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2015 May 4 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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**2014-2015 Faculty Senate
MINUTES—May 4, 2015**

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
August 18, 2015 9:00 a.m. Retreat at the Carnegie Hotel	August 31, 2015 2:45 p.m. Forum, Culp Center

Present: Leila Al-Imad, Fred Alsop, Patrick Brown, Doug Burgess, Randy Byington, Kathy Campbell, Sharon Campbell, Dorothy Drinkard-Hawkshawe, Joyce Duncan, Susan Epps, Jill Hayter Bill Hemphill, Helene Holbrook, Karin Keith, Ken Kellogg, Dharendra Kumar, Fred Mackara, Tim McDowell, Jerome Mwinyelle, Bea Owens, Timir Paul, Peter Panus, Jonathon Peterson, Kerry Proctor-Williams, Thomas Schacht, Eric Sellers, Melissa Shafer, Darshan Shah, April Stidham, Bill Stone, Kim Summey, Paul Trogen, Craig Turner, Ahmad Watted

Excused: Kathryn Sharp, Jim Thigpen

Absent: Beth Baily, Robert Beeler, Daryl Carter, Lon Felker, Bill Flora, Lee Glenn, Nick Hagemeyer, Tammy Hayes, Tod Jablonski, Koyamangalath Krishnan, Guangya Li, Mary Ann Littleton, Anthony Masino, Judy Rice, Deborah Ricker, Taylor Stevenson, Jennifer Vanover-Hall, Liang Wang, Robert White

New Senators/Guests: Jackie Church, Erin Doran, Stephen Hendrix, Howard Herrell, Tom Kwasigroch, James Livingston, Lorianne Mitchell, Brian Noland

CALL TO ORDER: President Foley called the meeting to order at 2:48pm.

President Foley introduced President Noland. President Noland thanked the senate for the opportunity to meet. He said that he would like to provide an overview of activities that have been engaged in during the academic year 2014-15 and a preview of involvements for 2015-16.

He said that while there were many activities that took place over the past year beyond the following list, these areas had significant focus:

- Enrollment management – all aspects of the university have been actively engaged in outreach. Much of the work is predicated on minimizing the impact of the Tennessee promise on the institution.
 - 7500 students who have applied for fall 15 – an increase of 56% over last year.
 - Actual fall enrollment with verify how effective these efforts have been.
- The three major committees are underway:
 - The Budget Process Committee chaired by Dr. Calhoun had a public forum in March and their final report should be complete in a couple of weeks.
 - The Academic Portfolio Review Committee chaired by Dr. Foley presents a number of their findings to the deans this week.

- The Administrative Services Review Committee chaired by Dr. Bach will prioritize their recommendations and present them to the university at large this fall.
- Other Strategic Initiatives:
 - Dr. Pack's committee which is looking into developing a research culture and infrastructure at the university has met and held public forums and Dr. Noland anticipates their final report in the near future.
 - Wellmont /MSHA have announced the process through which they will explore the possibility of a merger. The university will be deeply involved in that process. In the next few weeks there should be an announcement of five strategic subcommittees focused on things like children's health issues, population health, etc. and ETSU faculty and administrators will be well represented on these committees.
 - There were three candidates for the Vice President of Institutional Advancement on campus in April. An offer should be extended to the top pick in the in next week. All three candidates have a wealth of experience.
 - President Noland stated that his administration has worked on opening and improving lines of communication this year by holding a plenary session at the start of the spring semester, holding public forums and meeting with departments throughout the year, creating the Blue and Gold Digest which allows for people to see the minutes of groups across the institution, and by creating the Faculty and Staff Appreciation Week. He welcomes any thoughts on how to continue to improve communication.

President Noland gave an update on the latest news of Governor Haslam's budget. He stated that report is preliminary as he has not yet received from the report from the Board of Regents or the Chancellor's Budget. Items in the budget for ETSU include:

- \$2.7 million for Operating – salary, 401k, and insurance. It equates to a 1.5% across the board salary enhancement.
- \$3.5 million for deferred maintenance to support roof replacement, boiler replacement, and sprinkler upgrades.
- \$28 million in funding for the Fine Arts Building.
- \$5 million in reimbursement for support of past non-instructional expenses for the Grey Fossil Site and a recurring \$350,000 line item to support the Welcome Center and Museum site moving forward.
 - The \$5 million reimbursement will be used to help meet the match on the Fine Arts facility, to build a new data center for the university, and to help with site prep for the stadium.

President Noland stated that this is the best budget ETSU has received from the state in the better part of a decade.

President Noland gave an update on requests for fee increases submitted to the TBR.

- TBR established a 1% fee increase to cover inflation costs of the institution. ETSU requested a 3% increase above the 1% TBR increase. If approved the funds will provide:
 - \$1.3 million towards Salary Equity
 - \$1.18 million for new Tenure Track Faculty Lines
 - \$2 million to support the Counseling Center, Veteran's Affairs Office, and some technology issues on campus

President Noland presented an update on Capital Projects. Over the next five years there will be \$180–200 million in capital construction on campus – the largest amount of construction in a five year time period in the history of the institution. It includes three new academic buildings: Lamb Hall renovations, the Center for Inter-Professional Education, and the Fine Arts Building. In addition there will be renovations to the Culp Center, the sororities will move to Buc Ridge, and construction will begin on the new Football Stadium. The new Data Center will house the technology infrastructure currently housed in the basement of Lucille Clement Hall which has been plagued by sewage leaks that have taken down a server or two in the past.

President Noland stated that he hopes that by the fall there will be a new interim governing body that will replace strategic planning committee and senior staff. The new committee will lead the institution through the strategic planning process and new budget process and then there will be a formal governing body created to align with those new processes.

President Noland stated that he would like to address summer school and then open the floor to discussion. He said that over the past fifteen years the structure of summer school has been fluid with many pilot programs and plans. In 11-12 the chargeback increased and fewer courses were offered. Last year in mid-May the Psychology Department approached Dr. Noland about way the chargeback worked. They developed what is called the McBee model. It was piloted last summer in the College of Arts and Sciences and was deemed successful. Over the past year a committee led by Dr. Bach made augmentations to the McBee model and that is what is being piloted this summer. The new plan allows flexibility to deans and chairs and it reduces the portion of funding to the institution from \$3.6 to \$3.5 million. President Noland stated that he would like to put together a faculty committee this fall that would make a recommendation by December to finalize how summer school should run in the future.

Senator McDowell asked President Noland to clarify if a faculty line continues to exist when a faculty retires. President Noland replied that if there are twelve faculty lines in a program and two faculty retire those two lines still exist. Senator McDowell stated that the new faculty lines proposed are over and above open existing lines. President Noland replied yes, that is correct. New faculty lines will be determined based on accreditation and program reviews and program growth. He said that the TBR asked for priorities. Our first priority is salary enhancements and the second is adding new faculty lines.

Senator Holbrook stated that she has been impacted by the changes to summer school. She said that Nursing is a twelve month program and they have always accepted teaching in summer. The new formula has impacted the program as Graduate classes will not make salary and as a result morale is awful. She asked what happened

to the budget. President Noland replied that the intent was to reduce the chargeback. He admitted that summer school has not worked for some time.

Senator Alsop stated that he has served on two summer school committees in the past. He said that there has been a great deal of work to create a sense of shared governance between faculty senate and the administration. However, this year's summer school pilot program was introduced to the faculty senate executive committee as a done deal. There was no discussion among or feedback from faculty. As a result it has created a morale problem. He continued that we shed students to other institutions in the summer because our students can't depend on our classes making. The other problem is that it is an insult to everyone to say we can negotiate if we want to teach a class for less money. The \$3.5 million tax is the problem – that it comes first before the classes or at the expense of classes making is the reverse of a sound business model.

Senator Peterson stated that in the College of Public Health they were not told it was a pilot. They were told 'this is the way it is'. He said one administrator said let's get the classes taught by the 12 month faculty or junior faculty - that way the college will make more money.

Senator Al-Imad said that she was overseas and came back and her class as cancelled.

Senator McDowell stated that it is important to put this in historical context. The academic year's budget used to be based on nine month monies. Recently the administration started taking summer money to cover expenses occurred in the nine month academic period.

President Noland replied that if senate agrees he would like to put together a committee to look at summer school as a whole. He will look at the budget again before the end of the spring semester to see if there is a way to lower the \$3.5 million a little bit more. He said he would continue to work on this issue.

Senator Turner said that it makes little sense if the class is covering expenses to not let it make. If we are concerned about graduation rates – summer school is important.

Senator Kellogg expressed that he was concerned about new faculty lines. He said that over last few years his program has lost two faculty lines and he was told to hire adjuncts. He is now losing another line and was told he could hire a lecturer. He would like to have the lines back that have been lost. Senator Hemphill added that Dr. Kellogg is the only tenured faculty for an accredited program. There being no depth is a problem. He said that you can't grow a program on the backs of adjuncts and lecturers.

President Noland agreed. He said that in AY 15-16 we will need to work through these issues. The conversation we need to have as an institution next year is how we take things that have traditionally been sacred and scale them back so that we can address gaps in faculty lines and gaps in pay. We will also keep trying to increase enrollment and increase revenue. In closing President Noland said there is a lot of work left to do, but all in all this has been a very good year for ETSU. We balanced the budget. We are going to invest in faculty salaries. We are going to build a new arts facility. President Noland said it would not have been possible without the faculty and he thanked us for it.

President Foley asked for those who are interested in serving on the summer school committee to please email her. She said that she was very proud to be part of senate and wished everyone a good summer.

ADJOURNMENT: The meeting was adjourned at 4:00p.m.

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