



FACULTY SENATE MINUTES

Meeting Date:	01/25/2021	Time:	14:45 – 16:30	Location:	Zoom
Next Meeting:	02/08/2021	Scribe:			Ashley Sergiadis
Present:	Alexander, Katelyn; Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Burford, Mike; Burns, Bracken; Byington, Randy; Chen, Yi-Yang; Cherry, Donna; Collins, Charles; De Oliveira Fiuza, Felipe; Dunn, Andrew; Ellis, Jon; Emma, Todd; Epps, Susan; Evanshen, Pam; Foley, Virginia; Fraysier, Donna; Garris, Bill; Gomez-Sobrino, Isabel; Hagemeyer, Nick; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Holmes, Alan; Johnson, Jeanna Michelle (Mikki); Johnson, Michelle; Kahn, Shoeb; Kim, Sookhym; Kruppa, Michael; Livingston, James; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Mitchell, Holly; Nivens, Ryan; O'Neil, Kason; Park, Esther; Peterson, Jonathan; Ramsey, Priscilla; Sargsyan, Alex; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Thompson, Beth Ann; Walden, Rachel; Waters, Susan				
Absent:	Elangovan, Saravanan; Funk, Bobby; Johnson, Leigh				
Excused:	Ecay, Thomas; Gray, Jeffrey				

Agenda Items

Meeting called to order

1. Celebrations
2. Introductions of Guests
3. Announcements
4. Approval of Minutes
5. Action Items
6. Information Items
7. Old Business
8. New Business
9. Comments from Guests
10. Adjourn

DISCUSSIONS

1. Celebrations
 - 1.1 **Brown** announced that he and his wife traveled to Manila to take custody of their youngest son, Nico. He does not recommend international travel during a pandemic.
 - 1.2 **Foley** turned in her CAEP report for accreditation.
 - 1.3 **Park** is happy for the people being vaccinated including her parents, husband, and her husband's parents.
 - 1.4 **Fiuza** finally bought a house after a year of searching.
2. Introductions of Guests
 - 2.1 Dr. Amy Johnson, Associate Provost for Faculty and Director, Center for Teaching Excellence
 - 2.2 Seth Manning, Executive Vice President of the Student Government Association
3. Announcements

None.
4. Approval of Minutes



DISCUSSIONS

Hendrix questioned whether there was an objection to approving the minutes from the 11/30/2020 meeting.

No Objection: Minutes Approved

5. Action Items

5.1 Motion - Approval of Resolution Affirming ETSU Values – Dr. Fiuza

Fiuza made a motion to approve the resolution. **McGarry** seconded the motion.

Brown moved to amend by adding the phrase “therefore, be it” at the end of the last “whereas” clause. **Epps** seconded the motion. **Motion passed.**

Garris moved to amend by substituting in the second paragraph “Eastern Tennessean” with “East Tennessee.” **Cherry** seconded the motion. **Epps** (with the advisement of Senator McGarry) moved to amend Senator Garris’ amendment by striking “region” after “East Tennessee” and adding “the” before “ETSU Community.” **Motion passed.**

Byington moved to amend by substituting “East Tennessean community” with “East Tennessee community” in the last sentence. **Brown** seconded the motion. **McGarry** suggested as part of the motion to substitute “broader” with “broaden”. **Motion passed.**

5.1.1 Senators discussed the motion. [The following discussion is not a word-for-word transcript. Statements and questions by Senators may be edited and summarized for clarity.]

Emma: If Faculty Senate approves this motion then we are saying that we do not support the SGA letter. What are we saying if we vote no?

Brown: We are remaining mute.

Emma: Is there any action that will follow this if the motion is opposed?

Hendrix: There is not a follow-up on the agenda at this time. If there were a desire for follow-up, there would need to be a new motion submitted through the standard process.

Epps: We are only voting on what the resolution states. We are not saying that we disagree with the SGA letter, but we disagree with the Faculty Senate proposed resolution.

Hendrix: The vote is for this particular motion.

Brown: Senator Fiuza did not want to do just a blanket endorsement of the student wants, but to do our statement with a little bit more nuance.

Fiuza: Initially, we [writers of the resolution] wanted to fully support the students, but we realized after further discussion we could not because of the issues explained in the second paragraph of the motion. For instance, we end up doing more harm than good because we cut ourselves from partnerships where we could do good for the community. We applaud the students and think what they did is important because they stood against all forms of prejudice as mentioned in the third paragraph. The intention is not to say that we do not support students. The initiation is to say that we are acknowledging and applauding what they did and recognize the need for further discussion.

Foley and **Byington** agreed with Senator Fiuza.

Blackwell: We would not be saying anything with the resolution because it is vague. If you are one of these groups that could be considered a minority or disenfranchised group, you would see this resolution a lot differently. For these reasons, I do not like the resolution.



DISCUSSIONS

Emma: The resolution feels more like a repudiation of what the students are asking us for instead of an endorsement of their effort. If we disagree with them, then we should say this. This resolution feels like we are disagreeing with them in a very underhanded way.

McGarry: The resolution is worded this way because we do not wholly agree or disagree. It reflects the nuance of our position. We do not completely endorse their method, but they did not ask us to take a position on it. If we ignore it that is a statement too.

Evanshen agreed with McGarry.

Foley: I agree with Senator McGarry. When crafting the resolution, we were proud of the student's courage to speak on their beliefs and values. They should be able to do that without being harassed and criticized. We also wanted to be able to still work with other institutions for the benefit of the community, have those relationships, and possibly influence them to be a little more open in how they perceive the world. We would be short sighted to fail to mention the centers that ETSU has devoted resources to this cause.

Fiuza: I am open to all suggestions and changing the resolution, but I think it is really important for us to say something as the Senate to support the student voices.

Lions: I do not know why we have to mention our disagreements. Could we just resolve that we agree with the resolution without saying there are flaws and include the last two paragraphs to reaffirm our centers? I think it is lukewarm and does not show that we really support these values.

Walden: I have some the concerns about this resolution because it could be read as being more critical of our students and not supporting them. I am concerned that we have Senators like myself who strongly support what the students did, or at least the equity and inclusion principles. If I vote no, then maybe that will be read as a vote against affirming these principles of equity, inclusion, and social justice, which would not be my intent.

Motion passed. At the time of voting, 46 Senators were present. 24 votes were required to pass the motion. 25 Senators voted in favor and 19 opposed. Hendrix will deliver this to the President's office and others across campus involve in the shared governance process.

6. Information Items

6.1 Handbook Committee Update – Dr. Epps
No report.

6.2 Board of Trustees Report – Dr. Foley
No report from Dr. Foley. **Hendrix** added that nominations are currently open at this time for the Board of Trustee member. Nominations must be submitted by Sunday. There is one more information session on Wednesday. If you have any questions, please let Senator Foley know.

6.3 T&P Working Group Report – Mr. Hemphill
Hemphill submitted to President Hendrix a summary document of comments that were sent to him. He announced that he needed to step down from this work group. **Hendrix** will be reaching out to folks on the Senate later today to see if he can gain some interest. This is a timely report that will need to be presented to the full Senate soon in order to submit it to the Provost Office.

6.3.1 Senators discussed the proposed Tenure and Promotion policy. [The following discussion is not a word-for-word transcript. Statements and questions by Senators may be edited and summarized for clarity.]

Epps: Does Amy have any further information or deadlines?

Johnson: I met with the ad hoc review committee that has been meeting since Spring 2018. That



DISCUSSIONS

group is reluctant to move forward with the public comment process without the comments from Faculty Senate. We also feel strongly that we need a long public comment period for this formal review. We think it should be 30 days rather than the traditional 14 as it states in the policy. The challenge is if we do not receive a report from Faculty Senate very quickly (before February 15), we risk not being able to move forward with proposed changes this term, which means that the earliest that the reviewed policies can be put into place would be Fall 2022. [Johnson meant to state 2023]. The other challenge is that we are searching for a new provost. If we get a new provost who wants to spend time on this, then we could be delayed even further.

McGarry: My constituency is concerned that in these proposed changes is a backdoor attempt to tenure administrators. I would like to be in the meetings, but not chair.

Byington: Given the document will result in a number of required changes, I'm not sure if this policy could be implemented before 2022. It needs time for departments and college to develop and adapt their promotion/tenure criteria.

Johnson: College-level promotion and tenure criteria is prohibited in the proposed policy and does not exit in the current policy. Senator Byington is correct. She should have said 2023. Part of the challenge is that Academic Council only meets every two weeks.

Byington: The intent of not having college-level promotion and tenure criteria is unclear because his college is already discussing college-level criteria.

McGarry: I do not see the need for urgency as much as accuracy.

Johnson: I have two questions. One, do you have a proposed timeline given that this was brought to you during the retreat in August? Two, what would you like me to take to the Provost from this group in terms of timeliness given the fact that this was a faculty committee that is proposing the changes?

Hemphill (J): Last semester and the summer due to COVID was overwhelming. We worked every single day including weekends and events in clinic. So the ability to really think about the things that have been put into this document have really been limited by our environment even if was sent last Fall. We have not had adequate time to digest.

6.4 Notes from the Meetings with Dr. Noland and Dr. Bishop – Mr. Hendrix
No comments or questions.

6.5 Call for Nominations for Faculty Trustee – Mr. Hendrix and Dr. Foley
Byington asked how many nominations have we had. **Hendrix** responded one.

6.6 University Committees Reports

6.6.1 University Council – Dr. Epps

Epps is chairing a new sub-council of University Council made up of representatives from Staff Senate, SGA, Faculty Senate, Council of Chairs, Wilma Smith, and the Provost Office. They are looking at processes, procedures, and structures for standing University Committees. They will be sending a survey to collect information on what committees are doing, how often they are meeting, if they are meeting, whose on the committees, etc.. They are looking at procedure to expand opportunities available for faculty, staff and students, particularly for junior faculty or new staff.

6.6.2 Information Technology Services – Mr. Hemphill

ITS has made sure that the University has extended wireless. They have implemented automatic lock for computers. If you are running long jobs and it would be detrimental to have it locked up after 15 minutes, you can contact ITS. **Park** asked what automatic lock means. **Hemphill** responded that automatic lock is the same as when you hit Control Alt Delete or try to log back in after a while when you are away from your machine.



DISCUSSIONS

6.6.3 University Research Advisory Council – Dr. Peterson

The committee has not met since our last Faculty Senate meeting. No update at this time.

6.6.4 General Education Advisory Council – Dr. Garris

GEAC met in January and the considerable portion of the discussion pertained to General Education Assessment, especially as this would relate to QEP reports that will be submitted to SACS-COC in 18 months. **Johnson** stated that the QEP report was submitted a couple of years ago. No more QEP reporting until we develop the next plan.

6.6.5 Quality and Effectiveness Sub-Council – Dr. Fraysier

No report for QESC, they have not yet met this semester.

6.6.6 Institutional Review Board – Dr. Garris

IRB will have its first meeting in the first week of February.

6.6.7 Day of Giving Committee – Dr. Sargsyan

No report.

6.7 Discussion – How does the University Celebrate During Spring 2021 – Mr. Hendrix

This discussion has come out of a couple of meetings with senior leadership with the Executive Committee. The University is looking at ways to spend the Spring term in term so celebrations. How do we as institution celebrate not just large-scale celebration, but also small wins and moments of celebration at the institution?

6.8 Breakout Discussion

Hendrix divided the Senators into eight breakout rooms to discuss the following two questions for 10-15 minutes. He asked each group to find someone to take notes and email those notes to him.

(1) How can we, as Senate, lead celebrations?

(2) What are ways we can recommend to Departments, Colleges, Provost's Office, President's Office to celebrate?

7. Old Business

None.

8. New Business

None.

9. Comments from Guests

9.1 **Manning** thanked Faculty Senate for discussing the resolution. He said it was interesting to hear the debate. He stated it was vague in some respects but does represent the nuance of the situation. In terms of the process, Dr. Noland was waiting to see what would pass from the other governments before making a statement. Now that the resolution has passed, we should hear something in the next coming weeks. He stated that one big issue that was brought up was academic partnerships and academic freedom. This is an area of compromise that SGA is willing to discuss and work on.

9.2 **Byington** expressed appreciation for Dr. Johnson coming to the Senate meetings.

10. Adjourn

Motion to Adjourn: Patrick Brown

Second: Charles Collins

Meeting Adjourned



Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2020-2021) of any changes or corrections to the minutes.

Whereas ETSU SGA has voted on a resolution that aims at fighting against prejudice in the workplace in order to improve our society through equitable employment opportunities;

Whereas we believe such resolution has flaws because it could cause more harm than do good to ETSU community and to East Tennessean region, by preventing collaborative research between our faculty and other faculty, who are not at fault, from institutions that might have values that allow prejudice to flourish, or by preventing ETSU students to receive grant funds generated by aforementioned possible partnerships;

Whereas we applaud our students' resolve to take a stand against all forms of prejudice; and recognize that their voices should be heard and acknowledged respectfully;

Whereas we value the open exchange of thoughts and ideas, even if different from our own individual ones;

Whereas ETSU is an institution that values and fosters diversity of people in our region, as it can be seen through the community engagement work of centers such as the Dr. Patricia Robertson Pride Center, the Women's Studies Center, the Mary V. Jordan Multicultural Center, the Language and Culture Resource Center, and the Office of Equity and Inclusion;

Resolved, that the Faculty Senate reaffirms ETSU's values and place as a safe harbor for students, faculty, and staff and as such we will set the example for Equity, Inclusion, and Social Justice and recommends that our institution continue to expand and support aforementioned centers in order to broader the impact they have in the East Tennessean community as a whole.

Moved by _____

Second by _____

Endorsed by

_____ on the _____ day of _____, 2021

Mr. Stephen Hendrix, MBA
President, ETSU Faculty Senate



EAST TENNESSEE STATE
UNIVERSITY

Faculty Senate

Resolution Reaffirming ETSU Values
January 25, 2021

Whereas ETSU SGA has voted on a resolution that aims at fighting against prejudice in the workplace in order to improve our society through equitable employment opportunities;

Whereas we believe such resolution has flaws because it could cause more harm than do good to the ETSU community and to East Tennessee, by preventing collaborative research between our faculty and other faculty, who are not at fault, from institutions that might have values that allow prejudice to flourish, or by preventing ETSU students to receive grant funds generated by aforementioned possible partnerships;

Whereas we applaud our students' resolve to take a stand against all forms of prejudice; and recognize that their voices should be heard and acknowledged respectfully;

Whereas we value the open exchange of thoughts and ideas, even if different from our own individual ones;

Whereas ETSU is an institution that values and fosters diversity of people in our region, as it can be seen through the community engagement work of centers such as the Dr. Patricia Robertson Pride Center, the Women's Studies Center, the Mary V. Jordan Multicultural Center, the Language and Culture Resource Center, and the Office of Equity and Inclusion; therefore, be it

Resolved, that the Faculty Senate reaffirms ETSU's values and place as a safe harbor for students, faculty, and staff and as such we will set the example for Equity, Inclusion, and Social Justice and recommends that our institution continue to expand and support aforementioned centers in order to broaden the impact they have in the East Tennessee community as a whole.

Moved by Senator Felipe Fiuza

Second by Senator Theresa McGarry

Endorsed by

on the 25th day of January, 2021

Mr. Stephen Hendrix, MBA
President, ETSU Faculty Senate

Meeting with Dr. Bishop

01/19/2021

Updates for Spring 2021, Summer 2021, and Fall 2021

- Dr. Bishop sent a letter to faculty for their tenure and promotion dossiers as a reminder of how COVID disrupted their work.
- We plan to be back to normal by Fall 2021. There will be many discussions this Spring on what that means. There most likely will be some level of physical distancing and mask wearing. Mike Hoff projected that courses were 47% online over the last five summers (not including last year), so there will not be a major difference to what we have done in the past for Summer 2021.

Dr. Bishop asked the Senators their feedback on returning in the Fall. The following is a summary of the discussion. Comments came from the Senators unless noted otherwise.

Discussion on Vaccinations

- Questions were posed about requiring the vaccine. (1) Should we only require students that live in residence halls to take the vaccine? (2) Should students in online programs be required to take the vaccine? In some cases, these students also hold on-campus graduate assistantships. (2) Would faculty and staff be required to get the vaccine?
- Questions were posed about liability issues. (1) The vaccines do not provide sterilizing immunity, meaning vaccinated people can still carry the virus. If the university goes back to normal and does not require the vaccine, are we making ourselves liable for not having sufficient distancing and mask requirements? (2) If we require the vaccine, is there a liability considering we do not have longitudinal data available like we do with other vaccines?
- There was a suggestion to offer a way to opt-out of the vaccine. If you decide not to get the vaccine, you would need to sign a waiver and be encouraged to wear a mask.

Discussion on Course Modality

- Much of the discussion revolved around the question “how much freedom will there be for faculty to choose how they deliver their courses?”
 - Before COVID, there were standards and an approval process for courses to be delivered online. One suggestion was that courses would need to go through this process to continue to be online in order to ensure quality.
 - One suggestion was to offer online and on-ground options for the same course to remain flexible for students. However, there have been issues in the past where faculty have developed both but it was offered as a single section. Therefore, the faculty created two courses but received credit for only one. In other cases, faculty would simply stream a lecture in order to offer both modalities for a single section, which led to the online students being excluded from discussion. There needs to be checks and balances to ensure these situations and others are dealt with properly.
 - Based on the Senator’s feedback, Dr. Bishop suggested that maybe decisions on modality should be made at the department level. The department could determine what courses are online/hybrid/on-ground then distribute the courses to faculty based on the modalities they are comfortable teaching.
- Course modalities need to be reviewed to ensure flexibility and clarity. It is important for faculty to adhere to the modality that is listed when the student registers for the course. Likewise, there needs to be options that reflect the type of courses faculty are teaching. Senators mentioned the need for

a hybrid option as well as synchronous and asynchronous options. One example was UT (<https://registrar.utk.edu/modalitydefinitions/>). Dr. Bishop stated that ETSU has five categories, including synchronous and asynchronous options.

- We need to celebrate that we can come back to campus.
- Dr. Bishop mentioned the [Outlier Masterclasses](#) in which you can take a course online from the top people in the discipline for \$400. She asked the Senators to consider how this will affect us.

Updates on Dean Searches (CON and CAS)

- The ad for the CON dean search went out before Winter Break. The search committee met before Winter Break as well as last week. In February, they will determine where they stand with applicants and if they need to reach out to more. They are hopeful that they can stay on schedule.
- The CAS dean search will be delayed until the new provost can conduct the search.

Meeting with Dr. Noland

01/19/2021

Beginning of Spring 2021 (Enrollment, Budgets, Items of Concern)

- LGIs and TBR signed a letter asking the governor to move higher education institutions up in the vaccine distribution list so that they are on the same level as K-12. Governor did not endorse that outcome.
- Enrollment is where it needs to be. We are currently down 650 students, but we were down around 400 in the Fall so that is to be expected. The Bursar and Registrar think that we can bring this number down.
- While the operating budget is in decent shape, there are concerns with the auxiliary budget. Since we dropped residents to single occupancy, the residence halls are at about 50% capacity similar to the Fall. ETSU is currently \$6 million in the red with housing and food services. Dr. Noland is hopeful that the CARE funds will be able to balance the concerns with the auxiliary budget. ETSU is waiting on some clarifications with CARE funding (\$17 million total) before distributing it. A portion will go to students and a portion to the university.
- This Spring we will be discussing what normal looks like for Summer 2021 and Fall 2021.

Campus Updates (Construction and Any Other)

- By February, two-thirds of the plaza outside the Culp should be open (entrance and middle). Sometime after Spring Break, the whole space should be open.
- We will break ground on Lamb Hall towards the end of the semester. There are plans for where people will be moving during construction (e.g. Dossett, Yoakley, Library).
- They are exploring options to change (Nell Jennings) Dossett Hall back into a residence hall.
- He is working in Nashville on making progress with the humanities building.

Updates from Nashville (Legislative and Other Items of Impact for ETSU)

- There will be a focus on K-12 education not on higher education. However, Dr. Noland is cautiously optimistic that we will be good on the budget side. February 8th will be the transmittal of the budget document.
- Mike Krause announced his departure from THEC. Emily House is now the THEC Interim Executive Director. House completed a fellowship rotation at ETSU.

Updates from DC (Legislative and Other Items of Impact for ETSU)

- Dr. Noland met with Ted Mitchell, president of the American Council on Education (ACE). He is optimistic that things in Washington will improve with the new administration, but there are last minute things that are being pushed. ACE is optimistic that within the first 100 days we will see executive orders on loan forgiveness and DACA as well as "Dear Colleague" letters on Title IX. There most likely will be a third stimulus that will include NIH and the arts. There will be challengers asking how we pay for all this. If impeachment moves forward, it will take the attention away from other issues for a few months.
- Dr. Noland was chosen by ACE to go to DC to meet with Joe Manchin.

Other

- Anita DeAngelis is leaving the Martin School of the Arts.
- Task forces for ETSU 125 will begin in February or March. Faculty Senate will be consulted on the members of the task forces. Right now, they are working on a lot of the background information (focus groups, surveys, etc.).
- There are plans to have commencement on-ground in Greene Stadium. Right now, they are deciding how many ceremonies to have (possibly five).
- Senators expressed concern that student scholarships are not posting until a few days before classes start.
- Vaccinations are being distributed at the Bristol Speedway for those 70 years old and higher. You do not have to be part of Sullivan County to take advantage of this opportunity. In addition, for those who have their Primary Care Physician through Ballard Network, vaccines are being distributed at the Wellness Center.