

**2014-2015 Faculty Senate
MINUTES—January 26, 2015**

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
February 9, 2015, 2:45 pm Meeting Room 6, Culp Center	February 23, 2015, 2:45 p.m. Forum, Culp Center

Present: Leila Al-Imad, Fred Alsop, Robert Beeler, Patrick Brown, Doug Burgess, Randy Byington, Kathy Campbell, Dorothy Drinkard-Hawkshawe, Joyce Duncan, Susan Epps, Lon Felker, Bill Flora, Virginia Foley, Nick Hagemeyer, Tammy Hayes, Helene Holbrook, Karin Keith, Guangya Li, Anthony Masino, Tim McDowell, Bea Owens, Timir Paul, Jonathon Peterson, Kerry Proctor-Williams, Thomas Schacht, Melissa Shafer, Kathryn Sharp, April Stidham, Kim Summey, Jim Thigpen, Paul Trogen, Craig Turner, Jennifer Vanover-Hall, Liang Wang, Robert White.

Excused: Lee Glenn, Jill Hayter, Ken Kellogg, Dharendra Kumar, Jerome Mwinyelle, Peter Panus, Eric Sellers.

Absent: Beth Baily, Sharon Campbell, Daryl Carter, Bill Hemphill, Tod Jablonski, Koyamangalath Krishnan, Mary Ann Littleton, Fred Mackara, Judy Rice, Deborah Ricker, Darshan Shah, Taylor Stevenson, Bill Stone, Ahmad Watted.

CALL TO ORDER: President Foley called the meeting to order at 2:53pm.

President Foley announced that the scheduled presenter for the meeting, Kathleen Moore, has the flu. She will try to reschedule her for the February 9th meeting in Culp Meeting Room Six.

President Foley shared updates from the two senior staff meetings in January.

January 5th:

- ETSU's 'Day on the Hill' in Nashville is scheduled for February 9th. Participants will have lunch with legislators and showcase ETSU.
- Athletics is working on a new strategic plan.
- President Noland announced that ETSU is hosting the Tennessee Valley Corridor in May. He and Congressman Roe will be the hosts.
- Dr. Collins announced that ETSU's state audit was complete. There were no findings. President Noland said that in his five years in West Virginia and his time here, he has never heard of an audit that went that smoothly.
- Mary Jordan announced that the hiring of new advisors is in progress and ARC is being renovated to accommodate them.

January 26th:

- President Noland talked briefly about the legislative session. The special session going on this week is focused on Healthcare and that if the Legislature adopts Governor Haslam's recommendations, there will be benefit to ETSU. He said the rest of the session would focus primarily on K-12 education.

- President Noland is continuing work with the Legislature on support for the Fossil Site, particularly the welcome center and the museum.
- President Noland shared that a student committed suicide off-campus during the first week of classes. There has been some talk on social media that the suicide happened on campus and that ETSU is covering it up. He said that was not the case.
- With regard to OIT, Dr. Samples chaired a committee that was looking at technology across campus and charges with making on how OIT should be structured and function. The committee recommended that it really needed to have a customer service orientation. They recommended an advisory board to support OIT and a CIO that reports directly to the president and sits on Academic Council. President Noland is looking at a major structural change that would merge OIT and E-learning and bring things together for a holistic approach. He also wants to hear from faculty about OIT. If anyone has thoughts about what should be done, send him an email.

President Foley requested approval of minutes for November 17, 2014 and for December 1, 2014. Senator Byington moved to accept both sets of minutes. Senator Brown seconded. The minutes were approved without dissent.

President Foley stated that there is an action item under New Business in the Agenda. Senator Byington moved to adopt a change to the faculty handbook section, "Procedures for Termination for Adequate Cause," that aligns ETSU policy with TBR policy. Senator Byington explained that at the last senate meeting we talked about changes related to the TBR procedure. Discussion ended with a recommendation to delete our current procedure from the faculty handbook and instead replace it with a link to the TBR procedure which was perceived to be more favorable to faculty over our current procedure. Senator Schacht seconded the motion. There were questions regarding the procedure to enact the change after our vote. President Foley explained that if the faculty senate approves the change, it then goes to the Academic Council. The Academic Council has to approve the change then the president signs off on it and the day the president signs off on it, that's the day the policy is followed. President Foley asked for all in favor to signify by saying aye. The motion passed with no dissent or abstentions.

President Foley asked for updates from the standing committees. She asked if the SAI committee had anything to report. Senator Sharp replied that the SAI committee has made a lot of progress and very soon will send an email of a draft of the assessment with revised, reorganized, and/or rephrased questions. It is a draft to take back to the colleges and get some feedback before the committee makes a final product. The other thing is that the committee would like to hear from instructors with a good SAI response rate on how they make that happen. Extra points seem to be the most successful enticement. She said they would like to get some ideas to increase response rates.

Senator Byington asked why folks are concerned with response rates. He said he would rather have legitimate responses than to have our previous system where people just marked bubbles randomly. President Foley replied that if you have a class and only three of your students respond, you don't get the information. She said she had a conversation with the SGA president because the SGA was also concerned about students not participating. The

students reported that they preferred pencil and paper. They liked taking class time to do it as it made one not postpone it. The students thought that it was important.

Senator Peterson suggested that if there was a way to link the SAI completion to D2L as an anonymous assignment so they could complete the SAI and it could go right to D2L gradebooks a percentage of the course grade it would solve the problem. Senator Masino stated that at another university they will not release the final grade until the SAI is completed. The grades are already turned in; the student just can't go online to see their grade until the SAI is filled out.

President Foley asked if there was a report from the Faculty Development Committee. Senator Brown replied that the last time he checked there were 138 responses to the survey about faculty support for continuing education and development. He said that the survey closes on the 31st of January. Once the survey closes the committee will meet and review the responses. He added that the committee is also looking at whether or not there is evidence to indicate where faculty development centers might actually improve either faculty morale or faculty performance. Once they have the data they will start making recommendations.

President Foley stated that Senator Glenn was unable to attend the senate meeting today and so an update on the faculty club will wait until his return.

President Foley said that she saw a lot of senators at the plenary faculty meeting on the 15th. She asked if there was any feedback regarding the meeting. Is this something we should do once a semester? What comments have we heard? Senator K. Campbell relayed that one of her colleagues started watching the streaming to determine whether to go over to the Culp. She watched a couple of minutes and decided to go over. When she saw what the meeting was, she stayed the whole time and thought it was wonderful. Senator Alsop said he was not sure we should limit this to once a semester. If things are piling up and there's a lot of interest in something that's going on, it would be good to call one. He added that president Noland seems to want to discuss things. President Foley stated that we will call it an Open Forum with the president sponsored by the faculty senate in the future; that might communicate more clearly what the experience is.

President Foley said that she attended Jackson Katz's presentation the night before. She said the Culp was packed and there was overflow in the Ballroom. Senator McDowell said that this was perhaps one of the only times he has seen the Culp Center full and overfilled. Students clearly turned out for the sponsoring groups: the student athletic groups, fraternities and sororities, gender studies groups, and some of the psychology classes. President Foley added that students were engaged and were listening and Katz was direct. It was a really good presentation.

Senator Schacht asked as a follow up to Dr. Katz's presentation, what is the current status of Sex Week. Senator Alsop replied that it was announced on media that students had raised a sufficient amount of money and it will happen.

President Foley reminded everyone of the State of the University address this Friday at 3:00pm in Brown Hall. Our next faculty senate meeting is on February 9th in Culp Meeting

Room 6. Dr. Bach is scheduled to come talk to senate on February 23rd. If there is an issue you would like for him to address, she asked to let her know at the next meeting.

Senator Schacht stated that he had new business. He said the first item has to do with procedure for promotion and tenure review. Currently, we have a multi-level review process and the way it works is that at each level, the review essentially begins over again from the ground level. There is a lot of redundancy built into that. He said in his department, the faculty and the chair in the department had a recommendation and the college committee came up a different recommendation based on applying its own criteria. Senator Schacht said he would like us to consider for a possible future proposal having the primary review occur at the departmental level. Then all reviews above that would do two basic things: one is resolve conflicts and two is to fix errors.

Senator McDowell said that he thinks it is a good suggestion. He said he has heard of a number of cases recently where the candidate was approved at the department and chair level and then disapproved for promotion or tenure at the college level.

Senator Burgess commented that over the years, one of the most common problems has been the college committee and occasionally deans not following the standard policy for the department.

Senator Byington said that he would need to check TBR policy to see if it was required, but he would advocate for eliminating the college P&T committee because our colleges are so diverse now. He said he is on the college committee to review promotion and tenure, and he doesn't know anything about Audiology or Speech Language Pathology. Nursing is the only College that is a relatively unified body of knowledge. Business and Technology have been combined. Arts and Sciences is very diverse.

Senator Burgess said that he understands what Senator Byington is saying but disagrees. He would like to see the college committee remain. Its job is to make sure all procedures were followed.

Senator Alsop said that in recent years departments were required to develop their own criteria so that its clear to the faculty committees within the department what the criteria are and what has been agreed to. Those criteria get approved at the dean's level. Once that's happened, there is a set of guidelines that nobody else needs to interpret. There should not have to be a check and balance from another committee.

Senator Hawkshawe agreed. If the departments have their own separate criteria, and the college committee usually looks at the department's criteria and makes a decision based on the department's criteria.

President Foley asked if we want to form an ad hoc committee to look at this. Senator Schacht said that his goal for today was simply to put it on the table, not ask for any action.

Senator Schacht continued that he has two more ideas. The second one has to do with committees meeting with no rules. It arises from the assumption that once you are anointed to a faculty position, you automatically know how to operate on a committee that is charged with resolving a dispute or adjudicating some matter. It was shared with him by officials from AAUP who said that an institution in St. Louis does not allow any faculty member to sit on a adjudicative committee unless they have gone through a due process training program and AAUP sends one of their staff members once a year to the university to run that training program for faculty. He said that he did not know if we need to go that far, but he does think that it is time that we look at setting out some general rules for how committees should operate. For example, perhaps there should be some common standards for how committees deal with the question of what evidence they're going to consider. Likewise, we should have some clear standards for when people should not serve on a committee and should recuse themselves. We also don't have any standards for what a committee has to say in its final report.

Senator Schacht continued that the third idea is related to the notion of rules. He said that he doesn't think we do as good of a job as we could in terms of orienting faculty as to how things work, even how their own departments work. It would be really nice if when a new faculty member came into the department, we could point them to a document and say here is the organizational chart for the department. Here is our committee structure and charge and membership of each committee. Here's where all the minutes for that committee are stored. Here are all of the department's specific policies. Currently there are some departments that have really taken the notion of departmental bylaws and made very productive use of it. Other departments don't have departmental bylaws. This body has an opportunity to look at this question and consider the possibility of creating a general expectation that every department will have its own set of bylaws. The department can make of them what it wants. The senate could have a list of suggested topics to cover. A generic template. To say departments can operate without this kind of information being easily available to faculty is a recipe for anarchy.

Senator Alsop added that the departmental bylaws aren't just useful for existing faculty and new faculty. It can become crucial when you get a new chair who knows nothing about the culture or tradition of a department. He said that Biology began to put theirs together at the faculty retreat when they were basically between chairs. It was a great time and great motivation to say where does this department want to go?

President Foley stated that she would note those three things as items for further discussion. Senator Brown moved to adjourn; Senator Epps seconded.

ADJOURNMENT: The meeting was adjourned at 3:42 p.m.

Please notify Senator Melissa Shafer (shaferm@etsu.edu or 9-5837, Faculty Senate Secretary, 2014-2015, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess (burgess@etsu.edu or x96691).