

## 2014-2015 Faculty Senate

### MINUTES—March 23, 2015

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
April 6, 2015 2:45 pm Forum, Culp Center	April 20, 2015 2:45 p.m. Forum, Culp Center

*Present:* Leila Al-Imad, Fred Alsop, Beth Baily, Patrick Brown, Doug Burgess, Randy Byington, Kathy Campbell, Joyce Duncan, Susan Epps, Lon Felker, Bill Flora, Virginia Foley, Lee Glenn, Nick Hagemeyer, Jill Hayter, Bill Hemphill, Helene Holbrook, Tod Jablonski, Karin Keith, Ken Kellogg, Guangya Li, Fred Mackara, Tim McDowell, Jonathon Peterson, Kerry Proctor-Williams, Judy Rice, Thomas Schacht, Eric Sellers, Melissa Shafer, Darshan Shah, Paul Trogen, Jennifer Vanover-Hall, Liang Wang, Ahmad Watted, Robert White.

*Excused:* Tammy Hayes, Jerome Mwinyelle, Peter Panus, Deborah Ricker, Kathryn Sharp, April Stidham, Bill Stone, Kim Summey,

*Absent:* Robert Beeler, Daryl Carter, Dorothy Drinkard-Hawkshawe, Koyamangalath Krishnan, Dharendra Kumar, Mary Ann Littleton, Anthony Masino, Bea Owens, Timir Paul, Taylor Stevenson, Jim Thigpen, Craig Turner,

*Guests:* Doretha Benn, President of SGA; Kathryn Feagins, Director of the ETSU Scholarship Office

**CALL TO ORDER:** President Foley called the meeting to order at 2:47pm

President Foley announced that the meeting would begin with the information sessions with our guests. She introduced SGA President Doretha Benn.

President Benn said that she was not attending as SGA president today, but as the chair of Relay for Life. She said that ETSU is the third largest college relay participant in the state; Vanderbilt and UTK are the only schools that beat us. ETSU has the top participation but doesn't raise as much money as the other schools. She would like us to sign up as faculty senate. She said that it is not hard to sign up, just go to [relayforlife.org/ETSU](http://relayforlife.org/ETSU), pick a team captain and make the team. It is \$10 to register. Three quarters of the money raised stays in Johnson City to help cancer patients. The event is April 24<sup>th</sup> from 2pm to 2am. She said that if we need any help just let her know.

President Foley introduced Kathy Feagins, Director of the ETSU Scholarship Office.

Director Feagins said that she would like to tell senate about the new scholarships that ETSU instituted this year. She said the numbers are still out on Tennessee Promise but they are expecting a decrease in enrollment for the fall. Last September Dr. Noland stated the need to put together some sort of strategy using scholarship dollars to try to increase enrollment or at least keep enrollment flat for the fall. She said they came up with a number of strategies. In the past, Academic Performance Scholarships were guaranteed to students with a 3.5 GPA and a 25 ACT who applied for admission by December 15<sup>th</sup>. One change to that program is that they created another level of scholarship award for Tennessee and border county high school students who have a 4.0 GPA and a 22, 23, or 24 ACT. She said that they offered those students the lowest level of scholarship which is \$2000 a year. They also made some late awards this year. They took a look at students who applied for admission after Dec. 15<sup>th</sup> and those students who fell within that range of APS awards were offered a scholarship. This year there were about 400 additional awards over the last year.

Another scholarship for Tennessee residents is the ETSU Promise. For a number of good students who were getting a scholarship from ETSU and also were getting a lottery scholarship there is not much differential between those awards and what the student will owe in tuition. ETSU is competing with Tennessee Promise by saying that they can come to us for free.

There is a gap between students who are getting only a lottery scholarship with no other scholarship and tuition. These are pretty good students as they must have a 3.0 or a 21 on the ACT to get a lottery scholarship. ETSU has 100 awards to offer of \$1000 each to Tennessee students who are lottery eligible but are not APS eligible.

Director Feagins said that they have revised what ETSU has been awarding out of state students. One of their strategies is to try to enroll more out of state students to fill those slots that might not be filled by Tennessee students who will be going to the community colleges. In the past, there has been a regional scholarship for students who live within a 75 mile radius and another out of state scholarship for students who lived beyond 75 miles. She said that they have changed a couple of things. One is they have given it a name, so instead of the regional scholarship it is called the George L. Carter Scholarship and extended the radius from 75 miles to 250 miles. Undergrad students will get \$15,000 a year in a scholarship award which will leave them about \$10,000 to pay. If they live beyond this 250 miles radius, they are eligible for a Sidney G. Gilbreath Scholarship. Those students will get \$12,000.

Another thing that the Office of Residence Life is doing is offer to 50 students who will live on campus new housing scholarships of \$1000 each for the fall. They have some rooms on campus every year that do not fill up to capacity and they are very interested in trying to increase their housing rate. They're competing with all these new apartment complexes being built.

Director Feagins said that those are the new programs they are offering this fall. They are trying to work in all these areas to boost enrollment for the fall.

Senator McDowell asked about the Midway Scholarship. Director Feagins replied that the Midway Scholarship is part of the Honors College and is for transfer students. The scholarship is for 2 years and covers all tuition and fees. The application deadline was March 15<sup>th</sup>. Students have to have at least a 3.5 GPA to be considered for the scholarship.

Senator Mackara asked what other colleges in Tennessee are doing to deal with Promise. Director Feagins replied that they looked at a lot of things that other schools are doing. The University of Memphis implemented a different tuition rate for their out of state students. They're not implementing a scholarship, but they're using a decreased tuition rate in order to try to attract those out of state

students. MTSU has implemented a couple of new scholarships. One is the Finish Line Scholarship. They're offering a scholarship to students who graduate in 4 years. She said that it sounds like an administrative nightmare to try to implement and she is not sure that would increase freshman enrollment.

Senator Kellogg commented that when Director Feagins was talking about the regional scholarship she said that the full time student has to carry 15 credit hours. Director Feagins confirmed that in order to receive the scholarship, instead of just being full time, the student will have to enroll for 15 hours. Senator Kellogg said that he sees that as problematic. He said that there are a lot of students who work. 12 hours used to be full time. Director Feagins agreed that it will make it confusing because 12 hours makes you full-time for university policy and financial aid. She said that they were directed to raise the scholarship hours to 15. Senator Kellogg asked who directed the 15 hours. Director Feagins replied Dr. Noland. Senator Byington added that the funding formulated is geared for 4 years.

Senator Hemphill asked does one have to be a full time student to get any kind of financial aid. Director Feagins replied that if a student is enrolled in at least 6 hours and qualifies for a Pell Grant, he or she can get a Pell Grant. Senator Hemphill said that the problem is that they have students that transfer who have gotten their Gen Ed courses out of the way. Now they are coming in and trying to take classes, but their program has 6 semester hours of prerequisites and sequences so as seniors they only have 2 classes they can take. They either load up with classes like rhythmic breathing and underwater basket weaving or they get full time jobs. If they're working full time and they just need come back and pick up a couple semesters of classes in sequence they have no incentive to come back to finish. He said that we are doing them a big disfavor by not providing something other than just Pell Grants. The situation is only going to get worse when we have all these Tennessee Transfer Pathways and all of these students are going to major at the community college in general education.

Senator Peterson asked what the justification is for no current students being eligible for APS scholarships. Director Feagins said that they are seen as a recruitment tool. Senator Peterson countered that retention is part of the recruitment process. That's one of ETSU's big concerns. We give it to transfer students but not our current students whom we know can handle the load here. Director Feagins said that it was set up that way years ago. She said that she hates that answer but it has always been given to new students. Three years ago they talked about it and created a scholarship for currently enrolled students who are really good students not receiving any other ETSU scholarships. They have 50,000 dollars a year to give 50 awards of \$1000 each. It is not as much as an APS but she felt a little victorious in getting that approved.

Senator Peterson stated that he would like to see the Student/Faculty Collaborative Grant and the APS grant have a merged program so students could work on a research program with a faculty member.

President Foley suggested that Senator Keith capture the questions, comments and suggestions about scholarship from Faculty Senate and take that forward to the scholarship committee.

Senator Al-Imad asked if ETSU could approach and inform the students about what is going on via Twitter, Facebook, or over a medium that the students use. Senator Keith replied that we have done that on Facebook and Twitter. She said that one suggestion she would have is for each of the faculty to share scholarship information. Senator Al-Imad said that her second question is what is the percentage of foreign students at ETSU? They spend a tremendous amount of money, around \$50,000, to come to ETSU. Director Feagins replied that she doesn't know that figure as she doesn't deal with the

international students at all. She stated that there is an International Merit Scholarship for International Students which covers half of the tuition.

Senator Trogen asked with regard to the 15 credit hour requirement if the student falls below it once are they out. Director Feagins replied that there will be a probation semester and an appeal process.

President Foley thanked Director Feagins for her time. She then asked for approval of minutes from February 23, 2015. Senator Brown moved to accept, Senator Epps seconded the motion. The minutes were approved without dissent.

President Foley moved to the New Business on the agenda. She asked Senator Byington to speak about the action item regarding ratification of committee appointments. Senator Byington explained that the by-laws state that the past president is chair of the Committee on Committees. Each year they receive a list of committee vacancies for the upcoming year from the President's office. They have a slate of individuals who have agreed to serve on those committees, some are being reappointed and some are first time nominees. Senator Byington moved that the senate approve the slate of committee members that were distributed in the minutes and agenda for this meeting. Senator Alsop seconded the motion. Senator Peterson asked how people are nominated. Senator Byington replied that the Committee on Committees approaches it by asking the individual if he or she is interested in continuing to serve. Others are a member of faculty senate or a member nominated by faculty senate. President Foley asked if there was any further discussion. There being none, she asked for the vote. The motion was approved with no dissent or abstentions.

President Foley stated that the Executive Committee talked about the need for the minutes of all committee meetings in the University governance structure to be kept and published and made available in a place where people could access them. She asked the senators for their thoughts.

Senator Flora commented that the minutes probably have to be archived at least for some legitimate legal standard of time so they might as well be published. Senator Felker added that any organization needs an institutional memory. If we don't have this institutional memory, we're only as good as the last person who served the senate. Senator Kellogg said that it allows one to see exactly what a committee is or is not doing.

Senator Burgess stated that there might be some exceptions, for example the T&P Appeals Committee. They don't keep minutes for many reasons. The recommendation is confidential. The recommendations become part of the electronic record if someone had a necessity to see those; but they wouldn't be available to the general public. The grievances go into personal files so if there was a legal reason for their requisition, they could get them. Senator Burgess added that he could foresee similar problems with the Ethics Committee because there is a confidentiality statement in the Ethics Committee charge. It's a good idea in practice but there is likely to be several exceptions.

Senator Epps said that as chair of the Athletic Committee she doesn't have access to the webpage. OIT would need to give somebody on each committee access in order to upload the minutes. President Foley asked if there is a university staff person or administrator associated with each of these committees. How do we pursue something like this happening? Senator Alsop said that he thinks it should be brought forward through Academic Council.

Senator Epps asked if we should talk with staff senate as well. President Foley said yes, as a courtesy, but even if they don't agree with us, she would still like to bring it forward.

Senator Flora suggested we pass a resolution and then at least it would go forward. They certainly could say yes or no but we would be in agreement on a stand. President Foley asked Senator Flora if he would draft a resolution. Senator Flora replied that he would be happy to try. President Foley stated that it would be sent out to the senate to look at the resolution and if we agree to it we will act on it at the next senate meeting.

Senator Peterson asked if the senate had ever looked at the issue of spousal employment. In his department any person who has a spouse who is not from this area has had a very difficult time finding employment in the area. Senator Flora said that there is a policy on nepotism and as long as your relative is not a direct line subordinate, you're fine. Senator Byington wondered if in order to facilitate the attractiveness of jobs, it could be that ETSU's policy would state that someone who is a spouse of a current employee would be considered for internal only searches.

Senator Peterson suggested that if they could have access to Career Services or something like that it would help.

Senator Byington announced that if anyone has an interest in the printed copies of minutes of faculty senate meetings, they have been stored in the Archives of Appalachia.

President Foley gave updates from the morning's Senior Staff meeting:

- President Noland announced that the budget is in solid shape. The only adjustment he's anticipating is hopefully toward a positive adjustment.
- President Noland stated that House Bill 566, Senate Bill 397, the bill about social workers and counselors opting out of certain things if it's a religious objection is coming back up. He is meeting with the chairs of those committees on Thursday to talk to them about potential negative impacts.
- President Noland believes the guns in parks bill will pass, but he doesn't think that any change will be made regarding guns on campuses.
- House Bill 991 to increase the hotel/motel tax 2 cents on the dollar in Johnson City has been moved to the end of the legislative calendar. We are encouraged to contact legislators because that is the money that will help the city then fund the Arts. It will also fund improvements to Freedom Hall.
- There is a bill that will go forward that expands residency for non-Tennesseans. If an undocumented student attends 4 years of high school in TN, has a 3.0 GPA or 21 ACT, he or she will be able to attend college in Tennessee for 4 years with in-state tuition.
- President Noland met with the deans last summer and created 12 month action plans for the 14-15 academic year. That's what the deans will be evaluated on this year.
- President Noland said that the executive team was beginning work on the budget today and the first priority is equity and the next priority is new lines for both faculty and staff.
- President Noland said the parking committee would be meeting to discuss the 600 parking places that will be displaced for the construction of the stadium.
- President Noland spoke about the situation in athletics with Coach Bartow being dismissed. The way that happened, Coach Bartow and Dr. Sander met on Thursday evening and Coach Bartow was offered the opportunity to finish his two years contract working in the administration of the athletic department and apparently he decided that was not what he wanted to do. His separation from the university was not announced by university administration.

Senator McDowell asked about Coach Bartow's salary. Senator Byington responded that we will see the term buy out used and it is incorrect. A buy out is when you get a lump sum payment if you are dismissed from your coaching job. Coach Bartow's contract did not include that- it included a 'we will honor your contract and pay you each month'. If at any time during this two year period he takes another job in coaching, the obligation to fulfill his contract is no longer an ETSU responsibility. He said that of the \$360,000 remaining of Coach Bartow's salary, \$200,000 has been donated by either one or more donors.

Senator Mackara asked to return to parking for a moment. He has been hearing that there is a move within the SGA to reassign some of the faculty parking places next to Warf-Pickel hall to be student or just unassigned parking. Senator Trogen responded that it hasn't come to the parking committee yet. Senator Alsop commented that he doesn't see that there is a parking crisis. The parking garage that has 1200 spaces sits on a footprint that took out 300 spaces. Even with losing perhaps 600 more spaces, there is still a gain of 300 spaces.

President Foley asked Senator Glenn for an update on the Faculty Club. Senator Glenn said that they are continuing in the development of the bylaws. They will then touch base with the IRS to make sure the bylaws are structured in a way that fit neatly into one of the IRS's categories. At that point the committee which is now called the Faculty Club Sub-Committee would become the Steering Committee for the Faculty Club. The committee will put together some pamphlets along with an announcement and an application form. He said that they would start accepting applications for the faculty club in August. After the members have all sent in their dues, they would set up an election for president, VP, secretary, and treasurer. After the election, the IRS form is submitted and the club exists. He said that they need to start developing a contract with the Carnegie. The goal is to have it all completed in about a month or month and a half from now.

President Foley announced that she will forward information from the SAI Committee for discussion at a future meeting. She turned the floor over to Senator Brown for a report on the Faculty Development Committee. Senator Brown distributed a 9 page document. He stated that he would send it to Dr. Foley electronically because some of the items can be expanded electronically. There have been lots of questions asked over the past couple of years about the possibility of reinstating the Teaching and Learning Center or coming up with some sort of Faculty Development Center to provide a centralized resource for faculty continuing education and training. The committee got together and wanted to know first, what is actually available on campus. Second, is anybody using it? And third, does this stuff actually work. He said that the answer to the third question is 'we don't know'. The literature is very sparse as to the effectiveness of faculty training and continuing education resource centers in either improving outcomes in the classroom, improving research dollars coming in or improving faculty recruitment and retention. Most of the data that are there are qualitative data regarding faculty satisfaction with the offerings at these various institutions. So that was a difficult question to be answered because there really isn't one.

He said the committee sent out a survey before Christmas and 252 out of 800 faculty responded. Around half the faculty said they were either interested or very interested in participating in some sort of continuing education or training in teaching and research. There are three models for faculty training around the country. There is the lead faculty developer with one person in charge of all faculty continuing education opportunities on the college campus. Those are usually found at very small private liberal art schools. The next is a committee of faculty and other people who are interested in this enterprise. Then there is a centralized resource with somebody who's the director of paid professionals whose job it is to make sure that faculty have access to the best possible resources for improving their

access to research funding and other resources. Senator Brown said that they are advocating that middle option.

Senator Holbrooke asked if this would be a repository for literature on what we all are doing. She said that she came from a place that had a repository for those types of things and they were really helpful in finding folks doing similar work. It was a networking resource. Senator Brown replied yes, that is one of the things they envision - building those relationships between people. He said they want to increase the scholarship of teaching and learning at the university.

Senator Peterson commented that one of the things people have talked about is there are 3 separate entities that deal with the research and they're not connected. Connecting them is one of the things he always thought would help. Also the Research Development Committee gives grants every year, but unless you're on the committee reviewing the grants, he said you have no idea what other people have written. Senator Brown replied that as to the latter, that's something for the RDC. As to the former, though, about coordinating, yes. Those are all things that are listed in the report as resources. The committee is looking more broadly beyond instruction and also looking at enhancing research. Those would also be centralized under this. Senator Campbell offered that ETSU does have an institutional repository of sorts. It's called Digital Commons. At this point there is just student work in it. There is a module of it for faculty to get a true repository, but it costs money which the library doesn't have. That is in the works.

President Foley asked Senator Schacht to report on TUFs. Senator Schacht said he would go through a list of topics:

- MTSU is having some concerns on campus with respect to the new full time professional advisors. There is concern about occasions when the advisors seem to be steering students away from challenging courses. The faculty are speculating that this may be due to the fact that the advisors are being evaluated based on students' progress. Therefore, the interest of the advisors may be at a cross purpose of quality issues that are of interest to the faculty.
- MTSU is also having a conversation about a calculation by CBS Sports that they lose about 21 million dollars a year on their athletic programs. The methodology of the calculation is in dispute by the university and the administration whose response according to the TUFs representatives was that's not really a deficit.
- MTSU Faculty Senate has created its own D2L site and they use it for senate sponsored faculty development including the posting of recommended readings on various issues related to higher education.
- Another issue at MTSU is the bundling together of course and book fees so that students do not have the option of not buying a book when they register for a course. The faculty are concerned this is primarily of benefit to the book vendors and not so much to the students.
- APSU has a representative, Chad Brookes, who is the only faculty representative who sits on the THEC task force that tweaks and administers the outcomes based funding formula. He made a plea for examples of unintended consequences of the outcomes formula. He is concerned that most of the people on the task force are not academics.
- The UTK Health Sciences Center is experiencing a controversy over a proposed policy to impose sanctions without termination on faculty. As described, it was very high on defining punishments but not clear on proportionality.

- UTK Health Sciences is also seeking to change its image and become a state wide institution in health care. The statement was made that because there was talk about ETSU building a dental school - UTK Dental School is now building a clinic in Bristol.
- There was a presentation by Mike Krauss, the Governor's Assistant for Higher Education, who is in charge of the Drive to 55 and TN Promise programs. He described himself as the first higher education person who is "organic" in the governor's office - meaning he's planted there as opposed to temporarily assigned. It was a really interesting presentation. Senator Schacht said that it changed his thinking about TN Promise and Drive to 55. Mike Krauss will be at ETSU on April 23<sup>rd</sup>.
- There was discussion about a new law called the Tennessee Healthy Workplace Act. It's based on model legislation created by a national organization called the Workplace Bullying Institute that has been introduced in almost 30 states. The purpose of the legislation is to address the problem of bullying in the workplace.

Senator Schacht said that there were a few issues that require follow up that were introduced at the TUFSS meeting. The first was in regard to the centralized state control of the construction process. Many campuses are benefiting from a loosening of state construction money. As Dr. Noland pointed out to our executive committee last week however, even though the state is providing less and less of the money, they are not reducing the degree of state control over the construction process. Senator Schacht is going to ask Dr. Noland to give a detailed statement of the specific obstacles that the state could remove if it chose to.

He said that the other issue was in the news recently about statements by the president of the University of Tennessee that were interpreted as implying that he was trying to create a mechanism for "de-tenuring" the faculty. He's claiming he was misquoted. That wasn't his language and what he was talking about was post tenure review.

Senator Schacht stated that there was also discussion about health care and benefits. There has been some question as to whether the Governor is planning to reduce some benefits for retirees or match for dependents. There was discussion about Partners for Health program and the intrusiveness of the privacy invasion involved with their gathering of information.

Senator Schacht he said that the procedures for reporting sexual assaults and the issue of mandatory reporting was discussed and it wasn't clear that the procedures are uniformly applied across the state. President Foley added that APSU considered faculty as mandated reporters. She said that she asked and we have not been identified by ETSU as mandated reporters. Some ETSU faculty and staff, but not all, have been identified as mandatory reporters.

Senator Schacht continued that MTSU-faculty are concerned over poorly regulated interdisciplinary majors. The example was given of a single faculty member who along with a pool of adjuncts oversees 250 students in an interdisciplinary major called Global Studies. Apparently there is no accountability to peers. The administration is thrilled because this individual is responsible for massive revenue generation, but it seems to bypass the peer review and peer accountability functions that should occur.

Senator Schacht stated that he would like to say some things about the bullying policy. Whatever happens, if there is a bullying policy on campus, one corollary consequence would be that because there would now be a policy, behavior that is regarded as bullying would become grievable. This is an issue that will probably require us to revisit and more carefully define our position with respect to collegiality and P&T.

President Foley thanked Senator Schacht. She reminded the senate that Mike Krauss will be on campus and meet with faculty on April 23. Senator Brown moved to adjourn. Senator Campbell seconded.

ADJOURNMENT: The meeting was adjourned at 4:40 p.m.

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