



EAST TENNESSEE STATE
UNIVERSITY

Dear Colleagues,

It has been an honor to serve as your Faculty Senate President for the past two years. We've had a productive and exciting two years.

In August 2014 we changed Faculty Convocation to be a celebration of faculty, moving the State of the University address to later in the year. In addition to the tradition of recognizing the winners of the University awards for Teaching, Research, and Service, college award winners were listed in the program. In August 2015 we added to the program the names of faculty who had recently received tenure or promotion.

We hosted our first Open Forum with the President in January 2015. President Noland gave a presentation about past and present events that were impacting the present and future of the University. The presentation was followed by a period for questions and answers. We hosted the second annual Open Forum with the President in January 2016, a tradition Faculty Senate will continue.

An ad hoc committee was formed in August 2014 to review the Student Assessment of Instruction (SAI). The committee recommended changes to the SAI items as well as changes in the administration of the SAIs. The changes were adopted and implemented for school year 2015-16.

An ad hoc committee reviewed our policy on Faculty Termination with Cause. The review of this policy lead to a recommendation that our policy be changed to match TBR policy. Additional modification was made to create the structure of the Faculty Senate's Concerns and Grievances Committee.

We approved the policy for rolling contracts for instructors/lecturers.

An ad hoc committee was formed to research and recommend a Center of Faculty Excellence. This proposal is still in development.

Fall 2015 we co-sponsored a survey with the Office of Summer School. This was in response to faculty being asked to work for less in summer of 2015. Based on the results of the survey Faculty Senate made the recommendation that Faculty not be asked to work for less in the summer. In January 2016 the Interim University Council (IUC) approved the plan to compensate faculty at the 1/32 rate required by TBR and not ask faculty to work for less.

We recommended that the policy for use of the Faculty Sick Leave Bank be aligned with TBR policy, specifically that a request for sick bank leave no longer requires department chair approval, only that the chair be informed of a faculty member's application to use sick leave bank. This recommendation was approved by the Trustees for the Faculty Sick Leave Bank.

A subcommittee of the Faculty Senate worked with President Noland in December 2015-January 2016 on amendments to the FOCUS Act that moves governance of ETSU and the other five TBR universities to a local governing board. Over 70% of our recommendations were incorporated into the revised bill which was subsequently passed.

Faculty Senate developed the process for selecting the Faculty member who will serve on the Board of Trustees. The Faculty Representative will serve a two year term. The election will take place in September 2016.

Faculty Senate requested that the University explore the option of a digital faculty evaluation system. A committee has been formed to research options.

For several years the Faculty Senate has been working on a progressive discipline process for faculty in order to avoid problems that have occurred in the past and to allow for faculty notification of concerns and opportunities to correct those problems. This was approved by Faculty Senate in spring of 2016 and was passed by Academic Council.

There are many issues still in the works. Faculty will have an opportunity to vote on a code of ethics this fall. Faculty Senate will be writing a position paper on Non Instructional Assignments. The SAIs will be reassessed. Our meetings are open. We are dedicated to our mission focusing on academics and faculty welfare.

It has been a pleasure to serve as your Faculty Senate President. I remain dedicated to the faculty and students at ETSU.

Respectfully,



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