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### 2009 November 9 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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**MINUTES—November 9, 2009**  
Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
November 23, 2009 2:45 pm Forum, Culp Center	December 7, 2009 2:45 pm Forum, Culp Center

*Present:* Alsop, Arnall, Bartoszuk, Bates, Bitter, Brown, Buerkle, Burgess, Byington, Calhoun, Campbell, Champouillon, Crowe, Dorgan, Ecay, Emma, Fisher, Gerard, Granberry, Grover, Hamdy, Harker, Horton, Kaplan, Kellogg, Kortum, Morgan, Mullersman, Mustain, Peiris, Price, Reed, Roach, Schacht, Shafer, Smurzynski, Stone, Stuart, Trainor, Trogen, Zou

*Excused:* Creekmore, Glover, Hemphill, Kelley, Loess, Martin, Odle, Scott, Shuttle, Zhu

*Guests:* Ms. Jamie Simmons, Staff Senate President  
Mr. Brian Bowman, SGA President  
Dr. Gordon Anderson, Dean, College of Arts and Sciences

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

**APPROVAL OF MINUTES:** Minutes of the September 21, 2009, and October 9, 2009, Faculty Senate meetings were approved.

**NEW BUSINESS:** **Ms. Simmons explained that she and other ETSU staff welcome the opportunity to work with faculty to strengthen the work we all do.** She invited faculty senators to the Staff Convocation at 2 pm on Monday, November 16, in the Martha Culp auditorium. She also announced that staff and students will be assembling 400 holiday food boxes for Washington County school families, Johnson City and Elizabethton hospice patients and their families, and needy ETSU staff and students. She invited ETSU faculty to contribute to the boxes and to help with their assembly at 1 pm November 18 in the CPA equipment room.

**Dean Anderson reported on the work of the Faculty Workloads Sub-Committee of the Faculty Workload, Evaluation, and Compensation Task Force.** He said a TBR committee on workloads, of which he was a member, met once in 2007, but he has not heard anything about it since then. Meanwhile, ETSU's Sub-Committee on Workloads completed its work, the Sub-Committee on Evaluations, has made progress, and the Sub-Committee on Compensation has been able to do little because of the current economic situation.

The document produced by the Workload Sub-Committee (now in the Faculty Handbook) requires each department to develop its own policy addressing workloads according to the mission of the University, the department and/or

program's needs, and faculty members' expertise and interests. Concerns arise when a department's chair and faculty disagree. Anderson hopes that departments have developed their policies based on an honest look at what faculty do. All courses do not require the same amount of effort. Grant-writing, committee work, and other responsibilities need to be considered. He does not know what part faculty have played in developing their departments' policies. Workloads in some departments are generally "homogenized"; others are varied. He has no problems so long as faculty have their say. Because the process of determining workloads is ongoing, some departments will improve their models. Anderson has been told some chairs dictate work and credit given, but he wants faculty to determine value and credit.

Another concern is overloads. The policy on overloads has not changed, but whether faculty get paid for them is another question. No one gets extra pay for doing extra research, considered labors of love. But teaching overloads are to be compensated. Departments need to establish "a concrete rubric of expectations and means of measuring achievements," including teaching responsibilities, and departments need to revisit their policies regularly to ensure fairness.

Senator Alsop asked if Anderson feels the policy creates a flexibility not present in workload policies before. Also, what does TBR think of ETSU's policy? Anderson said TBR has not changed its policy from the 15-hour rubric; its members just wanted to know faculty and administrators' concerns related to workloads. Concerning Alsop's first question, Anderson said newer chairs have apparently found it easier to adapt to the new policy. There is not as much emphasis on credit hours produced within departments as in the past, so there does seem to be more flexibility.

Senator Schacht asked if there are differences in the policy for COM departments. If a department chair, instead of developing a workload agreement with faculty, delegates the responsibility to someone else, perhaps a clinical administrator, would that action fit into the policy? Anderson responded that faculty and department chairs must sign the agreement, which requires a separate document for each faculty member. A faculty member could have some work taken away and then be unable to meet tenure/promotion requirements. In such a case, faculty should not sign the workload agreement. Senator Mullersman said that in some COM departments, responsibility for workloads is in the hands of a residency director, who determines who will be teaching and therefore directly affects faculty contracts. Anderson repeated that faculty must have a voice in determining their own workloads.

Senator Bitter commented that he feels the policy is working pretty well in CCOE. He is confused about who is looking out for programs. In his department, there are varied programs. What happens to courses and students in those programs if faculty are not teaching courses necessary for them? Anderson answered that the policy has to be approved by chairs, deans, and vice presidents.

If programs suffer, faculty may need to compromise on individual workloads to ensure programs are covered.

Schacht asked if the process for periodic review of administrators applies to residency directors. Anderson said that within the past year, attempts have been made to ensure that all with the title of director will be evaluated.

Senator Shafer asked if the workload document is more a report of what has been recently done or plans for the future. Anderson said that because of problems with timing, most departments have been looking at what they have done; they cannot make changes to that record. The next round of policies and faculty workload agreements should be completed in the spring and therefore be plans for the future.

**Mr. Bowman said students who are about their education appreciate faculty who care;** it is good to know we can work together. He has two concerns today: problems with pre-finals week and ensuring that students are receiving a demanding education.

In spring 2009, students moved through SGA to change the policy on pre-finals week. They wanted to ensure no assignments worth more than 15% of their final grade were scheduled, as well as that finals were scheduled for finals week only. They are more comfortable now that they have been assured that the current policy will be enforced. They realize, after meeting with the Academic Council, that they cannot change the Faculty Handbook any more than faculty can change the Student Handbook, but we can share ideas about both handbooks.

Senator Byington said that graduates may think ETSU is not hard enough, but entering students may find it too hard; most do not persist to graduation. Bowman responded that ETSU serves varied populations, and demographics probably affect graduation success.

Senator Stone asked if students are concerned about book costs; would they like online texts? Bowman said students would welcome cost-saving options, including online books and book rental programs.

Senator Stuart said he is concerned about students who do not graduate. They invest money and several years but have nothing to show for their investments. Senator Arnall added that he grew up in a society in which education was a privilege, not a right. Faculty have no control over graduation rates, so why should they concern themselves with something they cannot control?

Senator Price asked if students would appreciate faculty using Twitter accounts. Bowman replied he enjoys knowing about faculty and believes other students would appreciate faculty who increase communication with them.

Champouillon said that Provost Bach years ago opined that if we got rid of marginal students, about half of us would be out of our jobs. Schacht responded that if we raise standards, we can raise tuition, thus keeping both employment and income up. He asked if the proposed Testing Center would affect pre-finals week. Could students not take tests then if they feel ready?

Bowman commented that this year is the first time tuition is higher than state appropriations are per student. We are changing from a regional commuter school to a disciplined academy.

Champouillon asked if Faculty Senate can consider the dead week policy issue to be resolved. Bowman said one idea is to extend the semester for two days to create a dead period before finals, but that idea may be revisited in the future.

Bowman invited faculty senators to attend SGA meetings, which are scheduled at 4 pm on Tuesdays in the Forum.

**Senator Kortum said that the Commencement Committee, of which he and Arnall are members, came up with four options for ceremonies.**

- Option 1 is the present arrangement, including the 45 minutes of name-reading;
- Option 2 is the same except that Medicine and Pharmacy have separate ceremonies;
- Option 3 is that each college has its own ceremony (perhaps with smaller colleges combined) with name-reading, picture taking, etc., all taking perhaps 55-60 minutes. On a second day, a mass ceremony with group bestowal of degrees would take approximately an hour;
- Option 4 is that individual colleges (again, smaller ones combined) would have individual ceremonies spread out over two days.

At the last meeting, a fifth option was created, a variation of 2, except that Graduate Studies would be separate from other college ceremonies.

Whatever option is chosen, faculty will be affected. Some faculty would be expected to attend several ceremonies depending on their students' colleges.

Schacht said that if the primary goal is to minimize student time, Option 4 is preferable. Stuart said his graduation was large whereas his daughter's was small; he found the latter preferable.

Senator Campbell said that there may be as many as ten ceremonies; would administrators attend all of them? Kortum said President Stanton has agreed to attend them all.

Kortum reported that in a survey of 127 students, 85 chose Option 3, more than double the number choosing any other option. He polled senators, 5 of whom chose Option 3, 21 of whom chose Option 4, and 5 of whom chose Option 5.

**Senator Burgess introduced the topic of writing- , oral- , and technology-intensive courses.** He said we can respond to the current policy, introduce another policy, or do nothing. GEAC introduced the concept based on the idea that skill sets learned at ETSU are useful beyond students' university years; the notion is that students should acquire a basic level of achievement. The intensive courses establish a benchmark according to each student's program of study. GEAC is a voting body made up of faculty who make policies, review syllabi, and study outcomes. Instructors determine the process of teaching the skill sets. Intensives work in some classes, not in others. If the Senate wants to make a recommendation on the current policy, we should invite Dr. Kirkwood and those who oversee the intensives.

Byington said technology proficiencies vary according to fields. The policy was formed years ago; now we deal with students whose mastery of technology exceeds the requirements. What we present may seem remedial to students. Burgess responded that academic and professional applications of technology often differ from applications students have already learned. As for writing and oral communication, professors establish standards and work plans that are particular to each department's goals.

Champouillon said that the Executive Committee would be meeting with Provost Bach on November 10 and with President Stanton next week. What is the will of senators? Burgess repeated that the Senate should hear out Dr. Kirkwood before taking a stand. Bitter added that because GEAC oversees the program, we should take our concerns to its members. Champouillon said that individual faculty have taken their concerns to GEAC already.

Stuart said he sees people in business and medicine who cannot write. We need to raise standards, not eliminate them.

Senator Buerkle said he stands by writing- and oral-intensive standards, though he understands that those for technology may be outdated.

Schacht moved that the Senate refer the matter and our concerns to GEAC; Bitter seconded. Senator Emma introduced a friendly amendment that we invite Kirkwood and GEAC members in charge of intensives to come to the Senate, and Schacht accepted the amendment. The motion carried by a large majority on a hand vote.

**ANNOUNCEMENTS:** Champouillon announced that the proposed Testing Center has been approved and asked for a volunteer to serve on a committee to study it. Senator Harker volunteered.

Champouillon asked for volunteers to study the Student Engagement Study; Senator Bartoszuk volunteered.

Senator Trogen announced that legislators have been invited to meet with the Senate at its December 7, 2009, meeting and asked for full attendance that day.

Trogen also announced that the Ideas Forum will be held 1-4 pm on January 25, 2010. He asked that senator submit ideas and encourage other faculty and staff to do so also.

ADJOURNMENT: There being no further business, Champouillon adjourned the meeting at 4:43 pm.

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*Please notify Kathleen Grover ([grover@etsu.edu](mailto:grover@etsu.edu) or x96672), Faculty Senate Secretary, 2009-2010, 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).*