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### 2005 October 10 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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**MINUTES –October 10, 2005**  
Faculty Senate – East Tennessee State University

<b>UPCOMING MEETING:</b> November 7, 2005 2:45 pm Forum Room, Culp Center	<b>FOLLOWING MEETING:</b> November 21, 2005 3:00 pm Large Auditorium in Stanton- Gerber Hall, Bldg. 178, VA Campus
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*Present:* Alsop, Anderson, Bitter, Blanton, Burgess, Champouillon, Cornett, Crimi, Davis, Dorgan, Drummond, Dula, Garrett, Gerard, Grover, Hayes, Kaplan, Kelley, Littleton, Mackara, McCrea, Morrow, Mozen, Nave, Patrick, Peiris, Roach, Roberts, Schacht, Schreiner, Shafer, Shuttle (substituted for by Kathy Campbell), Stanley, Stone, Wallace, Whitten

*Excused:* Baryla, Cherry, Chi, Ecay, Fisher, Li, Mullersman, Myron, Trogen

*Absent:* Daniels, Finger, Gebka, Ismail

*Guests:* Provost Bert Bach  
Dr. Cynthia Burnley, Director, Office of Outcomes Assessment  
Dr. Bill Kirkwood, Associate Dean/Special Programs Academic Affairs

**CALL TO ORDER:** A quorum being present, President Bitter called the Senate to order at 2:53 pm.

**APPROVAL OF MINUTES:** The minutes of September 26, 2005, were approved with corrections.

**NEW BUSINESS:** President Bitter made a personal statement regarding the Lucdacriss controversy. Though he is an advocate of neither the performer nor his performances, Bitter is an advocate for free speech and is dismayed by the city's decision to censor ETSU students' choice of homecoming performer. Faculty and administration have a responsibility to assert rights of free speech for all.

Next, Bitter asked for help identifying faculty offices that still contain asbestos so it may be removed. He asked that senators question long-time faculty and administrators in their departments and colleges.

Senator Mackara asked why the fire marshal's report declared the Memorial Center unsafe for concerts but safe for basketball games and graduation.

Senator Gerard said problems exist with the culture of ETSU's community. Students recognize only a limited spectrum of entertainment; they should be availing themselves of entertainment on campus they cannot otherwise access through popular media. Bitter pointed out that faculty can express such opinions but have no say in how students spend money from their activities

fees.

Senator Dula asked if we could have an SGA representative attend Faculty Senate meetings. Bitter replied that we have invited the SGA repeatedly. Mackara said he would again encourage SGA President J.R. Husmillo to come to our meetings and added that we should have someone attend SGA meetings.

Concerning the Ludacris concert, Dula said there are two issues, city security and censorship. We can denounce censorship without considering questions of safety. The city seems to be involved in ETSU issues such as the proposed sports complex and fine arts center, with the *Press* publishing articles containing information different from that provided to us. We need to have more input and work to ensure accuracy—that the city recognize our rights as citizens and the media present current information accurately.

Bitter then welcomed Drs. Bach, Kirkwood, and Burnley, who were present to discuss issues of formula funding. Dr. Bach said that this year TBR has approved campuses' submitting proposals to align performance funding with needs. THEC approved ETSU's new master plan, funding formula, and performance funding standards. A major feature is that ETSU has a new set of formula peers, institutions selected according to geographics that are more reasonable matches than our earlier set of peers. These new peers provide points of comparison, or benchmarking. The new peers have more residential students on their campuses, with higher student retention. We will need to tie primary variables to in-common traits. The new formula will be more nearly related to retention within three populations: freshmen, juniors-seniors, and graduate students.

Dr. Kirkwood said that retention is a "pressing interest," with our and all other campuses under scrutiny for increased retention. The state legislature, THEC, and the American Association of Colleges and Universities are studying retention issues and publishing their findings. We must do what we can to reduce needless barriers to degrees. We must give students the message that ETSU provides the opportunity of a lifetime; we must identify students who have trouble and encourage all students to keep their eyes on the prize.

Dr. Burnley presented a handout, Performance Funding 2005-10 Cycle: Summary and Calendar for Program Review/Academic Audit. She explained that performance funding adds to money ETSU receives based on performance in student outcomes. ETSU is not fully funded on the base level; it needs performance funding to make ends meet. It is based on 100 points earned in five standards: Student Learning Environment and Outcomes, Student Satisfaction, Student Persistence, State Master Plan Priorities, and Assessment Outcomes. Burnley went over these standards in detail.

Dula asked how we can increase retention in comparison with residential schools. Burnley replied that even accounting for that variable, we still fall short.

Senator Stone asked about the lottery scholarships' effects on retention. Bach answered that we are retaining more lottery scholarship recipients than any other state school but still have an overall low retention rate.

Burnley said we need more residence halls and will soon have more with the new

dorms being built on campus. We also need plans for increasing retention. Senator Dorgan asked about the gathering of data about barriers to retention. Burnley said we are gathering the data and will base our plans to increase retention on them.

Kirkwood said ETSU has a 38% six-year graduation rate, neither favorable nor desirable. He said a high correlation exists between retention and home and financial problems, and many students quit because they become exhausted. They also have discouraging problems with academic advisement. We must discover the reasons students leave in order to counteract them.

Mackara asked about statistics on different reasons for students' quitting.

Kirkwood said students need person-to-person contact with faculty and more academic success to encourage retention. Senator Glenn said simplification of requirements could help with retention; Kirkwood agreed.

Gerard asked if there are any quantifiable data on the influence of campus life and culture on retention.

Bitter said that because \$43 to \$50 millions are affected by formula funding, it is to everyone's advantage to overcome the problems of retention. He has two concerns: first, that our voices as faculty may not be heard unless we speak up; and, second, that the end goal of retention might dictate strategies for retention, classes, and standards, possibly weakening academic quality. He stressed that the time for input is now and asked that senators and other faculty quickly present their ideas in writing to Burnley and Kirkwood.

Senator Mozen suggested that professional advisors and group advisement might eliminate many problems with advisement and thereby increase retention.

In answer to senators' comments and questions, Bach replied that the QEP Committee has proposed that each college have professional advisors to address these problems, bringing five additional advisors to campus. He also pointed out that ETSU publishes an arts calendar on the web. Some departments post events on it, but others do not. We can improve the calendar by posting all events on it and reminding students and other faculty to consult it. In reference to the transparency of general education requirements, he reminded us that the TBR's simplification aroused opposition on campus. Working out solutions to other retention problems may also arouse opposition and require some time to resolve. Burnley asked that, as faculty interact with students, we remember the importance of keeping them here.

Mackara said we need to prioritize goals to assure wise use of resources.

Kirkwood said he hopes we will keep the focus on student success, not just on retention; we need to help students succeed individually.

Stone suggested that organizing dorms according to academic disciplines could strengthen campus cohesiveness and culture. Kirkwood responded that learning communities are much easier to start than to maintain.

Bitter repeated his exhortation to put ideas in writing and get them to Burnley, Kirkwood, and Bach as quickly as possible.

**OLD BUSINESS:** Bitter reminded senators of the attendance policy: Senators are permitted two unexcused absences per year. After the third unexcused absence,

the Senate must request a replacement from the dean of the senator's college.  
Regular attendance ensures that all colleges are fully represented at each meeting  
and the Senate has the quorum necessary to conduct business.

ANNOUNCEMENTS: None

ADJOURNMENT: President Bitter adjourned the meeting to committees at 4:20 pm.

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*Please notify Kathleen Grover ([grover@etsu.edu](mailto:grover@etsu.edu) or 96672), Secretary 2005-2006, of any changes or corrections to the minutes. Web page is maintained by Doug Burgess ([burgessw@etsu.edu](mailto:burgessw@etsu.edu) or 96691).*