



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	9/12/2016	<b>Time:</b>	14:45 – 16:45	<b>Location:</b>	Culp Center, Room 311
<b>Next Meeting:</b>	9/26/2016	<b>Scribe:</b>			Eric Sellers
<b>Present:</b>	Leila Al-Imad, Fred Alsop, Patrick Brown, Doug Burgess, Randy Byington, Heidi Campbell, David Champouillon, David Cluck, Erin Doran, Dorothy Drinkard-Hawkshawe, Joyce Duncan, Saravanan Elangovan, Jon Ellis, Susan Epps, Lon Felker, Tavia Flanagan, Bill Flora, Virginia Foley, Katherine Hall, Bill Hemphill, Stephen Hendrix, James Livingston, Anthony Masino, Tim McDowell, Theresa McGarry, Shunbin Ning, Bea Owens, Peter Panus, Timir Paul, Jonathan Peterson, Eric Sellers, Melissa Shafer, Darshan Shah, Bill Stone, Paul Trogen, Craig Turner, Ahmad Wattad				
<b>Absent:</b>	Guangya Li, Mary Ann Littleton, Fred Mackara, Christy Smith, Liang Wang				
<b>Excused:</b>	Wendy Doucette, Lee Glenn, Karin Keith, Thomas Kwasigroch, Tod Jablonski, Mildred Maisonet, Lorianne Mitchell, Candice Short				

Agenda Items	Responsible
Meeting called to order [time]	Dr. Epps
1. Presentations	
1.1 Dr. Stacey Williams – Campus Climate Survey Results	
1.2 Dr. Stacey Onks – Retention Grant	
2. Celebrations	Dr. Epps
3. Announcements	
4. Approval of Minutes	Dr. Epps
5. New Business	
5.1 Consensual Relationship Policy	Dr. Masino/Dr. Epps
5.2 All Southern Conference Faculty Member Award Selection Committee	
5.3 Priorities/Goals	
5.3.1 Senate: from retreat break out session lists	
5.3.2 Senate President: from conversation with Dr. Noland	
6. Action Item	
7. Reports from committees/working groups	
7.1 Executive Committee	
7.2 Academic Council	
7.3 Strategic Planning	
7.4 Interim University Council	
7.5 Budget	
7.6 Academic Portfolio Review	
7.7 Staff senate/SGA/Faculty Senate Presidents' Meeting	
7.8 Other – SAI Working Group	



8. Comments from Guests	
9. Adjourn	

**DISCUSSIONS**

Meeting called to order [14:46]

**1. Presentations**

**1.1 Dr. Stacey Williams – Campus Climate Survey Results**

Williams: I will be talking about the LGBT climate on ETSU campus. There have been questions in the community as to whether or not it is safe for people in the LGBT community to come out. What is the climate like? Minority stress is the main explanation for the identity specific stress. The unfair discrimination and anticipatory anxiety towards being discriminated against. Do people feel safe on campus and if they belong? In November (2015) a campus wide online survey called Perceptions Regarding Identity and Diversity in the Environment was conducted. ETSU specific outcomes were asked: intent to finish degree; intent to stay in your job at ETSU; how active are you in the ETSU community. Three main questions were asked: 1) What is the climate for LGBT individuals; 2) Do LGBT individuals experience minority stress and poorer health; and, 3) is climate related to the outcomes. Climate can be thought of as a temperature gauge – a cool climate would indicate an unwelcoming environment and a warm climate would indicate a welcoming environment. As compared to the majority (heterosexual and cisgender) the LGBT group felt a much “cooler” climate on campus.

Schacht: How many people were surveyed?

Williams: 454, approximately 25% identified as LGBT.

Williams: When the numbers were compared, the difference between the LGBT climate and the heterosexual climate was astonishing. Many LGBT people reported feeling less safe on campus, and that they belong less on campus. They felt unfair treatment and that they were treated differently.

McGarry: What does it mean for a hetero person to be treated differently?

Williams: Treated not as they should be and not being treated the same as a hetero would be treated.

Williams: We also see the same pattern in regard to stress. We see more disparity for the people that are in the minor sexuality. Safety, negative treatment, and belonging are directly correlated to retention, engagement, and distress. So in summary, the campus is chilly for LGBT individuals, and it is chillier than I think it should be. Also, climate can be linked to ETSU outcomes, and although this is a study of only 454, this highlights the need for more of this type of work. Finally, the survey included an open ended question at the end of the survey “what would make the ETSU climate better?” The findings were very disturbing. It was completely unacceptable, incredibly homophobic, and racist.

Wattad: Student or faculty or both?

Williams: Mostly students. We need to start making warmer climates by having representation, we need explicit commitment from our administrators and faculty, sensitivity training, and support for gender programs like Safe Zone because that program is currently not funded. All of these things are our responsibility, especially in the context of student retention. I want to end by reminding you all of our ETSU values. People come first and are treated with dignity and respect. People are encouraged to achieve their full potential and diversity of people is respected.

Trogen: Do we have any hard figures on differences in graduation rate by group?

Williams: We do not because we would have to know how every person categorized themselves.

Schacht: Do we have basic demographic data on LGBT population on campus to compare to other areas?

Were the ratings a surprise to people of the LGBT community or did they choose ETSU expecting it to be a “chilly” place, or did they get here and find themselves disappointed?

Williams: I wish I had that information and I think that highlights how much more information we need about the LGBT population on campus. I only have demographic information on this sample. Our racial ethnic breakdown is similar to what is posted on the ETSU website.

Alsop: Recognizing that your study may be the first time this group of college students has been asked their opinion, how do you correlate that with how they would have completed the survey if they were asked these questions in high school? How does the high school experience compare to the college experience?

Williams: I don’t have a direct answer to that, but I assume the results would be similar. High schools still have a long way to come because they have very chilly climates.

Felker: I had a transgender student in my class and when I called the name they corrected me because they wanted to be called by a different name. This is a source of embarrassment that could be avoided if the registrar did a better job of screening names before the list gets to my class.



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Williams: A few of us around campus have run into this issue and we now ask if there are any individuals whose name differs from what is on the roll to not call attention to them.

Stone: Might it be possible that the problem is larger than ETSU?

Williams: I am looking at the climate in the community and it appears to be even chillier than campus. It is not like we are horrible here, but we do have some incredibly disturbing data.

Foley: One of the reasons Dr. Williams came here today was because when she presented this summer at the Interim University Council she shared some of the actual comments with us and they were extremely disturbing and we felt the Faculty Senate should also have this information.

Masino: Was it ignorance?

Foley: It was horrible and aggressive not ignorance. To write what they wrote was unnerving. We think the data she is presenting is very important.

Williams: We need to call attention and have top-down messages that it is okay to be at ETSU and also part of the LGBT community.

Ellis: I think top down is the way to go. These issues are not something that is new. I have been here since 1989, but here we are in 2016 still trying to get diversity accepted. I don't think these issues are important to the administration. My bet is that it's not important to the administration. We need to create a better environment for our stressed out students. I know retention is important to the administration, but in five years there will be some other push and something else that is important. So do you have an idea of whether or not this topic is important to the administration?

Williams: I felt hope in that I was able to speak to the university council over the summer and I understand that a strategic plan is in the works.

Ellis: I do not have much hope. We just had the Faculty Senate dinner at Shelbridge and they asked if people were vegetarians and when I went to the dinner there was not any vegetarian food. As it turned out, they did have vegetarian food, but it was only available if someone asked for it.

Williams: From that story, I want to make an important point that it really should be up to everyone to recognize diversity and to be an advocate. I had an African-American student say that he came here because he saw the psychology department had a diversity plan, and that was unique. That was one student, but that does not really get at what you are saying.

Byington: As much as we would like to see change from the top down, organizations do not change from the top-down. If we want a lasting change it cannot be a top down system. We need change from within.

Foley: The strategic planning committee needs to continue to talk about the issue and diversity is one of the pillars of the new strategic plan.

Byington: But for a climate change to occur from inside.

Ellis: I'm not disagreeing with you but I have found that upper administration no matter who they are they love for us to do what we do here which is talk and act all liberal.

Williams: I don't disagree with you, but some kind of structure needs to come from a grass roots movement. Safe Zone is one example, and we do it because we care about it, there is no funding for it. Similarly, we do not have an LGBT committee or a person in the multicultural center to focus on those issues.

Shafer: Can you start by increasing your safe zone training? Every time it comes around it fills up so quickly.

Williams: We are expanding our program but it is not funded and there are only two facilitators.

Drinkard-Hawkshawe: Who would be the recipients of the training?

Williams: The sensitivity training? Some universities have it as part of orientation. Our program is for faculty and staff and it is voluntary.

Drinkard-Hawkshawe: I have had students of color complain about police treatment on this campus and I think something should be done to bring this problem to the attention of the administration. Public safety needs to be trained as part of this program.

Epps: I think one thing we have to keep in mind is that Dr. Williams came to speak on the LGBT community and not all minorities.

Williams: It is really important to realize the intersection, that there are LGBT people of color. It is important to expand.

Schacht: I would like to make a suggestion that these issues be made part of the strategic planning process.

Once something gets into the strategic plan it has a chance of being measured. If it is not in the plan it will not be measured.

Sellers: I suggest we ask the administration to fund the Safe Zone training.

McDowell: Do you have ties with the women studies programs or the residence committee on sexual harassment?

Williams: I'm not directly related to those groups, but we are in communication, especially to get input with the



<b>DISCUSSIONS</b>
survey.
1.2 Dr. Stacey Onks – Retention Grant Dr. Onks was unable to attend the meeting.
2. Celebrations
3. Announcements Duncan: There are three presentations tomorrow in the Multicultural Center Presentation Room. The talks are being presented by the legal council of ETSU and they are on the topic of freedom of speech. The talks will be at 11AM, 1PM, and 3:30PM.
4. Approval of Minutes <b>Motion to approve with corrections; Flora: Second; Al-Imad</b> <b>Motion passed</b>
5. New Business
5.1 Consensual Relationship Policy Epps: The policy is still being written and will be presented at a later date.
5.2 All Southern Conference Faculty Member Award Selection Committee Epps: Three volunteers are needed to serve on the committee: Patrick Brown, Randy Byington, and Bill Flora.
5.3 Priorities/Goals
5.3.1 Senate: from retreat break out session lists Epps: One of the things that was discussed is that communication is 2-way street. People need to read their emails. As much as Faculty Senate can do not everyone is going to be happy, but it is important that faculty feel like the senate is communicating and we should continue to reach out to our constituents. What else did you see in the notes from the retreat that you feel we need to address this year? Champouillon: The progressive discipline plan we discussed last meeting. I have done more research and nowhere does it say that if you are going to have a meeting with your chair the director of Human Resources should be there. Schacht: I suspect having someone from HR present is development for the chairs. It is to help make sure the chairs are doing their job according to policy. If somebody from HR is taking over for the chair and doing their job for them that is a concern. Trogen: Compensation was mentioned at the retreat. We are only getting a 2% raise. What can we do about that? Byington: Timing is everything. We may be able to address this with the new Governing Board.
5.3.2 Senate President: from conversation with Dr. Noland Not discussed
6. Action Item
7. Reports from committees/working groups
7.1 Executive Committee Epps: Summary notes have been sent out. Ellis: Are the summaries public information? Epps: If it is in the summary it can be distributed. Ellis: The summary talks about the assault of a transgender person. Why did we not receive an email or report about the assault? Brown: The student didn't report this incident to public safety so there was not a report. Doug: I did not see the incident, but I spoke with the student. I told her to report it to the police and she said she did but the police said they could not do anything without a video. Champouillon: I think we need to have police at these events. They have gotten out of hand. Epps: Will check with Joe Sherlin to see what the policy is for campus safety being at such events and will



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report back in our next meeting.
7.2 Academic Council Flora: Dr. Hoff is presenting on the strategic planning process to several groups on campus with the intent to ensure that everyone gets to see what has been happening and participate in the process.
7.3 Strategic Planning No update
7.4 Interim University Council No update
7.5 Budget No update
7.6 Academic Portfolio Review No update
7.7 Staff senate/SGA/Faculty Senate Presidents' Meeting The committee met and talked about the noise complaints from events going on in the quad.
7.8 Other – SAI Working Group Epps: Leigh Lewis met with the group and looked at the SAI process from last year. There were no complaints from faculty or students. There was a discussion about the timing of the SAIs and the group determined that SAIs should close on the last day of classes. Ellis: When you said you did not get complaints, did the complaints start after the SAIs went online? Because the SAIs have been around for a few years, there may be no complaints because students do not know any other way of completing SAIs. Epps: We used to get complaints about the process, and the timing before they were online. The complaint was coming from a faculty member on the committee. In our department, SAIs are not used in a punitive manner, although they are part of our tenure and promotion process. Other people have reported that they are used in a punitive manner in regard to tenure and promotion. The Teaching Group that Dr. Bach has put together is addressing the use of SAIs in their report. Drinkard-Hawkshawe: One of the breakout groups at the Faculty Senate Retreat discussed this issue and whether or not SAIs should be used for promotion purposes. Epps: The teaching group is addressing that. The Faculty Senate SAI working group was looking more at the process of administering the SAIs and if we are asking the correct questions. The teaching group is addressing how they are used. Champouillon: Lecturers can now be promoted. Are lecturers who have been here for several years going to be allowed to apply for years toward credit?
8. Comments from Guests
9. Adjourn <b>Motion to adjourn; Brown: Second; Foley. Meeting adjourned at 16:45.</b>

Please notify Senator Eric Sellers ([sellers@etsu.edu](mailto:sellers@etsu.edu) or 9-4476, Faculty Senate Secretary, 2015-2016, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess ([burgess@etsu.edu](mailto:burgess@etsu.edu) or x96691).