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Faculty Senate Agendas and Minutes

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10-26-2020

### 2020 October 26 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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# EAST TENNESSEE STATE UNIVERSITY

## Faculty Senate Agenda

October 26, 2020

2:45 p.m. Virtual Zoom Meeting

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1. Celebrations
2. Introductions of Guests
3. Announcements
4. Presentation
  - a. Ms. Whitney Goetz - Executive Director, Alumni Association
  - b. Dr. Karen King – CIO, ITS
5. Approval of minutes from October 12, 2020
6. Information items
  - a. Handbook Committee Update – Dr. Epps
  - b. Board of Trustees Report – Dr. Foley
  - c. T&P Working Group Report – Mr. Hemphill
  - d. Notes from Meeting with Dr. Noland – Mr. Hendrix
  - e. Question Responses from Dr. Flora – Mr. Hendrix
  - f. University Committees Reports
  - g. Information Item – Approval of the Parental Leave Resolution from the Parental Leave Working Group – Dr. Alexander and Dr. Leigh Johnson
7. Action Items
8. Old Business
9. New Business
10. Comments from guests
11. Adjourn



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	10/26/2020	<b>Time:</b>	14:45 – 16:30	<b>Location:</b>	Zoom
<b>Next Meeting:</b>	11/9/2020	<b>Scribe:</b>			Patrick Brown
<b>Present:</b>	Alexander, Katelyn; Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Burford, Mike; Burns, Bracken; Byington, Randy; Chen, Yi-Yang; Cherry, Donna; Dunn, Andrew; Ecay, Thomas; Elangovan, Saravanan; Ellis, Jon; Emma, Todd; Epps, Susan; Evanshen, Pam; Fisher, Stacey; Foley, Virginia; Fraysier, Donna; Funk, Bobby; Garris, Bill; Gomez-Sobrinio, Isabel; Gray, Jeffrey; Hagemeier, Nick; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Holmes, Alan; Johnson, Jeanna Michelle (Mikki); Johnson, Leigh; Johnson, Michelle; Kahn, Shoeb; Kim, Sookhym; Kruppa, Michael; Livingston, James; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Peterson, Jonathan; Ramsey, Priscilla; Sargsyan, Alex; Stevens, Alan; Tai, Chih-Che; Thompson, Beth Ann; Walden, Rachel; Waters, Susan				
<b>Absent:</b>	Collins, Charles; De Oliveira Fiuza, Felipe; Elangovan, Saravanan; Mitchell, Holly; Park, Esther; Silver, Ken; Stone, William				
<b>Excused:</b>	Sergiadis, Ashley;				

### Agenda Items

Meeting called to order

1. Celebrations

2. Introductions of Guests

3. Announcements

4. Presentation

5. Approval of Minutes

6. Information Items

7. Action Items

8. Old Business

9. New Business

10. Comments from Guests

11. Adjourn

### DISCUSSIONS

1. Celebrations

1.1 Ashley Sergiadis delivered a healthy baby girl (Flora)

2. Introductions

2.1 Amy Johnson

2.2 Harrison Flynn and Madison Noe are doing academic rotations with Dr. Gray.

3. Announcements

3.1 **Epps** - The All SoCon Faculty & Staff selection are underway. We have several submissions for staff, but none from faculty. Please submit nominations by this Friday. See weekly email for a list of prior winners. Awards will probably be presented virtually because of Covid.



## DISCUSSIONS

**3.2 Walden** – The Museum at Mountain Home on the VA campus is a hybrid entity supported by the VA, ETSU, and its own non-profit. The VA has given the museum until December 31 of this year to vacate their space. Expect to see a press release and possibly a GoFundMe to help pay for moving and storage expenses. They will also be seeking volunteers to help with packing up the museum's contents.

**3.3 Stevens** – Today is the first official teaching day in the Martin Center.

**3.4 Funk** - ETSU Department of Theatre and Dance is presenting a virtual production of the play Every Person, October 30 at 7:00pm. It was adapted from the Medieval morality play Everyman by Bobby Funk. Tickets are free, but reservations are required to obtain the link to the performance. visit [www.etsu.edu/theatre](http://www.etsu.edu/theatre) to make reservations.

## 4. Presentation

**4.1 Ms. Whitney Goetz – Executive Director ETSU Alumni Association:** She joined the ETSU family professionally this past July 1, but she started at the Child Study Center as a 3-year-old, got her degree in Mass Communication in 2005 (from ETSU), worked briefly for a US Senator, worked in Nashville for a while, and is now back at ETSU. She really enjoys the work she is doing connecting with alumni in new and different ways, especially since the traditional methods aren't possible right now. She is also trying to provide some meaningful content to enrich our alumni's lives. They are partnering with Clemmer to provide resources to our alumni and their families for navigating virtual learning. There is obvious love for teaching by our faculty and the feedback from the alumni has been very positive. This Thursday they are partnering with Career Services to provide an opportunity for students and alumni to participate in "Career Conversations". The first event will be with an alumnus who is a former Navy Officer and is now a diplomat for the US government. These will provide students and alumni new insights into career paths. Alumni Association is moving their offices to the Mill Development, along with the Foundation. Faculty should feel free to reach out if there is anything they might need from Alumni Association.

**4.2 Dr. Karen King – CIO ETSU ITS:** One of the best practices in computing is that we lock screens after a computer has been idle for 15 minutes. This doesn't cause any processes to stop running in the background, it's just a safety feature. They advise that you lock your computer whenever you are away from your desk, especially if you have any sensitive information on it. Before this policy (automatically locking screens) is moved forward, she wants to make sure that there are no unforeseen consequences of moving forward with this policy.

**McGary** – can we still VPN after this is implemented

**King** – yes, this will just lock the monitor

**Hemphill** – we have a few pieces of equipment that are local admin, not on the ETSU network. These are not even on Alertus, since it kills those machines.

**King** – we can work around that type of thing. There is probably research equipment or other things that you worry about, and we would have to take those one at a time and make sure we aren't interrupting a service you rely on. This will go through ITC, but she came here first (and to other groups) so she could get feedback before this proposal even goes to ITC. Please send any questions to Dr. King directly via email or through Bill Hemphill who is on ITC.

**Hemphill J.** – If a student is logged into a computer in a lab, walks away and the computer locks, will the next person be able to login?

**King** – Another user will be able to log in.

**Peterson** – I have a lab computer that a number of students use. Often students will forget to logoff which can lock software that only allows one user to use it at a time, which effectively locks other users

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## DISCUSSIONS

out. Is there a way to force logoff of users who are preventing others from using software?

**King** – This proposal doesn't log anyone off, it just locks the screen. If you have admin rights, you can force a user to logoff. She will take this to the computer lab groups to see if there is a solution. If you don't know how to do this yourself, you can call IT and they can tell you how if you are an admin or they can force a logoff.

### 5. Approval of Minutes

**Hendrix** questioned whether there was an objection to approving the minutes from the 10/12/2020 meeting.

**No Objection: Minutes Approved**

### 6. Information Items

6.1 **Epps** – There will be a meeting of the handbook committee scheduled soon.

6.2 **Foley** (BoT) – There was a called meeting of the audit committee last week because there is a new trustee and chair of the audit committee (Melissa Steagall-Jones) and because the state conducted a performance audit of select programs at the LGIs pursuant to the requirements of the Tennessee Governmental Entity Review Law. The audit is currently embargoed, but responses to the audit were due to the state on the 23<sup>rd</sup>, so this meeting allowed them to draft that response. After Dr. Noland presents to THEC the audit will be made public. The results of the audit are not concerning. Dr. Foley also got to meet with the other faculty Trustees. U of M has to cut \$50 million from their budget and their Trustee is frustrated with the lack of communication between the university and the board. MTSU also has it set up so that their trustee is a de facto member of the Senate and Executive Committee, which makes them more plugged in than other trustees. These meetings will continue on a semiregular basis. Next meeting of ETSU BoT is on the 13<sup>th</sup> of November. The meeting will be held in person, but it will be socially distanced in the Culp Ballroom. This won't be open to the public but it will be live streamed.

**Holmes** – I'm concerned about students being presented outside of the class in Zoom recordings – can you tell me what you found.

**Foley** – I will post the link from US DOE in the chat. [<https://studentprivacy.ed.gov/>]

**McGarry** – How were the individual components that were audited chosen?

**Foley** – It was the same for all institutions, mostly compliance stuff not academics.

6.3 **Hemphill** – T&P Working Group. We are going to meet this week as long as it doesn't conflict with handbook committee.

#### 6.4 Notes from Admin Questions

**McGary** – What is an airport interview?

**Epps** – it's the short interview where the list is narrowed down to a short list.

**Foley** – It gets its name because it is so short people often fly in and out on the same day, and sometimes the interview actually happens at the airport.

**Peterson** – Dr. Noland's comments seem to be at odds with our advice from legal which was not to report anything a student tells you about their health unless not disclosing it would be an immediate threat to safety.

6.5 Responses to Dr. Fulks's comments and answers to our legal questions from last time – no comments/questions



## DISCUSSIONS

### 6.6 Reports form university committees

**6.6.1 Research Committee (Peterson)** A new policy is being proposed that would make departments responsible for closing labs (disposing of leftover chemicals etc.). The new proposal would change how that's paid for. Also, the InfoEd database for looking up research grants is now live. They are still working on enabling login using ETSU credentials, but once it's up and running faculty can begin the application process directly through this single website.

### 6.7 (Alexander and Johnson L.) Information item of resolution from Family Leave working group.

**Alexander** - Back in January Senate formed an ad-hoc committee comprised of Todd Emma, Michelle Johnson, Rachel Walden, and myself to review the family leave policy. We brought in Leigh Johnson and Blair Reece from the College of Medicine, who had previously done some work on parental leave. Staff Senate had recently brought forward a parental leave position and Faculty Senate wanted to draft our own version.

**Johnson, L.** presented a PowerPoint presentation on the work of the committee (see attached PowerPoint file).

**Alexander** – Full proposed resolution was attached to the agenda. (see attachment)

**Kim** – Does ETSU conduct an exit survey when someone leaves the University?

**Hemphill, J.** – It is up to the faculty to schedule that. Also, how did the committee decide on a 12 week leave?

**Johnson, L.** – there isn't a uniform amount of time to base this on. The committee's recommendation is somewhat arbitrary, but it is what the committee thought would be received as reasonable.

**Walden** – This policy should also help us recruit a more diverse work force.

**Epps** – What is the cost associated with this and where does the money come from?

**Johnson, L.** – It isn't the charge of the Faculty Senate to figure this out, it is up to administration and HR to determine the cost and funding source.

**Alexander** – The committee surveyed businesses and other institutions to try and answer this question, but it was difficult to answer that very question. For this reason, the committee included an offer to volunteer to assist the university in answering these questions.

**Stevens** – FMLA covers a lot more than parenting, are you going to address those other issues?

**Johnson L.** – We talked about that, but those other issues are separate issues with different components, we thought we would have more success if we addressed them separately. Also, if you use your FMLA to care for a child and then have a sick family member in the same year you don't have any FMLA left. So, there are limitations to using FMLA for parental leave.

**McGary** – You included language about "qualified employees", what would that mean, who would be included and who would be excluded?

**Johnson L.** – It is up to the university to determine what a qualifying employee is, but it's usually full-time employees as part of a benefits package. The University decided who is and who is not a qualifying employee.

**Johnson L.** – Comment in chat about not knowing the cost of this and its impact could make it hard to understand the whole picture. I don't disagree, and obviously we need to do an analysis. While we need



## DISCUSSIONS

to understand the full picture that doesn't change the importance and necessity of recommending paid parental leave period.

**Alexander** – The charge to the committee was simply to determine if the faculty are in support of this. We looked at Staff Senate's version and they just say they are in support and don't provide a lot of specifics.

**Emma** – Faculty sick leave bank deals with this matter and have looked into it heavily. It is currently an issue that isn't addressed anywhere else, and currently the sick leave bank doesn't allow banked leave to be used for parental leave. I hope that people will consider this and realize that there are very limited options for a lot of people out there and this is worth considering.

### 7. Action Items

### 8. New Business

### 9. Old Business

### 10. Comments from Guests

### 11. 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.



# EAST TENNESSEE STATE UNIVERSITY

## Resolution on Parental Leave ETSU Faculty Senate March 23, 2020

WHEREAS, the Faculty Senate seeks to represent the entire faculty of East Tennessee State University in matters of faculty welfare in matters of University governance; and

WHEREAS, faculty wellbeing is a critical contributor to the sustainability and growth of an institution; and

WHEREAS, a key contributor to faculty wellbeing is family wellbeing, which can be influenced by institutional policies and employment benefits, including leave benefits; and

WHEREAS, availability of parental leave benefits has been shown to have a positive economic impact for the institution, including increasing labor-force participation and employee retention, which over time supports positive impacts on business operations; and

WHEREAS, availability of parental leave benefits has been shown to reduce the occurrence of both short- and long-term depression in parents, as well as prevent economic vulnerability amongst employees who are attempting to balance work, illness, and family care and experience financial burden as a result of needing to take unpaid leave; and

WHEREAS, availability of parental leave benefits increases the utilization of leave among working fathers, which results in their increased involvement with their children and positive effects for children and families; and

WHEREAS, numerous notable positive effects of paid parental leave have been demonstrated in children, including but not limited to decreases in neonatal and infant mortality, decreases in mortality of children less than 5 years of age, increases in the rate of immunizations, and increases in the rate of breastfeeding; and

WHEREAS, several states have adopted policies for mandatory paid maternity leave and the State of Tennessee has adopted a twelve-week paid family leave benefit for qualifying executive branch employees effective March 1, 2020.

NOW, THEREFORE, BE IT RESOLVED, that the Faculty Senate recommends the University adopt a parental leave benefit for all qualifying employees, regardless of gender, totaling a minimum duration of twelve (12) weeks of paid leave following the birth or adoption of a child.



In the instance of both parents being employed by the University, the recommendation is for twelve (12) weeks of paid leave for the primary parent and six (6) weeks of paid leave for the secondary parent;

BE IT FURTHER RESOLVED, that the Faculty Senate will recommend faculty representatives to support and assist the University's President, Executive Committee, Board of Trustees, and Office of Human Resources in the creation and vetting of policies related to these benefits.

Submitted by Senator Katelyn Alexander on behalf of the Parental Leave Ad Hoc Committee; comprised of Senators Todd Emma, Michelle Johnson, Rachel Walden and Faculty Members Leigh Johnson and Blair Reece, and approved this day by vote of the Faculty Senate.

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Faculty Senate President

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Date