

**2013-2014 Faculty Senate  
MINUTES—August 20, 2013**

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
September 9, 2013, 2:45 pm Meeting Room 6, Culp Center	September 16, 2013, 2:45 p.m. Forum, Culp Center

*Present:* Beth Baily, Robert Beeler, Jim Bitter, Patrick Brown, Randy Byington, Kathy Campbell, Charles Collins, Bruce Dalton, Susan Epps, William Fisher, Virginia Foley, Allan Forsman, Rosalind Gann, Nick Hagemeyer, Tammy Hayes, Jill Hayter, Ken Kellogg, Tom Laughlin, Kurt Loess, Lorianne Mitchell, Jerome Mwinyelle, Kelly Price, Kerry Proctor-Williams, Deborah Ricker, Melissa Shafer, Kathryn Sharp, Kim Summey, Jerry Taylor, Paul Trogen, Jennifer Vanover-Hall,

*Excused:* Evelyn Hammonds, Daryl Carter, Dharendra Kumar, Thomas Schacht, April Stidham

*Guests:* Bert Bach, Provost; Jennifer Clements, Director of Marketing; David Currie, Director of Media Services; Brian Noland, President; Joe Sherlin, Vice-President for Student Affairs

8:30-9:00 Light refreshments served

CALL TO ORDER: President Byington called the meeting to order at 9:08 AM

President Byington called for approval of the minutes from the last meeting on April 22, 2013. There were several simultaneous motions. Senator Blowers seconded. Minutes were approved without dissent.

President Byington announced and distributed certificates of appreciation to outgoing senators.

The 2012-2013 Senate adjourned at 9:12am.

The 2013-2014 Senate was called to order at 9:12am.

President Byington announced that Dr. Bach would be joining us for lunch and that Dr. Bishop was attending the TBR Presidents Meeting in order to allow Dr. Noland to join us in the afternoon. He then asked for the senators to introduce themselves and introductions were made around the room.

In order to quell rumors, President Byington announced that the parking garage is being paid for by dedicated student fees approved by SGA and TBR. The fees could not legally be used for anything but the garage. The new campus green space was paid for by remaining stimulus money and the new football fee was approved by SGA and TBR and cannot be used for

anything but student activities. There is a new parking app that will be installed using TAF fees this year. All these current projects are being funded by dedicated money which cannot by law be used for other purposes.

President Byington then moved on to elections for Senate Treasurer, three At-Large Executive Committee members, and a TBR Sub-Council Representative. Senators Taylor, Foley, and Byington ran elections.

Senator Taylor asked for nominations for Senate Treasurer to replace retired Senator Jerry Shuttle. Senator Bitter nominated Susan Epps. Senator Taylor asked for other nominations. Senator Essin moved to close the nominations and Senator Bitter seconded. Patrick Brown moved to elect by acclamation. Senator Bitter second. Motion carried without dissent to elect Senator Susan Epps as Faculty Senate Treasurer.

Senator Taylor asked for nominations for three At-Large Executive Committee members. Past-President Champouillon moved to nominate Senator Lorianne Mitchell. Senator Trogen seconded. Senator Bitter nominated Senator Ken Kellogg. Senator Epps second. Senator Epps then nominated Senator Cathy Campbell. Senator Bitter second. Senator Bitter moved nominations close and all three be elected by acclamation. Senator Blowers seconded. The motion carried without dissent and Senators Mitchell, Kellogg, and Campbell as At-Large Executive Committee Members.

President Byington asked senator Bitter to speak to the duties of the TBR Faculty Sub-Council Representative. Senator Bitter stated that there are advantages – you can take the important issues of your campus to Nashville and have them reinforced by the TBR Sub-Council. He continued that this would be his last year on the committee and he would like to have his replacement shadow him this year and serve when he cannot be there for one meeting. His proposal is to share duties this year. President Byington announced that Senator Schacht is interested and willing to serve in this capacity. He shared that Senator Schacht was in a recent car accident and so was not in attendance. Senator Foley asked for nominations to the TBR Faculty Sub-Council. Senator Bitter self-nominated. Senator Trogen seconded. Senator Epps moved to close nominations and Senator Taylor seconded. Past President Champouillon called for discussion. He asked how many meetings there were per year and how many Senator Bitter would be missing. Senator Bitter answered that there were four meetings per year and he would miss one. There was no further discussion and Senator Bitter was elected without dissent.

President Byington announced that the By-Laws require election of a chair for the Tenure and Promotion Appeals committee. President Byington stated that Senator Burgess has been in the position for a number of years and is willing to continue on it that capacity. Senator Trogen nominated Senator Burgess and Senator Epps seconded. Senator Blowers moved to close and elect by acclamation. Senator Burgess was elected as chair for the Tenure and Promotion Appeals committee motion without dissent.

President Byington introduced Jennifer Clements, ETSU Director of Marketing and Special Events. Director Clements' presentation, *Visual Identity Rollout*, offered the findings and recommendations of the ETSU Marketing Task Force – a marketing leadership team comprised of people across campus. The team looked at logos, branding and themes, and budgeting for marketing at the university level. The task force recommended hiring a marketing firm to consult. This past year the marketing firm held focus groups and reported back on their findings. One of the major recommendations is to move to a single branding – with a single logo and specific color scheme. There will be on-campus focus groups this fall that will give constituent groups opportunity to join discussions and provide feedback on logo choices. January will be used to build excitement with the new logo to be announced and implemented in March 2014. The new logo will be officially launched December 14<sup>th</sup>, 2014. The email address for participation and feedback is [identity@etsu.edu](mailto:identity@etsu.edu).

Director Clements then opened the floor for questions. Senator Bitter asked if the new color scheme would be the same as the university's tartan. Director Clements indicated it would be. Senator Bitter asked if the logo will be adaptable so departments can add their piece to it. Director Clements stated that the new standards will allow the college and department to differentiate using the text from the logo. Senator Kellogg stated that past university experience is that logos get corrupted and tweaked. What is the plan to ensure that it does not get distorted when departments develop their logo? Director Clements answered that each program will go through University Relations who will provide each program with materials & resources. Discipline specific logos will be discontinued. It is understood that the conversion will be expensive for programs and therefore the implementation will be slow with as long as three to five years for larger signage. After the March 2014 announcement anything ordered will have the new logo and the transition will happen over a period of time. After December 2014 only new logo materials will be used. Marketing will provide tablecloths to rent or borrow until colleges can fund new materials.

Senator Gann thanked Director Clements for the presentation and her work. She expressed concerns that with budget cuts and issues with standards that this is a false sense of excitement rather than our truly talking about the concerns in the university. Director Clements replied that she understands and that branding is a recruiting tool and it is important; recruiting is the impetus for all of this work. Through the marketing consultant's focus groups they found there was confusion about who we are and what we have to offer – most people knew of the health sciences but not about other aspects of the university.

Past President Champouillon stated that the identity crisis is not the logo – it starts with university relations. He continued that the preponderance of the stories in the paper involved the fossil site, Train Museum, or College of Medicine, yet the majority work of the university is undergraduate education. He pressed that the University Relations office needs to understand that. Director Clements said she understands and that lots of press releases go out. The press chooses which ones to write. She expressed that the university's marketing is going to focus on telling the stories of the faculty and students. She asked faculty once again to sign up for focus groups.

Senator Bitter reported on the TBR Faculty Sub-council. He stated that the Tennessee Board of Regents is structured in such a way that the governor is the head of the Board of Regents and he appoints all of the board members. Below the board is the Presidents Council made up of all the presidents of the 4 year institutions and community colleges. The Presidents Council has three sub-councils, a sub-council for students, academic officers, and faculty. Those three sub-councils send materials through the Presidents Council which then decides what will go to the Board of Regents. Under normal circumstances for the most part the Board of Regents rubber stamps whatever the presidents send through. The other side of that works the same way going from the top down so everything that comes from the governor to the Board of Regents to the president's council and then gets disseminated out. The difference is that everything that comes up from the bottom is a recommendation and everything that comes from the top down is a mandate. In past years if the faculty sub-council wanted something to get to the president's council it had to go from us to the Academic Officers Sub-Council who could kill it right there. If they didn't kill it and it went forward, it went to the Presidents Council and they again could decide to kill it.

Last year the head of the academic officers was Bert Bach. Senator Bitter said that he was the head of the faculty sub-council so it didn't make any sense for them to do things against each other. They essentially sat down and talked ahead of time and decided what things they were going to try and move through. Two years before that the Faculty Sub-council tried to move a lot of things through that just got killed by the academic officers. One of them was a change in the Academic Freedom Policy, which we worked for two years on. It made it through the faculty sub-council after two years of work and died the next month with the academic officers. Senator Bitter stated that when he became the chair of the Faculty Sub-Council, he sat down with the chancellor and sat down with Dr. Bach and asked why don't we create a working group and have some presidents, academic officers, and faculty discuss this whole thing. So this year we came up with another Academic Freedom Policy. We were helped with this because they kept telling us for a couple of years, well you can be in shared governance and not have anything happen to you. When the president of the faculty senate at Tennessee State University was arrested for speaking out at the faculty senate, they could no longer say that. So they did sit down and they did try to work something out with us. That led us to believe that a really good idea would be to use more of those working groups. So instead of sending our recommendations forward this year on what a restructuring of the academic vice-chancellors position should be we again used academic officers, presidents and faculty members to work on it. It was amazing how fast and how well it went. We also did the same thing developing a motion that was passed on partner benefits. We were asked not to bring this up until summer when the Tennessee Legislature was out of town and so we discussed it for three meetings then this summer we passed it and sent it directly to the President's Council.

Senator Bitter said that they also worked with sick leave benefits this year. This is going to take some change in the law, but they are in fact working on that. He explained that right now if he gets sick, and he is in the sick leave bank and runs out of his sick leave, he can borrow from people who put in the sick leave bank. But if his child is sick, and he is taking sick leave to be with his child and he runs out, the sick leave bank can't be used for that. They're trying to get the law in the state of Tennessee changed so that that could happen.

There are several other issues that are in germination stage. One is related to how pathways are constructed between community colleges and universities. There is the brand new program they passed this year that, if you're a community college student and you leave to go to a four year institution in the state before you complete your associates degree, when you take the courses at the four year college you will get the associates degree retroactively.

Senator Bitter stated that there are also a number of issues going on around online education. The governor brought Western Governor's University to this state and it's going to be part of the University/College system. It is a program created out west where there are large open spaces and people spread far and wide and they wanted them to get degrees. These things are accredited across multiple regions. This comes at the same time that there is growing evidence that a degree in online education does not produce the same outcome as those who actually go to a campus and learn live. The other thing about it is that at Western Governor's you can pay \$6000 for a year and you can take as many courses as you can possibly complete. If you would like a \$12000 four year degree, with Western Governor's, and you're ambitious enough, you can do it. The Governor of Texas has just threatened his college system to either come up with a \$10,000 four year degree or they're going to use Western Governors. That's happening in a lot of different states. It's not just going to happen at the college level, it's going to happen all over. The University of Missouri instituted a K-12 online degree. They thought they would have a few hundred people signed up. They're at 7000. These are the kinds of issues that TBR groups wrestle with and deal with. The online thing is a problem because it's not coming from the bottom up where there are suggestions and debate. It's coming from the governor down so this is just going to happen.

Senator Epps commented that as a totally online faculty, it bothers her that there is an impression that an online course can be done in a weekend and one can get a four year degree in a year because you've taken 16 classes at one time. The message we're sending students is that, 'just take a bunch of classes over a short period of time and maybe you can learn something'. She related that a student a couple of years ago finished an online course in a weekend. When some of the other students in the class asked "how did you do that" he said "well I just took the tests". The students asked "how did you learn anything" and he said "I wasn't worried about learning anything I just wanted to pass the class and I've done it so now I'm finished with this class".

Senator Bitter replied that what Senator Epps is describing is not teaching, it is a different method of testing out of a course. He continued that at our university already we have at least two MOOCs that are being prepared and we also have a system that is redesigning itself to allow people to test for credit based on those. That's going to happen at the TBR system level too. If you start with the idea that the outcome of this should be you're prepared to work, then the only thing that we're doing is creating a green card system in which we're going to get the student through as fast as he or she can. Senator Bitter stated that is the system which the Complete College Tennessee Act created. He warned that if faculty are not there to counteract it we will wind up with grade inflation and a system that values speed over learning.

Senator Forsman commented that the two newly developed ETSU MOOCs are not going to streamline students through, in fact it's going to take twice as long and they're not going to be free. It will take a student two semesters to complete but will cost them half the price. The classes are open enrollment. Basically, it's to entice people that otherwise might not come to college to take a class online and see how they would do.

Senator Bitter responded that the point he is trying to make is a lot of these decisions are not being made within the university. They are being made at a system level or even beyond the system level as a political level.

A question was raised as to whether Western Governors School is part of THEC or affiliated with TBR or UT? Senator Bitter relied that we don't know the answer to that. It's kind of an entity at the moment. It's not a part of the UT system. It's not part of TBR. THEC has some control over it but THEC doesn't actually wind up controlling anything in the long run. Senator Mitchell added that the way it's been explained to her is that it is sort of a third arm.

Senator Bitter concluded that what takes up a great deal of effort and time at TBR is fighting what he refers to as crazy legislation. Last year a good deal of time was spent trying to kill the legislation that would have eliminated all diversity officers and all reference to diversity at any college or university. That bill made it through the house but did not get to the senate. The senate did pass a bill that said that counseling psychology and social work could not dismiss any student who on religious grounds didn't want to do therapy with certain people. But that died in the house. Both of those bills are coming back. There will be another set of bills this year to override the university's declaration of what it means to have guns on campus. For those people who have concealed gun permits there will be some set of laws that come through that suggest that it is ok at the universities and colleges too.

President Byington thanked Senator Bitter and announced that Senator Foley will give an update on the TUFS.

Senator Foley stated that she, President Byington, and Senator Schacht traveled to Murfreesboro the first weekend in August to attend the TUFs meeting. Her comments echo those of Senator Bitter. Tennessee State Senator Tracey, a legislator from the Murfreesboro area, spoke to TUFs on Saturday about the higher education challenges with the Tennessee General Assembly. He stated that of the 132 legislators, only 10-12 of them have professional experience with education, so they don't speak the P12 language or higher education language. He challenged us to get our legislators onto campus and dialogue with them, that conversation with our legislators is vitally important. He also stated that 'snail mail' letters will make it to their desk and not be handled by an aide. As state funding has gone down, tuition has gone up. There is a proposal that will probably be introduced in this upcoming legislative session to put a five year freeze on tuition increases. Senator Foley stated that people need to hear from us – not just our legislators, but our neighbors. We need to explain to them how the state funding has decreased and the only way we have had to make up for that decrease has been an increase in tuition.

Senator Foley added that State Senator Tracy stated that a lot of the legislators were very disgruntled with the fact that 5 million dollars of Tennessee money was going to Western Governors School for advertising in the state. She continued that the Tennessee Technology Centers have had a name change. They are now Tennessee Technology Colleges. So if you go get your welding license from what was a technology center you now have a 'college' degree. It is a certificate, but people think they have a college degree. She stated that she is all for air conditioner repairman and plumbers, but the image issue that we have with our legislators is that we're not in the real world. We don't prepare people for the job market rather we charge a lot of money for a piece of paper. We've got to fix that image.

Senator Bitter added that those things are going to escalate into 4 year programs. There are already community colleges, Chattanooga State Community College for example, that are pushing for a four year degree in certain areas specific to their needs. Once that happens, the distinction between the community colleges, tech centers, and four year institutions disappears.

Senator Foley continued that her takeaway from TUFs was that we need to be contacting our legislators and neighbors and getting the word out.

President Byington stated that the faculty senate has invited legislators to visit several times without success. He announced that he plans to approach SGA to see if they will invite state legislators to campus and to allow faculty and staff to attend the meeting.

Senator Bitter added that he would like us to also invite Ron Ramsey. He thinks that we need to find time where they can come when their schedule is open, the first or third Monday is a very restrictive time for their schedule.

President Byington announced that we are very close to the 11:30 mark and he asked the senior staff to have lunch with us. Drs. Shirley and Bach would like to say a few words before we break for lunch.

Dr. Bach began by saying he appreciates being invited to the retreat and having the opportunity to talk. In the past, he has shared with us his priorities for the year. This year he is meeting next Thursday with the president for approval of a few particular priorities he hopes he can pursue during this next year in office. Once he has concurrence with Dr. Noland he will be meeting with the deans to discuss their 6 and 12 month priorities. He then hopes to have an opportunity to visit with each of the departments to discuss these priorities and to hear what the department's particular priorities are.

Dr. Bach stated that he would like to mention some things that have occurred in meetings with the executive committee and some other things that he hopes we have some interest in and will pursue. At the most recent meeting of the executive committee we talked about the instructional development committee which Susan Epps is chairing. There is a March deadline (in March of 2014) to set the agenda for what will be funded for next year. One of the things that we discussed was building some specific kinds of themes. Dr. Bach would be particularly interested in working with the faculty senate with respect to talking about areas of need, areas of opportunity, and seeing relative to whether in those grants we would want to say grants that address these themes would have the priority.

Dr. Bach continued that Karen King in the office of e-Learning is going to be releasing in the very early fall a Request for Proposal inviting individual departments to propose development of online programs. These awards coming from the online fee will be \$12,500 per semester. It may be renewed for up to 4 semesters depending on what the magnitude of the work that's been proposed is. That money may be used for hiring temporary help, release time, GAs, anything directly related to the development of online programs. The purpose is really to emphasize that our focus is on programs rather than on individual random courses.

The third issue Dr. Bach hopes to bring to the academic council on September the 12<sup>th</sup> is the proposed change in the evaluation of professional development for full-time faculty. This was developed most recently by Tom Schacht, Doug Burgess, Linda Garceau, and Gordon Anderson.

The fourth point is that Dan Brown and Teresa Williams are co-chairing a committee called an Advisory Committee on Undergraduate Degree Completion Systems and Advisement. They have developed a major report relative to where we are on all of these systems. It's going to be presented to the Academic Council on the 12th. They will give priorities relative to learning

support, the Tennessee Transfer pathways, the catalog year designation, degree compass, degree works, academic work, probation, and readmission programming, and so forth. Dr. Bach stated he would really appreciate it if we would consider inviting them to give those reports to faculty senate and to seek our support relative to the initiative.

The fifth point Dr. Bach said he would not elaborate on because the president will speak later on issues of enrollment, persistence to graduation, etc. Dr. Bach hopes we can meet to discuss these topics through the course of the year.

Senator Bitter stated that he wanted to publicly thank Dr. Bach for his leadership, his willingness to work with us and support those issues brought forward by the faculty. He then asked about an update on the regional accreditation process for ETSU.

Dr. Bach replied that the off-site committee has made its review. The on-site committee has made its review. We met all of the core requirements and the federal requirements, the comprehensive standards, and the core requirements with the exception of findings by the committee on standard 3.1 which is the institutional effectiveness standard. We have responded to the specific questions that they asked of all the colleges and departments. That heroic effort, led by Marsh Grube, has gone to the CNR committee. The decision for accreditation is made by the board which meets in December in Atlanta. We were not out of compliance with any core requirements, the only findings were relative to the comprehensive standards and only in the narrow area of assessment. The best case scenario would be that they would look at the response to our report and say fine, you did exactly what we asked you to do. We have no further questions. Another response could be that well, you made some considerable improvement, but we're going to want you to report annually on your progress.

Dr. Sherlin began by saying that he appreciated our invitation to attend the retreat. He continued that in Student Affairs, they are focused on engaging students and supporting them to be successful, but their primary role is to support faculty in our roles so that we can be most effective in the classroom. Increasingly in recent years classroom disruption has been an issue, also suicide among students. Student Affairs has really focused heavily on promoting education among the student population, but wants to do more with the faculty and staff so faculty members are better equipped to address issues of disruption. They also want faculty to know the signals for suicide, how to respond, and what resources are available here on campus. The counseling center partnered with the Student Affairs office would welcome any department or individual faculty member who would like consultation on this area.

Dr. Sherlin continued that he also wanted to put a plug in for the academic alert program for first year students. That program is designed to reach out to first year students who are struggling and allows faculty members to send an alert to the ARC. He said that we are not

able to reach every student, but those students we are reaching are seeing great improvement.

Dr. Sherlin shared a couple of initiatives on the service side that may be of interest, there was significant discussion about integration of student financial services in the committee for 125 trying to create more seamless financial services. We have a group that is reviewing one stop shop models this year to look at how we can better provide service to our students in the financial area. There is an opportunity for us to establish a multi-cultural center. It was a part of the committee for 125 student success agenda and Dr. Noland has asked Mary Jordan and Dr. Sherlin to work together on a proposal to develop a mission, vision, goals, operational functions for a multi-cultural center that would serve as a true hub for dialogue, education, and that would have an impact on both the student service and the academic side. If there is anything Student Affairs can do on the student service side, any opportunities for collaboration or any concerns that faculty have, don't hesitate to reach out to Student Affairs this year.

Senator Bitter had three quick points. First was a recommendation to get Pat Robertson to work on the multi-cultural center. The second was a question on the status of the different therapy centers on campus and are they moving towards integration? The last was a question on the common calendar, does. Does Dr. Sherlin see us moving toward a "break" that moves everything towards thanksgiving or not?

Dr. Sherlin replied that in terms of mental health collaborative discussion, it is complex in terms of identifying opportunities in how we can best work together but those discussions are moving in the right direction. We're partnering with the health clinic to offer some mental health services and some psychiatric support in concert with our counseling center in ways we have not done before. In terms of the calendar students would be very supportive of moving everything together along the break. He stated that he was not sure where that is at and therefore doesn't have a specific response to that question.

After the lunch break President Byington introduced David Currie, Director of Media Services and chair of the Information Technology Governance Committee (ITGC).

Dr. David Currie stated that his main reason for being here today is that he is on a membership drive and hopes to recruit new members to serve on the ITGC, which meets quarterly. He said that one of the things that he has tried to do is to get representation from as many of the colleges as possible. The recommendation to be on the committee typically comes through the dean's office in your college. So if any of you are in a specific college and you're interested in being on the committee, probably the first person to see is your dean.

Dr. Currie explained that if you're out there and you see some piece of technology that you think would be beneficial in some way or you see something that could be done and it is something that impacts instructional value for students and/or it is something that is going to directly impact the ability of faculty to deliver course information to students – the ITGC is the sub-committee to see.

Dr. Currie gave a couple of examples to show some of the things that the committee has made happen. The first is a motion taken to the governance committee to say on day one of classes, the default position needs to be on for all sections of all courses in all of the learning management system sites. This was done in response to requests that had been made to the committee from student government. Students wanted to encourage faculty to put course materials, assignments, and so forth online.

Back in 2006 there were several members of faculty that said they would like to put some audio files and maybe even some video files online. We went ahead and implemented ETSU's first streaming media server in Windows Media and we set up a situation where faculty could just send videos to academic tech support and they would upload those and send the faculty a link back. We've done the same with flash based video. We have a new Windows Media server and of course we have the iTunes University site. Back in February of this year, we passed 14 million episode downloads in iTunes University.

We also have a YouTube site. Faculty are welcome to put up collections of video and audio on those streaming servers as well. It was really the sub-committee that went to the governance committee and pushed for the streaming media server that the faculty wanted.

The committee also recommended the concept of setting up an automated recording system in all the multimedia room classrooms. That system is now being implemented. It is being rolled out into a few classrooms this semester and it is gradually going to be installed in every multimedia room on campus.

Several years ago a researcher on campus came to the committee stating that they had missed a deadline for submitting an application. Someone they were collaborating with was sending them emails with the wrong email address. The emails were not actually getting to the researcher and the sender at the other end didn't know that the email had not been received. So we went to the governance committee with a motion to say we need a ping-back function added to the exchange email server at ETSU so if somebody sends something to that email address, they get a message back to say no such address. That was implemented a few years ago.

There was a question that asked what if the mail box is just full – does the ping back system work for that? Dr. Currie replied that back in the day our email boxes were tiny. We passed a motion in the sub-committee requesting that all of our email boxes be doubled. Then we asked if they would double them again. The faculty mailboxes initially were quadrupled and staff's mailboxes were doubled. You as an individual can request through OIT that they be expanded even more.

President Byington stated that if anyone would like to serve on that committee, please let him know. It is the Academic Technology Sub-Committee. They meet quarterly.

President Byington announced that we are going to postpone discussion on the faculty handbook preamble - that was something Senator Schacht wanted to talk about and we'll bring that up in a regular senate meeting whenever he is available and we'll move to the changes to the Faculty Handbook.

President Emeritus Champouillon began by thanking the Handbook Committee. The new handbook now has a table of contents. They also updated the titles. For example, the harassment policy was called the Policy on Harassment, the nepotism policy was called Policy on Nepotism. So they took the policy, put it at the end of the sentence and alphabetized them. The committee added a section for the archived handbooks so you can go find the handbook that was in place when you started and that's important for things like tenure and promotion etc.

There is a new section that is going to have a running list of changes to the handbook this year. Before, you would have to open up the handbook and look for something that was in red. Last year we proposed changes that had to do with the makeup of the chair search committee. It was approved and signed off by the president a month ago. If you're performing a chair search this year, it has changed. Please be aware of that. It is effective as of a month ago. So we've got a table of contents, an A-Z index, things are in alphabetical order, and we've got archived handbooks.

Dr. Alsop inquired if there is still a flowchart as part of the handbook? President Emeritus Champouillon replied yes the Faculty Handbook change process flowchart is still there. There is also the tenure promotion chart. The committee proposed two new upload buttons to the T&P online system, the first one is for faculty annual evaluations. The second is for third year reviews. So this is what the committee did this summer. It has been very productive. Again, the committee worked a lot of hours.

Senator Bitter asked where to find due process for faculty if one of them has committed an infraction that somebody thinks is punishable. President Emeritus Champouillon replied that while it is not available now, the handbook will be searchable very soon.

President Noland began by introducing Michael Hoff who is our new institutional research director. He stated that we're excited to have him with us today also joined by Jeremy Ross. He thanked us for the opportunity to allow the two of them to attend, but more importantly for giving him the opportunity to talk a little bit about data that he hopes will inform decision making as we move through the fall. Before jumping in, just a couple of announcements – it began to rain in May and it rained all summer. Subsequently, a number of projects that we had slated for completion are behind schedule. The garage will not be ready until some point in October. The lots will be open so from a net parking space perspective, we're almost identical to where we were last fall. In the center of campus the contractors anticipate having all of their work completed including sod by Labor Day. That is also predicated on weather. So for

everyone who has been inconvenienced over the summer and for everyone who will be inconvenienced in the next couple of weeks, thank you for your patience.

President Noland then shared his presentation *Data Profiles and Policy Trends*. (The Power Point presentation was emailed from President Byington to the senate members on 8-20-13 Subject: FW: Emailing: Faculty Senate Presentation (8-2013).pdf) Upon conclusion of the presentation President Noland welcomed the chance to answer questions.

Champouillon thanked Dr. Noland for his commitment making faculty salaries are a priority. He went on to ask do we have reserves and how much are in those reserves? Why don't we take some money out of the reserves?

President Noland stated that we balanced the close of the fiscal year that ended July 1 with reserves. A lot of the reserves you see on our books are capital reserves. We've dipped about as much as we can into our reserves and not fall outside of compliance with Board of Regents policy.

Senator Bitter also thanked President Noland and said that he and the administration have done a really excellent job of keeping us afloat. He continued that UT has both the strongest retention rate and the strongest graduation rate. They did that by raising admission requirements. President Noland added that they raised them 2 years after the advent of the lottery scholarships. Senator Bitter continued that he would like to see what that trend did and see if that would be a useful thing for us. Secondly, both the Counseling Masters Degree Program and the ELPA Masters Degree Program have preparations for college student personnel workers. All of them have to take a Methods of Research course. Those courses could be redesigned to collect student exit interviews. Senator Bitter stated that a few years ago when we were at the height of looking at finances, we looked at non-productive activities. We did away with the printing office because it cost too much money. Have we looked at other programs to cut?

President Noland replied that it will be the heart of our work over the next 36-48 months. A couple of colleges have piloted budget profiles which are very similar to a way pharmacy operates their budget. The fiscal consultant we've worked with is putting together a response to an RFP to undertake that program review. We have to start to look at where our expenditures and our revenues are aligned. Dr. Noland would like that program review to be led by faculty. Dr. Noland added that he tried to make it through the presentation without talking about athletics, but all of these issues exist without a football team. We're in this situation not because of anything to do with athletics. We're in this situation because we didn't manage our budgets and we didn't pay attention to enrollment.

Senator Gann stated that she was interested in Dr. Noland's statement that he felt that faculty were very important in the retention process. She suggested that there is a reciprocal relationship between student engagement and faculty because in order to have your office door open and be up enough to really help the students feel they have something unique to offer, then you have to not be in survival mode yourself. You have to not be so stressed out about your paperwork that when you don't have office hours, you keep that door closed so that

you kind of defend yourself against the students. In her mind it isn't just salaries, travel opportunities, or opportunities for professional development, she thinks it is more than that. Somehow, if you want to have good retention of students, you must have happy and energized faculty.

Senator Fisher stated that his tenure around here has been long and he is retired. He wanted to say this is the first time he has seen a presentation of this nature to the faculty senate. He would recommend that Dr. Noland consider the possibility of making this annual report and updating it as effectively as he can at this annual retreat in the future. That is his hope.

President Byington stated that in businesses what gets measured gets done. What is measured at the university is research, teaching, and service. And teaching is only measured in SAI's. Is that really the way that we should be measuring what we are teaching? A lot of our teaching, really good teaching, occurs in one's office – either during your office hours or when you say that when my door is open, that is an invitation to come in. In our current promotion and tenure system, that doesn't get measured.

President Noland said we need to give it some thought. What if we said rather than continuing to do PIE the way we always have, what if we take a look at it and do something different. Align it with whatever we're going to create in this budget process. SACS called our bluff. We report lots of things but we don't tie it back to anything. So maybe there is a better way to do PIE. What if we just said we're going to call time out from PIE this year?

President Noland ended with a couple updates – Faculty Convocation is this Friday. He hopes that we also come to something that Dr. Sherwin and his staff have worked really hard on which is a student convocation on Friday afternoon. It will be an opportunity for our students to come together as a class and learn a little bit of the history in tradition of ETSU. Take a little bit of time to enjoy the next couple of weeks. He thanked the senate for giving him the opportunity to present and for helping to find solutions to these data numbers.

ADJOURNMENT: The meeting was adjourned at 3:30 p.m.

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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).*