**

1. Celebrations
2. Introductions of Guests
3. Announcements
4. Guest Speaker – Dr. Karen King, CIO
5. Approval of minutes from February 22, 2021
6. Action Items
  - a. Motion to Approve FS Resolution – Support of ETSU Basketball
7. Information Items
  - a. Handbook Committee Update – Dr. Epps
  - b. Board of Trustees Report – Dr. Foley
  - c. Reports from University Committees
8. Old Business
9. New Business
10. Comments from Guests
11. Final Comments/Announcements from Senators
12. Adjourn



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	03/08/2021	<b>Time:</b>	14:45 – 16:30	<b>Location:</b>	Zoom
<b>Next Meeting:</b>	03/22/2021	<b>Scribe:</b>			Ashley Sergiadis
<b>Present:</b>	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; Ecay, Thomas; Elangovan, Saravanan; Ellis, Jon; Emma, Todd; Epps, Susan; Evanshen, Pam; Foley, Virginia; Fraysier, Donna; Garris, Bill; Gomez-Sobrino, Isabel; Gray, Jeffrey; Hagemeier, Nick; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Holmes, Alan; Johnson, Jeanna Michelle (Mikki); Johnson, Michelle; Kahn, Shoeb; Kim, Sookhym; Kruppa, Michael; Livingston, James; Lyons, Renee; Mackara, Fred; McGarry, Theresa; 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				
<b>Absent:</b>	Mitchell, Holly				
<b>Excused:</b>	Dunn, Andrew				

### Agenda Items

Meeting called to order

1. Celebrations

2. Introductions of Guests

3. Announcements

4. Guest Speaker – Dr. Karen King, CIO

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. **Hendrix** announced that the Department of Computing would be partnering with Blue Cross Blue Shield of Tennessee in offering a baccalaureate degree for high school students in a twenty-seven month timeframe. Students coming out of that degree program will have a job offer from Blue Cross Blue Shield.
- 1.2. **Foley** announced that she is scheduled for her first COVID vaccination tomorrow.

2. Introductions of Guests

- 2.1 Amy Johnson, Associate Provost for Faculty & Director, Center for Teaching Excellence
- 2.2 Gray introduced his students: McKenzie Payne and Glenda Athus
- 2.3 Alexander introduced her students who are on academic APP rotations with her through the College of Pharmacy: Jessica Brumit, Dawna Metcalfe, and Emily Simon.



## DISCUSSIONS

### 3. Announcements

None.

### 4. Guest Speaker – Dr. Karen King, CIO

#### 4.1 Karen King updated Faculty Senate on D2L, ERP, Wi-Fi, and more.

**D2L:** We recently signed a five-year contract with D2L that is independent to ETSU (not part of TBR). This has improved its cost. Our current contract expires in December 2021. We will have some new features around analytics that will provide faculty with how many time students logged on, how they interacted with the course, how they interacted with faculty, etc.

**ERP (Enterprise Resource Planning):** Our current contract with Banner expires in December 2022. We cannot be on a new ERP system by the end of 2022 because deployment for ERP takes five years minimum. Consequently, we will have an extension of our current contract. We hope it will be an independent extension for Banner and not part of a TBR contract. We do need to start looking at different platforms. We need one that is a little more flexible and allows us to be competitive in the current market. We had independent consultants review Banner processes as well as ITS as a whole. The current system has many modifications, so anytime you try to make a change or a simple security patch, you can find yourself with something broken. In terms of trying to find a new system, we had vendor demos about a year and a half ago. We consulted with our EAB partner about research they have on ERP vendors. We have talked with those who watched the demos at ETSU. We have discussed it with TBR, THEC, UT system, and other LGIs what they are going to do. The UT system is working on an RFP. Dr. King took all of this information to the Executive Team and recommended that we move forward with an RFP. Currently, a task force is working on the draft of that RFP. Once the RFP goes out, it has to stay out for at least thirty days. Then, we will negotiate a contract award, which can take a couple of months. Deployment for HR, Finance, and Payroll will take about two years. We would follow that with student deployment, which will take about three years. There are three major vendors for higher education ERP systems (Ellucian, Oracle, and Workday). An ERP could mean a 20-year decision for us because it takes five years to deploy. We are hopefully going to get a Software as a Service (SAS) model to stay up to date with the technology. (Note: SAS Model means that instead of buying software, installing it locally, and then paying for upgrades, you pay an annual licensing fee. It is not hosted on-site and receives automatic updates.)

**Wi-Fi:** We have added 145 access points to our outdoor Wi-Fi. We are an Eduroam campus. People with credentials from another campus that is also a partner with Eduroam can use our Wi-Fi. We also have Anyroam. This means that people with any kind of internet access can come to campus, register with anyroam.net, and use our Wi-Fi. We are working on expanding the Wi-Fi service outdoors in other parking areas, athletic fields, etc. The indoor Wi-Fi has been updated. We have upgraded to Voice Over IP CallManager (voicemail to email) and Cisco Jabber, so now you can answer your office phone on any of your devices. When Dr. King came into this role, we had one gigabit of bandwidth with a 750-megabit bottleneck at the firewall. Now we have 20 gigabits, new generation firewalls, and no limit on internet speed.

**Panopto:** We moved from WebEx to Panopto. It integrates with Zoom and does not limit us on storage of records. Automatically, your Zoom recordings are stored onto Panopto. We used almost 14 terabytes of recording space on Zoom in the last year.

**Classroom Renovations:** We added cameras in classrooms with plans to add 100 more. All of our classrooms are Zoom and lecture capture ready, but they may not have a camera. However, they all have microphones and ability to record on the computer.

**Student Services:** We have ordered laptops, hot spots, web cams, headsets. They are being checked out through our partners in the library. We also have AWS AppStream, which allows for virtual desktop deployment for student use. These are replacing what students were doing in computer labs on campus. We had about 1,300 individual students last fall and about 700 unique students per month on virtual



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computers.

**Help Desk:** We have had 25,000 tickets to the Help Desk since last March. The Help Desk and ITS have done a phenomenal job. They quickly created specific instructions on how to get your on-ground course to remote delivery.

**Security:** The most common security threat in education is phishing, denial-of-service, data breach, ransomware, etc. When they did an assessment of ITS, they looked at security and what we were doing. In an external scan (February 2021), we had 44 identified vulnerabilities and 22 were medium, high, or critical. These included missing patches and plugins as well as some at-risk publically facing servers/devisers, including some IT equipment. We are working on addressing all those vulnerabilities. In an internal scan (February 2021), we identified almost 30,000 vulnerabilities like missing patches, updates, machines off the network that did not get updated, etc. We have put together a roadmap and are working with consultants to address these things. We are working on improving two-factor authentication; specifically, we are looking for a third party purchase. We have deployed firewall to look at all the endpoints. We are looking at logging services to see if we can look at activity happening inside or outside the network. We are looking to deploy KnowB4, our cyber security system training system. We are going to start more formal business continuity, disaster recovery planning and testing, network segmentation, scanning for personal information that might be at risk, and revising some policies to get some things under control.

- 4.2 Karen King asked for questions and feedback from Faculty Senate. Specifically, she asked Faculty Senate's opinion on two-factor authentication, running computers as a regular user and only elevating oneself as an administrator when needed in order to prevent malware, and blocking specific content categories.

**Byington:** I have worked at places in the past that have tried to block things like Netflix. I would urge caution, because often times we are using clips from Netflix or PBS or multiple video sources that look like leisure. However, we are using them in our classroom to teach.

**King:** I was thinking more about pornography, gambling, etc. However, there may be people who are doing research on those kinds of things. I hesitate to go down that road.

**Walden:** As a librarian, I am a hard no on content blocking. In addition to the legitimate uses of things like Netflix, coming from my health sciences perspective, those systems almost inevitably end up blocking things on sexuality and reproductive health. That would be a problem as well. [Sergiadis, Hemphill (J.), Blackwell, and Foley agreed with Rachel in the chat.]

**Emma:** You were talking about the admin change. What would that be like for us as end users?

**King:** I was suggesting that we set up the computer so when you log in with your ETSU username and password, it runs your desktop as a regular user. If you needed to install software or take action that requires an admin, it would prompt you for that administrative username and password that you would input. Then, it would take you back to a user level access. This prevents accidental or backend installation of malicious software on your computer. If you are running as admin all the time, there are many command and control types of situations where malicious users have access to faculty systems. The thing that people want most from faculty is research.

**Emma:** And the second half is what prompted the thought of blocking data. Was it for a specific reason? Or, is it a preemptive strike?

**King:** I was just thinking about it. Somebody brought it to my attention and ask if I wanted to think about blocking some of these categories? There is a lot of malicious activity that comes into our system through these kinds of questionable sites.

**McGarry:** To follow up on what Rachel said, I had a student one time whose research interest was the lexicon of queer sexuality, and I was surprised some of the sites we ended up on and grateful that we



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never got blocked.

**King:** I understand that and agree with you completely. Some of those sites are high risk and it makes us a little more vulnerable. That is why I am asking. We do not have anything blocked, right now. I do not think it is the right path for universities. At the same time, you need to know that we are dealing with a bunch of stuff to keep our system safe.

**Peterson:** In terms of the admin as a separate login, I like the idea in some respects. I am thinking about the process. I have a lab computer and an office computer. I would end up writing down my administrative password, because I would not use it that often. I like the idea of being protected. I am wondering about the implications if I have to leave it for my students to be able to use it in the lab. It seems like it may have some unintended issues.

**King:** It certainly might. I would like to purchase Last Pass and try to steer people to use a password manager so there is a secure place to store your password. I do understand keeping up with a separate password that you will need for critical times is an issue.

**Brown:** I manage the network at my house. I used the PIN function in Windows. If I need to install software, there is an admin pin and not a new set of credentials. I do not know if that is an option, but that is convenient and it is easy for me to remember a number.

**King:** We will certainly explore some of those ways. I do not want people not to be able to do what they need to do for their work. However, cyber security crimes are getting more and more sophisticated. We are going to have to be more sophisticated to be able to continue to do our work while staying safe. You do not want to lose your credit card numbers or bank account numbers in the process of doing your work, so we are trying to figure out good ways to do some of these things.

**Khan:** Whenever you visit a website, they ask you to accept cookies. One of the issues is that if I do not accept the cookies, they will not let me move further including on sites like Science Direct where I need to access articles. I would suggest a workshop or something to educate people on how vulnerable they are.

**King:** It is a fine tightrope between staying safe and giving people access to everything they want.

**Collins:** Is there a wireless map of the V.A. campus?

**King:** I do not believe we have anything outdoor over there. Of course, our network runs to the buildings that we occupy on the V.A. campus.

**Hemphill (J.):** Can you speak on security as it relates to sending student data offsite or not on premise location?

**King:** The vendors who are capable of handling our ERP system do security much better than just about anybody else does. They are handling Fortune 500 companies. Google, Amazon, and others support their back ends. I would feel a hundred times better about the security of our data, if our information systems were on a cloud service. Right now, we have infrastructure as a service. Our back end is Amazon, and I feel a lot better about our disaster recovery since we made that move. You saw how many vulnerabilities that we have on our current systems. I think that it is only smart to have our entire administrative systems in a cloud service that are way better at maintaining security, disaster recovery, and business continuity than we are.

**Peterson:** Is there a way to update our ETSU computers without bringing them onto campus?

**King:** I believe you can go to Microsoft, download it, and update the patches. I would have to verify with the Help Desk exactly how that works. If you are on campus after a certain point, we are going to push those updates and patches to your machines as long as they are turned on. If they are off campus, there is no way we can push those updates to you. You have to take that responsibility and update that yourself. That is why security is such a big deal and why it is so hard because it depends on everyone's



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habits and behavior. We all fall a little bit short and that is what the bad guys are counting on.

**Hemphill (J.):** I am not an administrator at my desktop. Why is that available to some, but not to all?

**King:** I thought everyone was admin. Do you want me to have somebody check it?

**Hemphill (J.):** That would be great. Thank you.

### 5. Approval of Minutes

**Hendrix** questioned whether there was an objection to approving the minutes from the 02/22/2021 meeting. Sergiadis received some corrections from Senator McGarry that will be made in the final minutes.

**No Objection: Minutes Approved**

### 6. Action Items

#### 6.1 Motion to Approve FS Resolution – Support of ETSU Basketball

**Garris made a motion to adopt the resolution. Hemphill (J.) seconded.**

**Garris:** I have a couple of prefatory remarks to provide context. On February 15, prior to the ETSU MBB basketball game, a photograph was taken and circulated which showed the MBB team joining other athletic teams, professional and collegiate, in kneeling during the national anthem. On February 17, Coach Jason Shay stated, this “was a decision our team made prior to the season as a call to action and empowerment against racial inequalities and injustices.” There was no intent to disrespect the flag nor armed services. This explanation, combined with an apology for unintended hurt caused, has been repeated by the ETSU student-athletes. Because of the highly subjective nature of symbols and their meaning, some in the community found hurt or offense in these actions. This is regrettable. The public discourse has been sometimes supportive and sometimes openly hostile toward these students. Some individuals in government expressed a desire to make the students stop kneeling. Let me mention two touchstones for us to consider in this situation: the Constitution and the NCAA. Although this very specific issue has not yet been tested, most constitutional scholars believe that the first amendment, as applied to college students and student athletes, strongly supports the students’ right to kneel. The students almost certainly have an unassailable right to kneel. In addition, the NCAA appears to support students’ right to kneel. On June 10, 2020 the New York Times reported the following statement from the NCAA: “As an integral part of higher education, the NCAA values expression and freedom of speech for all students. We applaud college athletes for being involved in their communities and advocating for change.” In 2017, the association sent a memo to host sites for N.C.A.A. championships advising them: “Student-athletes have the right to free speech. Kneeling during the national anthem or not coming out of the locker room for the anthem is not against the rules of the game. No action is required and no extra attention needs to be drawn to it.” Because of the threats made against the students’ right to free speech and the hostility and contempt expressed toward our students, on Monday, February 22 the Clemmer College Diversity and Belongingness Committee was moved to submit a resolution for our consideration. The resolution addressing this difficult and polarized issue is 219 words, and puts us on the record with these three words contained in its final line: we support students. Chih-Che Tai helped facilitate a poll of Clemmer College faculty. We were able to reach 34 Clemmer faculty over the last 10 days. Of that 34, 30 were for the resolution, 3 against, and 1 neutral.

**Garris motioned to amend the resolution by adding the words: its proceeding the word “position” in the first whereas statement, peaceful proceeding the word “stand” in the second whereas, <sup>1st</sup> Amendment proceeding the word “right” in the fifth whereas, and ambassadors proceeding the words “for social justice” in the resolved statement. Collins seconded the motion. Motion passed.**

**Brown motioned to amend the resolution by inserting the words now, therefore, be it after the semicolon in the last whereas statement. Epps seconded. Motion passed.**



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**Hemphill (B.) motioned to amend the resolution by removing the phrases** and unfettered **and** in all its forms **in the fifth whereas statement. Epps seconded. Motion passed.**

**Burford motioned to amend the resolution by adding** WHEREAS ETSU acknowledges and appreciates members of military who protect our freedoms to express ourselves; **after the fifth whereas statement. Burns seconded.**

**McGarry:** I am not opposed to saying that. As a whereas statement, it is kind of a non-sequitur. Is it really a reason for the amendment? It does not seem like that leads to the resolution, but maybe it does.

**Epps:** I agree with what Theresa says. It does not seem to lead to the resolution. Also, does it take away from the intent of the resolution, which is to focus on our students?

**Emma:** In the emails with the College of Business and Technology, several people pointed out that this particular statement belonged in its own resolution separate from this one. One factor, as mentioned in Dr. Keith Johnson's letter, was that this statement was not the focus. There is support in the college for not adding this whereas statement.

**Garris:** My comment will be very similar to Senator Emma's comment. The Clemmer College's Diversity in Belongingness Committee explored the possibility of including a whereas statement like this one. They were opposed to that for the same reason Senator Emma pointed out. It might be better situated in a separate resolution.

**Byington and Lyons** indicated that a separate resolution might be more appropriate in the chat.

**McGarry:** I am okay with leaving it out, but there are people who feel strongly about keeping it in the way to fix it would be to subordinate the statement to something else like in the second whereas statement. It could be "WHEREAS at the same time as ETSU acknowledges and appreciates member and military protect our freedom to express ourselves, we applaud out students..." That is how you could do it without losing the forward motion of the document. [**Holmes and Fiuza** agreed with Senator McGarry in the chat.]

**Burford:** I like Senator McGarry's idea. I think that we need to have this statement put out by Faculty Senate, whether it be part of this resolution or another. I think that it would bring peace regarding the issue.

**Motion to amend the resolution by adding** WHEREAS ETSU acknowledges... **after the fifth whereas statement failed.**

**Burford made a motion to amend the resolution by adding** WHEREAS ETSU acknowledges and appreciates members of military who protect our freedoms to express ourselves; **at the end of the second Whereas statement. Mackara seconded.**

**McGarry:** If you want to keep the document moving forward, it would have to go at the beginning of the Whereas statement. You put it as the object of some complex preposition.

**McGarry made a motion to amend the amendment by removing** WHEREAS ETSU acknowledges and appreciates members of military who protect our freedoms to express ourselves; **from the end of the second whereas statement and adding** [Whereas], at the same time as ETSU appreciates the members of our military who protect our freedom of expression, **to follow the word "whereas."** [**Senator**] **seconded the motion.**

**Emma:** Again, I would like to bring forward the discussion in the College of Business and Technology. They moved against this language being in the resolution in order to make a stronger statement and not take away from the current statement being made. They said if there were members that felt strongly about this language being in the document, we should make a separate resolution.

**Walden:** I appreciate the spirit of the addition. I think with Senator McGarry's change, it makes linguistic





## DISCUSSIONS

sense. My remaining concern is that by adding it we are sort of lending legitimacy to the idea that these things are in opposition. Specifically, that our students exercising their First Amendment rights is somehow in opposition to supporting the military and veterans. [Foley, Alexander, Fraysier, Garris, Epps, Sergiadis, Johnson (Mikki), Blackwell, and Ellis agreed with Walden in the chat.]

**Byington:** In that particular whereas and in the fourth whereas, we use the term ETSU as if we are speaking on behalf of the university. I would suggest for those whereas statements speak on behalf of faculty. So, the faculty appreciates the members..." and "whereas, the faculty values and fosters diversity of people and thought."

**Patrick Brown:** That would need to be a separate amendment.

**Peterson made a motion to call a question. Garris seconded. Motion approved.**

**Motion to amend the second whereas statement to** Whereas, at the same time as ETSU appreciates the members of our military who protect our freedom of expression, we applaud our students' resolve ... **fails.**

**Burford:** I would like to make a motion that we have a separate document as discussed earlier and that we have the same contention except instead of ETSU that we would use the word faculty.

**Hendrix:** At this time, we could not entertain a separate resolution. Currently, we have to focus on the one that is on the table.

**McGarry:** In the College of Arts and Sciences, we emailed the resolution and got very little feedback, a couple of people in favor and a couple of people who went into detail and explained why they were opposed to it. I thought everybody was kind of evenly divided and thinking it over. I sent them this morning a statement of why I think I should vote for it. I addressed some of my main points and the points of opposition. My main points were that people tend to say things like veterans are deeply offended. Although I do not doubt that some veterans feel deeply offended, I do not think that speaks accurately to the diversity of veteran opinion. I gave a couple of sources, two from national media and one from the Johnson City Press on that point. Then, I made the point that I feel that the offense felt is based on a misperception. As the athletes have said many times, what they are intending is not disrespect. What they are doing is what the veterans fought to defend. Then, I acknowledged that some of the practical objections that have been brought up are very likely true. First, one person has argued that the university could possibly lose the ROTC program, and I acknowledge that that might happen. I was then informed by a veteran that that is extremely unlikely. Second, it is true that people might stop sending their children here for that reason. Third, the loss of donations is something everybody knows. For my conclusion, I stated that in the civil rights movement repercussions for supporting equal rights ranged from mild to severe for individuals, organizations and businesses, but the principles were important enough to sacrifice for and they still are. After I sent this message, I got about 20-25 messages in support and one expressing reservations pretty much against but not too strongly.

**Byington:** I was going to give the perspective from the College of Clinical and Rehabilitative Health Sciences. We sent this out for review to every faculty member that we have. I saw three to four responses that were very clearly in favor of the resolution. We had one response that had concerns about the fact that this was not speaking to the offense that it occurred to the military families.

**Elangovan:** I concur with Randy that I also received almost six to seven supportive mails for the resolution as it stood in this previous version. I think we shared the same one concern that was expressed. Is there a similar resolution being passed for staff? I did hear from one staff member about their reservation.

**Hendrix:** It is my understanding that the Staff Senate is looking into a resolution as well, similar in nature to what was originally submitted by Faculty Senate. I do not know if they plan to move today on that resolution or if they plan to wait until their next meeting.

**Elangovan:** Do we have any other resolution from Faculty Senate in the past that supported the military.



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Maybe we can just highlight that resolution if we have any other opposition issues.

**Hendrix:** No, but I could be wrong.

**Byington:** If there were one, it would have occurred during the period that we were concerned about losing ROTC. That was within the last five years.

**Jeffrey Gray:** I also want to report on the College of Pharmacy. The resolution was emailed to both CoP departments. Pharmaceutical Sciences voted universally in favor. Pharmacy Practice was more 50/50. The half in opposition was not in favor of the resolution as it is currently written. I am interested to see if some of the revisions that are taking place will replicate some of the thoughts of our faculty as well.

**Thompson:** I sent out a poll and there were several concerns from our veteran faculty members that we were not supporting them. I had 40 faculty vote and received 11 comments in regards to not supporting our veterans and military.

**Mackara motioned to strike this text and replace it with the following text:** WHEREAS Men's Basketball team at East Tennessee State University (ETSU) engaged in a peaceful, selfless, and legal protest for social and racial justice on February 18, 2021; WHEREAS we commend our student athlete's leadership and courage in bringing these issues to the forefront; WHEREAS suppressing student's civic engagement while in uniform conflicts with ETSU's commitment to affirm the contributions of diverse peoples, cultures, and thought to intellectual, social, and economic development; RESOLVED, that the Faculty Senate recognizes ETSU student athletes as exemplary representatives of the university community through their advocacy for social and racial justice. **Motion fails to gain a second.**

**Motion [to adopt the resolution with all the previously approved amendments] passed. McGarry made a motion to call for a division of the house. Hendrix provided the final vote count of 37 in favor, 7 in opposition.**

### 7. Information Items

7.1 Handbook Committee Update – Dr. Epps  
No report.

7.2 Board of Trustees Report – Dr. Foley  
There is a called meeting of the Finance and Administration Committee to look at the budget at the end of this month. The date should be on the Board of Trustees website. They will be looking at what the state is allowing as far as increases and what state money is coming in so they can guide the final budget planning before April.

#### 7.3 Reports from University Committees

7.3.1 University Council – Mr. Hendrix  
There are task forces being formed around the ETSU's 125.2 vision and strategy planning for the institution. There is a call for faculty, staff and students to be engaged in the various task forces. If you are interested in serving on one of the task forces (Academics, ETSU Health, Student Success and Experience, Research and Scholarship, Equity and Inclusion, Fiscal Sustainability), let us know by completing the form shared in the chat. Hendrix will submit all the names to Dr. Hoff as he and his team are the ones working on putting together this task force. If you know of a colleague that may be interested, please share that link with them. This information and link to the form will be shared through an email later today as well. **Walden** asked what the time commitment looks like for these task forces. **Hendrix** did not know. He suggested she asked Dr. Hoff when he joins us in two weeks to discuss 125.2.

8. Old Business  
None.



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9. New Business  
None.

10. Comments from Guests  
None.

11. Final Comments/Announcements from Senators

- 11.1 **Hendrix** announced that the Faculty Trustee Elections opened today. It went out in the Monday announcement. It will close on Friday, March 19 at 5:00 pm, so make sure to vote. The winner will be announced that following Monday.
- 11.2 **Hendrix** announced that the Executive Committee would be meeting with Drs. Noland and Bishop over the next week. If you have any questions for them, fill out the Ask an Administrator form. Currently, we have two questions.
- 11.3 **Alexander** encouraged some training for faculty around peaceful protests. She noted that some of the folks from the College of Pharmacy who expressed opposition to the resolution discussed what are peaceful protests and what is considered offensive or disrespectful. She suggested looking at the required trainings about racial disparities, implicit bias, and cultural competence so we can continue to get at what the root of the discussion should be and the intent of the basketball team's demonstration. The resolution passed today acknowledges their right to do so, but does not really get at their intent.
- 11.4 **Thompson** asked when we would get a copy of the finalized resolution so we can share that with our colleagues. **Hendrix** responded that he anticipated he would have it by tomorrow and can deliver it out.

12. Adjourn

**Motion to Adjourn: Brown**  
**Second: Epps**  
**Meeting Adjourned**

*Please notify Senator Ashley Sergiadis ([sergiadis@etsu.edu](mailto: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.*

Original Resolution

**WHEREAS** Men’s Basketball team at East Tennessee State University (ETSU) has voiced their position and engaged in a peaceful civic declaration against prejudice and social injustice on February 15, 2021;

**WHEREAS** we applaud our students’ resolve to take a peaceful stand against all forms of prejudice, discrimination, and social injustice; and recognize that their voices should be respectfully heard and acknowledged as valued members of our deliberative democracy;

**WHEREAS** we value the open exchange of thoughts and ideas, even if different from our individual ones;

**WHEREAS** ETSU values and fosters diversity of people and thought in our region;

**WHEREAS** the special status of ETSU as a public university designates it as an institution having an exceptional responsibility to protect the free and unfettered exercise of the right to freedom of speech in all its forms;

**WHEREAS** silencing, ignoring, or otherwise minimizing student peaceful action and civic engagement conflicts with ETSU’s commitment to affirm the contributions of diverse peoples, cultures, and thought to intellectual, social, and economic development;

**RESOLVED**, that the Faculty Senate reaffirms ETSU’s values and place as a safe harbor for students, faculty, and staff and as such we will set the example for Equity, Inclusion, and Social Justice and recommends that ETSU support students as they serve as advocates for social justice in our local and national communities.

Moved by \_\_\_\_\_ Second by \_\_\_\_\_

Endorsed by \_\_\_\_\_ on the \_\_\_\_\_ day of \_\_\_\_\_, 2021  
Mr. Stephen Hendrix, MBA President, ETSU Faculty Senate

Approved Resolution

**WHEREAS** the Men’s Basketball team at East Tennessee State University (ETSU) has voiced its position and engaged in a peaceful civic declaration against prejudice and social injustice on February 15, 2021;

**WHEREAS** we applaud our students’ resolve to take a peaceful stand against all forms of prejudice, discrimination, and social injustice; and recognize that their voices should be respectfully heard and acknowledged as valued members of our deliberative democracy;

**WHEREAS** we value the open exchange of thoughts and ideas, even if different from our individual ones;

**WHEREAS** ETSU values and fosters diversity of people and thought in our region;

**WHEREAS** the special status of ETSU as a public university designates it as an institution having an exceptional responsibility to protect the free exercise of the 1st Amendment right to freedom of speech;

**WHEREAS** silencing, ignoring, or otherwise minimizing student peaceful action and civic engagement conflicts with ETSU’s commitment to affirm the contributions of diverse peoples, cultures, and thought to intellectual, social, and economic development; now, therefore, be it

**RESOLVED**, that the Faculty Senate reaffirms ETSU’s values and place as a safe harbor for students, faculty, and staff and as such we will set the example for Equity, Inclusion, and Social Justice and recommend that ETSU support students as they serve as ambassadors for social justice in our local and national communities.

Moved by \_\_\_\_\_ Second by \_\_\_\_\_

Endorsed by \_\_\_\_\_ on the \_\_\_\_\_ day of \_\_\_\_\_, 2021  
Mr. Stephen Hendrix, MBA President, ETSU Faculty Senate

**WHEREAS** Men’s Basketball team at East Tennessee State University (ETSU) has voiced their position and engaged in a peaceful civic declaration against prejudice and social injustice on February 15, 2021;

**WHEREAS** we applaud our students’ resolve to take a stand against all forms of prejudice, discrimination, and social injustice; and recognize that their voices should be respectfully heard and acknowledged as valued members of our deliberative democracy;

**WHEREAS** we value the open exchange of thoughts and ideas, even if different from our individual ones;

**WHEREAS** ETSU values and fosters diversity of people and thought in our region;

**WHEREAS** the special status of ETSU as a public university designates it as an institution having an exceptional responsibility to protect the free and unfettered exercise of the right to freedom of speech in all its forms;

**WHEREAS** silencing, ignoring, or otherwise minimizing student peaceful action and civic engagement conflicts with ETSU’s commitment to affirm the contributions of diverse peoples, cultures, and thought to intellectual, social, and economic development;

**RESOLVED**, that the Faculty Senate reaffirms ETSU’s values and place as a safe harbor for students, faculty, and staff and as such we will set the example for Equity, Inclusion, and Social Justice and recommends that ETSU support students as they serve as advocates for social justice in our local and national communities.

Moved by \_\_\_\_\_ Second by \_\_\_\_\_

Endorsed by \_\_\_\_\_ on the \_\_\_\_\_ day of \_\_\_\_\_,  
2021 Mr. Stephen Hendrix, MBA President, ETSU Faculty Senate