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1999 November 22 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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MINUTES - November 22, 1999

Faculty Senate / East Tennessee State University

Last updated: November 23, 1999

UPCOMING MEETING: December 6, 1999 2:45 PM Culp Forum Room	FOLLOWING MEETING: January 10, 1999 2:45 PM Culp Forum Room
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Present: Aston, Burgess, Butler, Chenoweth, Chi, Collins, Deadman, Faust, Gallemore, Grover, Harvey, Hemphill, Johnson, Kerley, King, Logan, McKinney, Mohon, Obregon, Oppewal, Parker, Patrick, Perry, Poole, Sluss, Stanley, Steadman, Stone, Tollefson, Varney, West, Williams.

Excused: Alavi, Mattioli, Miller P.

Absent: Burkett, Hayes, Kelley, Mehta, Miller H., Reesman,

Guests: Dr. Paul Stanton, Dr. Steve Bader, Dr. Wilsie Bishop, Dr. Bonnie Burchett, Dr. Linda Doran, Dr. Bill Fisher, Paul Hayes, Dr. Norma MacRae, Dr. Jane Melendez.

CALL TO ORDER:

With a quorum present, President Patrick called the meeting to order at 2:51 p.m.

APPROVAL OF MINUTES:

The minutes of the November 8, 1999 meeting were unanimously approved.

OLD BUSINESS:

NEW BUSINESS:

- **Open Discussion and Forum - University President.** Dr. Paul Stanton provided an update of current issues of interest, including financial effects of the decision of the state legislature regarding a state income tax, faculty and staff compensation plans, fund raising for the Roan Scholars Leadership Program and performing arts, expansion of the day care center, development of the Master of Social Work program, designation of a Center of Excellence in Service Learning and progress of the physical activities center. Dr. Stanton noted that he is pleased with the initiatives undertaken by the University in spite of the continual lack of financial support from the State. Dr. Stanton concluded by addressing questions from the Faculty Senate.
- **Findings and Recommendations of the Cultural Diversity Task Force.** Dr. Wilsie Bishop distributed the Final Report of the Cultural Diversity Task Force to the Faculty Senate and provided information about the Report. The Task Force identified five dimensions of cultural diversity and assigned work groups accordingly: Institutional Vision/Leadership and Systemic Change; Recruitment/Retention and Affirmative Action; Curriculum Transformation; Student Experience and Development; and Campus-Community Connections. In addition to considering the five dimensions of

diversity and national benchmarks addressing them, the Task Force used focus group feedback data and analysis of existing survey data to assess how ETSU students experience diversity. It found, in general, that students at ETSU are not experiencing full engagement of the campus and that under represented students do not feel valued or connected to the University . However, international students, older adult students and students with disabilities feel good about their decision to attend ETSU. Dr. Bishop then presented the recommendations of the Task Force. 1) Institutional commitment and a plan of action enabling academic and administrative units to build diverse learning environments. 2) Creation of the position of “Special Assistant to the President for Diversity” with responsibility to plan, administer, coordinate and monitor campus-wide diversity efforts. 3) Creation of an advisory council charged with advocating and providing support for diversity initiatives at the institutional level. 4) Establish a policy and procedure statement committing ETSU to non-discrimination regarding sexual orientation and expand the university’s non-discrimination statement to include sexual orientation. 5) Augment the ETSU “Philosophy and Goals of General Education” to address the need for diversity competency. 6) Establish a core curriculum requirement that can be met by a course or set of courses for which the topic is human diversity in America. 7) Develop, fund and implement a comprehensive professional development program for faculty, which emphasizes the inclusion of diversity issues throughout the curriculum and appropriate treatment of diverse populations of students in the classroom. 8) Make committed and intentional efforts to recruit, retain and provide sustained follow-up support for faculty of color, especially African-American teaching faculty. 9) Develop a plan to insure that all training programs at ETSU are infused with sensitivity to diversity issues and offer settings where exploration of sensitive issues is made easier. 10) Increase efforts to recruit and provide sustained follow-up support for upper-level administrators who are minorities and/or women, and members of other diverse groups. 11) Increase recruitment and retention efforts directed at building a more diverse student body. 12) Expand the functions and staff of the Office of Multicultural Affairs to insure the director has adequate time to address administrative duties associated with campus-wide multicultural programs and services and joint programming efforts with the community. 12) Continue development of existing offices/programs which support international programs, disability services, women’s studies, Appalachian studies and African and African-American studies. 14) Identify and furnish space on campus that can be dedicated for multicultural group interactions. 15) Develop and implement opportunities for students that will promote an active dialogue on diversity for the campus. 16) Expand faculty/staff mentoring efforts of students from diverse backgrounds. 17) Develop a plan to focus on diversity in extracurricular entertainment activities and programming. 18) Enhance community-campus connections by developing a database of community contacts and encouraging involvement in community service activities by faculty and students. Dr. Bishop concluded by noting that ETSU must take a leadership role in addressing our present circumstances and that the Report is the framework to encourage university units to discuss the issues. (For more information, contact Dr. Wilsie Bishop at x9-4243).

ANNOUNCEMENTS:

- Patrick announced the Tennessee Board of Regents (TBR) will be meeting on campus on December 9 and 10. Patrick encouraged Senators to attend the open meetings and stated that additional details will be announced when received.

ADJOURNMENT:

The meeting was adjourned at 4:20 p.m. at which time standing committees met.

Please notify Michael McKinney (mckinney@etsu.edu or x9-5391) Secretary, 1999-2000, of any changes or corrections to the minutes. Webpage maintained by Stephen Patrick (patricks@etsu.edu or x9-6994) President, Faculty Senate, 1999-2000.