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Faculty Senate Agendas and Minutes

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4-8-2024

### 2024 April 08 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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# EAST TENNESSEE STATE UNIVERSITY

## Faculty Senate

*April 8<sup>th</sup>, 2024, 2:45 p.m. | Culp Forum / Zoom*

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### **Faculty Senate Meeting Agenda**

1. Celebrations / Good News
2. Guest sign-in
3. Announcements
  - a. College elections should now be completed
4. Guest Speakers
  - a. Provost Kimberly McCorkle & President Brian Noland – Revised Academic Restructure Plan
5. Approval of Minutes from March 18, 2024
6. Action Items
7. Information Items
  - a. Faculty Senate Officer elections – nominations now open through April 22<sup>nd</sup>
  - b. Notes from meetings with Provost McCorkle
  - c. Board of Trustees Report
  - d. Reports from University Committees
  - e. Updates from the Tennessee University Faculty Senates (TUFS) meeting
  - f. 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:	04/08/2024	Time:	14:45-16:30	Location:	Culp/Zoom
Next Meeting:	04/22/2024	Scribe:			Ashley Sergiadis
Present:	Alali, Walid; Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Bradshaw, Patrick; Burns, Bracken; Byington, Randy; Carnevale, Teresa; Chakraborty, Kanishka; Daniels, Jean; Desjardins, Mathew; Digavalli, Siva; Dowling-McClay, KariLynn; Dunkley, Lisa; Easterday, Mary; Ellis, Jon; Fisher, Stacey; Foreman, Robin Ann; Fuks, Aleksandr; Garris, Bill; Geiger, Matthew; Gentry, Retha; Greene, Amy; Hauldren, Kacie; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Herrmann, Andrew; Hogan, Norma; Hounshell, Jonathan; Korfhagen, David; Landis, Ryan; Lyons, Rene��; Mamudu, Hadii; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Perry, Lisa; Robinson, Meg; Sayers, Adam; Scott, Dane; Sergiadis, Ashley; Stevens, Alan; Thigpen, Jim; Uddin, Moin; Walden, Rachel; Waller, Justin; Weise, Constanze; Yampolsky, Lev; Youngberg, George; Zahner, Matthew				
Absent:	Bray, Sheree; Dubay, Chelsie; Ecay, Thomas; Fiuza, Felipe; Frye-Clark, Steph; Schroder, Laurie				

Agenda Items
Meeting called to order
1. Celebration / Good News
2. Guest Sign-In
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 <ul style="list-style-type: none"><li>1.1 <b>Yampolsky</b>: My graduate student won first place for oral presentation in the Appalachian Student Research Forum.</li><li>1.2 <b>Digavalli</b>: Our proposal for a symposium in the Society for Neuroscience was accepted. I will be chairing the symposium in fall 2024.</li></ul>
2. Guest Sign-In <ul style="list-style-type: none"><li>2.1 Alan Forsman, Department of Allied Health Sciences</li><li>2.2 Kimberly McCorkle, Office of the Provost</li><li>2.3 Robert Pack, Office of the Provost</li><li>2.4 Cindy Chambers, Clemmer College of Education and Human Development</li></ul>



## DISCUSSIONS

- 2.5 Stacey Brown, College of Pharmacy
- 2.6 Bill Flora, Office of the Provost
- 2.7 Ginger Christian, Department of Educational Leadership and Policy Analysis
- 2.8 Virginia Foley, Department of Educational Leadership and Policy Analysis
- 2.9 Brian Noland, President of East Tennessee State University
- 2.10 Michelle Lee, Nutrition

### 3. Announcements

- 3.1. College elections are mostly complete. There are a few spots needing to be filled such as in CBAT.

### 4. Guest Speakers

- 4.1. Provost Kimberly McCorkle & President Brian Noland – Revised Academic Restructure Plan  
Last year, the Academic Structure Task Force (chaired by Drs. Foley and Hagemeyer) led a process to review the existing college structure. They were guided by seven key questions to help inform their work. The task force presented its final plan to campus in mid-January. Over the last two months, President Noland and Provost McCorkle met with governance groups, individual faculty, departments, students, and community members to draft their plan. In March, the President and Provost shared a draft plan with the campus community then opened the public comment period. They received over 60 public comments within about two weeks – some by individual faculty and some representing a group of faculty. The Provost and President identified common themes and had follow-up meetings. In April, they shared the final plan to the campus community. They are now meeting with Faculty Senate then plan to move this final plan through review (Academic Council, University Council, then the Board of Trustees). If approved by the Board of Trustees on May 24, implementation will begin on July 1, 2024. Robert Pack will be leading the implementation team (as discussed on the [ETSU website](#)). The Academic Structure Implementation Team includes representatives from the registrar, institutional research, budget, finance, advising, HR, communications, and Faculty Senate (Alan Stevens). The Academic Structure Implementation Team's purpose is to identify, plan for, implement, and evaluate administrative changes at the university, college, department, and other administrative unit levels to support the revised university academic structure.

**Blackhart:** How will this affect promotion and tenure of the faculty who are moving to a new college?

**McCorkle:** My hope is there will be minimal impact. Your department guidelines will continue to be the document faculty use to prepare their portfolio. The department chair will be the same person who evaluates the faculty. If implementation begins July 1 as planned and a department moves to a different college, the file will go their new college committee after the departmental review. College committees are bound to review departmental guidelines and that will continue to be the case.

**Keith:** It is really important that faculty use their departmental criteria to tell their story in their dossier.

**Sergiadis:** Will annual evaluations be similar?

**McCorkle:** Yes, after the department chair, the annual evaluation will move to the dean of the new college. Deans have discussed the transition points of having a new department in order to ensure faculty are fully supported through the evaluation process.

**Forsman:** The Department of Health Sciences was asked to change their department name so it would not conflict with the newly named College of Health Sciences. What was the impetus for that change?

**McCorkle:** The task force reviewed other colleges with similar programs and the most common name was the College of Health Sciences. The name encompasses everything that happens in that college. When the college was first named, the College of Health Sciences was an option. Dr. Wykoff shared that there might be better options for names that would better resonate with students. He suggested that they could work to change the department name if the college name changed.



## DISCUSSIONS

**Stevens:** What is the definition of a school? How do you envision the schools being led? How do you see the schools functioning?

**McCorkle:** We are working on definitions and outlining the responsibilities of schools. It is one of the priorities of the implementation team. The work to determine how the schools collaborate and align (e.g., programs, curriculum, research interests, shared goals) will also happen in the department and amongst the faculty after we have established the broad parameters of the schools and the director position. We envision the school will be led by a person called a director. Preferably, the director will be from one of the disciplines in the school. While the director does not have to be someone who is currently in an administrative role, it may be helpful for the director to be someone who has administrative responsibilities at first. It makes sense to select internal faculty to lead the schools -- someone who is familiar with the disciplines in the school, who has some experience with departments' operations, and who could launch strategic planning.

**McGarry:** Instead of designating courses to having certain proficiencies, every major had to come up a plan on how students would get their proficiencies. The deans approved those plans. After that, there wasn't a scheduled review. The deans have not been part of maintenance. This has been left to the proficiency directors. If a program moves to another college, would there be any need for the dean to see the plan? At what point will the deans consider the proficiency requirements of new programs that come into their college? Or, will that be the responsibility of schools?

**McCorkle:** I do not know enough about proficiency requirements. It will be really important for deans and chairs to understand those kinds of issues. Dr. Flora, please make a note about looking into the proficiency.

**O'Neil:** Can you speak to the decision to split the undergraduate kinesiology degree between two different colleges, leaving physical education in Clemmer College?

**McCorkle:** We thought the alignment with physical education and teacher education was important to maintain. I understand that there will be issues about shared teaching that could occur across college lines.

**Carnevale:** What happens to the dean of a college that becomes a school?

**McCorkle:** The Graduate School is moving from a college to a school. At other universities, there is a dean of the graduate school with a vice provost title. There will be additional responsibilities from the Provost Office that align with graduate issues that come with the vice provost title.

**Hemphill:** How are directors aligned with department chairs in the tenure and promotion process? How does a director integrate into the college? My title now is director but that isn't the same as the director of a school.

**McCorkle:** We will need to differentiate between a school director and other folks who have the director title. The process is underway now to review the university guidelines on promotion and tenure. The committee will be charged with determining what role a director plays in the tenure/promotion process.

**Blackhart:** Will there be any flexibility for colleges to choose how the schools are aligned? Right now the College of Arts and Sciences has two small schools and one large one.

**McCorkle:** For implementation, we want to set broad parameters about the role of a school director and the school's function. Yet, we want to give flexibility to the departments, faculty, deans, and chairs to ensure that the school's operation and director's role reflect what is needed. There will be some flexibility as long as there is a shared consistent approach to get it started. As an institution, we need to be open to continuously reviewing how things are working. We are committed to making adjustments. One of the deans asked "Could we create an extra school down the line?" We want to use this model for a couple of years, then we can decide whether we need to add an additional school. Others who have gone through this process advised that you need some time to figure out how things are working but have continuous monitoring assessments. That is part of what the implementation team will be working on.

**Noland:** In regards to the College of Arts and Sciences, we were deliberate in creating the structure of three schools. Arts and Sciences has an opportunity to evolve, particularly in the engineering space. In a couple years at an appropriate moment, we will assess what is working and not working. I would ask that we give this model an opportunity to get started. I do not foresee us moving from three schools prior to implementation.



## DISCUSSIONS

**Unknown:** Currently, nutrition is a program within the Department of Rehabilitative Health Sciences department. On the website, it appears as a stand-alone department. What are they going to be?

**McCorkle:** There was an intent to keep the departments intact. Nutrition is part of the Rehabilitative Health Sciences department.

**Yampolsky:** In terms of the College of Arts and Sciences, I can understand the argument of bringing Engineering into the newly created school of Science, Engineering, and Math. I'm wondering why the same argument does not apply to Computer Science?

**McCorkle:** We learned that the programs in Computing share a lot of curricula with business programs in the College of Business and Technology. It has been integrated in the college, and it would be difficult to separate the programs. There are some suggestions that within a couple of years, it might be possible to expand computer science towards engineering.

**Hendrix:** When we were created as a department back in the 1970s, part of the initial documentation noted that our focus was the idea of business: How does computer science support and enhance the business space? We have several partnerships in this area.

**Desjardins:** I just submitted a paper to a business conference as a faculty in computing. We are tightly coupled with business too. Many of my alum at Google wish we did more business courses.

**Hemphill:** The 'coding and bit banging' aspects of the hardware side of CSCI will naturally evolve into being more 'engineering adjacent,' especially in regards to Industry 4.0 networking and cyber security with robotics, Internet of Things, microprocessors and embedded systems, etc.

**Desjardins:** And even all those things listed there can have a direct relationship to business as well. The line is very fine.

**Yampolsky:** What will the budgets look like? Will the budget oversight remain with the dean? Will schools be given their own budgets or budgetary oversight? Forms such as those for travel state that you need the signature of a dean or director. Will that remain the same?

**McCorkle:** My expectation is that the directors will have some budgetary oversight. Much of it will depend on the school. We will need to understand the composition of the schools to understand what the budget might be. We will examine the initial start-up costs and the requirements to have the structure funded for the first couple of years. The deans have begun running impact assessments. It is our expectation that schools will have authority to make some budgeting decisions on behalf of the school similar to department chairs.

**Blackhart:** There were many comments in the public comments about people not seeing the point of schools. Why did you decide to move forward with schools?

**McCorkle:** The task force spent a lot of time in their final report on schools. One of their focal areas was College of Arts and Sciences. The task force heard from campus that they like a foundational College of Arts and Sciences. The school structure may help a large college feel more connected with more opportunities to collaborate and to create research opportunities. Many Media Communication and Digital Media faculty said they really like this structure and were excited to collaborate in a smaller school setting.

**Noland:** The two of us spent a considerable amount of time and research on this topic. Schools would provide an opportunity for us to advocate for the strengths of the arts program across music, theater, dance, art, and design. There are opportunities within humanities and social sciences, particularly during a time when humanities at many institutions are under attack. In the School of Engineering, Science, and Math, disciplines such as biology and chemistry can help grow opportunities for engineering in a collaborative rather than a competitive manner. The School of Interdisciplinary and Continuing Studies has a rich opportunity for growth to serve the needs of citizens across the region with some college but no degree. This was not an arbitrary decision. We are not going to rush into this change. We are going to let this grow organically. There is a real opportunity to continue to grow and strengthen those programs that have existed across multiple colleges but could flourish in a school.

### 5. Approval of Minutes

**Blackhart** questioned whether there was an objection to approving the minutes from the 03/18/2024 meeting.

**Blackhart** noted that Senator McGarry submitted corrections.



## DISCUSSIONS

### No Objection: Minutes Approved

6. Action Items  
None.

### 7. Information Items

#### 7.1 Faculty Senate Officer elections – nominations now open through April 2 until April 22.

We will vote for Faculty Senate officers (President, Vice President, Secretary) on April 22. The President is a two-year term. The Vice President and Secretary are one-year terms. If you become Vice President, it is not a guaranteed two-year term. If you are running as Vice President, you are indicating that you are interested in running as President eventually. However, you could choose to not run again, someone could run against you, or you could be voted out of your college seat during the second year. While the President and Past President do not represent a college, the Vice President still represents their college.

**Hendrix** nominated **Stevens** for President. **Stevens** accepted the nomination.

**Stevens** nominated **Sergiadis** for Secretary. **Sergiadis** accepted the nomination.

**Mamudu** nominated **Beatty** for Vice president. **Beatty** accepted the nomination.

#### 7.2 Notes from meetings with Provost McCorkle

The Executive Committees next meeting with President Noland is on Friday at 8:30 AM. Please enter your questions in the Ask an Administrator box on the Faculty Senate website by Wednesday morning.

#### 7.3 Board of Trustees Report

None.

#### 7.4 Reports from University Committees

None.

#### 7.5 Updates from the Tennessee University Faculty Senates (TUFS) meeting

ETSU hosted the TUFS meeting on Friday and Saturday. TUFS hosts two in-person meetings per year then two virtual meetings per year. Very few people attended in person. They talked about common issues that affected our four-year LGI institutions. ETSU is in a stronger place than many other institutions across the state. They discussed concerns around the Tennessee State Board of Trustees being dissolved. They discussed moving the in-person meeting to once a year in a more central location with different institutions sponsoring different parts of the meeting. Each institution should have two Faculty Senate members attend every TUFS meeting (one voting, one nonvoting). For the last two years, President Blackhart has been the only one attending. The Executive Committee will discuss over the summer how to have adequate representation.

#### 7.6 Other Items of Discussion from the Floor

- On April 22, Dr. Keith will give an update on the work groups. Our last meeting of the 23/24 academic year takes place in August at the retreat.

8. Old Business  
None.

9. New Business  
None.

10. Comments from Guests

11. Final Comments/Announcements from Senators

11.1 **Sergiadis**: On April 18 at 12 PM, there will be a webinar on submitting promotion and tenure dossiers in Watermark Faculty Success.



## DISCUSSIONS

12. Adjourn

**Motion to Adjourn: Unknown**  
**Second: Unknown**  
**Meeting Adjourned**

*Please notify Senator Ashley Sergiadis ([sergiadis@etsu.edu](mailto: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.*

March 22, 2024 **DRAFT** Minutes Executive Committee Meeting with Provost McCorkle

The Faculty Senate Exec. Committee met with Provost McCorkle today for our monthly meeting. A majority of the discussion centered around the proposed academic restructure plan as administration has been sorting through the public comments submitted. Restructuring process is guided by timing and substance.

First, an update on the themes from the public comments (these were compiled by Mike Hoff and Joe Campbell) as provided by the Provost. The items provided below are presented in the order in which the most public comments were received on a particular theme.

The most comments were received about moving Psychology, and came from students, faculty, and staff. Comments were overwhelmingly in favor of Psychology staying in CAS. She shared the history that led to this decision and once again pointed to when Psychology made some powerful arguments for moving to a health college a few years back. Provost has met with psych and there have been follow-up meetings, mainly focusing on process.

Strong Brain Institute and Child Family Health Centers that are now in CO graduate studies will move under the Office of the Vice President of Research. A task force will be formed regarding this move.

Second, there were concerns expressed in public comments and meetings with faculty senate and others about schools in colleges. Faculty were largely against schools being created because of the increased numbers in administration, and there was no clear description of what a leader of a school would do. There would be variation between schools depending upon the focus. The draft restructure shows creation of 6 different schools. It sounded that there will be schools created nonetheless. Admin will articulate what those roles (school “director” or whatever) looks like in the next draft of the proposed plan. There were questions about how schools would operate, relationship to department chairs, faculty, in the organizational structure, or how a school might be removed or changed.

Several people commented on renaming CCRHS to the “College of Health Sciences” as a department of health sciences already exists in Public Health. Apparently Public Health and the dept. of health sciences have agreed to change their name to reduce confusion and are still working on selecting a new name for their department. This was worked out before the proposed plan was released. Comments were made that rehab sciences might lose their identity.

Several comments were made about the ASL minor moving to Literature and Language in order to count as foreign language. Students want ASL to count as a foreign language. Options might be to expand it into a department.

Comments regarding the department of Nutrition not being moved to Human Performance and Sports Sciences school, which could interfere with accreditation (that was briefly discussed at the Faculty Senate meeting and admin will take this into account). It seems that this move will not happen, but more discussions are happening between admin and that department.

Whether cross-disciplinary studies should be moved to the Honors college or CAS and how it should be developed. If moved to honors college, students might misunderstand and think they must be an honor’s student to take those classes.

Questioning the location of Counseling and Human Services. That department would like to move to a health sciences college (likely Health Sciences) but were kept in Clemmer because main focus is school counseling.

Concerns about Media & Comm, specifically the filmmaking part of that department, moving to CBAT.

Engineering and Engineering technology: Moving to CAS and/or keeping engineering and computing together. There were positive comments that in general, wanted to keep engineering and computer science connected.

Kinesiology will stay with the sports program in Exercise science.

Advisors: want some agency to decide if they stay with each other or move with their programs they support. They wish to stay together.

An update on the timeline:

An updated draft will be created in approximately 2 weeks, which will be shared with Faculty Senate and the campus at a large.

Admin will once again meet with Faculty Senate on April 8. We will again invite all faculty to attend.

Academic Council will vote on the updated proposed plan on April 11.

University Council will vote on the update proposed plan (in whatever form it is at that point) on May 13.

The ETSU Board of Trustees will vote on the proposed plan on May 24 (please note that Board of Trustee meetings are open).

An implementation team will be created shortly. Implementation plan will be robust. Faculty Senate has been asked to nominate one faculty member to serve on that implementation team (it will be a very small team). Faculty Senate is being asked to provide a suggestion by the end of the first week of April. Process will be gradual and relational. Funds will move to ensure transition. Most moves will not be physical moves. Trying to ensure transparency.

New Topic: Faculty Senate Resolutions: passed 3.

1. Tuition reimbursement for families. Has faculty senate looked at fiscal implications? Senate has never done that but we are already losing those students. Peer institutions are using this as an emerging benefit. Provost has asked fiscal for an evaluation.
2. Periodic Review of Administrators: Existing policy speaks to this but it has not been done. HR is evaluating the policy.
3. Expand and integrate annual evaluations of immediate supervisors. Dr. Blackhart and Ashley Sergiadis asked to present to the deans' council and chair's meeting.

Gen-ed reform: is there an evaluation to review gen-ed and review the structure? May want to look at structure review for impact.

CON Dean search is coming on board. Once restructures, will look for dean of health sciences.

Respectfully submitted,

Jean Croce Hemphill (she/her)

Faculty Senator, Executive Committee member at large