East Tennessee State University

Digital Commons @ East Tennessee State University

3-21-2022

2022 March 21 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

Follow this and additional works at: https://dc.etsu.edu/faculty-senate-agendas-minutes

Part of the Higher Education Commons

Recommended Citation

East Tennessee State University

Faculty Senate

March 21, 2022, 2:45 p.m. | DP Culp Forum and Zoom

Faculty Senate Meeting Agenda

1. Celebrations
2. Introductions of Guests
3. Announcements
4. Guest Speaker
   a. Ms. Ashley Sergiadis – ETSU Expert Gallery Discussion
5. Approval of Minutes from March 7, 2022
6. Action Items
7. Information Items
   a. Handbook Committee Update – Dr. Epps
   b. Board of Trustees Report – Dr. Foley
   c. Standing Committee Need – Dr. Epps
   d. College Elections for Vacant Senate Positions – Mr. Hendrix and Dr. McGarry
   e. Faculty Senate Officer Elections – Mr. Hendrix
   f. Notes from Meeting with President Noland – Mr. Hendrix
   g. Reports from University Committees
      - University Research Council – Dr. Herrmann
   h. Questions for Provost McCorkle – Mr. Hendrix
   i. Other Items of Discussion from the Floor – Mr. Hendrix
8. Old Business
9. New Business
10. Comments from Guests
11. Final Comments/Announcements from Senators
12. Adjourn

FACULTY SENATE MINUTES

Meeting Date:	03/21/2022	**Time:**	14:45 – 16:30	**Location:**	Zoom
Next Meeting:	04/04/2022			**Scribe:**	Ashley Sergiadis
Present:	Blackhart, Ginni; Blackwell, Roger; Bray, Sheree; Burns, Bracken; Byington, Randy; Cherry, Donna; Digavalli, Siva; Dowling-McClay, Karilynn; Elangovan, Saravanan; Ellis, Jon; Epps, Susan; Evanshen, Pam; Fisher, Stacey; Fiuza, Felipe; Foley, Virginia; Frye, Stephanie; Funk, Bobby; Garris, Bill; Gentry, Retha; Gomez Sobrino, Isabel; Gray, Jeffrey; Harnois-Church, Patricia; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Johnson, Michelle; Kim, Sookhyun; Kruppa, Michael; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Park, Esther; Prince, Richard; Ramsey, Priscilla; Schroder, Laurie; Sergiadis, Ashley; Stevens, Alan; Thigpen, Jim; Thompson, Beth Ann; Trogen, Paul; Uddin, Mohammad; Walden, Rachel; Waters, Susan; Weyant, Emily; Youngberg, George
Absent:	Beatty, Kate; Chakraborty, Kanishka; Daniels, Jean; Ecay, Thomas; Hauldren, Kacie; Landis, Ryan; Mamudu, Hadii; Tai, Chih-Che; Zahner, Matt

Agenda Items

Meeting called to order

1. Celebrations

2. Introductions of Guests

3. Announcements

4. Guest Speaker

5. Approval of Minutes

6. Action Items

7. Information Items

8. Old Business

9. New Business

10. Comments from Guests

11. Final Comments/Announcements from Senators

11. Adjourn

DISCUSSIONS

1. Celebrations

   1.1 **Hendrix** celebrated that Faculty Senate is meeting in person (and online).
   1.2 **Epps**' first doctoral student successfully defended her dissertation this morning.
   1.3 **Schroder** celebrated that honeybees are checking out every one of her swarm traps.
   1.4 **Park**'s freshman student entered an international piano competition. He has won third prize. This student and others will be performing in Celebrating Black American Composer's Music presented by ETSU piano studio on Wednesday at 7:30pm, Recital Hall. It will be available on YouTube: https://youtu.be/YBx4pYmZmN0

2. Introductions of Guests

   2.1 Amy Johnson, Associate Provost for Faculty and Director, Center for Teaching Excellence
   2.2 Nicholas Jarvis, 4th year pharmacy student of Jeffrey Gray
   2.3 Kyle Johnson, Digital Collections Coordinator, Sherrod Library (co-presenter with Sergiadis)

3. Announcements

DISCUSSIONS

3.1 **Sergiadis** announced that Dr. Deirdre Cooper Owens would be giving a talk on "Why History Matters in Understanding American Medicine" at the Powell Recital Hall in the Martin Center. A reception will proceed at 4 pm.

3.2 **Nivens** reviewed the mechanics of a hybrid meeting. He requested those in the room to disconnect all audio. The room microphones will pick-up side conversations. **Sergiadis** requested that Senators physically present should say their name before speaking so she can distinguish who is speaking when listening to the recording for the minutes.

4. Guest Speaker – Ms. Ashley Sergiadis and Mr. Phil Smith

4.1 Sergiadis presented on the ETSU Expert Gallery and proposed moving from an opt-in to an opt-out process.
- Sergiadis provided an overview of Digital Commons@ETSU and the Expert Gallery. Digital Commons@ETSU is a website where Sherrod Library tries to archive everything that is happening at ETSU, including University Archives, student research (dissertations), and faculty research. Within Digital Commons@ETSU, you can find the Expert Gallery. The Expert Gallery is a database of faculty profiles. Users can search profiles based on disciplines (broad subject terms), research interests (more specific keywords), and organizations (colleges, departments). The profiles provide more information about faculty's works, positions, grants, contact information, etc.
- The Expert Gallery can be divided into smaller Expert Galleries (e.g. Strong BRAIN Institute's Expert Gallery). Undergraduate Research has an Expert Gallery for undergraduate students to search through profiles of faculty that indicated they would like to mentor undergraduate students.
- Sherrod Library is hoping that the Expert Gallery will be the place that faculty can go to find collaborators, undergraduates can go to find research mentors, Board of Trustees and administrators can go to help them find faculty, and potential students (specifically graduate students) can go to find faculty with similar interests.
- The Expert Gallery currently hosts about 300 profiles. Right now, faculty must voluntarily send their CVs to Sherrod Library, and then Sherrod Library creates the profiles based on the CVs. Sherrod Library would like to move from an opt-in to an opt-out process. They would create the profiles based on publications from harvesting tools as well as other publically available information. They would then update the profiles based on data in Watermark's Faculty Success. They would only use data that would be publically available like publications and presentations. Watermark Faculty Success would be an internal database for processes like the FAP/FAR/FAE, while the Expert Gallery would be the external database to promote faculty, colleges, departments, etc. In an opt-out process, faculty would not have to do anything unless they did not want a profile. In that case, they would contact Sherrod Library to remove their profile. Sherrod Library could also work with faculty to edit the profile to include only the information they feel comfortable including. Profiles would be created in 2022 and updates to the profiles using Faculty Success data would begin in 2023.
- This has been presented to the Dean's Council who expressed their support. Depending on the conversation with Faculty Senate, it will then be presented to Academic Council.

4.1 Senators discussed the pros and cons of the opt-out process. Sergiadis (in person) and Kyle Johnson (in chat) responded to questions.

Foley: Is there a way to build into Faculty Success a "share" or "don't share" button?
Blackhart: We have explored that option. The issue is who has access to see that information. We also looked into sending automatic alerts when information is added into Faculty Success, but we have not been able to find a way to do this.

McGarry: Minimally you need a step where you get permission from the faculty before the profile goes public. You are taking a horrible risk if an outside person contacts the faculty with a request and the faculty member does not know the profile is there. People will be unhappy about that.
Sergiadis: The issue has been that faculty do not respond to our emails. We do not want to spend time creating all these profiles and then not be able to make the profiles public because we did not receive a response.

McGarry: You do not want faculty having this public face then not responding to emails if someone outside of ETSU requests them to be a speaker. It does not look good on ETSU.

Sergiadis: The counterpoint is that you can find faculty on the website now, where people may email them and they not respond.

McGarry: If you put it in the Expert Gallery, you are saying they are available. It is sort of like a false promise.

Byington: Who maintains the database? I see someone from our department who left two years ago.

Sergiadis: We do check through the ETSU list of current faculty to remove profiles of faculty who are no longer here. However, sometimes the faculty are still listed on the ETSU website even though the lists we receive do not have them as active faculty. It makes it difficult to tell which faculty have left. Relying on Faculty Success will help us with this process.

Fiuza: Is there a way to sign up for receiving email updates on whenever the library updates it? If a person publishes a book, for example, is there someone who we can email about updating our profile?

Sergiadis/Johnson (K.): Yes, there is a checkbox in the settings we could check to keep you updated. For edits to the profile, you can email Sergiadis or Johnson (K.) directly or through our digilib@etsu.edu email address. Johnson (K.) does most of the updating.

Dowling: Does this replace SelectedWorks or are they different in some way?

Sergiadis/Johnson (K.): The profiles in the Expert Gallery are SelectedWorks faculty profiles.

Blackhart: I ask from the library's standpoint. If you do an opt-out, is this something your staff can handle?

Sergiadis: Yes, the opt-out process makes it a lot easier for us to handle rather than completing requests from individual CVs.

Blackhart: Theresa, it seems like you have some real concerns about the opt-out. I think we need to go back to the faculty in our colleges and ask them how they feel. How many people would be really bothered by it?

Hendrix: It might be worth meeting with a sample of departments across colleges to ask them their pros and cons.

McGarry: Most of the colleges now have research directors. It may be worth to go through them.

Sergiadis: We went through the Associate Dean for Research in Clemmer College when we created profiles for them.

Johnson (K.): Something to bear in mind is that there is no private information in SelectedWorks that would be otherwise unavailable through ETSU's directory. Even in CVs that we received to create SelectedWorks, we delete all non-ETSU contact information.

Sergiadis: The publications we plan to collect in the profiles through a harvesting tool come from Scopus, a large library database. We would be pulling citations of publications and presentations from Faculty Success. There could be an instance where you have a citation of a presentation that was never advertise online. Otherwise, everything we add to the profile are already publically available.

Funk: If a person wants help with a play, they know to contact the Department of Theatre and Dance. The Department then guides them to the right person and once contacted can find out if we want them on our mailing list to send more info in the future. I am not sure this Expert Gallery is really needed.

Sergiadis: The Expert Gallery is more for research. For example, Senator Nivens contacted me asking to collaborate after finding out that I know about altmetrics through the Expert Gallery. Undergraduates use it to try to find research mentors. They most likely would not call the department to ask about faculty's research interests. They are probably already going through the ETSU website. This will just make it easier for them to find faculty.

Funk: If they were doing research in theater, they would contact the people in theatre. If I were doing civil war history, I would contact history and ask who your civil war person is.

Blackhart: In psychology, many disciplines overlap. For someone like me, this would be hugely beneficial because you have psychologists in business, medicine, etc. It is not always obvious what department I should contact.

Digavalli: In my mind, this is an additional portal to reach out. It is an add on.

Hemphill (J.): I love it. You only have publications and presentations that you provide on your CV, so you can choose what goes in there. Ashley started working with our college and we have gotten some student work put in Digital Commons@ETSU. It is wonderful because some of my graduate student work is some of the most cited. I am notified when they are accessed. There is nothing private in Digital Commons. I have had students email me and say I noticed on your profile you do "x, y, z," I'd like to come to school here.

McGarry: How did you choose what goes on the profile if it comes off the CV?

Hemphill (J.): You choose what goes on your CV.

Kim: We need to update our faculty info site under the department website where the same info is shown. Will people search the program's website and click faculty info more than this portal?

Sergiadis: When I was a graduate student in 2010, I was searching websites to find faculty rather than calling the department. I think students more likely search websites than call.

Johnson: When I provided research services in the public library, I would often get flabbergasted trying to direct people to specific faculty based on research interests. Patrons and end-users do not always want to call a department. SelectedWorks would have been immensely beneficial back then. It is not a replacement for a phone call for those that wish to use that option; it's another resource for the university to use. Speaking as a millennial, one benefit is that it reduces the amount of hoops users have to go through to connect to ETSU research and faculty.

Nivens: Sites like the Expert Gallery exist that are not ETSU like academia.com and researchgate.com. Expert Gallery gives a legitimacy to the profiles because I can go on Researchgate and make myself look like whomever I want and nobody is double-checking. Expert Gallery makes it legitimate because it is through ETSU libraries and librarians are the most legit. All of these online profiles, even those like Researchgate, can lead to things that you could not expect. For example, a graduate student in Portugal with a master's degree read one of my papers on Researchgate. I looked at her profile and saw that she studied in robotics activities for blind children, so I asked her to be a guest speaker for a workshop. I would not have known how to contact with her if not for these kinds of networks. These sites also help people find your stuff. I even wrote a paper with a professor in Serbia that I only met and corresponded through Research Gate. People may be looking into "who wrote this textbook," search your name, and see your ETSU profile. It makes our campus look like what we are. I look up students that attended graduate school with me. I find something like a SelectedWorks profile at their school and it makes them look like the superstar that they are. I see this only as a better form of networking.

Blackwell: This would also be useful for potential Masters or Doctoral students to see what faculty are doing and see if their research interests are - could potentially help with students deciding to come to ETSU.

Foley: The board would like a place where they could go to find this. It would be good for this to be updated regularly. It is a good way for faculty to get themselves out there. It pushes out the work that they are doing. I am excited by it.

Herrmann: Some of this needs updating. Under my profile it says "Theoretical Approaches to Communication Praxis." No one knows what that is.

Sergiadis: I agree. We will email faculty for updates and never receive them. The point of using Faculty Success is to help us update the profiles. If you have updates, you can email digilib@etsu.edu. Kyle Johnson, our new staff member, is dedicated to Digital Commons@ETSU and monitors that email.

Some Senators expressed general support for the Expert Gallery and the opt-out process (**Digavalli, Dowling, Lyons)**. **Prince** and **Thompson** mentioned that this is common at other universities. **Hemphill (B.)** mentioned that this would be a time saver for finding personnel for folks on and off campus who are unaware of ETSU's hierarchical structure and proper names for offices and units. ETSU's website is very sparse in regards to providing useful information in the A-Z Index.

Hendrix: I encourage everyone to share this with your colleagues and departments. Seek out feedback and bring that back to Ashley.

Sergiadis: I will bring all this feedback to the Dean of Libraries to discuss next steps. I want to make sure that all faculty know about it. For example, I would announce it in the monthly email before making these profiles public.

5. Approval of Minutes

DISCUSSIONS

Hendrix questioned whether there was an objection to approving the minutes from the 03/07/2022 meeting. **Sergiadis** stated that Senator McGarry had minor corrections to the minutes.

No Objection: Minutes Approved

6. Action Items

   6.1 Faculty Senators practiced voting in a hybrid environment.

7. Information Items

   7.1 Handbook Committee Update – Dr. Epps
     None.

   7.2 Board of Trustees Report – Dr. Foley
     There is a called meeting of the finance and operations committee to set tuition and fees.

   7.3 Standing Committee Need – Dr. Epps
- **Schroder** volunteered to be the Faculty Senate representative of the Open and Affordable Advisory Council for two years starting in AY 2022-2023.
- Michelle Johnson is leaving Faculty Senate. Faculty Senate needs a representative now on Graduate Council. **Hemphill (J.)** volunteered if she is reelected to Faculty Senate for next year.

   7.4 College Elections for Vacant Senate Positions – Mr. Hendrix and Dr. McGarry
     McGarry has not heard from all the colleges. Elections need to be done by March 31st before the elections for officers. Clemmer College, College of Pharmacy, and College of Public Health stated that they are in the process of holding elections.

   7.5 Notes from Meeting with President Noland – Mr. Hendrix
     None.

   7.6 Faculty Senate Officer Elections – Mr. Hendrix
     Email Hendrix to self-nominate or nominate someone else for President, Vice President, Secretary, and Treasury/COO. On April 4th, Hendrix will present those that have expressed an interest. Senators can continue to nominate after this meeting. On April 18th, officers will be elected. In the fall, 5 at-large members of Executive Committee will be elected.

     Uddin: Are the roles and responsibilities available on the Faculty Senate website?
     Hendrix: Yes, they are available in the by-laws.

     Hemphill: Is there a treasury report on the site?
     Hendrix: No there is not. The treasurer is responsible for the courtesy fund, but their main responsibilities are planning the fall retreat, scheduling rooms for meetings, and filling in for the secretary.

   7.7 Reports from University Committees

     7.7.1 University Research Council – Dr. Herrmann
- ORSPA is in the process of beta testing and training in the ETSU Electronic Research Gateway (ETSURGE). It is a way for faculty to find other people doing research as well as help faculty who need IRB training. We have run into issues where faculty have not been trained in research with human subjects, but are trying to train students. It should be ready by summer.
- Scholarship and Innovation Week will be April 5th-7th. ETSU has expanded the week that normally held the Boland Symposium and Appalachian Student Research Forum (April 6 and 7). They have added a few events for faculty. Tuesday (April 5th) will be some one-hour workshops such as mastering your research messaging, ETSU as an Oakridge associated university,

DISCUSSIONS

> entrepreneurship, IRB, how to guides on mentoring. On Friday April 8th, there will be a 3 minute mixer, where faculty have 3 minutes to explain their research topics and then take a trip to the Tennessee Hills Distillery.
> - There is now a listserv for research: VPRESEARCH-request@LISTSERV.ETSU.EDU
> - Pam Mims (mimspj@etsu.edu) is looking for other programs interested in using Hanover Research's grant opportunities system. There are opportunities on proposal development, proposal support, funding research, larger collaborative research across colleges, etc.. For more information, view the slides:
> https://www.clearslide.com/view/new/mail?iID=7R69JRrnsbrwxJv7XQb6

7.8 Questions for Provost McCorkle – Mr. Hendrix
McGarry mentioned that she has heard several people say there is a problem in communicating with the Provost in terms of email.

7.8 Other Items of Discussion from the Floor – Mr. Hendrix

8. Old Business
None.

9. New Business
None.

10. Comments from Guests
None.

11. Final Comments/Announcements from Senators
Email President Hendrix your feedback on the hybrid meeting and ways to make it better for the next meeting.

12. Adjourn

Motion to Adjourn: Epps
Second: ???
Meeting Adjourned

Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2021-2022) of any changes or corrections to the minutes.

Note: Meeting minutes are not a word-for-word transcript. Statements and questions by Senators may be edited and summarized for clarity.

Notes from the Executive Committee meeting with Dr. Noland will be attached in the final minutes.

Meeting with Dr. Noland
03/11/2022

Questions submitted by Senators

Budget Questions

- The budget model implemented in 2018 was designed to encourage colleges to invest in personnel and programs necessary to increase enrollment. However, because overall enrollment has decreased since that time, there has been a significant across-the-board cut, even for those colleges that actually increased enrollment.   Additionally, the overall enrollment decline has impacted credit hour productivity for those colleges with a significant number of "general education" or "service" courses (courses for non-majors). An important investment was made in the College of Arts and Sciences to off-set some of this reduction, but a comparable investment was not made in other impacted colleges. What steps can be taken to financially supplement those colleges, notably Public Health, that has seen a significant enrollment growth since the budget model was implemented, and subsequently, larger class sizes, but has taken a significant budget cut during this same time?
- The 2018 budget model funds entire colleges based on enrollment, but it does not hold colleges accountable for distributing funds in the same manner. CAS, for example, instituted across the board cuts for departments at the same percentage for each department. The college administrators did not consider departments that actually grew in number of majors, instead cutting equally across the board. This is deeply problematic when we are being told to "recruit, recruit, recruit" but not being provided the funds to run the department when we successfully recruit and grow. Can there be a larger discussion about budget needs for growth areas? Can the university invest in departments that are growing in a way that rewards recruitment instead of making growth a significant burden by not allocating the funds to handle additional students?
- President Noland has mentioned that we have more faculty and staff now with fewer students enrolled and suggested change is needed. I would beg him to consider that we are barely one person deep in many roles/functions across this university despite any gains in faculty/staff numbers. When key people leave it takes months for things to smooth out because they had no backup and there are not enough people to effectively cross-train. I urge him to consider that increased faculty/staff may be a good thing not a problem, despite any changes in enrollment, if we never truly had enough people to serve those students in the first place.

Answers to Budget Questions
- There are positives to the budget model. More money goes to the colleges than with the past budget models. For example, fallout is now pushed to the colleges. Millions of dollars were distributed to colleges this year due to fallout (see table below). Senators expressed that they do not hear about the positives of the budget model. The message they receive from deans and department chairs is that there is no money. It has caused competition between the colleges and departments rather than foster collaboration. Also, faculty are being asked to have more responsibilities outside of their normal job duties and are disengaging, which is a trend in higher education.

Carryforward fees from a report in late January to BASPC from the President's office for 22-23 budget calls

CAS	2,441,990
CBAT	2,502,610
CED (I'm Assuming Clemmer)	978,370
CGCS	757,070
Honors	605,990
CON	1,712,920
CCRHS	1,017,430
COPH	718,210

- o Colleges are often recognized for enrollment growth later in the academic year so administration can review fall and spring enrollment.
- o Previously, more funds were in the base budget. Now, colleges may receive the same amount of money it just may not be in that base budget.
- o Huron Consulting has been hired to review our budget model and process starting with administration.

- What is the timeline for 125 Part 2 to be shared with the University for feedback? We are two months away from summer break and faculty will not be present to give feedback.
  Answer: Senators expressed that they were unaware of the forums for Chapter 125 aside from the most recent Town Hall, which was announced with little notice. At the Town Hall, attendees felt like their suggestions were dismissed. Senators were not aware that the Town Hall was the last time faculty would have a chance to provide feedback. Also, Senators could not find the draft report for Chapter 125 to give feedback. Based on Senators' feedback, Dr. Noland stated that he would distribute the draft of Chapter 125 and put it out for public comment. Then, there would be one more Town Hall before bringing it to the Board of Trustees on April 22.

- Due to the rapidly increasing cost of fuel, do we anticipate a change in the reimbursement rate for mileage?
  Answer: This is determined by the state. There might be an increase but it is uncertain.

- Nashville Updates
  Answer
  - o Overall, the state budget looks good. We were able to put $5 million into reserves. The state has funded three capital projects as well as the transition to the new ERP system. They are still pushing for College of Pharmacy to receive state funds.
  - o In terms of Diversity/Equity/Inclusion (DEI), the bill that is of concern is HB2670. We are advocating for Section 7 to remain in the bill, which would reduce its affect on higher education. ETSU has some opportunities relating to DEI that will be announced before the next Board of Trustees meeting.

- Other
  Answer
  - o The CAS and CBAT dean searches are moving along and the deans will be selected before we leave for summer.
  - o The searches in the Provost Office are underway and should conclude in late march.
  - o We are in the process of designing the Academic Building, which will be mostly classrooms.