



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	09/26/2022	<b>Time:</b>	14:45-16:30	<b>Location:</b>	Culp/Zoom
<b>Next Meeting:</b>	10/24/2022	<b>Scribe:</b>			Ashley Sergiadis
<b>Present:</b>	Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; Burns, Bracken; Bray, Sheree; Byington, Randy; Chakraborty, Kanishka; Daniels, Jean; Desjardins, Matthew; Digavalli, Siva; Dowling-McClay, KariLynn; Easterday, Mary; Ecay, Thomas; Elangovan, Saravanan; Fisher, Stacey; Fiuza, Felipe; Foley, Virginia; Foreman, Robin Ann; Frye, Steph; Funk, Bobby; Garris, Bill; Gentry, Retha; Gray, Jeffrey; Greene, Amy; Harnois-Church, Patricia; Hauldren, Kacie; Hawthorne, Sean; Hemphill, Bill; Hendrix, Stephen; Herrmann, Andrew; Kim, Sookhyun; Kruppa, Michael; Lyons, Reneé; Mackara, Fred; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Ramsey, Priscilla; Schroder, Laurie Scott, Dane; Sergiadis, Ashley; Tai, Chih-Che; Thigpen, Jim; Thompson, Beth Ann; Trogen, Paul; Uddin, Moin; Walden, Rachel; Waters, Susan; Weise, Constanze; Youngberg, George; Zahner, Matthew				
<b>Absent:</b>	Hounshell, Jonathan; Landis, Ryan; Mamudu, Hadii; Stevens, Alan; Yampolsky, Lev				

### Agenda Items

Meeting called to order

1. Celebrations

2. Introductions 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 Guess

11. Final Comments/Announcements from Senators

12. Adjourn

### DISCUSSIONS

1. Celebrations

1.1 **Hendrix's** daughter turned thirteen years old.

1.2 **Nivens** recently bought a pick-up truck.

2. Introductions of Guests

2.1 Bill Flora, Associate Provost for Curriculum (Substituting for the Associate Provost for Faculty)

2.2 Blair Jones, Associate Dean of Services, Technology, and Collections at Sherrod Library

3. Announcements

3.1 **Blackhart** encouraged Senators to nominate faculty for the SoCon Faculty Award. Nominations will be accepted through Friday, September 30. To nominate a faculty or staff member, [complete this form](#).



## DISCUSSIONS

### 4. Guest Speaker – David Atkins, Dean of University Libraries

*Presentation slides are attached.*

- Blair Jones is the new Associate Dean for Services, Technologies, and Collections at Sherrod Library. She will act as Chief Operating Officer.
- Sherrod Library Faculty Advisory Council will be launching its first meeting on October 13th at 2 PM in Sherrod Library/Zoom. It is an opportunity for two-way communications between faculty and Sherrod Library. The council is focused on sharing feedback and will not be charged with writing policy. The topics will focus on the big picture (e.g., print collection retention reviews, service promotion, information sharing/transparency). The council will comprise of departmental representatives and Sherrod librarians. There is currently not a maximum number of representatives from each department, so more than one faculty member from each department can come to the meeting.
- Inflation continues to affect the library's budget for collections and technology. Sherrod Library must have an additional \$55,000-60,000 each year to cover the cost of inflation in order to continue to have the same collections as the previous year. This does not even consider any new faculty, programs, research initiatives, etc. needed on campus. If you are investigating adding new programs, please speak to the libraries (Sherrod and/or Medical) about the expected/needed resources.
- ETSU has retained the services of the SmithGroup to create a Campus Space Master Plan. Sherrod Library is reviewing how its spaces fit within the campus master plan process, specifically where the library needs to go in the next five to ten years. In order to create a Strategic Space Plan, Sherrod Library has retained an architect and consultants from SmithGroup for a year-long study. This study includes gathering feedback from faculty, students, and library employees as well as benchmarking Sherrod Library against other libraries in the country. In addition, Sherrod Library will be determining who else on campus may need space and if they could be potential partners. The process will result in a shared vision and tangible plans that Sherrod Library can share when asking for funding, fundraising, etc.
- Save the Date: Tuesday, April 9, 2024 will be Sherrod Library's 25th Anniversary.

#### Discussion

- **Atkins** asked how Faculty Senate would like to be connected to the Faculty Advisory Council. **Byington** suggested reviewing the list of council members and have any that are also on Faculty Senate report to the Senate quarterly, monthly, etc. **Foley** asked if Senator Sergiadis would be part of the council. If so, she could be the connection between the two groups. **Atkins** replied that all library faculty, including Sergiadis, are part of the council.
- **Weise**: When you get rid of print references, do you make plans to replace them with online versions? When my students do research, the basic research tools are not available. For example, the *Encyclopedia Britannica* would be an important addition to our collection for students. **Atkins**: We try to get the online versions in those cases. I will make a note to see where we are with our encyclopedia subscriptions. We are in the process of integrating our reference works on the second floor into the whole collection. **Weise**: I was told that the library could not afford the subscription to the *Encyclopedia Britannica*.
- **Byington**: Is it possible to draw on the purchasing power of the state? For example, there may be state funds from the online sales tax. **Atkins**: This is difficult because we have no central funding for these types of resources in higher education. In addition, every institution is different in their needs and research profiles. We are looking at possibly collaborating with others (e.g., UT, MTSU) on our library management system contract similar to how we obtained Oracle. We share some of our purchasing in the states in order to get cheaper deals but there is no pooling cash to buy an Elsevier package as an example. **Jones**: It can be complicated either way. I worked at a system where several university libraries worked together to purchase resources. Everyone was charged the same price whether they used it more or less. If something was dropped, you would just lose it. We still had to pay for databases outside of the shared resources. **Walden**: When there were shared contracts through TBR, TBR would decide to cancel things even if libraries still needed them.
- **Trogen**: We used to have a committee like the Library Faculty Advisory Council. It was frustrating as the library never had enough money. Are online subscriptions still becoming more expensive? If we get rid of hard copies, the online services may have us "over a barrel." **Walden**: They absolutely are becoming more expensive every year. **Atkins**: We need to come up with \$55,000 to \$60,000 every year in order to maintain what we had the previous year. Some vendors bake inflation increases into their annual subscriptions. Others we do not know until the year starts. We do rely heavily on electronic resources.



## DISCUSSIONS

### 5. Approval of Minutes from September 12, 2022

**Blackhart** questioned whether there was an objection to approving the minutes from the 09/12/2022 meetings. **Sergiadis** stated that Senator McGarry made corrections to the minutes.

**No Objection: Minutes Approved**

### 6. Action Items

None.

### 7. Information Items

#### 7.1 Board of Trustees Report – Dr. Foley

Board of Trustees met on September 16<sup>th</sup>. The following action items were approved:

- Tenure on appointment for three individuals
- Dual enrollment tuition and fee adjustment (lowered due to Hope Expansion Act)
- Delegation of the dual enrollment tuition and fee adjustments to the Office of Undergraduate Admissions with approval by the President (so they no longer have to wait on the Board of Trustees)
- Summer-term tuition for Quillen College of Medicine for the summer following the first year of medical school in order to support students who experience academic difficulties during their first year. Tuition is \$2,200 for the short term and \$4000 for the entire term.
- 5-year campus housing plan
- Audit plan for fiscal year 2023
- Profiles of the Office of Audit employees
- ETSU vision/mission/values
- ETSU mission profile

You can view all materials, including those for each committee, on the [Board of Trustees website](#).

#### 7.2 Reports from University Committees

##### Undergraduate Curriculum Committee – Mr. Desjardins

Committee met on September 14<sup>th</sup> and approved two new courses and a revised course.

- *New Course - IPEU - 1000 - Foundations of Interprofessional Teamwork and Collaboration* - IPE is committed to the principle of universal learning, providing learning environments, practices and interactions that are as inclusive as possible. This includes a culture of mutual respect, the ability to listen and to hear the expression of others, and a commitment to civility in our classrooms and virtual spaces. As accreditation standards are changing / updated, this course will be needed to help some undergraduate programs within the Academic Health Sciences Center to meet accreditation standards for IPE. This course will be a 1-credit hour course comprised of 6 total learning modules which each require background reading, engagement with an integrated progressive/developing video case, end-of-module knowledge assessment, and a small reflective assignment.
- *New Course - SOWK - 4368 - Substance Use and Addiction: An Interdisciplinary Perspective* - The proposed course, will replace SOWK 4367 for undergraduate students. SOWK 4367 was previously cross listed with SOWK 5367. BSW students who took SOWK 4367 and who later applied to the ETSU MSW program and the CCACS program were required to take the course again at the graduate level, SOWK 5367. It is the same course, but with more rigorous assignments for graduate students. The proposed course is a new undergraduate, interdisciplinary course relative to addiction. Several additional issues are explored: trauma-informed care; substance use and its impact on rural communities; and the impact of stigma, language, and unconscious bias on the quality of care. Finally, the course addresses laws and social policies that impact individuals, families, and communities affected by substance use and addiction. SOWK 4368 will be a 3-credit hour course.
- *Terminate Academic Program or Concentration - Bachelor of Fine Arts: Art Major, B.F.A. (Studio Art Concentration)* - This proposal is to drop the concentration with no change to course structure or program of study. Currently listed as Art, B.F.A. (Studio Art Concentration). After this change, the degree will be listed as Studio Art B.F.A. This change will satisfy and align with NASAD expectations and requirements.

##### Information Technology Governance Committee– Mr. Hemphill and Mr. Hendrix

- The Information Technology Governance Committee is a new committee that was created in response to suggestions by Huron Consulting. Hemphill and Hendrix provided updates. First, progress is being made with the replacement for Banner. There will be a naming competition.



## DISCUSSIONS

Second, the committee discussed concerns regarding student and employee emails. Student emails remain active in perpetuity, so they become expensive to keep them active. Students from the Health Sciences have access to PHI (Personal Health Information) in their emails so continuing their email access after they leave ETSU can be problematic. If a staff member is terminated, they could still have access to their email account if they are/become a student. They considered solutions such as whether these groups should have their own email domains. Nothing was decided only discussed. Third, the Information Technology Council is trying to have any potential software being purchased by ETSU go through them before being officially approved. Fourth, updates were provided on campus technology projects.

- **Uddin:** How long does a student email address remain active? **Hemphill:** I'm not for sure the exact time frame. Most students do not use it, so it becomes a place to collect spam. One consideration was converting these email addresses to an alumni domain.
- **Trogen:** How long does a faculty email address remain active after retirement? Students want recommendations long after faculty leave/retire. **Hemphill:** Faculty accounts stop upon termination, including retirement. The exceptions would be if they then had student status or get hired later, they could use their same email address.

### Associate Vice Provost for Faculty Search – Dr. O'Neil

The internal review for the Associate Vice Provost for Faculty began last week. They will begin interviewing candidates later this week.

### 7.3 Faculty Senate communication – Dr. Garriss

**Garriss** asked for feedback on the short summaries of the meetings (Faculty Senate in Five) that the Communications Committee has been distributing throughout each college. **Blackhart** reminded the Communications representatives from each college to include a list of all the Faculty Senators from their college at the end of the message in case there are questions/comments.

### 7.4 Notes from Meetings with President Noland and Provost McCorkle – Dr. Blackhart

None.

### 7.4 Other Items of Discussion from the Floor

#### Safety Issues

**O'Neil:** In previous meetings, we discussed safety issues on campus. For example, some of the buildings cannot hear the sirens outside. Has there been any updates on these types of issues on campus?

**Blackhart:** Faculty Senate had a work group within the last few years that discussed the changes they wanted to see. The head of Public Safety came to visit Faculty Senate. I haven't heard updates since then.

**Desjardins:** I am a member of the University Safety Committee with Jeff Blatant (Director of Emergency Management) and Cesar Gracia (Director of Public Safety). At the beginning of the academic year, we had a safety seminar that President Noland and Provost McCorkle attended where we discussed different safety procedures on campus.

**Flora:** Jeremy Ross reported replacing our cameras with higher definition cameras in addition to purchasing more cameras.

**Foley:** The ETSU App will alert you to safety issues immediately. The alert will also appear on your computer with information. The Active Shooter Training at the beginning of this semester was good. The training provided resources and encouraged everyone to have a plan.

**Desjardins:** The App also transmits your location when you call.

**Hendrix:** You can reach out to Cesar Gracia or Jeff Blanton if have any concerns.

### 8. Old Business

None.

### 9. New Business

None.

### 10. Comments from Guests



## DISCUSSIONS

None.

### 11. Final Comments/Announcements from Senators

None.

### 12. Adjourn

**Motion to Adjourn: Nivens**

**Second: Herrmann**

**Meeting Adjourned**

*Please notify Senator Ashley Sergiadis ([sergiadis@etsu.edu](mailto:sergiadis@etsu.edu), Faculty Senate Secretary, 2022-2023) 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.*



# Charles C. Sherrod Library Update for the Faculty Senate

David P. Atkins, Dean of University Libraries (and many others)

September 26, 2022

# Update Topics

- Introducing: Prof. Blair Jones, Associate Dean
- Launching: Sherrod Library Faculty Advisory Council
- Initiating: Sherrod Library Space Planning for the University
- Answering: Your Questions



Welcome Prof. Blair Jones!  
Sherrod's News Associate Dean



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# Sherrod Library Faculty Advisory Council

- Forum for two-way communications between ETSU's faculty and the Sherrod Library
- Forest. Not Weeds.
- Departmental Reps & Sherrod Librarians
- Topics
  - Print Collection Retention Reviews
  - Service Promotion
  - Information Sharing/Transparency



# Inflation @ Sherrod: The Cost of Standing Still

Year	Collections Inflation	Technology Inflation	Total
21-22	\$50,375	\$8,072	\$58,447
22-23	\$52,390	\$8,408	\$60,798
23-24	\$54,486	\$8,828	\$63,314
24-25	\$56,665	\$9,270	\$65,935
25-26	\$58,932	\$9,733	\$68,665

**Average Inflation Rate per Year ~ 4%**



# Old and New: Both Require Funding

- Old/Established Collections
  - Renewals
  - Annual inflation
- New Faculty
- New Programs
- New Research Initiatives



# Sherrod Library Faculty Advisory Council

- Questions for Senate...
  - Does the Senate desire a connection to this council?
  - If Yes, what does that connection look like?
  - Any next steps?



# Strategic Space Plan for Sherrod, Campus

- Enhance & drive the library elements of campus master plan process
- Invest funds and time in planning
  - Use Reserve Funds
  - Retain architect & consultant
  - Deeper dive for campus plan
- Process & Outcomes
  - Year-long study of where we are & where to go
  - Shared vision
  - Potential, plans, and partners





UNIVERSITY OF NORTH DAKOTA  
**CHESTER FRITZ  
LIBRARY MASTER  
PLAN**

APRIL 2016

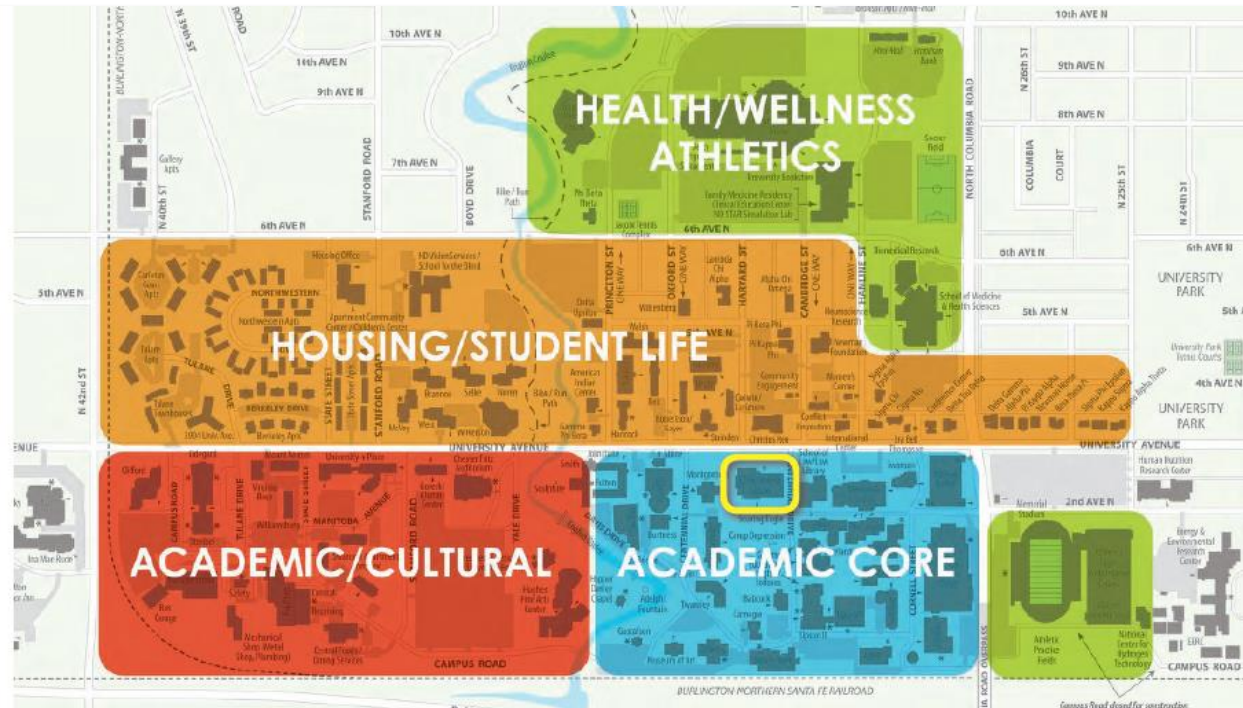


# DISCOVERY

## SITE ANALYSIS

### SITE FACTS

- UND founded in 1883
- Campus: 550 acres, 244 buildings
- 11,000 parking spaces
- Historic District: 127 acres, 56 contributing buildings



### INTRODUCTION

Although the proposed changes to the Library are focused on the interior, the impact of the Engagement Center, coupled with the goal to improve access and wayfinding, requires a thorough analysis of the surrounding site.

### OVERVIEW

Established in 1883 as a land grant university, UND is the oldest and largest university in North Dakota. The center of campus is located about 1.5 miles west of downtown Grand Forks, extending approximately 1.5 miles east to west. The English Coulee River runs through the center of campus, defining the western edge of the academic core and historic district.

### CAMPUS CONTEXT

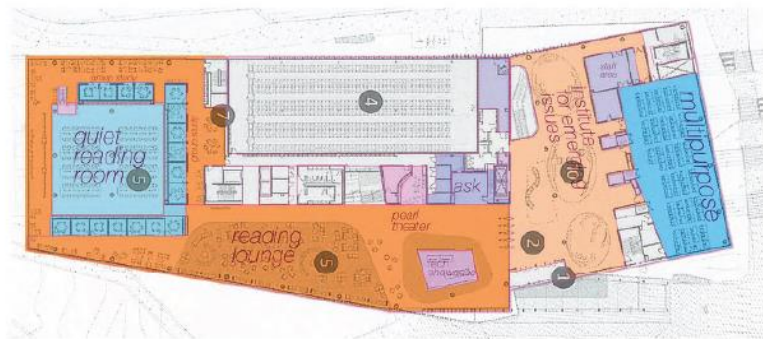
The Academic Core of campus is defined by traditional elements, including a central, easily identifiable location, a majority of historic and academic buildings, and a traditional campus quad. The Chester Fritz Library is located in the center north end of the Academic Core of campus – squarely centered in the historic district along University Avenue.

In 2009, the Academic Core, along with a portion of the campus north of University Avenue and east of the English Coulee, was registered as a historic district. Totalling approximately 127 acres, this district includes 86 buildings, 56 of which are significant to the designation. Both the Chester Fritz Library and the surrounding site are part of this district. The University is cognizant of this issue and has involved the local and state Historic Commissions in the planning process.

# DISCOVERY

## BENCHMARKING

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Hunt Family Library  
North Carolina State University



Taylor Family Library  
University of Calgary



Chester Fritz Library  
University of North Dakota



Mary Idema Pew Library  
Grand Valley State University

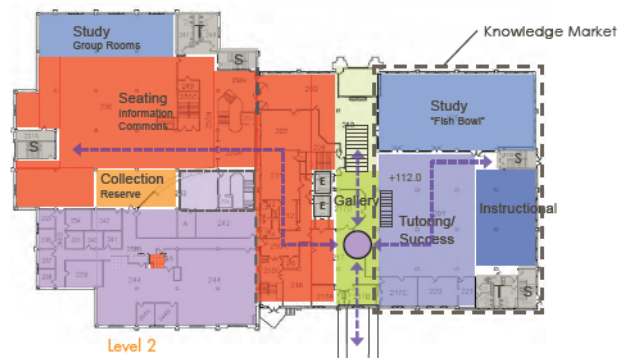
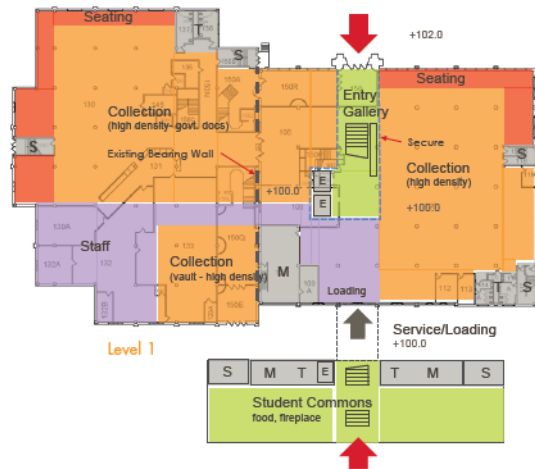
- Collections
- General Seating
- Public Space
- Instructional
- Study
- Tutoring/Student Success
- Staff



# EXPLORATION

## CONCEPTUAL PLAN OPTION A

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### Level 1

- North and South entries
- High density collections
- Quiet seating
- Staff area
- Loading

### Level 2

- Administration and staff area
- Main security point
- Information Commons
- Student support, skills development, knowledge market
- Reference support and collections
- Technology rich

### Level 3

- Scholar's Floor, quieter seating
- Major browsable collections
- Faculty and Grad support
- Instructional space

### Level 4

- Community Floor
- Archives, conservation and special collections
- Conservation lab and vault
- Limited browsable collections
- Major mechanical systems remain

- Collections
- General Seating
- Public Space
- Instructional
- Study
- Tutoring/Student Success
- Staff

# RECOMMENDATIONS

## PROTOTYPING CONCEPT

### PROTOTYPING

An important first step in this project was to prototype a small space in the library to test new approaches to space and operations BEFORE design is complete. A conceptual layout was created for the northeast portion of level 2, in front of the current circulation desk. Furniture vendors were provided this information and developed furniture plans to install temporarily for library and user review and comment. New ideas for peer mentoring, academic and research support, computer seating, study areas and technology have been implemented to test what works and what doesn't, as well as gather input from users.

By prototyping spaces, furniture and new approaches to service and support, the library and knowledge partners will be prepared and able to more easily transition to the new space when complete. Prototyping will also inform the design process, allowing the team to better match the space to future operations rather than past models.

Ultimately, the objective of this project is to activate the Level 2 entry area in a way that supports Library Master Plan guiding principles, creates excitement for future improvements and supports Exceptional UND.



#### Enrich the Student Experience

Provide an environment that is challenging yet rewarding, and full of resources and opportunities



#### Encourage Gathering

We thrive by gathering and sharing, challenging and exploring, supporting and understanding.



#### Facilitate Collaboration

Exceptional UND enhances support for interdisciplinary teaching, cutting-edge global research, teamwork, and creative activity; promotes innovative and productive collaboration



### Concept

- User Seats: 140 +/-
- Shelving: 1,700 lf +/-
- Computers: 40 +/-
- welcome zone
- ask us zone
- mentored study/support
- quiet seating
- study rooms
- study alcoves
- collaboration zone
- computer seating
- reference shelving



### Activity/Noise

- Zoned by activity/noise
- Minimize power runs to furniture
- Areas can be outfitted independently

# Align Funding & Planning

- Innovation > Maintenance
- Managing Spaces & Programming
- Grow Partnerships
  - Students
  - Academic Programs & Faculty
  - ITS
  - Facilities
  - Student Life & Enrollment
  - Fundraising





**Tuesday, April 9, 2024**  
Sherrod Library's 25<sup>th</sup> Anniversary



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# Questions? Comments?



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## Questions for President Noland

09/09/2022

- Please provide any additional updates on the item about the state telling universities to drop any LGBTQ protection policies beyond the response already sent out by Dr. Green.  
Answer: Every president in Tennessee received this letter. So far, ETSU is the only one who wrote a response. ETSU has not changed any policy, process, or procedure and has no intent to do so. He mentioned that these types of responses take time. He has to be thoughtful with responses because they gather a lot of attention. This is why he does not always produce quick responses.
- What is the current revenue budget in FY 22-23? We had 53% in Maint & Req. fee and 24% in State Appropriations in FY 2019-20. How about this FY?  
Answer: Last year, the split was 57% in tuition and fees and 35% in state funds. This year won't be much different. In general, ETSU receives 1/3 of our money from the state.
- I have noticed that there seems to be a lot of missing staff in mission critical spots. ORSPA is down two people apparently. I have heard through the grapevine that account receivables and HR are both down people. Seems like there is a recurrent theme across campus. Either we can't get folks, can't keep folks, or are driving folks off. Pay, I am sure, has a lot to do with it, especially in this economy. So maybe we can ask around about such.  
Answer: This is a recurring theme across rural professional settings. For example, urban areas are looking at our areas for talent and offering remote work. We are focused on salary to address these issues. We do conduct exit interviews, but do not get a 100% response rate.
- Parking for part-time adjunct instructors is problematic in that we are asking them to purchase a parking pass for the full academic year when many adjunct instructors may only teach during one semester (and often only one course during that semester at that). Is there a way to make parking for adjunct faculty more equitable given they are not full-time employees and are compensated very little for the work they do for the university?  
Answer: The institution offers monthly deductions for parking permits. Adjuncts have the option to choose the monthly payroll deduction which is \$6.67 a month. They will only be charged the months they are paid.
- Beginning Tuesday, one of the main roads on the VA Campus, Dogwood Avenue, will be closed for parking for a repaving project. Although it is in need of repaving, this project will make parking for ETSU faculty, staff, and students on the VA Campus incredibly difficult, if not impossible after 9 a.m. and before 11:30 a.m. (when there is a brief period of turn-over) and then again until about 3:00 p.m. This is not an exaggeration, nor hyperbole. There is literally no parking available on the VA Campus for ETSU-stickered individuals for much of the day without 20 - 30 minutes of trolling or parking at Niswonger or on the Main Campus and walking across State of Franklin. And this was before the paving project. We need logistical support, somehow, to offset the stress that this causes ETSU faculty, staff, and students. I appreciate that this affects a small minority of the ETSU community, but it affects us in a pretty major way.  
Answer:

- The closure of Dogwood Avenue for paving results in the temporary loss of 97 ETSU controlled parking places. The VA has informed us the project will last approximately 3 months.
  - The BucShot's Red Route services the VA campus so walking across the street is not required. Additionally, Lot 22 off Go Bucs Trail is always empty and adds over 1000 spaces to the 542 combined spaces in Lots 50, 51, and 54 at the VA. Bucshot Routes can be viewed at <https://www.johnsoncitytransit.org/bucshot.html>.
  - In addition, the VA is temporarily converting a lot near the Johnson City Med Center to ETSU parking while Dogwood Avenue is under construction.
  - Parking staff will work to VA employees not to park in ETSU designated spaces. Specific questions and/or concerns should be shared with ETSU Parking Services Office
- We are having a consistent problem with HVAC issues. We put in work orders. Nothing seems to be done. Rooms are hot. The thermostats are set too high. Add in a room full of students and it becomes pretty unbearable. I don't know if this is a personnel issue or something admin has decided is acceptable for saving money, but it is getting very old for sure. My spouse is in a Saturday class right now and is sweltering.  
Answer: The wall units allow for a 6-degree swing up and down. On the weekends, all the temperatures change in the building. (It becomes hotter in the summer and colder in the winter.) There are plans to improve the HVAC systems in some of the buildings. Mathis and Burleson will have improvements when the Humanities building is being completed. Brown Hall is being completely renovated. The plan is for Wilson Wallace to be renovated next. Senators expressed that humidity control is also an issue.
- It's my understanding that some students went to the Health Clinic on Friday before school started to try to take care of immunization issues and the clinic was closed for training. If this is correct, why would any service area be closed for training the week before school started and especially the Friday before classes start on Monday? Also, are we doing any surveying of students to determine where they are 'getting the run around'? We could improve our services if we know where the issues are and what they are.  
Answer:
- Due to the College of Nursing Fall Launch, clinics were closed at 11am on this Friday, August 19<sup>th</sup>. This was the first year they were closed for a portion of the day and moving forward, this will not reoccur.
  - Student surveys are completed every year at UHC between Oct and November. Survey results are reviewed and used for continuous improvements. For example, we reimplemented our Allergy Injections program from our 2020 program. Students asked us to reconsider this suspension from 2012Foll
- A question to both President Noland and Provost McCorkle. Are we still striving to become a more research-intensive university? If so, why are we not assuming the business model of such universities with the central idea that faculty must generate income through grant overheads, not credit hours production, which is an icing on the cake - and therefore hiring should be proportional to funding prospects, not to current enrollment numbers?  
Answer: Based on the work of Dr. Hagemeyer and the Huron report, we will be focusing on enhancing research in target areas. For example, research would be more of a focus in Biomedicine than Political Science.

- Will ETSU re-activate and update the COVID dashboard? Right now it is inactive but COVID is not actually over.

Answer: We will not be reactivating the dashboard. Drs. Block and Wykoff provided their expertise when the decision was made. The dashboard was not providing accurate information because testing is decentralized. Senator asked about the continuation of testing waste in public housing. Dr. Noland reported that this testing was monitoring Monkeypox and Polio.

## Other Updates

- Dr. Noland expressed that we are doing well in terms of budget and enrollment. He provided some preliminary numbers. These statistics will also be provided at the Board of Trustees meetings and his State of the University address.

### Enrollment

- Freshman Class: ~2,056 students
- Total Enrollment: Up ~250 students
- Total FTE: Up ~120

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### Budget

- ~\$16 million will be dispersed to the colleges between fees (\$13.7 million) and carryover funds (\$2.5 million)
- ~\$1.3 million in reserves

### Salary

- Based on enrollment/budget, the plan is to give a 4% across the board raises. It won't be approved until November.
- At the dean's retreat, it was discussed trying to find a 4-5% pool to address equity and market competitiveness. They are wanting to find the funds to deal with compression, uncompetitive salaries, etc.
- Administration will be focused on the Huron review now that they have made it through the beginning of the semester.
- Senator asked how they are funding the Occupational Therapy renovation being over budget by \$500,000. This will most likely be from the college's carryforward funds.
- There was a discussion on why community colleges enrollments were down. Dr. Noland noted that higher education, military, and labor nationally have had trouble recruiting. Elite privates and flagship publics enrollments are still steady, but not small private colleges and public regional colleges. Senator asked if there were any plans to assist students of local private institutions who may be having trouble. Dr. Noland is aware of which institutions' students may need assistant.
- Overflow students should be out of the Carnegie and into the residence halls soon. They are researching ways to better the residence halls.



## Questions for Provost McCorkle

### September 2022

Question: The week before classes begin in the fall semesters overextends many faculty and administrators at ETSU as several meetings and events overlap. Would it be possible to develop a schedule for that week that indicates when dept. and college meetings would take place, when orientations take place, and when other meetings and events take place, etc. to provide a little more structure to that week, hopefully reducing the number of overlapping meetings and events taking place? Additionally, would it be possible to have new faculty contracts begin Aug. 1 (renewing Aug. 15 on subsequent years), giving new faculty the opportunity to take care of what they need to take care of before that last week before the semester begins and so we could schedule new faculty orientation for the week prior to that week (e.g., Thursday and Friday of that week)?

Answer: The Provost Office is collaborating with others (e.g., colleges' office managers) to create an Academic Calendar with the big events that are happening through the year. She recently heard from the deans that April has many overlapping events as well. This calendar will be shared on a Teams Site with the deans. They have worked on the calendar for Spring 2023 and will next work on Fall 2023. She also heard about New Faculty Orientation causing issues due to overlapping events. She is also in discussions with Lori Erickson about starting faculty contracts earlier than August 15<sup>th</sup>.

She is already thinking about ways to improve Faculty Convocation and Commencement. She asked if Faculty Convocation would be better at the Martin Center of the Culp Ballroom. Faculty expressed that the Culp venue may be too big. Senators discussed ways to improve attendance.

- Friday before the semester begins is often a very busy time for faculty because they are getting ready for classes and have many meetings.
- Faculty Convocation should be relatively short (45 minutes to an hour).
- Chairs should encourage their faculty to attend.

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Question: What percent of classes are online this fall? What percent of Gen Ed courses are online? Do we know/can we track how many face-to-face classes our students living in dorms have?

Answer: Provost McCorkle provided the attached document and some context for the increase in online classes.

- Colleges have noticed that online sections fill quicker than onground sections in some instances.
- We now have more fully online programs. It is hard to staff those so they have online and onground presences.
- Departments and colleges have the freedom to decide the mode of course based on what makes sense for the program. The deans do not expect as many online courses will be offered in the spring.

Senators discussed other observations. They mentioned that there have been issues with online classes not having a cap, resulting in large class sizes. Sometimes adjuncts are only available to teach online. In some cases, international students drive the need for onground courses.

She received four phone calls from parents with concerns that their children are living on campus but don't have any onground classes. She is unsure if that small number of complaints represent a larger

issue or why students in the dorms are taking online classes. She plans on talking to Student Life and Enrollment on what they have heard. Deans are working on ways to ensure students living in the dorms but taking online courses are still being invited into their buildings (e.g., requiring collaborations, in person faculty office hours, etc.)

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Question: How do you envision the Theatre and Dance Department thriving over the next two to three years?

Answer: Provost McCorkle reached out to Dean Bidwell for answers.

- The BA in Theatre and Physical Theatre Concentration was approved by NAST. Ante Ursic is a recently hired faculty member who concentrates in physical theatre.
  - There are plans for infrastructure investments to enhance the Dome and Brooks Gym.
  - Theatre will move to Gilbreath during the construction of the Campus Center Building.
  - CAS pledged funding for upcoming large scale theatre programming.
  - CAS and Martin Center will be hosting the Kennedy Center American College Theater Festival within the next few years.
  - Program Accreditation Review is in the upcoming Spring or Fall semester. They expect some recommendations to improve facilities, which Dean Bidwell plans to make commitment to fulfilling.
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Question: In order to understand our students better, I have a question about whether ETSU have student stats on (1) average grant aid, (2) average debt, and (3) median 10-year salary. If we do, how have these data been changed for the past 5 or 10 years?

Answer: Attached is the document in response to the question. The second table has some high numbers resulting from CARES funding. This will not be repeated after that semester.

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Question: Interprofessional Education has just been newly included as a course selection for students as IPE asynchronous seminar 1 & 2. Faculty have questions about when students should take the course. For example, graduate students have had the online course imbedded into a current course. However, now that IPE has a separate rubric. How does this fit into the official program of study for students and how do the faculty know when it should be available within the program of study? (This of course, affects graduate credit limits and financial aid.)

Answer: Senator Beatty provided some further information on the issues surrounding IPE such as the challenges of incorporating IPE seminars into different programs of study and holding students accountable for zero-credit courses. Provost McCorkle did not have all the information for a full response.

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Question: A question to both President Noland and Provost McCorkle. Are we still striving to become a more research-intensive university? If so, why are we not assuming the business model of such universities with the central idea that faculty must generate income through grant overheads, not credit

hours production, which is an icing on the cake - and therefore hiring should be proportional to funding prospects, not to current enrollment numbers?

Answer: Yes, we are striving to become a more research-intensive institution, which was a recommendation based on the Chapter 125 revisioning.

- Nick Hagemeyer would be interested in speaking to Faculty Senate about his office's initiatives.
- She wants departments and colleges to have the flexibility to enhancing their research. CPH does a good job employing a salary incentive plan and differentiating positions that focus on research versus teaching. This also happens in CAS, mainly in the sciences. In some programs, the focus is teaching with some research and service.
- The Huron Group assessed ways to move the institution to be more research-focused such as ways that we assign faculty loads.
- Senators expressed the need for time to complete research not just funds. In addition, we need to acknowledge that arts/humanities grants tend to be smaller amounts than STEM, but are still important.

#### **Other Updates**

- Provost McCorkle will be asking for Faculty Senate Executive Committee's feedback on her proposed process for General Education Reform. Her approach will be faculty driven, particularly by faculty most affected by it. Senators and Provost McCorkle discussed things that may affect reform: Huron's suggestions on the budget model, Tennessee Transfer Pathway, etc.
- October 13-14 will be events to kickoff the QEP, including an address by Barbara Jacoby.
- Tenure and Promotion reform will launch late Spring/Summer.

### Online vs. On-ground Courses

Term	On-ground Courses	Online Courses	Total Courses	% On-ground	% Online
Fall 2022	2,639	1,049	3,688	72%	28%
Fall 2021	2,851	938	3,789	75%	25%
Fall 2020	1,021	3,116	4,137	25%	75%
Fall 2019	3,191	1,173	4,364	73%	27%
Fall 2018	3,132	1,128	4,260	74%	26%
Fall 2017	3,249	1,039	4,288	76%	24%

### Gen Ed Online vs. On-ground Courses

Term	On-ground Courses	Online Courses	Total Courses	% On-ground	% Online
Fall 2022	361	157	518	70%	30%
Fall 2021	403	126	529	76%	24%
Fall 2020	19	554	573	3%	97%
Fall 2019	471	156	627	75%	25%
Fall 2018	496	137	633	78%	22%
Fall 2017	505	148	653	77%	23%

### Online vs. On-ground Course Enrollments for Students in Campus Housing

Term	On-ground Course Enrollments	Online Course Enrollments	Total Course Enrollments	% On-ground	% Online
Fall 2022	12,474	3,234	15,704	79%	21%
Fall 2021	9,477	1,925	11,402	83%	17%
Fall 2020*	7,127	1,325	8,452	84%	16%
Fall 2019	10,902	1,401	12,303	89%	11%
Fall 2018	13,262	1,518	14,780	90%	10%
Fall 2017	14,535	1,427	15,962	91%	9%

\*Counts not adjusted to reflect manual change in meeting type to reflect OG1, OG2, OLA, OLS used during Fall 2020.

**Re: Question from FS**

Hoff, Michael Brandon

Mon 9/19/2022 11:52 PM

To: McCorkle, Kimberly Dianne &lt;MCCORKLEK@mail.etsu.edu&gt;

Dr. McCorkle,

**(1) Average Grant Aid**

IPEDS is best place to get data on average grant aid over time, below is a chart that shows the trend in average grant aid by type and the average net price paid:

Average Aid by Aid Type: First-Time, Full-time, Degree Seeking Freshmen								
Aid Type	Delta 2021-2016		2021		2016		2010	
	ETSU	Peer	ETSU	Peer	ETSU	Peer	ETSU	Peer
Any Grant Aid	\$1,468.00	\$797.00	\$9,032.00	\$8,947.00	\$7,564.00	\$8,150.00	\$7,180.00	\$7,219.00
Federal Grants	-\$1,578.00	\$450.00	\$3,004.00	\$5,088.00	\$4,582.00	\$4,638.00	\$4,818.00	\$4,976.00
Pell Grants	\$483.00	\$534.00	\$4,821.00	\$5,006.00	\$4,338.00	\$4,472.00	\$4,192.00	\$4,273.00
State/Local Grants	-\$483.00	\$1,635.00	\$4,393.00	\$4,589.00	\$4,876.00	\$2,954.00	\$4,535.00	\$3,513.00
Institutional Grants	-\$1,611.00	\$458.00	\$5,075.00	\$5,089.00	\$6,686.00	\$4,631.00	\$4,212.00	\$3,613.00
Any Loans	\$1,841.00	\$129.00	\$7,735.00	\$6,503.00	\$5,894.00	\$6,374.00	\$5,328.00	\$5,515.00
Federal Loans	\$1,154.00	-\$263.00	\$6,679.00	\$5,445.00	\$5,525.00	\$5,708.00	\$5,098.00	\$5,079.00
Other Loans	\$6,753.00	\$2,032.00	\$10,628.00	\$11,156.00	\$3,875.00	\$9,124.00	\$3,101.00	\$6,876.00
Average Net Price	-\$985.00	\$1,895.00	\$13,661.00	\$14,674.00	\$14,646.00	\$12,779.00	\$11,367.00	\$8,331.00

This table shows the percent of students receiving aid:

Percent of First-time, Full-time Freshmen Receiving Aid by Aid Type						
Aid Type	2021		2016		2011	
	ETSU	Peer	ETSU	Peer	ETSU	Peer
Any Grant Aid	96	88	89	79	89	75
Federal Grants	91	53	48	39	44	41
Pell Grants	44	39	47	39	44	39
State/Local Grants	72	38	73	34	68	41
Institutional Grants	56	56	15	56	28	39
Any Loans	47	47	49	61	44	55
Federal Loans	45	45	48	61	44	54
Other Loans	6	5	5	4	3	3

These data are from the IPEDS reporting system. The comparison group is not the same prior to 2016 but the group is the same for 2016 and 2021 - it is the current peer group here: [https://www.etsu.edu/provost/pds/ir/peer\\_institutions.php](https://www.etsu.edu/provost/pds/ir/peer_institutions.php)

**(2) Average Debt:**

The THEC Fact Book provides comparative information on the average debt of graduates and non-graduates:

Average Student Debt 2016-2020 TN Institutions												
Student Type	Delta 2020-19		2020		2019		2018		2017		2016	
	ETSU	TN	ETSU	TN	ETSU	TN	ETSU	TN	ETSU	TN	ETSU	TN
Graduates	-\$1,000.00	-\$624.00	\$19,500.00	\$20,985.00	\$20,500.00	\$21,609.00	\$20,785.00	\$22,124.00	\$20,000.00	\$21,858.00	\$20,250.00	\$21,497.00
Non-Graduate	\$0.00	-\$231.00	\$7,500.00	\$7,969.00	\$7,500.00	\$8,200.00	\$8,000.00	\$8,417.00	\$9,000.00	\$8,576.00	\$8,250.00	\$8,091.00

**(3) Average Earnings:**

The THEC Fact Book tracks earnings on a 10-year after entry for students regardless of graduation status:

Median Earnings 10 Years After Entry for Public Institution Students							
Institution	1997-98	1999-00	2001-02	2002-03	2003-04	2004-05	2008-09
National	\$45,746	\$44,961	\$43,790	\$43,447	\$44,016	\$45,537	\$49,567
SREB	\$43,069	\$42,487	\$40,487	\$39,926	\$40,257	\$41,629	\$47,126
TN	\$39,024	\$38,072	\$37,173	\$36,776	\$37,309	\$38,690	\$44,339
East Tennessee State University	\$34,400	\$34,100	\$34,000	\$34,800	\$34,600	\$35,100	\$40,733

Overall, ETSU is providing a more affordable education that is resulting in lower debt loads to students. We are also seeing student earn more competitive salaries than in prior years.

If you need something different or there are follow up questions let me know.