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### 2014 April 28 - Faculty Senate Agenda and Minutes

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# 2013-2014 Faculty Senate

## MINUTES—April 28, 2014

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
August 19, 2014 9:00 am	Date TBA
Carnegie Hotel	Forum, Culp Center

*Present:* Katie Baker, Robert Beeler, Sally Blowers, Patrick Brown, Doug Burgess, Randy Byington, Kathy Campbell, Sharon Campbell, Mohamed Elgazzar, Susan Epps, William Fisher, Virginia Foley, Allan Forsman, Nick Hagemeyer, Tammy Hayes, Jill Hayter, Bill Hemphill, Tod Jablonski, Ken Kellogg, Dharendra Kumar, Tom Laughlin, Mary Ann Littleton, Fred Mackara, Theresa McGarry, Lorianne Mitchell, Jerome Mwinylene, Bea Owens, Deborah Ricker, Thomas Schacht, Melissa Shafer, Kathryn Sharp, Taylor Stevenson, April Stidham, Bill Stone, Kim Summey, Jerry Taylor, Paul Trogen, Jennifer Vanover-Hall, Meng-Yang Zhu, Yue Zou.

*Absent:* Beth Baily, Daryl Carter, Bruce Dalton, Don Davis, Tom Ecay, Rosalind Gann, Keith Green, Kurt Loess, Alan Peiris, Kerry Proctor-Williams, Teresa Wexler, Shimin Zheng,

*Excused:* Jim Bitter, Charles Collins, Ron Hamdy, Evelyn Hammonds, Jim Thigpen,

**CALL TO ORDER:** President Byington called the meeting to order at 2:50pm

President Byington began the meeting with Senior Staff Meeting updates:

- TN Senate Bill 0975/House Bill 1089 passed. It states that any employee of a TBR or a UT institution must notify the chancellor of TBR and the president of UT and the institution's president or chancellor if she or he is talking with a legislator about funding. This controversial bill has been referred to the ACLU regarding the infringement upon free speech and right to association.
- This week is the Spring Gathering and the new ETSU logo will be unveiled. The message goes forward very strongly that everyone should use up any of the old logo materials before ordering new materials.
- SGA approved a \$2 increase of the sustainability fee. It is too late to be included in this year's TBR packet so it will go into effect the following fall.
- There were 100+ staff award nominations this year.
- The Honors College Dean search has been cancelled and an interim dean has been named. The searches for the dean for the College of Business and Technology and the Director of University Bands are nearing completion.
- The Athletics Caravans are averaging a strong attendance of 80-100 folks per location.
- There have been a number of requests for materials through the Freedom of Information Act this semester. The administration has been working to comply with all legal requests. A few requests have been targeted toward the University Foundation; however, the Foundation is a separate corporation not subject to Freedom of Information Act Requests.

President Byington announced that there were three sets of minutes distributed: March 24, March 31, and April 7. He asked if there was a motion to approve the minutes. Senator Taylor moved to accept all three minutes; Senator Foley seconded. The minutes were approved without dissent.

President Byington moved to the next item on the agenda - the election of officers. He stated that Senator Virginia Foley is the nominee for president and asked if there were nominations from the floor. Senator S. Campbell moved to elect Senator Foley by acclamation. Senator Taylor seconded the motion. Dr. Foley was elected as president without dissent.

President Byington moved to the election of vice-president. He announced that there are two nominees for vice-president: Senators Trogen and Epps. He asked if there were any nominations from the floor. Senator Forsman moved to close nominations for vice-president. Senator Beeler seconded. The motion carried without dissent.

President Byington said that it is customary that if there is a contested election the candidates seeking that particular office speak briefly as to why they are interested in that particular office.

Senator Trogen began by stating that our next president is relatively new to the senate, as is Senator Epps. He said it might be a dangerous time to have both relatively new. In the last executive committee with President Noland there were some interesting revelations. First of all the president mentioned a possible need for reduction in force or permanent layoffs if enrollment targets are not met next spring. President Noland also mentioned the word furlough. The vice-president's job can be important when the stakes are so high. The vice-president gets to attend meetings such as academic council and in the absence of the president, the president's council. It would be helpful to have someone at these meetings who knows what we decided last time the legislature cut our appropriations. Next year when our future is being discussed at meetings, Senator Trogen stated at least one of our officers should know what was agreed upon last time. He also believes our fate will ultimately be determined by the legislature. When he was senate president he went to visit legislators in Nashville. He also showed up at town halls in the legislative districts and invited legislators to speak to the faculty senate on two succeeding years. He does not think the VP job is going to be fun in this current environment but he thinks it can be an important job and would appreciate the opportunity to do it again.

Senator Epps said that she is new to the senate and doesn't have the experience that Senator Trogen has dealing with things historically, but there can be an advantage to having somebody see things with a fresh pair of eyes. She stated that she came to ETSU 18.5 years ago as an intern in her Masters Program in Student Affairs (at Appalachian State) and probably doesn't have the typical career path for a faculty member. She stated that she has had the opportunity to work with people all over campus. That is a benefit because she knows a lot of people and how to solve things in other positions. It gives her a different perspective. She said she also would appreciate our vote and will do the best she can to serve us.

President Byington said that during the time that votes are tallied for this particular office and given the fact we are pressed for time today, there are a couple of things we can address. The first is the Faculty Code of Ethics. He said that senate approved the motion to send the Faculty Code of Ethics to the faculty at the end of the semester so they could deliberate the document over the summer and be polled in the fall; however, we never approved the Code of Ethics itself. He stated that in order to take care of that we need a motion to approve the document. The second thing is we've had the document reviewed by an attorney. It is her opinion that while we are probably within the guidelines for open records, that it would be a good idea to add language stating that we are operating in compliance with the Open Meetings Act.

Senator Schacht said that he would like to point out first of all that she is not our attorney. She really can't give us legal advice. His recollection is that in order for meetings to be in compliance with the Act, there

has to be publication, advance notice, etc. He suggested that before we add language we should pull the Act, look at exactly what we're committing ourselves to before we add language.

Senator Taylor asked if our purpose was to avoid having records of a meeting or to sequester witnesses so one witness can't hear what the other is saying? He suggested that we could accomplish that by using the word sequester.

Senator Foley stated that she thought the goal was that if there is an ethics complaint against somebody and it's unfounded, that there not be public record of it.

Senator Stone said that our main concern should be protecting people.

Senator Jablonski said that he has not discussed this with the Retirees Association as they have not had a meeting. He thinks that the group might be concerned with the last section. It reads "at its discretion the committee may permit the complainant and the accused to be present at the hearing if both parties desire." He said it looks like the accused does not have a right to be at that meeting. The second point is it looks like he or she can be excluded and won't hear what these people are saying about him or her.

President Byington said that has been what has been occurring in our current procedure. Senator Stone stated that anyone can be there but we are trying to determine who can participate.

President Byington suggested that we table the matter for further discussion at a later date. Senator Foley moved to table the Code of Ethics. Senator Trogen Seconded. The motion carried without dissent.

The results of the vote for vice-president were announced with Senator Epps receiving the majority of votes, 20 to 13.

President Byington stated that there is one nomination for secretary, Senator Shafer. He asked are there any other nominations from the floor. Senator Epps moved to accept Senator Shafer by acclamation. Senator Mackara seconded. The motion carried without dissent.

President Byington stated that there is one nomination for Senator Taylor for the office of Treasurer. He asked are there are other nominations from the floor. Senator Epps moved to accept Senator Taylor by acclamation. Senator Mackara seconded. The motion carried without dissent.

President Byington stated that there is one nominee for Senator Brown as Chief Operating Officer. He asked are there other nominations from the floor. Senator Epps moved to accept Senator Brown by acclamation. Senator Blowers seconded. The motion carried without dissent.

President Byington stated that the nominees for TBR Faculty Sub-Council Representative must be made in writing. There is one nomination and that was Tom Schacht. Since we cannot take nominations from the floor, is there a motion to elect Tom by acclamation? Senator Stone moved to accept Senator Schacht as TBR Faculty Sub Council Representative. Senator Epps seconded. The motion carried without dissent.

President Byington stated that as the at-large members of the Executive Committee are elected at the senate retreat in August we have concluded today's elections. He continued that there is one other item that we need to address regarding the Faculty Handbook. We have asked for buttons on the online Promotion and Tenure system to be developed as space holders for the 3<sup>rd</sup> year review and for the FAEs. Currently there is nothing within the Faculty Handbook stating those requirements. There is also nothing in the automated system that prompts one to put them in. We have asked Academic Council to add the buttons for a place to upload those documents in the electronic system and that will occur probably in

May. Sometime in June they send over everything that they need for the Emerging Technology Center to do to in one bundle for that particular system. President Byington said what we need to address today is that there is nothing in the Faculty Handbook that says that those are required elements of the promotion and tenure dossier.

Senator Taylor moved to include language in the Faculty Handbook to include the Third Year Review and annual FAEs in the tenure and promotion requirements. Senator Blowers seconded. The motion carried without dissent. Senator Foley stated that this will be on the May 8<sup>th</sup> agenda for Academic Council.

President Byington asked for an update from the Convocation Working Group. Senator Shafer said that the changes the committee recommended have been tentatively approved by Drs. Bach and Noland. The biggest change is that in the fall of 2014 we will separate out the State of the University address which will be its own separate event sometime in late September - early October once the enrollment fallouts have all taken place. There were a lot of requests in the survey to have a Q&A after the State of the University Address. Ideally it will be a joint session of staff and faculty senates with all faculty and staff invited. This year's Convocation will be centered on faculty. We're going to eliminate the reading of all the new faculty names at the end and move it to the beginning as a Power Point scroll as people walk in. The faculty senate president will do a brief introduction. President Noland will do a brief speech on faculty accomplishments across the campus. The program will have a list of the college level distinguished award winners which has been overlooked in past years. Dr. Bach will preside over the presentation of emeriti and distinguished faculty awards and we will end with a video. The SGA president will close the event by inviting faculty to come greet students as they make their way to the Student Convocation.

Senator Epps announced that the Campus Roundup part of Welcome Week will be on Friday, August 29<sup>th</sup> from 10-2 and that is a time when departmental student organizations can be set up. If the faculty would like to be a part of that, that would be wonderful. If that is something you're interested in Leah Adinolfi will be sending out an email.

Senator Schacht reported on the TBR sub council meeting which took place this past Friday. It began with a presentation from the Tennessee Department of Workforce and Labor Development about their new online service called jobs|VTN.gov. This is a centralized database that covers jobs in Tennessee and elsewhere. It's a potential resource for university students and alumni. They are currently in the process of developing the ability to track registered users so if we got all of our graduates to sign up with this and use it, it would provide a way for us to track the occupational outcomes of our graduates.

Senator Schacht continued that there was a legislative update from Tristen Denley who is the new vice-chancellor for Academic Affairs. Dr. Denley talked about the Tennessee Promise and estimated as to how this will impact the 4 year institutions. The best figures that the Board of Regents has been able to generate suggest that 4 year institutions will lose about 2000 students across the state that will go to a community college instead of going to a 4 year institution. Since there are 6 TBR institutions and several other UT institutions, they will be spread across all of those institutions.

Senator Schacht continued that there is a program called the Leap Program. It has to do with aligning educational programs with requirements of industry. Last year this program provided money for equipment for community colleges. This year they're going to have about 10 million dollars. The main message was that the money, when it comes, it is going to come quickly and it is going to go out quickly. So anybody who has an idea, start thinking about it now and start getting an application ready.

Senator Schacht stated there is going to be a push to change the rules for dual enrollment to increase the number of high school students taking courses for college credit. A lot of times the faculty will actually be high school teachers with Masters Degrees who will simply be given a university appointment as an adjunct. They'll follow a curriculum specified by the university department under an agreement between the university and the high school. Senator Schacht stated that the primary issue he saw with what is being designed for the program is that it doesn't contain a lot of flexibility for the outlier students.

Senator Schacht continued that there is movement in Dr. Denley's office to create what are called Academic Foci. These are major areas of study that encompass lots of other majors. The idea is that every student upon entering the institution will be advised to register in one of these areas. There will be no such thing as undecided anymore if this goes forth. The major areas, or foci, are arts, business, education, health science, humanities, social sciences, stem, and applied science and tech foci.

Senator Schacht stated that a proposal that originated at ETSU in our ideas forum to create a career ladder for instructional faculty is progressing. There is now a proposal that is on the verge of being approved that would create new categories of Instructor, Senior Instructor, and Master Instructor. These would be categories of faculty that could be tenured. There are promotions within those ranks and there are criteria for those promotions. One of the features of this is it would include a rolling 3 year contract that could be renewed upon any satisfactory performance review. There are a couple of things about this proposal that are different from what we do at ETSU. The first is that in the official TBR definition of faculty, there is no title or category for someone called a lecturer. The second thing is that our existing categories for clinical and research faculty are also supposed to be on this rolling 3 year contract model. The employment contract that we actually give to those faculty contains language that says they can be terminated on 30 days' notice. We'll be having more correspondence about that.

Senator Schacht said that there was discussion of summer school issues. Apparently many institutions are where ETSU was a few years ago with the administration making take it or leave it offers for faculty rather than adhering to the TBR policy. At least one community college president has reportedly said he's not going to hire any more tenure track faculty. There was a lot of discussion about what's called co-requisite instruction. This is the idea that when you have students that are academically deficient, instead of putting them into a remedial program you put them in a regular credit bearing course onto which you graft additional learning support. Dr. Denley has data and experience from Austin Peay where this was implemented. He's asking every campus in the state to study the possibility of adopting a model like that.

Senator Schacht finished by stating that the minimum educational requirements for the instructor track is a Masters Degree. That doesn't prohibit the university from making someone with a terminal degree an instructor. Somebody with a terminal degree should be counselled and should negotiate for an assistant professor position.

President Byington announced that this is the last regular senate meeting of the Academic Year. He said that he appreciates everyone. He asked if there was a motion to adjourn.

Senator Epps moved to adjourn, Senator Brown seconded.

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

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*Please notify Senator Melissa Shafer ([shaferm@etsu.edu](mailto:shaferm@etsu.edu) or 9-5837, Faculty Senate Secretary, 2012-2013, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess ([burgess@etsu.edu](mailto:burgess@etsu.edu) or x96691).*