

2013-2014 Faculty Senate

MINUTES—October 21, 2013

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
November 4, 2013 2:45 pm Forum, Culp Center	November 18, 2013 2:45 p.m. Forum, Culp Center

Present: Dave Arnall, Beth Baily, Katie Baker, Sally Blowers, Doug Burgess, Randy Byington, Kathy Campbell, Sharon Campbell, Bruce Dalton, Mohamed Elgazzar, Susan Epps, Virginia Foley, Bill Hemphill, Nick Hagemeyer, Ron Hamdy, Evelyn Hammonds, Tammy Hayes, Jill Hayter, Ken Kellogg, Dharendra Kumar, Tom Laughlin, Mary Ann Littleton, Fred Mackara, Theresa McGarry, Lorianne Mitchell, Jerome Mwinyelle, Kerry Proctor-Williams, Thomas Schacht, Melissa Shafer, Taylor Stevenson, April Stidham, Kim Summey, Yue Zou.

Excused: Jim Bitter, William Fisher, Allan Forsman, Kathryn Sharp, Paul Trogen, Teresa Wexler,

Absent: Robert Beeler, Patrick Brown, Daryl Carter, Charles Collins, Tom Ecay, Rosalind Gann, Keith Green, Kurt Loess, Deborah Ricker, Bill Stone, Jerry Taylor, Jim Thigpen, Jennifer Vanover-Hall, Shimin Zheng, Meng-Yang Zhu

Guests: Robbie Davis, Charvie Greer, Richard Sanders

CALL TO ORDER: President Byington called the meeting to order at 2:45pm

President Byington requested approval of the minutes from October 7th, 2013. Senator Foley moved to accept. Senator Arnall seconded. The minutes were approved without dissent.

President Byington began with updates from the latest Senior Staff meeting. He stated that last year ETSU had an increase in the number of under-represented minority students, but unfortunately a fairly significant number of under-represented minority students end up transferring because once they get here they do not feel connected. The administration is concerned and is exploring ways to address this issue.

Senator Campbell asked what is meant by under-represented. President Byington explained that ETSU has a larger percentage of minority students than the northeast Tennessee population, but minority students are still under-represented compared to state numbers. Senator Campbell asked so the African-American student population

would then be underrepresented because ETSU is not at state levels. President Byington stated that was correct.

President Byington relayed that the administration is asking departments and colleges not to buy seating for the Quad area. The plan is to have a coordinated look in that area and they are looking at what seating would best facilitate students and faculty and people using that area as a venue. He continued that Rex Barber from the Johnson City Press has moved to a new position at WJHL. The commencement speaker for the morning graduation ceremony this fall will be one of our distinguished faculty award winners. The afternoon speaker will be Dr. Shirley Raines who recently retired as the President of University of Memphis.

There will be a coordinated effort around ROTC involving Tennessee Tech, Martin, and ETSU. There is a blog, twitter, and very shortly there will be talking points out and recommendations about emailing to the legislators. Phil Roe has asked for and is still awaiting confirmation on a meeting with the Secretary of the Army. ETSU is at a time right now where we should be recruiting for our next ROTC class. Getting this issue resolved by the end of this semester will inform the approach to recruiting ROTC students for the spring.

Senator Hemphill asked if President Byington knew how much money the Army wants. President Byington responded that the Army is not cost shedding. They are shifting all 13 programs they are closing down to either Texas or California. Senator Burgess commented that he heard a rumor that the ROTC closures were in regards to a diversity issue. President Byington replied that he has heard that rumor but has not heard that rumor confirmed. He had also heard the rumor that it was because of the Army's requirements to commission a minimum of 12 officers and there was one year that ETSU commissioned only 11. President Byington said that he thinks this year we are set to commission 27.

Senator Arnall asked if the program at ETSU is going to be phased out. President Byington replied very quickly if something is not done. The Junior and Senior students will have the opportunity to graduate as ETSU students. Freshman or sophomores can either transfer or they have the option of voiding their contract with the Army.

President Byington stated that Senior Staff are looking at issues regarding transgender students - particularly with requirements in intramural athletics. This has forced a look at sexual orientation policies in a broader context. He said that Ed Kelly did not have a follow up or a report this morning and that is all the information he had regarding this issue.

He continued that SGA has sponsored focused weekends this fall. This past weekend was focused on activities around the release of the Johnson City Sessions recordings.

Next weekend SGA is Halloween themed with Zombie Tag at Grey Fossil Site. The following weekend is Homecoming.

The academic officers unanimous endorsed a consortium of library agreements across the state. It is going to be moving forward and will increase our access to the library databases through joint purchasing. The consortium creates a lot of purchasing power.

The Arts Initiative is moving forward. The RFP for the architects is coming soon. There are 60 days or so to select an architect and this spring the architect will begin meeting with people on campus.

The Johnson City Holiday Parade will be rerouted such that it ends on ETSU's campus with some kind of community event. The community event probably will be sponsored by the Johnson City Power Board. It's another opportunity for getting community members and people to become engaged with our campus.

President Byington commented that he happened to go to the Mountain Stage concert the previous night. He stated that it was a great show, but more importantly Mountain Stage is heard in 139 different radio markets across the country. There were probably 10 different times during the program where "from the campus of ETSU", or "thanks to ETSU for hosting this" was announced. So there was quite a bit of marketing value in having Mountain Stage on campus.

President Byington introduced Athletic Director Sanders. A. D. Sanders stated that he was here to speak about ETSU Athletics and give us background as to why they are doing what they are doing. He said that they have tried to establish four key guidelines that impact all the decisions made about ETSU Athletics. The first is the university has a major initiative to try to grow enrollment to 18,000 students. The second is to enhance the quality of student life on campus. The third is to engage the community in the numerous diverse constituencies that ETSU has to offer. The fourth thing is develop an ETSU brand and to give exposure to the university.

Athletic Director Sanders said that as we talk about the first initiative, one of the things that has been talked about a lot is football. This is a much bigger strategic initiative rather than just playing a game. This is very much a factor of student enrollment growth. We know we'll have 120 football players. Because we are going to add three women's sports we will add 120 new female student athletes. In addition, one of the big initiatives is the marching band with an estimated enrollment of 250. Then finally we pick up about 60 other students who want to come to a college to be involved as maybe an athletic trainer or a manager on the football team or the bowling team or the rifle team. We think that we will pick up at least 550 students.

Dr. Sanders continued that as we add these new sports, we think that it will create an environment where students have a reason to come to ETSU and stay here all throughout the week. With football, one of the critical factors was a return to the Southern Conference; having the opportunity to connect with traditional rivalries like Chattanooga, Citadel, and Western Carolina was very important. That has an effect on the whole quality of student life because a lot of the students who come here have gone to high school with their fellow classmates that may go to Chattanooga or Western Carolina. Third is football gives us a great opportunity to engage numerous different constituencies. Dr. Sanders said that ETSU's football coach is tremendous about going out and engaging the different constituencies. He, along with our women's basketball coach, has become a great ambassador for ETSU - not only from an athletic standpoint, but from an academic standpoint.

Athletic Director Sanders stated that a couple weeks ago Athletics had a really major event over at the Carnegie where we brought in former coaches. One of the important things that we're doing is we're working with the city. Clearly one of the things Athletics can really help the university with is build a relationship with the city government.

Dr. Sanders continued that the fourth thing is that ETSU wants to build a national brand and one of the ways to build a national brand is to have an athletic program that gives exposure to the university. The way that you do that is you have to win, and you have to win at a fairly significant level and you have to win in programs that have media exposure. He stated that Athletics is going to allocate resources to meet those core objectives. He said everybody knows that students were charged \$250 student fee for Football which generates about \$3 million. If the addition of football, marching band, and three new women's teams create 550 new students, then Athletics will generate 12 million dollars for the university.

Athletic Director Sanders stated that Athletics will commit about \$1.6 Million in scholarships. The university has an initiative to try to recruit international student athletes. In our athletic department, 23% of our athletes are international students. 18% of ETSU's athletes are African-American. Athletics makes a big impact on helping the university be more diverse. The other number that is important is that 60% of ETSU student athletes are out-of-state. That is compared to 16% across the general campus population.

Senator Schacht asked what the Athletics program needs from the faculty. Athletic Director Sanders answered that he would like for everyone to work together to figure out ways that we can help each other. As athletics improve, the quality of academics improves. Senator Burgess asked if Dr. Sanders could explain what the connection between improved athletics and improved academic performance might be. Athletic Director Sanders replied that that the perceived quality of any program is pretty much

tied to its brand. If an athletic program is perceived as good, ETSU will recruit better athletes and better students. Senator Burgess asked if there is there any statistical data to back up these claims. Athletic Director Sanders replied that he did not have any but that he believes in it and has great passion. Senator Burgess responded that believing in it is not the same thing as it happening. There needs to be statistical data to back up this claim.

Senator Epps commented that Boston College is a good example. Boston College was not what we think of it as before that Hail Mary pass that won that ball game. Since then, Boston College is perceived more along the lines of a much better school than it actually ever was.

Athletic Director Sanders stated that it is somewhat anecdotal but he believes intuitively that it is probably true.

Past President Champouillon stated that Marching Band can only benefit the Music Department, but he thinks the 250 number is a little adventurous. Previously when ETSU had football and a marching band the band at that time averaged 160-180 members and only half of those were music majors. Music majors are not required to play in marching band and they traditionally resist playing in marching band because it is a 1 credit class for a 20 hour a week commitment. Dr. Champouillon commented that if you want marching band to be done right, you cannot wait two or three years to hire a marching band director. That marching band director needs to be here next fall. He opined that the university administration is dragging their feet hiring a marching band director. Dr. Champouillon stated that the year football is starting keeps changing. He asked when the first year we will be playing intercollegiate football will be. Athletic Director Sanders replied 2015. Dr. Champouillon responded that we need to get that marching band director in place. Athletic Director Sanders agreed. He stated that they have talked to Science Hill's marching band, Greenville, Doby's-Bennett - these are big high school bands. They've given us some indication that we need to get this thing going as quickly as possible because there are kids that will come to ETSU and we are going to miss out on them if we don't have that opportunity in place.

Dr. Champollion concluded that many in the Music Department are looking at it as a win/win situation. He stressed the point that the band director also needs to be doing something that contributes to the department - realizing that the primary focus of this individual is marching band.

Senator Proctor-Williams asked if Dr. Sanders could talk about the plans for women's athletics. Athletic Director Sander replied that Dr. Davis is doing some studies to look at what makes sense for us from the standpoint of quality programs where there is an available pool of talent, facilities, the needs of the university, and the needs of the

region. Right now the sports ETSU will probably add are Rowing, Bowling, Lacrosse, and/ or Rifle. Those are probably the four that are on the forefront. Senator Proctor-Williams commented that they are not exactly high profile sports. Athletic Director Sanders responded that all the sports that are high profile we compete in right now. He added that we could look at gymnastics and swimming, but with swimming we would have to look at facilities.

Past President Champouillon asked to return to the second topic. He said that we've been told for a long time that basketball is the flagship sport of this university. There is a public relations predicament going on now where lots of people are feeling like, what has happened to basketball? Athletic Director Sanders responded that basketball clearly is the number one priority for our program. The allocation of resources have changed pretty dramatically within Athletics because we believe that Men's and Women's Basketball are the two sports that can really achieve. He said that last year, ETSU basketball played 5 guarantee games. We played North Carolina where the score was 34-2 at half. We played Arizona, Georgia, Ole Miss, Virginia Tech and we got mashed. We have 3-4 young players and their confidence gets ruined. We played 12 home games. In college basketball, the home team wins 78% of the games. What we have done is pretty much made a significant effort to allocate our resources differently so we don't go play those 5 games and start the season 0 and 5. This year we have 17 home regular season basketball games - the most in the history of ETSU by a long shot. We're looking at Freedom Hall to see if that makes sense for us as a basketball facility. One of the big challenges is recruiting. When we bring a recruit into the dome, it is a major negative. In today's world, these student athletes are affected by the facility they play in. We're trying to do what we can in the short term to give ETSU the best opportunity to recruit the best student athlete basketball players that we can. We're trying to give them an opportunity to win games by playing as many home games as we can and investing dollars so that the coaches can recruit the best student athletes. That is clearly a major focus.

Senator Arnall stated that his program owns a 'bod pod' which measures body mass index. He is willing to donate the use of that to the athletic program if they are interested. Senator Schacht added that there are two other issues faculty could participate in to support Athletics. He stated that we have had some bad publicity here around athletes and drugs. We have a forensic toxicology laboratory at the College of Medicine. State-of-the-art drug testing is something the faculty in the College of Medicine could contribute to the Athletics program. The second issue is the controversy related to the risk for brain injury in contact sports. Senator Schacht stated that he would like to see ETSU be at the cutting edge of whatever the health science is to protect our athletes. To the extent that we have expertise in our health science faculty along those lines, that's another potential for collaboration.

Athletic Director Sanders replied that would be great. He would really like to do that. If we could figure out a way to develop a program where it gets national exposure it would certainly help the Medical School. He commented that Dr. Davis' background is in athletic training. Dr. Davis stated that he came from Virginia Tech and they have a huge HITS program. Maybe we could collaborate with them.

Senator Hemphill asked what the criteria are for universities to establish baseline data for their student athletes. Does the NCAA establish baseline data when they first come here? If so, we are looking at very large longitudinal studies that our faculty could do with lots of data. That would be a good opportunity.

Senator Burgess asked that given the 260 or so outstanding civil lawsuits by retired football players for negligence, what kind of arrangements have been made to deal with the inevitable lawsuit that will come out of this?

Dr. Davis replied that communication with institutional representation on this campus has been pretty strong so far. He has been here for three months and already used them several times on different points. Dr. Davis said it probably should be noted that he handles NCAA compliance for the university. He said that Athletic's relationship with internal counsel is better than he has seen at a couple other institutions.

Senator Burgess commented that his point is it doesn't actually matter to a civil court whether or not an athlete has been irreparably damaged. Anyone can file a lawsuit in that regard and pursue it.

Athletic Director Sanders stated that he doesn't think it has been factored in. Just like we don't factor in knee injuries for women's soccer players or broken jaws for men's basketball players or blown out ankles from high jumpers. When athletes compete and do certain things, there is some risk involved and so we pay a lot of insurance for that.

Senator Schacht asked if this is something we have to be insured for as opposed to being covered by the state. Athletic Director Sanders replied that we insure all our athletes. Dr. Davis added that the NCAA insures some too. That is where some of those lawsuits are pointing, towards the NCAA. Senator Schacht asked what that insurance covers? Does it identify the athlete or the university? Dr. Davis replied that he would have to look at it just to be specific. Athletic Director Sanders added that every student athlete at ETSU is insured up to a certain level until the catastrophic NCAA insurance takes over. Senator Schacht asked does this insurance pay a benefit to the athlete. Or is it just protecting the university. Is it health insurance? Athletic Director Sanders replied yes, that's all it is. A lot of normal student health insurance won't cover athletic participation so we have insurance that goes over the top of that. Once it gets to a certain level, it goes into catastrophic, and the NCAA has a policy to cover that.

Senator Laughlin stated that he has a question about the figures A.D. Sanders showed estimating 12 million dollars in revenue with 550 new students. How was the 12 million dollar figure reached? Athletic Director Sanders replied that we basically know what we pay for every student athlete. We are paying about \$22,000 to each because 60% of our student athletes are out of state. We pay \$33,000 for every student athlete out of state and \$17,000 in state. When you look at the ratio, 60/40, that is where those numbers come into play. Senator Laughlin stated that sounds like a cost, not revenue. Athletic Director Sanders stated that it is revenue to somebody. We're paying \$22,000 to somebody. President Byington said that sixty some of those one hundred twenty athletes have scholarships. The others have to be paid for in some other way either through financial aid or Pell Grants. Athletic Director Sanders added that Athletics has 63 equivalent full scholarships.

Guest Champouillon asked about changes to Basketball tickets. He stated that the reality is it is mostly faculty sitting courtside. Faculty members take their hard earned money and buy a ticket. When Athletics doubled the rows of the big money donors in front of faculty, we were pushed back and now we can't see three quarters of the court. The faculty was promised that it was going to be corrected. What has been done, or will be done, this year so those faculty who support athletics can see the court? Athletic Director Sanders responded that is something we need to look at. He said he wished he had an answer and will try to come up with something.

Senator Epps added that faculty and staff tickets are much less than the going rate for the community members. We are getting good seats for a lot less than if we were coming in from the community. Athletic Director Sanders said that we did reduce the cost of a ticket for faculty and staff members. He said that there was a plan to make about an \$800,000 investment on a new stand section for faculty seats in the mini-dome but delayed that while we looked at Freedom Hall as an alternative.

Athletic Director Sanders continued that we are going to have games where we invite the high school science and math teachers to the games. We will provide them tickets and there will be hospitalities so hopefully our faculty will talk to those high school math and science teachers. The idea is to build those relationships and create a comfort level with ETSU.

President Byington commented that it seems like the bottom line here is enrollment. Have you considered inviting high school seniors to games? Athletic Director Sanders answered that on November 30th we are inviting high school seniors from the surrounding areas to a basketball game. There will be an opportunity for faculty and staff to talk to them to start to build those relationships.

Senator Schacht stated that an idea was recently presented to Dr. Noland that involved approaching local high school systems to create a new graduation requirement which requires every student complete an application to a post-secondary institution. Maybe the reward for doing that could be a ticket to an ETSU athletic event.

Athletic Director Sanders said that is a great idea. He said that Athletics wants to use its activities to really start to connect with potential students. Senator Kellogg asked when you have these special invitations, how are you going to inform the rest of the campus? If you are inviting counselors and science and math teachers, how will we know when this is happening? Athletic Director Sanders replied that they just started a newsletter, "Inside the Dome", this past week that is going to go to all faculty members.

Senator Foley suggested that Athletics also reach out to high school juniors. It may be too late for seniors as many have already made their decision by then. Athletic Director Sanders commented that we have to be a little careful with NCAA regulations as to whom we can target, but we can work through it.

Senator Blowers stated that several years ago there was an attempt to get faculty to come to some sort of unity about their attendance policies, especially for student athletes when they had to be absent for games. Athletic Director Sanders responded that one of the things that we emphasize to our student athletes is it is their responsibility. They have to meet with the teacher and let their teachers know when they are not going to be in class.

Assistant Athletic Director Charvi Greer stated that she encourages student athletes to speak to faculty prior to even leaving for a competition so they know ahead of time when student athletes are leaving, when they'll be back, discuss what assignments they're missing, all that should be handled before competition. She added that it is really important for faculty members to let student athletes know at the beginning of the semester what your attendance policy is. Athletic Director Sanders added that they appreciate cooperation, but they also don't want to make the faculty feel like they want any special favors.

Senator Mackara stated that an issue last year was maybe a lack of coordination between scheduling post season tournaments and finals schedules. Unfortunately they posted the post season tournament during finals week. Some of these athletes are international students who are graduating.

Athletic Director Sanders commented that it is always an issue. All the schools have different finals weeks. We may have our final week one week and Jacksonville may be another week. The conference will look at it, but they pretty much throw their hands up in the air and say no matter when we schedule tournaments, we're going to step on

somebody. It is really frustrating because some of the kids who graduate don't even get to go to graduation because they're competing.

Senator Schacht asked if there has ever been any kind of arrangement where one institution through their library could agree to proctor final exams for students for others who are there for an athletic competition. Athletic Director Sanders said that where he was previously, they would do that. Senator Schacht continued that maybe if our libraries stepped up and offered it, it might inspire someone else to give us a quid pro quo. Athletic Director Sanders replied that it makes a lot of sense. He said the he and Dr. Epps are going to be in Spartanburg tomorrow for the first meeting with the Southern Conference. He said that he appreciates what faculty senate does and appreciates the opportunity to be here.

President Byington announced that there was about 15 minutes left. The next item on the agenda is the Honors Faculty Proposal. Senator Schacht stated that there was a previous visit to faculty senate from the Honors College to present a proposal for creating an Honors faculty status. At this point the Honors College has modified their proposal in a way that it no longer has any implications for the Faculty Handbook. Essentially it is no longer a proposal for a faculty status, it is simply a proposal by which the Honors College would like to recognize faculty who teach in their programs. As a simple form of recognition and not of status, it has no implications for the faculty handbook. Dr. Champouillon asked how the Honors College is planning on recognizing faculty members. Senator Schacht replied that they will have a process by which faculty who have been teaching in the program can submit a request to a faculty committee. Dr. Champouillon asked if the Honors College still desired to award money to outstanding faculty. Senator Schacht replied that there is no discussion about money that he was aware of. President Byington commented that the issue is that this is not a faculty appointment; the Honors College still has no faculty other than those coordinators. Dean Pyles believes that because it touches faculty that are residing in the other colleges, she wants to bring before Academic Council.

Senator Schacht made a motion that the senate sends the proposed Guidelines for Disciplinary Action to Dr. Bach for his appointment of some kind of joint committee. Senator Burgess seconded the motion. The motion carried without dissent. Senator Campbell asked if the proposal will come back to faculty senate. President Byington replied that it would. He then asked if there are any committees that are currently meeting on an ad hoc basis that have reports. Senator Burgess reported that a grievance has been filed within the Medical School. Senator Schacht stated that it is especially relevant to anyone from a college that has a clinic operation. One of the things that this case has highlighted is the fact that the university does not have any clinical bylaws. There are no policies or regulations that govern the authority of a department chair to dictate the clinical practice of a faculty member.

Senator Arnall asked if the traditional doctor/patient relationship is protected by federal and state law. Senator Schacht replied that it is not. There are no clinical practice bylaws. If there is a dispute between a department chair and a faculty member about the scope or nature of that faculty member's clinical practice, there are no rules, no guidelines, and no body that is charged with resolving that dispute or settling that issue. President Byington added that most academic medical centers across the nation operate their own hospital; therefore they have their own bylaws, etc. Since ETSU does not have its own hospital, it is not been something that has been on the forefront. Senator Schacht said for example imagine that a department chair called a clinic practice manager and said cancel all the patients of Dr. So and so. And that was done. Now the practitioner is the one that is on the hook for abandonment of the patients – even though it was the result of an administrative act by the chair. He reiterated that there is nothing in the chair's handbook or in any regulation or practice bylaw in this university that says a chair can't do that.

Senator Baker asked if the new university logo development was an internal or external process. President Byington replied that as he believes what is going on right now is an internal process. Senator Arnall stated that an official logo has to be an internal decision administratively because it represents the face of the university. President Byington said that whenever he talks to somebody who went to a different focus group, he hears completely different ideas and thoughts. The focus group he attended did not like the clock tower but sort of liked the modernized mountain logo. They also did not like the proposed Athletic logo because reducing the athletic logo to two colors makes it look cheap. Senator Laughlin agreed that the clock tower logo design is awful. He said that the mountain logo isn't as bad as that, but he thinks people preferred the old mountain logo. Senator Hemphill commented that it was good and there was this idea of 'if it ain't broke why fix it'.

President Byington asked if there was any other business. Senator Foley moved to adjourn.

ADJOURNMENT: The meeting was adjourned at 4:38p.m.

Please notify Senator Melissa Shafer (shaferm@etsu.edu or 9-5837, Faculty Senate Secretary, 2012-2013, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess (burgess@etsu.edu or x96691).