

**2013-2014 Faculty Senate  
MINUTES— November 4, 2013**

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
11-18-13, 2:45 pm Forum, Culp Center	12-2-13, 2:45 p.m. Forum, Culp Center

*Present:* Robert Beeler, Sally Blowers, Patrick Brown, Randy Byington, Kathy Campbell, Daryl Carter, Charles Collins, Bruce Dalton, Mohamed Elgazzar, Susan Epps, Virginia Foley, Allan Forsman, Ron Hamdy, Evelyn Hammonds, Tammy Hayes, Jill Hayter, Dharendra Kumar, Tom Laughlin, Mary Ann Littleton, Kurt Loess, Fred Mackara, Theresa McGarry, Lorianne Mitchell, Jerome Mwinyelle, Kerry Proctor-Williams, Thomas Schacht, Melissa Shafer, Taylor Stevenson, April Stidham, Kim Summey, Jerry Taylor, Paul Trogen, Jennifer Vanover-Hall, Meng-Yang Zhu

*Excused:* Katie Baker, Jim Bitter, William Fisher, Bill Hemphill, Ken Kellogg, Kathryn Sharp, Teresa Wexler

*Absent:* Dave Arnall, Beth Baily, Doug Burgess, Sharon Campbell, Tom Ecay, Rosalind Gann, Keith Green, Bill Hemphill, Nick Hagemeier, Deborah Ricker, Bill Stone, Jim Thigpen, Shimin Zheng, Yue Zou

*Guests:* Bert Bach, Cassie Watters

**CALL TO ORDER:** President Byington called the meeting to order at 2:48pm

President Byington announced that the first item on the agenda was an information item presented by guest Cassie Watters from the United Campus Workers union. Ms. Watters stated that the United Campus Workers is Tennessee's public higher education union and is comprised of faculty and staff from Tennessee public campuses. The UCW is affiliated with the National Communications Workers of America. UCW started at University of Tennessee in Knoxville with a living wage issue. Ms. Watters said that a full time job should keep you out of poverty, not in it. The union involves both faculty and staff, and uniting those entities together is what makes it unique. It can be harder to dismiss such a broad platform when the union is lobbying for the campus system at the legislative level. She said that UCW is fighting for yearly cost of living raises, affordable healthcare coverage, protection of tenure and faculty driven curriculum, and pay and working conditions for contingent faculty including adjuncts. She commented that the corporatization of higher education can be seen on many levels. It has led to an increased reliance on low wage labor at the expense of full time jobs with benefits. The declining role of state support is at the core of this. In this upcoming budget process, it is important to call for true transparency. She stated that our strength is in our numbers. Ms. Watters invited everyone to consider joining the union, or at the very least, talk with our coworkers to learn more about it.

Senator Schacht asked if Ms. Watters could provide her presentation in electronic form. Ms. Watters replied that she could and that she would leave membership forms and fliers on the table.

President Byington requested approval of the minutes from October 7<sup>th</sup>, 2013. Senator Epps moved to accept. Senator Loess seconded the motion. The minutes were approved without dissent.

President Byington announced that there are nominees for a number of committees and he would like to get those approved by the senate today. There are two people that have been nominated from Arts and Sciences for the Academic Freedom and Faculty Ethics committee so there will need to be a vote. He asked for a motion to approve those who have been nominated except for the Academic Freedom and Faculty Ethics from Arts and Sciences. Senator Taylor moved to accept the slate of nominees and Senator Collins seconded. The motion carried without dissent.

Senator Schacht announced that there is currently pending a request to Dr. Noland to convene the Academic Freedom and Faculty Ethics committee to hear an ethics complaint that has come from the College of Medicine.

President Byington requested that anyone with an interest in any of the open committees, or knows someone who is interested, please let him know. He stated that the service learning committee is a new committee and there are two people who have volunteered to serve on that.

President Byington moved to next agenda item the Faculty Emeritus Proposal. He asked Senator Schacht to speak about the proposal. Senator Schacht stated that this proposal arose out of a complaint from a recently retired faculty member who applied for emeritus status and was rejected. It became clear as a result of this case that ETSU has no standards or criteria for faculty to use to guide their vote when somebody applies for emeritus status. He said that this opens the process to mischief and unfairness. One way to handle that would be to add to our faculty handbook a process and criteria for emeritus appointment. He stated that that is what the proposal is intended to do. Nothing in the proposal is set in stone - it is just to get a conversation going. He said that Dr. Champouillon has one clarifying change in the language. His suggestion is that while emeritus faculty can participate in departmental activities, they cannot participate in Promotion and Tenure committees. It could be written more clearly that they can't participate in P&T committees at any level, not just the departmental level. Senator Schacht stated that he would accept that as a friendly amendment and that other than that, no one has emailed with any substantial changes.

Senator Beeler commented that there is language in the proposal in which the faculty must be retired and not leaving to go to another institution. He asked that if you have someone who is a world's leading expert in subject "x" and they are leaving to go to another university, isn't it to ETSU's benefit to be associated with them at some level rather than deny them emeritus status? Senator Schacht replied that ETSU can maintain an association by allowing them to

have a joint appointment while they're at another institution. He stated that he has colleagues in his profession who are simultaneously appointed at University of Miami and Harvard.

President Byington asked if there is any editing that needs to be done or are we ready to take a vote on the proposal. Senator Schacht said that the only editing would be adding Dr. Champouillon's language.

Senator Kumar asked if emeritus faculty can participate in the hiring process. Senator Schacht said that he did not see why not.

President Byington asked if there was any further discussion. Senator Schacht moved to accept the proposal. Senator Taylor seconded. President Byington asked that all in favor of approving the Emeritus Status Proposal signify by saying aye. The motion carried with out dissent.

Senator Schacht announced that there is currently an issue with the College of Medicine Faculty Bylaws. They contain a provision that says only full-time faculty may vote on faculty matters, but it also says other people who are not full-time faculty who are appointed by chairs and approved by the dean may also vote. So in theory the administration can stack the voting register of faculty in the College of Medicine with non-faculty appointments. Similar provisions may exist in other bylaws around campus. He said that his experience with the College of Medicine bylaws has taught him that these documents just sit out there and may not be changed for quite a long time.

President Byington introduced Provost and Vice-President for Academic Affairs Dr. Bert Bach.

Dr. Bach began by stating that he would be happy to address the questions senate sent to him in advance of the meeting. The first question was in regards to using any unassigned scholarships to entice students with 80-90 credits to return to ETSU and complete their degree program. Dr. Bach said that the question indicated that this idea is similar to what exists at the University of Memphis. He responded that first of all there are no left over APS scholarships or money. ETSU awards all possible endowed scholarships. There are some scholarships that represent not direct expenditures of funds, but forgone revenue from out-of-state students and international students. It's essentially a discounted fee scholarship. There is another scholarship closely related to the issue raised with this question. In 2012 ETSU implemented a \$1000 Student of Distinction Scholarship. It is designed for currently enrolled ETSU juniors and seniors who are not receiving any other ETSU scholarship. Dr. Bach said that the last point is that he contacted the Office of Financial Aid at Memphis and talked to the associate director who indicated that he was unaware of any scholarship that is being used for this purpose. Dr. Bach summarized that the question was why ETSU doesn't repurpose unused scholarships and the short answer is we don't have any unused scholarships and Memphis is also not giving those scholarships.

Dr. Bach said that the second question was an interest in the dual badge degree - particularly the partnership that ETSU is looking at with Tennessee Tech University. Tennessee Tech does not have a Doctorate in Nursing Practice degree. ETSU does not have an Engineering

degree. It is very unlikely that the Board of Regents would approve free standing programs for the two institutions in those two areas. The Complete College Tennessee Act particularly encourages institutional cooperation which would result in increasing access to programs in different parts of the state, but doing it in a cost effective manner. Dr. Bach said that what we are attempting to do is basically to establish a quid pro quo. If TTU will encourage the approval of an engineering program and their faculty will partner with us, then we would do the same in nursing. The letters of intent for both proposals are due by December of this year assuming the proposals pass the internal structures. It will then go to the board and would be considered later in spring. The status is that the administration faculty and those related departments are working on the two proposals.

Senator Schacht asked when the letters of intent are drafted will we get to look at them? Provost Bach indicated that they would be available. President Byington stated that the curriculum would have to go through our committees.

Senator Schacht asked if for accreditation purposes TTU would become a satellite campus and vice-versa. Dr. Bach replied no, these are dual badged programs. These students would have degrees from ETSU and their diploma would have both institutions named. Senator Taylor asked if there is anticipation of which colleges would be associated at ETSU? Dr. Bach replied Business and Technology.

Dr. Bach moved to the next question which was a request for an update on enrollment. He stated that we set an end cap enrollment goal of 15,500 students for fall 2013. ETSU had a period of time in which we had enrollment increases; we've had a period of time in which we've had marginal enrollment declines below our projection. He stated that we asked our institutional research officer, Mike Hoff, to do an analysis with a predictive mathematical model to look at variables relative to this. Based on the model that Mike Hoff has been developed and assuming that the environment doesn't change in a major way, the predictive model from our Office of Research indicates that we will miss that mark of 15,500 by 1070 students. In order to meet that mark, we would need to increase the retention of our current students by 6.5% which would add 630 students and to increase our recruitment of new students by about 8% which would add 440 students.

Senator Mitchell stated that she had a question regarding the faculty role in enrollment and retention of students. The Complete College Tennessee Act provides for funding especially for the retention completion rates of traditionally underrepresented groups. Given the research about retention of students having a relationship with the presence of faculty on campus, what is being done about the recruitment and retention of underrepresented faculty on campus? Provost Bach replied that Keith Johnson in Business and Technology did some research and he proposed that a state grant be used to fund a position each year and that the university budget to provide an additional position. Second, there are some real opportunities relative to the recruitment of Hispanic students with respect to the program Dr. Ardis Nelson directs to recruit larger numbers of students and to attract larger numbers of faculty in that demographic.

Senator Schacht stated that as of the last time the senate executive committee discussed the issue of retention with Dr. Noland, he told us that there was no systematic collection of exit

data from students who drop out. Is that going to change? Provost Bach replied that Mr. Hoff had a meeting with our Mathematics Department and some of the students in the department are going to be working on some data that addresses answers to the kind of questions Senator Schacht is asking, and it also provides a marvelous research opportunity for the students. We will be acquiring a great deal more data. Senator Schacht asked are we actually going to go to students who dropped out and speak to them? Dr. Bach replied that the particular methodology and when it will be instituted is to be determined.

Senator Laughlin asked if the administration would be willing to help programs at the department level with questions about why our majors leave. Dr. Bach replied absolutely.

President Byington added that our committee is making assumptions that things that cause attrition in other schools also cause it at ETSU. He said that he has asked if there are variables that are predictors of attrition and what are those variables? We could then identify what students have those attributes.

Dr. Bach stated that there is ample evidence relative, largely the esteem student alumni have, to the role of faculty in retention. He said that if you go to any alumni gathering and ask students who they remember, it is not their president or their provost; they remember some faculty member who has had an impact on their life.

Senator Hayes asked if Dr. Bach thinks there is sort of a disconnect in that if a faculty member spends lots of time with students rather than closing their door and doing research, it hinders the faculty member when it comes time for promotion. She continued that it is that research that gets one promoted and moved through the ranks, not working with student organizations and heavy student service and those kinds of things.

Dr. Bach responded that he thinks the university has a research mission, it has a service mission, and it has a teaching mission. Is there always a clear connect between our rewards system? In some instances there is and in some instances there isn't. He stated that he was frequently asked the question why is there no flexibility relative to workload in a department. His office doesn't have a policy of that type. We tend to look at metrics that have to do with resources. One of the real dangers is if we have an unintended consequence of encouraging teaching to be seen as punishment relative to teaching load. Good advising is rewarded as a part of instruction.

Senator Beeler asked why advising can't count for either service or teaching. He said that if he had a year where he is not serving on as many committees, maybe he would want advisement to count towards service. Provost Bach replied that is it a Board of Regents policy. Senator Schacht asked if Dr. Bach thinks that we could effectively address the problems with advisement by paying attention to how faculty are evaluated for advisement. Dr. Bach responded that if he had great confidence in an immediate solution to a problem, he would be advocating for this specific solution. What he would say is that we are going to have data from EAB, from Degree Compass, data that we have not had before.

Dr. Bach moved on to discuss the impact on students from the change in winter term length. He stated that he believes the impact on students will be a positive one, although he regrets that its timing is going to require faculty to make some changes more quickly than he would normally like. The reason it happened was one, when we initially researched establishing a winter session, we found that our session was longer than already well established successful programs. There were 21 universities with winter terms at the time and most of them had winter terms similar to the one that we're moving to. Second, when we surveyed our own students and asked them what they liked least about the session, the largest response to the question was the overlap of the winter session with the spring term. Third, Sara Bradford, director of summer and winter terms, is currently co-authoring a paper with a professor at Western Kentucky and they have looked at some of the variables. Western Kentucky has a 3 week session that was implemented in 2006. What they found is there are significant increases in study abroad and other significant programs of this sort, and course enrollments increased 30%. Faculty members have elected to teach these terms have increased significantly. Dr. Bach stated that he has not heard that this was of concern by students. He has heard concern by faculty asking why this was done so late. Our ROTC program was in jeopardy and we would like to give those students the opportunity to finish at ETSU if we should be unsuccessful in retaining the program. One of the policy obstacles is that there is a limitation to one winter term course. ROTC asked if students could take two courses. Dr. Bach said that they began looking at the financial aid implications and at Title IV guidelines and found that not only can we not do what was proposed - we can't do what we're currently doing. He said that we primarily made the change in order to not have our student's financial aid in jeopardy.

Dr. Bach moved to the next question which asked how effective are ETSU's International Student Scholarships? He said the International Scholarship students are actually receiving a discount from our out-of-state tuition which is very high. Are we foregoing revenue? Well yes if you assume international students without the scholarship are going to come here regardless. Dr. Bach stated that ETSU has a goal to double our international student enrollment in 5 years and we are on track to do that. The merit scholarships are working and we have added a recruiter to push that initiative. In 2009, ETSU had 244 international students. In fall 2010, there were 268. In fall 2011 there were 310. In fall of 2012 there were 361. This fall, international student enrollment was 414. He said that we have had a very significant increase in international students. When you look at special strategies aimed at the growth agenda in terms of the number and quality of students, it is a fiscally responsible thing to do. Dr. Bach said that his answer to the question is that this is money very well spent.

Dr. Bach moved to the next question regarding increasing APS Scholarship awards. He said that ETSU has authority to use a percentage of student fees for scholarships. Theoretically, we can spend up to 15% of student fees for scholarships. We're spending about 8%. Clearly we could spend more but if we spend more, we're spending more that we can't do something else with. The idea is to have a balanced program that is strategic. We increased the number of dollars being given to the highest achievers and that in terms of an overall fixed pool has had some impact on the availability for others. Dr. Bach stated that is a long winded way in saying that given the fact that we have been pretty aggressive in using APS scholarships and given the fact that we are now using the highest percentage of our availability for this purpose he

thinks that we would probably have a hard time selling it to our various constituencies including our faculty of spending a larger percentage.

Dr. Champouillon said that this was his question and he wondered if these scholarships could be increased a little bit due to marching band. Dr. Bach responded that at the time the football and marching band programs were dropped, ETSU actually increased the stipend for those music awards. He said this was done in order to have a competitive award for students who choose to come to a school without a marching band. Dr. Bach added that he suspects a question some of Dr. Champouillon's colleagues may ask is 'if we increase them because we didn't have a marching band, maybe we should decrease them because we're going to have one'.

Dr. Champouillon commented that the discussion in the department has been 99% non-existent. He said that he was confused when Dr. Bach said the stipend had been increased. He said that is not true. From the day he got here in 2000, the APS in Music was \$3000. Today it is still \$3000. He wasn't talking about APS's for marching band. Dr. Champouillon continued that he did not know what the rule says but a big bone of contention in the department is that the Music degree is a 5 year degree. The APS is good for 4 years. One of the things that is happening in our department when you talk about retention and persistence to graduation is that there is a lot of students that lose that scholarship in the 5th year and it hurts them.

Dr. Bach replied that he did not know the answer to the awarding of the APS scholarships over time. But one thing that Dr. Champouillon said was an issue - the music degree is a five year degree. He said that is not what we have told the Board of Regents. Nor is that what we have told anybody publically on our website.

Dr. Champouillon said his two points were, from the day he got here the APS award was \$3000 and it still is. The other thing was as opposed to only four years, could it be for five?

Dr. Bach replied that he will get a definitive answer to that. But we ought to look at are we telling our students, our board something about our degree which a representative for the Music Department in Faculty Senate is saying is not true.

Dr. Bach moved to the last question, the introduction of mini-terms and mini-semesters. These alternate terms are tools that a department may use. The appropriateness of the tool for a given department is something that is obviously a faculty purview. All this does is put a tool in the toolbox. It does not say that every department will use that tool.

President Byington commented that the rumblings we were hearing across campus was that this was a top down decision. This is a faculty decision and a department decision.

Dr. Bach said that this didn't come from Dr. Noland or him. He believes that it emerged from the College of Business after the College had a meeting with faculty. He asked if that was correct. Senator Mackara said that there was discussion and there didn't seem to be any resistance.

President Byington asked if there were any other questions for Dr. Bach. He thanked Dr. Bach and moved on to the last item on the agenda, Faculty Senate Attendance/Engagement. He said that if he counted correctly there are 34 senators in attendance and there are 52 members in the senate. He knows everyone can't be here every time and that part of the problem is that some colleges don't follow the same calendar as the university. He urged senators to make attendance a priority.

Senator Epps moved to adjourn. Senator Brown seconded.

ADJOURNMENT: The meeting was adjourned at 4:40pm.

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*Please notify Senator Melissa Shafer ([shaferm@etsu.edu](mailto: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](mailto:burgess@etsu.edu) or x96691).*