



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	02/06/2023	<b>Time:</b>	14:45-16:30	<b>Location:</b>	Culp/Zoom	
<b>Next Meeting:</b>	02/20/2023				<b>Scribe:</b>	Ashley Sergiadis
<b>Present:</b>	Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Blevins, Emily; Boa, Jen; 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; Funk, Bobby; Garris, Bill; Gentry, Retha; Gray, Jeffrey; Greene, Amy; Harnois-Church, Patricia; Hawthorne, Sean; Hemphill, Bill; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Kim, Sookhyun; Kruppa, Michael; Lyons, René; Mackara, Fred; Mamudu, Hadii; Nivens, Ryan; O'Neil, Kason Landis, Ryan; Schroder, Laurie; Scott, Dane; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Trogen, Paul; Uddin, Moin; Waters, Susan; Weise, Constanze; Yampolsky, Lev; Youngberg, George; Zahner, Matthew					
<b>Absent:</b>	Burns, Bracken; Frye, Steph; Hauldren, Kacie; McGarry, Theresa; Ramsey, Priscilla; Thigpen, Jim; Thompson, Beth Ann; Walden, Rachel;					

### 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
3.1 Yampolsky announced that PhD student Jyoti Behara (Advisor: Aruna Kilaru) from Biological Sciences received honors at the Gordon Conference.
2. Introductions of Guests
2.1 Karin Keith, Associate Provost for Faculty
3. Announcements
3.1. The Executive Committee will next meet with President Noland on Friday, Feb. 10 <sup>th</sup> . Please submit your questions by Wednesday.
3.2. Missing Faculty Senate meetings – Blackhart There are no excused absences just absences. If you miss two meetings in a single semester, Secretary Sergiadis will reach out as required by the Faculty Senate by-laws. If you plan to miss a meeting, please email Secretary Sergiadis.



## DISCUSSIONS

### 4. Guest Speakers

#### 4.1. Dr. Michael Lehrfeld, Chief Information Security Officer – Cybersecurity attacks and being safe in cyberspace

- Dr. Lehrfeld is in charge of securing the infrastructure at ETSU.
- ETSU has 220,000 accounts, 7,000 computers, and 3,500 phone numbers that are geographically dispersed (Chattanooga, Mountain City, globally online). ETSU has all types of data that needs protection (FERPA, HIPAA, PCI, PII, research data). ETSU currently has 20 TB of ERP data (i.e., Banner, Voyager), 25 TB of user data, and 20 TB of student data.
- Their number one priority is ensuring faculty are able to teach.
- ETSU receives about one million emails a day and 80% are blocked. ITS is proactively going into everyone's emails to remove phishing attacks (but they are not reading your emails). Everyone can also report phishing with the alert button in Outlook.
- The Help Desk/ITS received 38,000 incidents in 2022, representing 12,000+ hours of work.
- ETSU has 500,000,000 firewall blocks and 325 pieces of malware a day. If your computer does not connect to the network, call the help desk because your computer may have been isolated.
- Over Winter Break, there were 33 compromised accounts being actively used, 72 compromised machines, and 40+ hours of work.
- ETSU has 24x7 monitoring. Phishing emails is the biggest threat to the university followed by unapproved or third-party software.
- Thomas Bauer, ETSU's Information Security Engineer, joined Lehrfeld to answer questions.

**Scott:** How many back-ups do we have of data?

**Lehrfeld:** Our data is backed up three times, including a copy within the Amazon cloud and a read-only copy.

**Digavalli:** How frequently is the back-up done by the University?

**Lehrfeld:** The ERP system is backed up continuously. At most, we stand to lose data within the last 24 hours.

**Yampolsky:** How efficient is the external tag on the emails? Since it is so common, we stop paying attention and it may not serve its purpose.

**Lehrfeld:** We are identifying emails that explicitly come from outside of the university.

**Bauer:** People come up with very convincing imposter accounts from high-ranking members at ETSU. The imposter accounts will copy signatures and have an email address that looks like ETSU. The only difference between the imposters and those within ETSU is that the imposters will be processed by servers outside of ETSU and have that external flag.

**Desjardins:** We did an 1100 attack on our students. We did it once from an ETSU email (without the external tag) and it was almost 100% successful. We did it from a spoof with an external tag and it dropped to 1% successful. The external tag is effective.

**Yampolsky:** What other universities use the external tag? We never see it in emails with our collaborators.

**Lehrfeld:** We used it at Eastman and Liberty University.

**Yampolsky:** It is very inconvenient that we cannot be administrators on our own computers. My suggestion would be that the Make Me Admin application does not kick people out automatically after ten minutes. Instead, we should be allowed to click to stay an admin.

**Trogan:** Is Malwarebytes approved for installation?

**Lehrfeld:** We already use two different anti-virus pieces of software that are continually monitored. If there is a problem with malware, please call the Help Desk.

**Scott:** Several of us lost desktop icons. Can you explain what happened?

**Lehrfeld:** One of our anti-virus software is Microsoft (Windows Defender). They pushed out an update that treated shortcuts on your desktop as malware.

**Lyons:** Calls for Papers becoming strange, received almost every day, with all sorts of links to click.

**Lehrfeld:** Sometimes it is a phishing attack and sometimes they are just bothersome. We do not block them if they are just bothersome. We also see emails from international students indicating they need



## DISCUSSIONS

support (e.g., grants). In these cases, we reach out to those in charge of international students (department or university) to confirm they are students of the university or program. ITS will never ask you for your password, banking information, etc.

**Fiuza:** I received a call from Enterprise as well as a police detective who stated that someone gave them my name to rent a car. Enterprise mentioned that this happens a lot with ETSU accounts. Should I have informed you about that? What kind of information do you want us to give?

**Lehrfeld:** If you don't know who to call, you can call the Help Desk. I would also let finance know. If anything feels weird, please call the Help Desk or me directly. If something is weird with your account, we will reset your password. I haven't heard about that specific problem.

**Elangovan:** I work on my department website. Does posting our email addresses on the web pages add to the risk of getting more scam emails? What would be the best practices for sharing our email addresses?

**Lehrfeld:** There are web crawlers. You could create a generic email account for a department, then multiple people can receive those emails. I see department email addresses as well as personal email addresses.

### 4.2 Marlina Rogers, Compliance Counsel, Office of University Compliance, ETSU Title IX / Policy training *Presentation slides will be available as an attachment to the final minutes.*

- Garrison Burton, Title IX Coordinator joined Rogers during the presentation. They work in the Office of University Compliance alongside Michelle Edwards, who works remotely as the Officer and Investigator. They handle all complaints that fall under civil rights statutes (federal and state). Examples: Title IX, Title VII, Title VI, VAWA Clery, age discrimination, etc.
- At ETSU, there are two separate policies that deal with discrimination and harassment on campus. (1) Title IX rule is codified by the state. (2) Policy on Sexual Misconduct, Discrimination, and Harassment is our policy that addresses anything that falls outside of Title IX.
- ETSU policies and rules apply to faculty, students, co-workers. They protect faculty, students, co-workers, and third parties that come onto campus. They cover discrimination, harassment, sexual misconduct, and Clery crimes. It is highly recommended that faculty read the policies as faculty are required to adhere to and know these ETSU policies and rules.
- Faculty are mandatory reporters. Anytime they hear a complaint about harassment, they are required to report to the Office of University Compliance. They are required to state all the details including names. However, the office does not share that information with anyone who does not need to know. If the person reporting to you does not want to share that information any further, the office will not. If the person does want the office to respond, the office will share that information. If faculty do need to report information, they should not share that information outside of the office. This ensures the protection of safety and privacy.
- Faculty need to let people confiding in them know that they are not a confidential confidant and that they have to report information to the Office of University Compliance but that the office will keep it private. Faculty can encourage people to come directly to the office so they do not have to retell their story. The office will also help people weigh all their options and explain to them all the different campus and community resources available. They can also call Public Safety and make a report.
- Faculty cannot tell respondents anything. By federal law, faculty cannot punish respondents in anyway until they have gone through the investigative processes. The office wants to avoid accusations of retaliation under Title IX.
- The office offers support measures for students. They can change class schedules and assignments, assist with no contact orders, adjust rooms in housing, and provide referrals to financial aid, counseling, SANE nurse, etc.
- ETSU has two different investigative processes. Title IX has a more formal and rigorous process (like a mini-trial). Under ETSU policy, they do the full investigation and make recommendations to the disciplinary authority. Faculty are required to participate in any investigation on campus. Students do not have the same participation requirement. Complainants "drive the bus" and decide where the complaint goes. Respondents are given due process and all participants are protected from retaliation.
- Retaliation is 55.8% of EOC charges. When faculty know of a complaint, they must treat everything as normal (e.g., no excluding people from meetings).
- There is a lot of conduct faculty should look out for. Faculty can report during the first sign of harassment (e.g., sexual jokes or remarks). The office wants to stop issues before they escalate. Faculty can look for



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students that are withdrawing, have frequent absences, starting to change moods/personality, etc. Faculty will also want to look for any discriminatory behavior (differential treatment based on protected class – age, race, sex, etc.), hostile environments, disability and accommodation requests, and Title VI (Meaningful Access to Services).

- In terms of Title VI, ETSU is required to provide meaningful access to services for those with limited English proficiency. If someone cannot speak English during an event (e.g., open forum), give the office a call so the person can be assisted with language translation. The office is required to keep a log of these incidents.
• The Clery Act requires ETSU to report their crime statistics yearly. Faculty reporting any crime under the Clery Act must report them to Public Safety. Unlike sexual harassment or assault, faculty do not have to include identifying information but do have to report it. If the case involves something like domestic violence, faculty can contact the office and they will then report it to Public Safety. The office is always available to answer questions on what you are supposed to do.
• Contact information is available in the slides. The Anonymous Report on the website is for those reporting something personally. It is not for mandatory reporters.

Kim: What are the incidents per year at ETSU? Could you share some incidents that faculty violate often?

Burton: We do not have a ton of incidents per year involving faculty for an institution as big as ours. Those that are very serious and rise to the level of newsworthy incidents are pretty rare (1-2 a year).

Rogers: Faculty have the most trouble with mandatory reporting (dealing with people who come to you with issues and navigating that conversation). We have scripts in our office as well as training.

Desjardins: If we report to the appropriate offices (e.g., Michelle Byrd’s Office, Chief of Police), do we also need to call you or do those offices handle it?

Rogers: I would suggest giving us a call. Usually, Dr. Byrd and I talk pretty regularly and we track the police logs as well.

Yampolsky: The National Science Foundation requires every proposal has a statement of compliance with Title IX. It would be great if your office came up with standard statement that we can use.

Rogers: Yes, we can work with you on that. We do have a general policy statement.

Stevens: The annual compliance training we complete online is the same every year. Is there any way that the training could be condensed or reformatted?

Burton: We have certain training required by law. Institutions tend to rely on third-party companies in order to ensure everything is being covered. We worked with a company previously that was bought by Vector. Vector has become a bit of a monopoly and is the trainer for the vast majority of universities. We are looking to transition to another vendor but we are under contract until next summer.

Hendrix: Could it be possible to have the longer training every three years with shorter trainings in between?

Rogers: That would be ideal. With the vendors, there are things we cannot change. We are working on it.

5. Approval of Minutes

Blackhart questioned whether there was an objection to approving the minutes from the 01/23/2023 meeting. Sergiadis noted that Senator Scott submitted one substantial change regarding the start date of construction for Brown Hall.

No Objection: Minutes Approved

6. Action Items

None.

7. Information Items

7.1 Notes from Executive Committee meetings with President Noland & Provost McCorkle – Blackhart
Notes will be attached to the final minutes.

7.2 Board of Trustees Report – Trustee Foley



**DISCUSSIONS**

Board of Trustees Meeting is February 17. First committee meeting is Academics, Research and Student Success starting at 8:00. The next meeting is Finance and Administration starting approximately 9:45 (could be earlier). The last committee meeting is Audit and begins approximately 11:30. There will be a break for lunch and then the full Board Meeting is scheduled from 1:30 - 3:30. Board materials are not posted yet, but should be this week on the Board of Trustees website.

7.3 Reports from University Committees

Desjardins – Undergraduate Curriculum Committee  
The deadline for changes to the 2023-2024 catalog is March 15<sup>th</sup>.

7.4 Faculty Senate elections – Blackhart

Secretary Sergiadis is determining how many faculty are in each college to determine how many Senators each college receives next year. Each college will be told this information and can then start the process for elections. Those in charge of college elections need to think about election processes. Elections for officers will happen this spring. Blackhart will be the president for another year. Elections will be open for Vice President, Secretary and CEO/Treasurer. Then, Faculty Senate will elect at-large members for the Executive Committee in August.

Currently, five individuals have been nominated for the Faculty Trustee position. The next Faculty Senate meeting will vote to narrow this list down to three nominees.

7.5 Dr. Nick Hagemeyer to present on Feb. 20 – what topics would we like him to discuss?

Email President Blackhart topics this week. Senators provided the following topics in the meeting:

**O’Neil:** An infrastructure for collaboration across campus (similar projects)

**Digavalli:** A non-conventional (not NIH, not NSF) list of funding resources available to faculty for this region especially.

**Kim:** Time release/class wave, summer salary/ compensation, travel support, non-instructional leave support.

**Yampolsky:** We had a list of faculty concerns from a survey to Faculty Senators that could be used.

**Hemphill:** Who has the money to pursue IP protection. What is the difference in the support for Open Educational Resources versus patentable IP at ETSU?

**Garris:** More information on any ETSU-based research conference during spring.

7.6 Other Items of Discussion from the Floor

None.

8. Old Business

None.

9. New Business

None.

10. Comments from Guests

None.

11. Final Comments/Announcements from Senators

11.1 **Hendrix:** Tonight is the Governor’s State of Senate Address at 7 PM EST online. **Byington:** The deadline for filing bills was January 31. Those available on the legislature website should be searchable and final.

11.2 **Sergiadis:** The weekly announcement includes an announcement that I will be taking over Watermark Faculty Success from Ginette Blackhart. You can contact both of us ([watermark@etsu.edu](mailto:watermark@etsu.edu)) and check out the [website for training materials](#). A similar announcement will be added to the Faculty Senate in Five Sentences.



**DISCUSSIONS**

11.3 **Stevens:** On Saturday, the U.S. Army Brass Quintet will be playing a free concert at 7:30 PM EST at the Martin Center.

12. Adjourn

**Motion to Adjourn: Hendrix**

**Second: Garris**

**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.*

# Harassment & Discrimination

**Marlina Rogers**  
**Compliance Counsel**  
**Garrison Burton**  
**Title IX Coordinator**



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EAST TENNESSEE STATE  
UNIVERSITY

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# Office of University Compliance

Responds to, investigates, and provides guidance with regard to Civil Rights and discrimination complaints including: Title IX, Title VII, Title VI, VAWA, Clery, ADA, ADEA, etc.

- Garrison Burton, Title IX Coordinator
- Michelle Edwards, Officer & Investigator
- Vacant Investigator





# ETSU POLICIES & RULES

- Policy on Sexual Misconduct, Discrimination, and Harassment
- Title IX Rule



# ETSU POLICIES & RULES

- Apply to:  
**YOU; Your Students, Your Co-Workers**
- Cover:  
**Discrimination, Harassment, Sexual Misconduct, Clergy Crimes**
- Protect:  
**YOU; Your Students, Your Co-Workers, & Third Parties**

*You are required to adhere to and know these ETSU policies and rules.*



# WHAT IS MY ROLE?

Notify Office of Compliance/Public Safety **PROMPTLY**

**You are a MANDATORY REPORTER – you are required to report to Compliance all information related to any complaint of sex discrimination or harassment**

***Do not share information with those who do not need to know.***

- This can cause an interference with investigative process, or appearance of retaliation.
- Safety of those involved.
- Complainants are entitled to privacy, to the extent possible.
- ETSU Compliance will determine what policy applies.
- ETSU Compliance will determine who needs to know.
- ETSU Compliance will assist you with *any* questions & provide guidance.



# WHAT SHOULD I TELL COMPLAINANTS?

- You are **not** a confidential confidant.
  - If they prefer to keep information confidential: Clergy, Counseling Center, Lawyer.
  - Confidential versus Private
- You will share with Office of University Compliance and/or Public Safety.
- Option to speak directly with Compliance
  - **We allow Complainants to weigh all of their options. We explain processes and procedure. We will offer Support Measures. We can keep information private, to the extent possible.**



# WHAT CAN I TELL RESPONDENTS?

*Nothing.*

**What if one of my students/Graduate Assistants/co-workers/subordinates is alleged to have committed Sexual Misconduct?**

*You cannot punish respondents in any way. Compliance must first investigate pursuant to law and policy. Compliance will tell you when and if the respondent can be punished for such misconduct and will work with the Department.*



# Support Measures

- Class Schedules
- Class Assignments
- No Contact Orders
- Housing
- Financial Aid
- Counseling Referral
- SANE Nurse Referral
- Etc.



# Investigative Processes

- Title IX Rule
  - investigation and hearing
  - Third party adjudicator/decision maker
- D&H Policy
  - Investigation
  - Recommendations
  - Disciplinary Authority



# Investigative Processes

- Employees are **required** to participate and furnish any requested information to the Office of University Compliance/General Counsel.
- Students – no participation requirement
  - Complainants “drive the bus”
  - Respondents are given due process
  - All participants protected from retaliation





# Retaliation

- Prohibited by ETSU Policy and Federal Law
- Can look like:
  - Firing, or other disciplinary action
  - Revealing information unnecessarily
  - Differential treatment
  - Increased scrutiny

Accounts for 55.8% of all EEOC charges!



# What conduct should I look out for?

- Examples of Sexual Harassment
  - Use of sexual jokes, stories, remarks or images;
  - Implied or overt sexual threats;
  - Suggestive or obscene gestures;
  - Patting, pinching, and other inappropriate touching;
  - Unnecessary touching or brushing against the body;
  - Attempted or actual kissing or fondling;
  - Sexual violence; including rape, sexual assault, sexual battery, and sexual coercion;
  - Suggestive or inappropriate acts, such as comments, innuendoes, or physical contact based on one's actual or perceived sexual orientation, gender identity/expression.



# What conduct should I look out for?

- Withdrawal from studies
- Frequent Absences
- Change in moods/personality
- Delayed reporting – common



## What conduct should I look out for?

- Discriminatory Behavior; differential treatment on the basis of a protected class – Titles VI & VII, Title IX (sex)
- Harassment/Hostile Environment
- Accommodation Requests – ADA
- Meaningful Access to Services – Title VI



## What conduct should I look out for?

- **Clery Crimes:** Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Liquor Law Violations, Drug Abuse Violations, Weapons Violations, Hate Crimes, Theft, Simple Assault, Intimidation, Property Crimes, Dating Violence, Domestic Violence, Stalking
- **Must Report to Public Safety!**



# Reporting

Garrison Burton

- Equity Compliance Officer  
& Title IX Coordinator
- 423-439-8544
- [compliance@etsu.edu](mailto:compliance@etsu.edu)
- Online Form



# CONTACT INFORMATION

## Counseling Center

- 423-439-3333
- BucsPress2: 24/7
- 423-439-4847
- [counselingcenter@etsu.edu](mailto:counselingcenter@etsu.edu)

## Public Safety

- 423-439-4480
- 911
- [bucprevention@etsu.edu](mailto:bucprevention@etsu.edu)

## ANONYMOUS REPORT

- [Etsu.edu/universitycounsel/compliance](https://etsu.edu/universitycounsel/compliance)
- For Complainants
- Not for you, unless you are the Complainant

## Disability Services Mary Little

- [littleme@etsu.edu](mailto:littleme@etsu.edu)
- 423-439-8346



# I am not sure what to do...

- Marlina Rogers
  - rogersma3@etsu.edu
  - Office: 423-439-8549

**CELL: 478-508-7982**

Any time, day/night/weekends





## Faculty Senate Executive Committee Meeting with Provost McCorkle

11/29/2022

1. Last year, Amy Johnson started an Intellectual Property Policy Taskforce. The charge of the group was:
  - determine if course materials should be included in the university's overall IP policy or be a stand-alone policy;
  - discuss and propose language related to course materials;
  - bring the findings of the group to Faculty Senate and other governing bodies before moving forward with a formal public comment.

We know that that work was never completed, but where does this currently stand? Will this task force reconvene and continue their work?

Answer: Amy Johnson met with the leadership team regarding the committee's work. It was decided that Kay Lennon McGrew would create a policy based on American Association of University Professors (AAUP) language. The draft of the policy will be shared with Faculty Senate Executive Committee by the end of the week. Once it is reviewed by Faculty Senate, then it will go through the rest of the policy procedure (e.g. public comment).

2. As the Chair of the Clemmer T&P Committee, I have been made aware of possible changes to the T&P process at the University level. It is my understanding that a committee was formed a few years ago to address some T&P process concerns, but no changes emerged from this particular T&P University committee. I am seeking clarification about the potential changes to the University T&P process and when those changes will become policy.

I would also like to propose the creation of a standardized template guideline for submitting materials. Each year it seems as though faculty do not know how much or how little to include in their "supporting documents" for T&P. I have read through 400+ pages of one supporting document PDF from one candidate and 100 pages of another candidate, both who fulfilled the requirements for the same department. I feel strongly, after serving as the Chair of this committee for multiple years, that a more streamline template from the University level would help both faculty who are submitting, as well as, committee members who are reviewing.

Does a template for T&P submission exist at the University level to help guide faculty? Is this something the University would consider?

Answered: This would be something that the new committee reviewing tenure and promotion could consider. The plan is to put the committee together during mid to late spring with the committee hopefully completing their work during the following academic year.

For context, there was a previous committee that provided recommendations to the tenure and promotion procedure/policy prior to Provost McCorkle's arrival. The work was paused during the search for the new provost, then Provost McCorkle decided it was best to wait due to other projects (SACSCOC, dean searches, etc.).

Senators discussed the concern for other policies relating to tenure and promotion. Some policies don't exist anymore since we left TBR. For example, we currently do not have a workload policy. Provost McCorkle agreed that we needed to update the academic policies and establish a workload one. She

stated that last year their focus was on HR policies and this year will be academic policies. Provost McCorkle suggested that Faculty Senate put together a policy work group to discuss the process to review these policies.

3. The 'word on the street' is that some in the administrative top echelon are considering that tenure and promotion be tied together (as it is done in other institutions) such that candidates not meeting the published requirements for promotion to a particular rank risk be found wanting regarding tenure. Historically, at ETSU those T&P issues have been separately evaluated and awarded.

Tenure ultimately relates to answering the academic post-probationary period question: "Is this candidate a keeper (and worthy of being underpaid for the rest of their lives)?" Promotion relates to meeting a variable scale of published criteria depending upon the rank sought.

One consequence is that if the two are to be conflated (i.e., faculty desiring to be tenured must also apply for promotion), ETSU will need to completely revamp the expectations and criteria for the more vulnerable junior faculty (i.e., those who advance to tenure track via the "Instructor" rank and/or those [often] older faculty in the professional preparation disciplines who tend to come to the academy from industry and are not familiar with the 'three pillars' game). In other words, the T&P process at ETSU will indeed be 'broken' and require some serious fixin'.

If, however, there are to be separate tenure & promotion policies and procedures, another consequence to consider will be that candidates for tenure who might consider themselves to be 'on the bubble' for promotion and don't have the unanimous support of their academic peers and department/college leadership will simply refuse to apply for promotion so as not to risk the taint of any non-recommendations regarding promotion that would carry over towards their tenure candidacy. This would, however, have a lesser financial impact so that administratively (and cynically) such a self-imposed choice might be seen as a temporary cost savings win by the administrative units (college and institution).

Answer: This could be a question for the new committee on tenure and promotion that will be formed mid to late spring. We will want to look at peers and decide what makes sense for us. University of Memphis was cited as having a good, clear policy.

4. How is ETSU as an institution (and we as individual faculty members) going to try and balance the desired goal to become a top tier research 2 university, while at the same time emphasizing the experiential learning components of our Quality Enhancement Plan (QEP). How can we be sure that we aren't pulling in two different directions? What types of resources and redundancies can we expect to be put in place? How can we manage points of failure? (For example, someone gets a research grant, but they are also the only person who teaches a class that produces work for a nonprofit in the local community - part of QEP?)

Answer: These are not mutually exclusive. It will require balance among the departments. Leadership is considering how to best support faculty: course releases for faculty who have research grants, grants for faculty who want to do new course development, valuing community engaged teaching in tenure and promotion, etc.

5. I am submitting this question on behalf of the CAS Faculty Council. It has several parts. First, a policy about chairs retaining some salary enhancement if they step down is

at [https://www.etsu.edu/policies/documents/academic\\_chair\\_appt\\_and\\_stipend\\_20\\_0116.pdf](https://www.etsu.edu/policies/documents/academic_chair_appt_and_stipend_20_0116.pdf). The date on it is 2002. Is the statement still valid? Secondly, is there a similar policy for other administrative positions, such as associate deans? Could you speak to the rationale for the policy?"

Answer: Dean Bidwell and chairs are working on updating this policy. There is currently not a policy for other administrative positions. Provost McCorkle will talk to the deans about how associate deans are paid (e.g., base salary plus an additional stipend OR salary only) as well as why there is not a similar policy for associate deans and other administrative positions.

# Faculty Senate Executive Committee with Dr. Noland

12/09/2022

## Questions from Senators

1. I am concerned about the appearance of inclusion and equity on our campus. Why did we select to name the Pride Center after a straight woman? It would seem out of place if we were to name a multicultural center after a white ally versus a person of color. How is this different?

At the same time, it appears that our diversity programming including the "Moonshot" program are primarily focused on ethnic and racial minorities. How can we better include a broader spectrum of diverse populations including people with disabilities, sexual and gender minorities in our diversity efforts?

According to the Campus Pride website, ETSU consistently ranks with a failing grade for queer faculty, staff and student supports in place on our campus. How can we fix this?

2. In the interest of being a supportive ally, I submit the following questions on behalf of friends and colleagues in the LGBTQ2+ community at ETSU that have approached me:

Why is the Pride Center named after a heterosexual cisgender woman? It stands to reason that a multicultural center would likely not be named after a white ally, so why isn't a member of the LGBTQ2+ community the namesake?

While an effort is being made to invest in much-needed diversity programs that are centered on race, such as the recently-instituted Moonshot program, there doesn't seem to be a broader investment in programs that include members of LGBTQ2+ and disability communities. Is this something that is going to be addressed in the near future?

## Answer to Questions 1 & 2

- Dr. Noland provided some history regarding the Pride Center and its naming. Patricia Robertson (former ETSU faculty and chair) created the Safe Zone program at ETSU in the late 1990s, was central in other reform work at ETSU (e.g. incorporating sexual orientation/gender into the EEO statement), and was a LGBTQ2+ champion within the Johnson City community. The idea for the Pride Center came from graduate students in Bethany Novotny's class. The recommendation to name the Pride Center after Patricia Robertson came from the team that worked to initially create the Pride Center (Bethany Novotny, Janna Scarborough, Michelle Byrd, and Keith Johnson). They sent the recommendation to ETSU's naming committee, which then sent the recommendation to President Noland.
- Currently, the Pride Center and Multicultural Center report through Student Life and Enrollment. They will begin to report to Dr. Keith Johnson and the Office of Equity and Inclusion.
- Dr. Noland gave an update on the [Moon Shot](#), which will help remove equity gaps particularly as student move from high school into college. In the spring, there will be some broad scale training. There are also plans for African American student success initiatives and expansion of the Bridge Program. Although the focus is on African American, low income, and first-generation students, the program should have a positive influence on all students (such as the expansion of CARE). The focus on certain students is due to what data we can easily track.

- Senators provided Dr. Noland the following feedback.
  - While Patricia Robertson has done a great deal for the community, she is straight and cisgender. In comparison, we would not name the Multicultural Center after a white man even if he had accomplished a lot for the multicultural community.
  - These decisions should be circulated through the communities that they will affect. The members of the Faculty/Staff LGBTQ2+ Association had no idea who suggested the name for the Pride Center. There needs to be more transparency of who is representing LGBTQ2+ voices on committees.
  - Dr. Keith Johnson often becomes the representative voice for all diverse communities, including the LGBTQ2+ community. However, he is not part of that community. LGBTQ2+ community needs to have their own voice.

## Other

CFO Search: More than 30 applicants met the credentials. The committee will be interviewing ~10 applicants via Zoom and recommend 3-4 finalists for on-campus interviews. The top ten candidates are all external to the institution and the bulk are from outside of the region. The plan is to have the campus interviews December/early January with the new CFO to start early spring semester. Dr. BJ King last will stay on until late February/early March to help with the preparation for the February Board of Trustees meeting (tuition/fees discussion) and budget hearings on campus. Senators suggested that faculty will be scarce after graduation so January would be ideal.

Commencement: Speakers will be Ceronne Foster and Larry Thornton. Commencement will be a spotlight on the 40<sup>th</sup> anniversary of Blue Grass. An honorary degree will be presented to Dr. Bach, who will not attend due to illness. Short printed agendas will be available at the ceremony. Students are mailed two printed full-length programs along with their diploma.

THEC Leadership Change: Emily House, THEC Executive Director, will be leaving. Robert Smith will be the interim THEC Executive Director. There will be a national search with a search committee, which Dr. Noland will serve as the representative for the Locally Governed Institutions.

ETSU Budget Hearings: The budget call for the deans will be sent at the beginning of the calendar year. Enrollment is expected to be flat. The call is later than normal in order to have more information regarding the governor's budget recommendations. We are still expected to receive funding for all of Brown Hall.

Huron Updates: Some Huron recommendations will be incorporated in the budget call in January. More will be implemented mid-semester after Dr. Hoff's office can staff his office (currently has 2-3 positions vacant) and provide the necessary data. Outside assistance to implement the changes may be considered.

## Notes from meeting with Provost McCorkle, 1/31/2023

### Information items / updates:

- New ombudspersons selected, Dr. Allan Forsman and Dr. Amber Kinser. Dr. Forsman began in this role this semester and, as Dr. Kinser is on non-instructional assignment this semester, she will begin in this role in the summer. Both have one-year appointments to be evaluated at the end of those appointments. Dr. Kinser has been engaging in training and professional development, including gaining a graduate certificate, to prepare herself for the role and will share this information with Dr. Forsman.
- Dr. Keith Johnson has proposed a faculty award for diversity and inclusion. He envisions this award as being similar to the university faculty awards for research, teaching, and service. Provost McCorkle asked for feedback on this idea.
- Graduation in spring will still be two ceremonies due to costs and logistics.

### Faculty Questions:

1. I would like to know why final grades are not allowed to be entered until, for example, December 8, 2022 (Thursday of finals week)? Some courses have finals on Monday and feel it may be nice to enter final grades earlier should people decide to.

Provost McCorkle said that this date had been set several years ago by a previous Provost. She indicated that it would not be problematic to allow faculty to begin entering grades earlier during finals week and will work with the University Registrar, Dr. Tom Donohoe, on this issue. Additionally, Provost McCorkle indicated that she is working with Dr. Donohoe to have grades due later in the day on the Monday following finals week (as the deadline is currently set for noon).

2. I have a question about faculty commitment in working dates/time at ETSU. I hope the information could help faculty members and their administrators to budget their professional time at ETSU. What are the dates/months that a 12-month faculty/ a 9-month member should commit to work at ETSU? Based on a pay stub, in general:
  - A 12-m faculty member's pay stub indicates her/his time commitment is 1,950 hours per year, equivalent to 260 days ( $=1950/7.5$ ). Based on the number of 260, her/his working dates include all Mondays-Fridays from Jan 1 to December 31, minus 13 university holidays. A 12-m faculty member has a benefit of 24-day annual leave and 12-day sick leave.
  - A 9-m faculty member's pay stub indicates her/his time commitment is 1,620 hours per year, equivalent to 216 days ( $=1620/7.5$ ). If 216 days are the correct number, how they should be spread out through a year? Or if a 9-m faculty member only needs to commit to 9 months, what are the dates and times for these 9 months?

Faculty are in category of exempt, which means they are exempt from fair labor standards and do not have to document hourly pay and work within the confines of those hours. Faculty are instead professional employees that are paid salary. As a result, the expectation is that you get the work done, not that you work certain hours. AS a result, the expectations most Chairs and Deans have is that you show up and fulfill your commitments. Furthermore, it was clarified that 9 month faculty are on contract August 15 - May 15 and are expected to work over winter break in December and January, except when University is closed, and faculty are also expected to work during fall and spring breaks.

3. I am concerned about the appearance of inclusion and equity on our campus. Why did we select to name the Pride Center after a woman who identifies as cisgender and heterosexual? It would seem out of place if we were to name a multicultural center after a white ally versus a person of color. How is this different? At the same time, it appears that our diversity programming including the "Moonshot" program are primarily focused on ethnic and racial minorities. How can we better include a broader spectrum of diverse populations including people with disabilities, sexual and gender minorities in our diversity efforts? According to the Campus Pride website, ETSU consistently ranks with a failing grade for queer faculty, staff and student supports in place on our campus. How can we fix this?

This question had previously been asked of President Noland as well. Provost McCorkle indicated that Dr. Keith Johnson has set up an advisory group to look at the naming of the center. Provost McCorkle agreed that there needs to be more transparency when it comes to DEI activities on campus. The perception by some students, faculty, and staff is that Campus Pride Center is difficult to find and is not widely known about and that the queer community should be better included in DEI efforts on campus.