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Faculty Senate Agendas and Minutes

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2-25-2019

2019 February 25 – Faculty Senate Agenda and Minutes

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EAST TENNESSEE STATE
UNIVERSITY

Faculty Senate Agenda

March 25, 2019

2:45 p.m. Lecture Hall, Building 60 VA Campus

1. Celebrations
2. Introductions of Guests
3. Announcements
4. Presentation: Dr. David Currie,
5. Approval of minutes from February 11, 2019
6. Information item(s)
 - a. Board of Trustees report – Dr. Alsop
 - b. Working Groups Report – Work Group Chair
 - Administrative Review– Dr. O’Neil
 - Shared Governance – Dr. Lyons
 - Campus Communications – Dr. Garris
 - Grants and Research – Dr. Peterson
 - Faculty Safety and Planning – Dr. Pealer
7. Action Item(s)
 - a. Committee on Committees – Dr. Epps
8. New Business
 - a. ETSU Draft Policy: Additional Compensation - Faculty
 - b. Shared Governance Model
9. Old Business
10. Comments from guests
11. Adjourn

Next meeting: March 11, 2019

Executive Committee Meeting: March 4, 2019



FACULTY SENATE MINUTES

Meeting Date:	2/25/19	Time:	14:45 – 16:30	Location:	VA Campus, Building 60
Next Meeting:	3/25/19	Scribe:			Eric Sellers
Present:	Al-Imad, Leila; Anand, Rajani; Blackhart, Ginette; Brown, Patrick; Burgess, Doug; Byington, Randy; Cluck, David; Drinkard-Hawkshawe, Dorothy; Elangovan, Saravanan; Ellis, Jon; Emma, Todd; Epps, Susan; Flora, Bill; Foley, Virginia; Fraysier, Donna; Garris, Bill; Gentry, Retha; Gray, Jeffrey; Hemphill, Bill; Hendrix, Stephen; Herrman, Andrew; Holmes, Alan; Johnson, Jeanna Michelle; Kim, Sookhyn; Kostrzewa, Richard; Livingston, James; Lyons, Renee; Marek, Greta; Masino, Anthony; McGarry, Theresa; Oh, Sunny; Olson, Nate; O'Neil, Kason; Owens, Bea; Pealer, Jennifer; Peterson, Jonathan; Sargsyan, Alex; Sarkodie, Olga; Sellers, Eric; Sergiadis, Ashley; Smith, Samuel; Stone, William; Taylor, Teresa Brooks; Walden, Rachel; Washington, Georgita				
Absent:	Mackara, Fred; Mikdachi, Hana; Paul, Timir				
Excused:	Alsop, Fred; Burns, Bracken; Hagemeier, Nick; Short, Candice; Ramsey, Priscilla; Trogen, Paul				

Agenda Items

Meeting called to order

1. Celebrations

2. Introductions of Guests

3. Announcements

4. Presentation: SGA Representatives – Adjunct Support

5. Approval of Minutes

6. Informational Items

7. Action Items

8. New Business

9. Old Business

10. Comments from Guests

11. Adjourn

DISCUSSIONS

1. Introductions

Dr. Janna Scarborough
Dr. Dan Boner

2. Celebrations

Walden noted that Martha Walley was granted Faculty Emeritus status.

3. Announcements

Brooks-Taylor announced a student Service Showcase on April 15. Dr. George Kuh will be presenting a



DISCUSSIONS

lecture that night from 7-8 pm in the Millennium Center. An information meeting will be held on March 7.

4. Presentation: SGA Representatives – Adjunct Support

SGA representatives did not attend.

5. Approval of Minutes

Flora questioned whether there was an objection to approving the minutes from the 02/11/19 meeting.

No Objection: Minutes Approved

6. Informational Items

6.1 Board of Trustees report – Dr. Alsop was not present and Dr. Flora provided a summary

6.1.1 **Flora** noted that the Academic and Student Affairs Committee changed its name to The Academic Research and Student Success Committee.

6.1.2 Dr. David Adkins and Dr. Jeff Snodgrass were appointed tenure.

6.1.3 Veterans Affairs- Great presentation by Colonel Banch. The documents he used in his presentation are posted on the BOT website.

6.1.4 President's report- Announced Dr. Bach's retirement and Dr. Bishop will enter as interim Provost. Also discussed forming a committee to evaluate the restructuring of the university. The president was evaluated. They recognized that the College of Arts and Sciences is underfunded and will revisit the budget.

6.2 Working Group Reports

6.2.1 Administrative Review– Dr. O'Neil

The group met briefly and plans to have a survey out for faculty in the fall semester. The group is looking in the literature at best practices. The goal is to evaluate the process not people.

6.2.2 Shared Governance – Dr. Lyons

The committee will meet after today's meeting.

6.2.3 Campus Communications – Dr. Garris

The committee is currently in a meeting.

6.2.4 Grants and Research – Dr. Peterson

The committee is waiting for the Executive committees to get back with us.

6.2.5 Faculty Safety and Planning – Dr. Pealer

The committee is planning to contact the Chief of Police to share the concerns that were addressed.

7. Action Items

7.1 Committee on Committees – Dr. Epps

Nothing to Report



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8. New Business

8.1 ETSU Draft Policy: Additional Compensation - Faculty (see Appendix A)

8.1.1 **Flora** introduced the draft policy and described that the way it is written faculty can earn unlimited additional compensation. It is important to get a draft of the policy out for public comment so the faculty has an opportunity to respond to it. Please take the time to read it and post your comments and questions.

8.1.2 Many senators expressed concerns about the policy and how the policy will affect summer school compensation. The main concern is that, as written, the policy will allow colleges and/or administrative units to significantly reduce the current levels of compensation. In addition, many senators also felt that the policy could reduce the number of course offerings in the summer and reduce the quality of instruction.

8.2 Shared Governance Model (see Appendix B)

Epps noted that the model will be part of the handbook. The dashed lines represent an advisory capacity and the solid lines indicate which units include faculty representation. This is not a flow chart of how policy moves through the university. If you have questions, comments, recommendations, or concerns, please direct those to Dr. Epps.

9. Old Business

None

10. Comments from Guests

10.1 Professor Boner- I have a lot of adjuncts who are highly qualified instructors and who contribute in significant ways to our Program. They make so much less than full-time faculty, and we rely on them. I think it is difficult for senators that make a very good living wage, even if they are underpaid, to relate to adjuncts who make far less. I would like to see our adjuncts make a wage that is more equitable (in light of 21 years without an increase), and that reflects the contribution they make to our students' education. I would like to challenge everyone here to make this a priority and lead out in addressing this inequity. In addition, adjuncts need more representation in bodies like this, where we are discussing their work and compensation.

10.2 Dr. Scarborough- I appreciated the comments that were made about Chair development and support for faculty in terms of this Summer. I encourage you to remember that compensation is broader than just the Summer. If you would like, I would love to discuss these things with you directly.

11. Adjourn

Motion to Adjourn: Brown
Second: Hendrix
Meeting Adjourned

Please notify Senator Eric Sellers (sellers@etsu.edu or 9-4476, Faculty Senate Secretary, 2018-2019) of any changes or corrections to the minutes.



Appendix A

Additional Compensation-Faculty	
Responsible Official: Provost	Responsible Office: VP for Academic Affairs, VP for Health Affairs

Policy Purpose

The purpose of this policy is to set general provisions for compensation of faculty beyond the base salary.

Policy Statement

Faculty may receive compensation beyond their base salary for assignments including, but not limited to instructional overloads or administrative assignments during the fall, spring, or summer terms.

Colleges or administrative units have the flexibility to determine the compensation for these assignments. For instructional assignments, the chair and dean will collaboratively determine the compensation.

Faculty acceptance of these assignments is strictly voluntary. Supervisors must be careful to protect untenured faculty when making overload assignments and should make every effort to distribute overloads fairly as staffing needs allow.

Definitions

Instructional Overload	Additional teaching assignment outside of established workload as defined by the Department Chair.
Administrative assignment	Non-instructional assignment in the department or elsewhere within the university

Policy History

Effective Date:
Revision Date:

Procedure (s)

For instructional overloads:

- The chair submits the request for additional compensation to the dean.
- Upon approval of the request for additional compensation, the dean makes a recommendation to the appropriate vice president.
- Upon approval by the appropriate vice president, the VP forwards the request to the appropriate administrative offices to process the associated paperwork.

For administrative assignments:

- The supervisor submits the request for additional compensation to the appropriate vice president.



- Upon approval of the request for additional compensation, the dean makes a recommendation to the appropriate vice president.
- Upon approval by the appropriate vice president, the VP forwards the request to the appropriate administrative offices to process the associated paperwork.

Procedure History

Effective Date:

Revision Date:

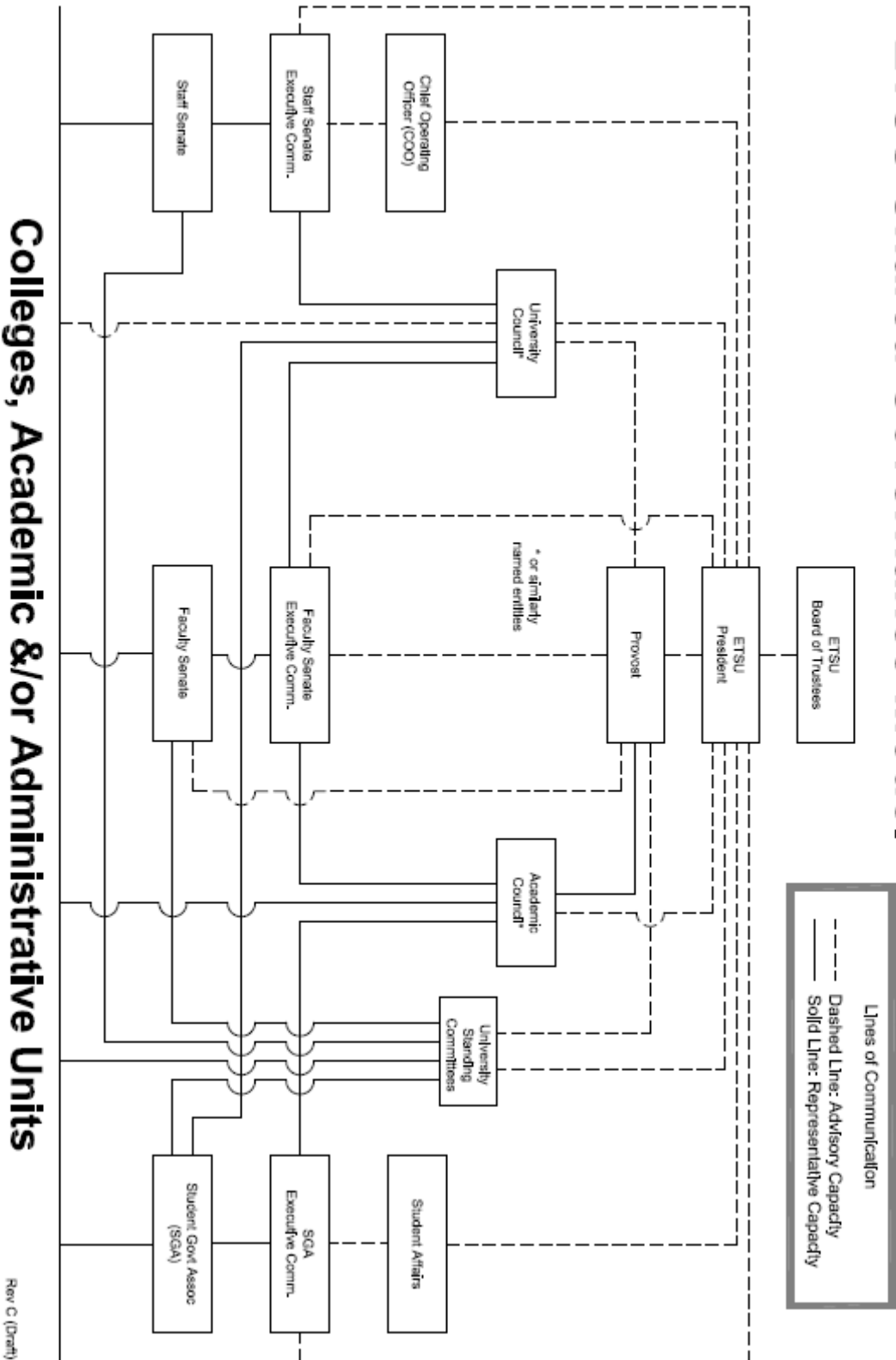
Related Form(s)

Scope and Applicability

Primary: Employment
Secondary: Academics



ETSU Shared Governance Model



Rev C (Draft)