



ETSU 125

Progressing toward ETSU's 125th Anniversary

ETSU 125 Distinguished Faculty Roundtable Meeting Minutes

Nicks Hall • Room 225 | May 9, 2013 | 11:30 – 1:00 PM

Welcome - *Jeremy Ross*

Opening Comments - *Dr. Brian Noland*

- This roundtable is a unique opportunity to bring ideas to the table and have a conversation about our shared vision for ETSU.
- Urged faculty to think about the question, “25 years from now, when we are celebrating our 125th anniversary, what impact did we as faculty have on the institution?”
- Will present findings at Fall Faculty convocation

What do you see as ETSU's strengths & why did you come here?

- **Commitment to students.** Great campus, safe place, high quality of academics, values. Faculty availability, guiding students, serving as role models. Students assisted from freshman through graduation.
- **Large Health Science Division.** Multiple post graduate programs. ETSU is one of the very few institutions with such a broad range of academic health science programs.
- **Value.** Students can get much more that they pay for. Undergraduates can get involved in research and have access to faculty. Students are not lost in the shuffle.

Name one thing we could do to make ETSU a better university?

- **Diversity.** Need more diversity among faculty and students. Influx of international people in community, need representation on campus to ease language barriers for students.
- **Equity and Merit pay.** Resolve salary issues related to: recruitment and retaining faculty, aging faculty, replacing with cheaper adjuncts. Faculty expectations expand with no rewards. Differentiated faculty loads. No merit pay seems to create mediocrity, and provides no incentive to work harder.
- **Bureaucratic structure.** Structure needs downsizing to fit demands of environment. Need communication across campus, across departments, a change from operating in current silos, need cultural shift. Paradigm change in administration to look outside the box in all situations, try new ideas.
- **Core business is education.** Administration has shifted away from the core business.



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- **Centers of Excellence.** Create groups of people to synergize across colleges, departments, and divisions. Paradigm shift. Entrepreneurial possibilities, MOOCS, spin off businesses. Utilize research foundation in centers and faculty recruitment.
- **Change Regional concept.** Need to establish ETSU in research, service and teaching. Commitment to deal with all students, at all educational levels. Need brand - currently we are, “all things to all people.” We need to find niche. We could be overemphasizing the regional aspect – we need to establish and attract researchers.

- **25 years from now, I would like to see...**
 - Fewer weeds and more flowers
 - More space for faculty offices and additional space for added programming
 - A student with strong literacy and basic skills
 - A Faculty Club to promote interaction and collaboration
 - Everyone on campus feel that their outcomes matter
 - Loose the “anyone can get in” mentality by students
 - Buy-in from everyone, students, faculty, and staff. This will ensure that everyone is part of the future
 - Attract the best performing students by offering more scholarships
 - Adjustments to tenure, allow faculty to do best option of either teaching, research, or service and differentiate the work load
 - Incentives for best students, i.e. Government School students
 - A campus with a shared purpose.
 - ETSU open itself up to find a true niche in higher education.