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Faculty Senate Agendas and Minutes

Agendas and Minutes

November 2023

2023 October 30 - Faculty Senate Agenda and Minutes

East Tennessee State University

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EAST TENNESSEE STATE UNIVERSITY

Faculty Senate

November 13, 2023, 2:45 p.m. | Culp Forum / Zoom

Faculty Senate Meeting Agenda

1. Celebrations / Good News
2. Introductions of Guests
3. Announcements
4. Guest Speakers
 - a. Dean David Atkins, Sherrod Library
 - b. Dr. Susan McCracken and Dr. Scott Jenkinson – QEP on Community Engaged Learning
5. Approval of Minutes from October 30, 2023
6. Action Items
 - a. Proposed changes to Faculty Senate Bylaws
7. Information Items
 - a. Handbook Committee Update – Stephen Hendrix
 - b. Board of Trustees Report – Steph Frye-Clark
 - c. Notes from Meeting with President Noland – Ginni Blackhart
 - d. Reports from University Committees
 - e. Other Items of Discussion from the Floor
8. Old Business
9. New Business
10. Comments from Guests
11. Final Comments/Announcements from Senators
12. Adjourn



FACULTY SENATE MINUTES

Meeting Date:	10/30/2023	Time:	13:45-16:30	Location:	Culp/Zoom	
Next Meeting:	11/13/2023				Scribe:	Ashley Sergiadis
Present:	Alali, Walid; Beatty, Kate; Blackhart, Ginni; Boa, Jen; Bradshaw, Patrick; Bray, Sheree; Burns, Bracken; Byington, Randy; Carnevale, Teresa; Chakraborty, Kanishka; Desjardins, Mathew; Digavalli, Siva; Dowling-McClay, KariLynn; Dunkley, Lisa; Easterday, Mary; Ecay, Thomas; Ellis, Jon; Fiuza, Felipe; Fisher, Stacey; Foreman, Robin Ann; Frye-Clark, Steph; Garris, Bill; Geiger, Matthew; Gentry, Retha; Greene, Amy; Hauldren, Kacie; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Kim, Sookhyun; Landis, Ryan; Lyons, Reneé; Mamudu, Hadii; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Perry, Lisa; Ramsey, Priscilla; Robinson, Meg; Sayers, Adam; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Stevens, Alan; Thigpen, Jim; Trogen, Paul; Walden, Rachel; Waller, Justin; Weise, Constanze; Weyant, Emily; Yampolsky, Lev; Youngberg, George; Zahner, Matthew					
Absent:	Blackwell, Roger; Daniels, Jean; Uddin, Moin					

Agenda Items

Meeting called to order

1. Celebration / Good News

2. Introduction of Guests

3. Announcements

4. Guest Speakers

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

12. Adjourn

DISCUSSIONS

1. Celebration / Good News

- 1.1 **Walden** announced that the ETSU Medical Library team received the first-place research award and Senator **Weyant** was announced as librarian of the year

2. Introduction of Guests

- 2.1 Karin Keith, Associate Provost for Faculty
2.2 Nick Hagemeyer, Vice Provost for Research and Chief Research Officer
2.3 Virginia Foley, Professor, Educational Leadership & Policy Analysis

3. Announcements

None.

4. Guest Speakers

- 4.1 Dr. Nick Hagemeyer & Dr. Virginia Foley – Academic Structure Task Force update and



DISCUSSIONS

discussion

Hagemeyer and **Foley** provided an overview of the work by the Academic Structure Task Force. The task force created a total of seven models by five smaller work groups. They reviewed the themes across those models and presented three models during the October 26 Town Hall. The presented three models are not the final models but a starting point. Hagemeyer and Foley are willing to meet with departments, colleges, and individual faculty to answer questions and gather feedback. The recording and slides (including the proposed models) from the October 26 Town Hall meeting are available through the [Academic Structure Task Force website](#). To share feedback on the work of the Academic Structure Task Force and the October 26 Town Hall, faculty can complete the survey [here](#). They highly advised faculty to review all the slides (not just the models) before submitting feedback, as the slides (and video of the presentation) provide important context. They have received 23 responses so far.

Hemphill (J.): I cannot find on the website the rubric that you referred to at the college meeting.

Foley: I will double check the website.

Weise: My colleagues sent several questions. First, what's the point of these schools?

Foley: Schools were intended to group similar programs together in order to advance their identity and public face. We also heard the difficulty that college tenure/promotion committees have in larger colleges, as disciplines can track success very differently. Under these models, the college committees may become the school committees.

Hagemeyer: We are also trying to minimize single points of failure. For example, a school with 6-7 departments could have several employees who are cross-trained at a school-level so someone leaving doesn't stall progress.

Weise: Second, why are programs like Black American Studies and Women's, Gender, and Sexuality Studies being highlighted in the new organization models when other programs like Environmental Studies aren't? Are the ones highlighted being elevated to department level? If not, why highlight them as equals to a department?

Foley/Hagemeyer: We will review Environmental Studies. There are things we missed.

Weise: Third, how does all this impact budgets?

Hagemeyer: We do not know. There are a lot of moving parts currently (General Education Renewal, Strategic Enrollment Management, Strategic Resource Alignment). The budget is behind the other committees, which means they can set the budget for success based on the new changes.

Weise: Fourth, why micromanage programs like Distilling and remove it from Appalachian Studies?

Foley: Distilling/Brewing deals with the sciences and other universities place it within the sciences.

Scott: Distilling/Brewing is a minor. So, I assume that it will stay with sciences.

Foley: There are discussions that it could be a major. No one in Arts and Sciences has expressed an issue (until now) with it moving to the sciences.

Weise: Lastly, will individual schools have their own Dean?

Hagemeyer: There hasn't been any decisions regarding this dean – whether it be deans, directors, etc.

Foley: It was something that was provided in the models by EAB (consultants for universities).

Dunkley: The final model that will be presented to the President, will we have the opportunity to comment on that final model prior to implementation?

Foley: The Provost stated that after administration gives the final models, then there it will go through shared governance (e.g., Faculty Senate, Academic Council, Board of Trustees). We hope to have another town hall in November with new, improved models and get feedback again.

Hagemeyer: Ultimately, Provost and President get the final say.

O'Neil: My department would like to meet. The presentation at the town hall mentioned that Sport, Exercise, Recreation, and Kinesiology (SERK) is a conglomeration of multiple distinct programs that are arguably best placed in more than one college.

Foley: In the presentation, Nick Hagemeyer also stated that he was not sure that we have it right. Our calendars are up-to-date so find a time and we will come.

Hagemeyer: In the slides, that statement is a comment that we heard in the meetings.

O'Neil: The SERK department is getting split up in every model. Individuals from our college may not know what the department is about. We want people to know who we are before the decision has been made.

Foley: We have met part of your department. We are very willing to meet with the department. The bullet



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points in the presentation came from what other people have said.

O'Neil: Have you discussed the fallout? What supports are going to be in place? Who's helping the merges (degrees, admission requirements)?

Foley: Programs of study won't change immediately just because they moved to a different college. There is a curriculum process for programs. We would like to hear from faculty what supports are needed

McGarry: With every school that we create, the minimum administration needed is usually a director and executive aid, and it often goes beyond that. In the College of Arts and Sciences, we pay adjuncts by adding a \$50 per credit fee for all students. When I asked the dean why the university can't pay for that, he says the university does not sit on pots of money that they can spend on what they want. If schools are created, why does the university think that they have money to hire directors and executive aids when they can't pay for adjuncts?

Foley: There are no pots of money. It will be money or positions that have been reallocated. There may also be departments that merge. If departments are merged then the department chair and executive aid could function in another role.

McGarry: The only change I think is needed is that the American Sign Language program needs to be in Literature and Language.

Foley: We have heard this concern. That is a curriculum issue. The department(s) need to create a proposal. Currently the program is in Audiology and Speech-Language Pathology. These two departments should have conversations on how culture elements could be added if Literature and Language was involved.

Blackhart: Students and faculty want ASL to count as a foreign language. To make that happen, the cultural piece (from Literature and Language) has to be part of the curriculum. Right now, the program is being taught from a disability lens. The two departments need to have discussions if they want interdisciplinary courses for a minor so counts as a foreign language. That is not something that Faculty Senate or Student Government Association can dictate.

McGarry: That would not change what college the program is in.

Blackhart: Changes in the curriculum can lead to changes to the college. Administration should make that change.

Desjardins: Are we working with accrediting agencies to ensure program structures don't affect current programs and how structures of programs and moving programs out of colleges could affect how an agency views a program?

Hagemeier: That was the only item off the table. We cannot change anything that would affect accreditation.

Foley: Before changes happen, someone who is responsible for accreditation will have to ensure it will remain unaffected.

O'Neil: In some of the models, Clemmer is left smaller than some of the schools.

Foley: We looked at it from the lens of where programs would fit better and thrive. We also asked about whether colleges can be cost centers. The President stated that we have those now. It may be an opportunity to explore how Clemmer can grow.

Byington: Could you give an insight into the reactions from the level of deans and chairs?

Foley: We have met with lots of chairs and several are on the task force. A lot of the organizational structure that was presented came from meetings with chairs. I haven't been contacted by any chairs after the town hall.

Hagemeier: Sharon McGee contacted us about the graduate school.

Blackhart: When should faculty send you feedback?

Hagemeier: Two weeks from the October 26 Town Hall.

Foley: We will ask that people be reminded. We really want people to go through the entire slide deck not just the models to give thoughtful feedback.

Hendrix: Walk us through what you see potentially as a future for this?

Foley: Ideally, we will gather feedback, meet with the taskforce, and possibly request that the smaller groups do additional work. We would a proposal before the end of the semester. If that doesn't seem feasible, we will ask for more time. There is a lot of shared governance that will happen after the task force finalizes the proposed models.



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5. Approval of Minutes

Blackhart questioned whether there was an objection to approving the minutes from the 10/09/2023 meeting. **Nivens** noted that Senator McGarry submitted corrections.

No Objection: Minutes Approved

6. Action Items

None.

7. Information Items

7.1 Proposed changes to Faculty Senate Bylaws – Ginni Blackhart

Proposed changes have been emailed and posted on the Faculty Senate website. Items in blue are proposed additions. Items in red and crossed out are proposed removals. The changes include the following:

- Non-procedural motions will be submitted to the Faculty Senate President via the form located on the webpage. Procedural motions would be common actions like motion to adjourn. Non-procedural motions (e.g., resolution) are submitted ahead of time, so the motions can be presented to Faculty Senate as an information item before Faculty Senate votes on it two-weeks later.
- Treasurer/Chief Operating Officer will be removed. It is the only officer position currently without a stipend per semester. Responsibilities (e.g., planning Faculty Senate retreat, reserving rooms) will be moved to the Vice President.
- Although the Faculty Trustee terms ends on June 30, they will remain on Faculty Senate / Faculty Senate Executive Committee until last meeting in August. The new Faculty Trustee will start on July 1, so there is some overlap.
- All officer positions and at-large members were clarified to be a full one-year commitment (fall/spring/summer).
- Because we are removing the Treasurer/COO, the Executive Committee will add an at-large member (5 members to 6 members).
- If the Faculty Trustee is unable to serve then the alternate will serve. If the alternative is unable to serve, then the Past President will serve. If the Past President is unable to serve, the changes indicate that the Executive Committee will appoint a faculty member as the Faculty Trustee.
- There will be a plan for the removal of office. Blackhart will review if this removal is procedural or non-procedural.

7.2 Handbook Committee Update – Stephen Hendrix

Handbook Committee reviewed the Faculty Handbook last week to determine if there were any concerns that need to be addressed through Faculty Senate that aren't already being addressed from the Provost Office and/or task forces. They are addressing all these concerns. At this point, the work of the task forces is completed, and the committee can move forward with transitioning the Faculty Handbook to a new version.

7.3 Board of Trustees Report – Steph Frye-Clark

The meeting will be on November 17.

7.4 Notes from Meetings with Provost McCorkle – Ginni Blackhart

None.

7.5 Reports from University Committees

Chair Search Faculty Senate Work Group – Hemphill (B.)

This was an orphan policy taken over by HR. HR had removed a paragraph on department feedback for the chair description. The group will address the issue of the diversity of the committee.

Dean Evaluation Faculty Senate Work Group - Sergiadis

The group has been unable to meet due to illness.



DISCUSSIONS

General Education Renewal Task Force – Stevens

Stevens: If you have departments involved in General Education courses, I encourage you to review their proposal. The overall response has been very small.

Hemphill: I am on a subcommittee reviewing implementation issues. Departments with courses already in general education will have a one-time opportunity for an expedited review by GEAC. There will be new areas but courses can be listed in multiple areas. Each course in general education must demonstrate active learning or high impact practices. The CTE will be working with departments to identify department leaders to help faculty implement those. The committee is still working on the final proposal and needs the Provost and President to approve it, so there is not a deadline yet for this one-time opportunity.

Hendrix: Is the target still fall 2024?

Desjardins: The target is still fall 2024. There are phases to ensure the current curriculum is in the appropriate place and follows all new recommendations.

7.6 Other Items of Discussion from the Floor

Academic Structure Task Force

O'Neil: What type of say should this body have during these major changes? It should go through Faculty Senate, even in a soft way.

Blackhart: From my perspective, Faculty Senate should have a big say, which is why I invited Drs. McGee and Harker from General Education Renewal, Drs. Hagemeyer and Foley from the Academic Structure Task Force, and Dr. Christy Graham from the Strategic Resource Alignment Advisory Committee. We need to be aware of the work, communicate to the faculty, and provide feedback. If we are not engaged or don't give feedback, then that is a missed opportunity by the Faculty Senate.

Hendrix: I agree. The ideal would be that the Provost and President would be invited and let us share directly with them in the process. We do have three representatives on Academic Council and two representatives on University Council as well.

Hemphill (B.): Faculty Senate members are also on the committees.

Blackhart: Blackhart and Stevens are on Academic Structure. Hendrix is on the Strategic Resource Alignment. Desjardins, Stevens, and Hemphill are on the General Education Redesign. Provost McCorkle indicates that the Academic Structure will come to us but I will ask about the General Education Redesign.

Desjardins: Always reply to committees when asking for feedback sooner rather than later.

Blackhart: There were three different models in addition to the ("fourth") model we have now. These models do not encompass all seven models the work groups created but align with the themes of the seven models. There was no consensus across the task force.

O'Neil: Is there data (financial, best practices) to inform our decision?

Blackhart: That has been one of the issues. The small working group talked with other institutions. Restructuring never really saved money unless the institution was eliminating programs because they were going through financial exigency. Faculty Senate Presidents were adamant that Faculty Senate have a strong voice. If administration provides something different than what the task force recommendations, they need to provide rationale.

Beatty: I think it is interesting to de-elevate all health sciences because we have a strong area. We are all schools instead of colleges. For accreditation, schools are considered lower than colleges, which puts us in a challenging place for recruitment of students.

Hemphill (J): I like the third model the best. However, you state that Pharmacy and Medicine need to stay outside because they have a particular mission. You are looking at two colleges (Nursing and Public Health) with a large number of students. We are supposedly already in a health science division. The first two models don't recognize that. We all have our mission, accreditation, etc. However, if you looked at some of our curricula, there are courses in all colleges that all students can take. If you continue to separate it out by that type of model, then we are doing our colleges a disservice.

Walden: Also, Quillen is identified as "Quillen College of Medicine" and Pharmacy is also named as a College so the "school" concept is somewhat difficult.

Stevens: You can find another university with any model you want to create and it works. We hired a consultant over the summer who said that any model would work if properly funded and administered. There are a lot of questions we don't know the answers to.



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Hemphill (J): What are they doing with interprofessional education?
Blackhart: It has come up but nothing has been definitely discussed.

Walden: Has anyone considered rebranding materials costs?
Blackhart; We have not discussed this yet.

Boa: Is this supposed to be ready by fall 2024? I find that very unlikely.
Keith: Some of the restructuring may happen by fall 2024 but not all of it.

Kim: Going back to the budget model, do we keep the current budget model and add/remove programs?

Herrmann: This model, plus the change to make oral communication optional in the general education core, make me very wary for my colleagues and my grad program. That's all I have to say.

Kim: Some resistance expected from colleges which will lose programs due to less budget allocation.

Byington: I am in my 18th year at ETSU. At no point in time has anyone been satisfied with the budget process. I've seen three different budget models. Is it just cultural at ETSU to complain about the budget?

Survey – Spam?

McGarry: I received an email to complete the Survey of Higher Education for 2024. Is this a real survey?
Blackhart: I do not know anything about it.

8. Old Business
None.

9. New Business
None.

10. Comments from Guests

10.1 Keith: The Strong Brain Institute is offering training on November 3, which will include references to the campus read. There are 60 copies of the campus read on reserve at Sherrod Library for faculty, staff, and students to check out for two hours at a time along with a list of discussion questions for consideration as they read the book.

10.2 Keith: The Great Lecture Series is scheduled for Friday, December 8th from 2:00 – 4:00 in the East Tennessee Room where Nick Hagemeyer, Lee Bidgood, and Gary Henson will share their story of the path to becoming a Professor.

10.3 Keith: There will be a vote on November 9 of four policies that just went through the public comment period. I hope that Faculty Emeritus, General Education, and (maybe) Academic Freedom can go before Academic Council before the semester ends. I am ready to get feedback on Off-Campus Instructional Sites, Non-Instructional Assignments, Academic Chair Appointment and Stipend, Transfer and/or Acceptance of Credit, At-Risk Salary, and Degree Study for Full-Time Faculty.

11. Final Comments/Announcements from Senators

12. Adjourn

Motion to Adjourn: Unknown
Second: Unknown
Meeting Adjourned



Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2023-2024) of any changes or corrections to the minutes.

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

Faculty Senate Executive Committee's Meeting with President Noland

11/06/2023

Question #1: Why do we not get back pay from when the governor announced pay raises for state employees but our raises do not occur for months later. We used to get back pay. This lack of pay over the announcement and action really hurts our employees financially and adds a stress to an already hurting economy for our faculty and staff.

Question #2: Salary is becoming an issue with living costs and I had more money 3 or 4 years ago than I do now. In 2020 I received a 10% raise for promotion to professor and I have cut many expenses out of my budget. Yet I still find my costs higher than my wages for about 1 year now. What plans do you have to ramp up the equity pay initiative you had started when you first came here? If the BoT wants us to push to be a solid R2 school, how can we be sure that people we hire will be able to afford to work here? I have literally had to take on debt to continue working here. Please help. I know that I'm not the only one buying groceries, clothing, and vehicles.

Responses to Questions #1 and #2: Three years ago, the Board of Trustees requested that ETSU salary changes be approved at the November BoT meeting. The state only provides half of the salary pool. (Example: When the governor states there is a 5% pool, the state is only providing 2.5%. The rest must be provided by the institution.) Given that half of the pool is from institutional resources, the Board of Trustees prefers to review salary increases in November after ETSU's revenue for the year is clearer. This year, President Noland will be proposing a 4.5% salary increase with a \$7,500 ceiling as well as increase the minimum wage at \$13.65 for full-time employees. Quillen College of Medicine will be proposing to increase their minimum wage to \$15. He is also proposing that the salary tables be increased to \$13.65, which means that vacancies will also be raised to \$13.65.

Administration sent a memo last week regarding vacant positions. Deans need to request to retain positions that have been vacant since July 1, 2022. If the administration does not approve of keeping the positions within the individual units, then 50% of the funds associated with the position will stay within the unit and the other 50% will stay in central administration. Currently, there are 112 positions resulting in \$5.9 million with the main campus positions resulting in \$2.6 million. If none of the positions were approved to remain within the units, then \$1.3 million would go to the college and \$1.3 million would come to central administration. Central administration plans on using the money to increase salaries. (For example, they may raise the minimum wage on the main campus to \$15 to match QCOM.) The decisions regarding the positions will happen during November.

Question #3: Forgive me if this was already told to us, but my questions are about when we switch over to the bi-weekly paychecks. I'm trying to schedule my auto-payment due dates and want to get this right.

Question #4: Our December 2023 paycheck will arrive on or before December 31 (typically it is before). But in January 2024 we move to the new schedule. So...Will our payments then be on Jan 1 and 15 and 29? Or will it be on the first, third, and fifth Fridays?

Question #5: Also, you informed faculty senate that there would be a one-time bonus in our paychecks to help ease the transition. Do you have a dollar amount for that? And which paycheck will it be on? Thank you for your leadership in this transition in payroll.

Question #6: At the Faculty Senate retreat this past August, President Noland mentioned additional funds being distributed to employees as part of ETSU changing to a biweekly payroll. I did not see this mentioned in his State address this past Friday along with proposed salary increases. I, and maybe others, would like to know if additional funds are still being considered to be provided to employees for being switched to a biweekly payroll. If so, approximately when and which employees.

Responses #3-6: Voyager's launch is scheduled for January 1 but may be delayed until July 1. The delay will give more time for data validation and training. This decision will be made within the next few days. At the beginning of the switch from twelve to twenty-six paychecks, employees will receive a one-time \$500 stipend to assist with the transition.

Question #7: Will ETSU be gaining access to the Northeast space downtown Johnson City, TN for use during the many capital building projects that are about to begin over the next two years?

Question #7: ETSU is in the process of negotiations.

Question #8: Why am I seeing new logos? It seems like we are opening up too many again instead of using the academic logo and the one with the E.

Response #8: President Noland asked for specific examples since he did not know the logos referenced in the question.

Other Information

- Brown Hall is number 3 on THEC's recommendation. THEC will soon have a director after going through a search.
- The Academic Structure Task Force has received feedback on their proposed models. They plan to create a new series of models based on that feedback and present them at another town hall. The final set of options after another round of feedback will go through the shared governance process.
- Senators mentioned an email sent by Partners for Health regarding the potential for Ballard Health facilities and their affiliated providers to leave the BCBS Network S and Network P effective Jan. 1, 2024 if they do not renegotiate their contract. According to the email, employees are only given a one-time opportunity to revise their medical plan benefit elections after the close of the Annual Enrollment period with the deadline of December 1, 2023, at 4:30 p.m. Senators were concerned that there was not enough communication regarding this matter and are concerned that faculty/staff may be unaware of it. They also asked if the deadline could be extended, as negotiations may happen after the December 1, 2023 deadline. President Noland stated that this deadline cannot be extended as this a deadline set by the state. He will check with ETSU and the state to determine how much communication HR can send about this issue. He has a meeting with Ballard Health on Friday, and he will discuss the issue with them.
- At the next Board of Trustees meeting, the agenda will include a new contract extension for five years for President Noland.

- Enrollment for next year is looking good. Applications are strong and residence halls most likely will be full by winter break. Administration is exploring how to increase opportunities for housing, including partnering with other housing units. One Senator heard a rumor that the Behavioral Health and Wellness Clinic may be moved out of Lucille Clement Hall. President Noland stated that changes to this building would be several years down the road.
- One Senator noted that all departments had to move materials around Equity, Diversity, and Inclusion to a central website. President Noland clarified that this is due to the State of Tennessee *Divisive Concepts* law.