



FACULTY SENATE MINUTES

Meeting Date:	02/22/2021	Time:	14:45 – 16:30	Location:	Zoom
Next Meeting:	03/08/2021	Scribe:			Ashley Sergiadis
Present:	Alexander, Katelyn; Beatty, Kate; Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Burford, Mike; Burns, Bracken; Byington, Randy; Chen, Yi-Yang; Cherry, Donna; Dunn, Andrew; Ecay, Thomas; Elangovan, Saravanan; Ellis, Jon; 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; Kim, Sookhym; Kruppa, Michael; Livingston, James; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Mitchell, Holly; Nivens, Ryan; Peterson, Jonathan; Ramsey, Priscilla; Sargsyan, Alex; Sergiadis, Ashley; Silver, Ken; Stevens, Alan; Tai, Chih-Che; Thompson, Beth Ann; Walden, Rachel; Waters, Susan				
Absent:	Emma, Todd; Johnson, Leigh; Kahn, Shoeb; O'Neil, Kason; Park, Esther				
Excused:	Collins, Charles; De Oliveira Fiuza, Felipe; Funk, Bobby; Gray, Jeffrey				

Agenda Items

Meeting called to order
1. Celebrations
2. Introductions of Guests
3. Announcements
4. Guest Speaker – Chief Cesar Gracia, Chief of Police and Director of Public Safety
5. Approval of Minutes
6. Action Items
7. Information Items
8. Old Business
9. New Business
10. Comments from Guests
11. Final Comments/Announcements from Senators
11. Adjourn

DISCUSSIONS

1. Celebrations
1.1 Epps announced that Ken Bain will be the keynote speaker at the next Conference for High-Impact Instructional Practices (CHIIPs).
2. Introductions of Guests
2.1 Pharmacy students on academic rotation: David McWethy (student of Dr. Hagemeyer) and Maxwell Lamb (student of Dr. Hagemeyer)
2.2 Joy Fulkerson, Vice President of the Staff Senate and Director Of Leadership And Civic Engagement in Student Activities and Organizations
2.3 Amy Johnson, Associate Provost for Faculty & Director, Center for Teaching Excellence



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3. Announcements

None.

4. Guest Speaker – Chief Cesar Gracia, Chief of Police and Director of Public Safety

4.1 Chief Cesar Gracia introduced himself, new projects, and his plans for the future.

Gracia graduated with a bachelor's and master's degrees from ETSU. He began his law enforcement career in 1992 at the City of Kingsport Police Department. During the last five years, he served as the Chief of Police at Lincoln Memorial University in Harrogate, Tennessee. In 2019, Lincoln Memorial University was ranked as the safest campus in the country. He intends on working with his department and the campus community to make ETSU the safest campus in the country. Most recently, Public Safety implemented a walk and talk program where officers are encouraged to spend more time walking through the buildings and getting to know faculty, staff, students, and visitors. This falls into the community-policing concept, which he supports. He believes in teamwork, team building, and establishing personal relationships with the community that he serves.

4.2 Gracia answered questions from Senators.

Foley: Will you be working on accreditation here as you were accredited at LMU?

Gracia: LMU was not accredited through CALEA or state accreditation. We are accredited here. We will continue to strive to maintain that re-accreditation, which occurs every three years. We just completed the re-accreditation process.

Holmes: Lincoln Memorial campus had a relatively isolated location that mostly faced one main road through Harrogate. What kind of different challenges do you face with a campus like ETSU's where we are close to interstates and have such an open campus?

Gracia: The biggest challenge is the size of the campus and that it is located in a larger city. I reestablished our close working relationships with the local law enforcement agencies (Johnson City, Washington County, the Tennessee Highway Patrol). I was also a former special agent with the Tennessee Bureau of Investigation, so we have rekindled those relationships. We are limited with the number of personnel. I had as many employees at LMU (third of ETSU's size) as I do here. Because our personnel numbers are relatively small for the community that we serve, establishing some long, good, strong partnerships and relationships with surrounding agencies is going to be crucial.

Holmes: How do off-campus organizations (Greek organizations, large student housing complexes) tie into the safety precautions that you are taking on campus? I am a little confused about what the ETSU public safety relationship is with the city.

Gracia: One part is establishing open lines of communication with those surrounding agencies. Although fraternities are not run by the university, it is still considered a university function. Because of the Cleary Act, we also have to keep track of any crimes or complaints that occur whether on or off campus within a mile radius of university property. We work closely with Johnson City whenever a situation is close enough to the campus that might affect our campus community. I will be working with Jeff Blanton (Assistant Vice President/Director, Emergency Management-Emergency Preparedness) on training sessions as well as PSAs in regards to crime awareness, crime prevention, emergency notification, etc. in order to help clarify some of that process. We hope this will alleviate any type of misunderstanding as to how we are doing things in order for us to maintain a safe campus.

Holmes: If it is within a mile of campus, does that include those restaurants that are between here and Bojangles and Barbarito's and into the Kroger parking lot?

Gracia: Correct. That does not necessarily mean that we as a police department would respond if a crime happened there. We have to report that in our annual security report, because it occurred within that mile.



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Lyons: What are your safety improvement plans? It seems "rogue" individuals walking around campus is our real concern at the present, do you agree?

Gracia: One of the biggest parts of our safety improvement plan is high visibility. As a state university, ETSU is considered state property, so we cannot necessarily limit the folks that can come on campus. However, if any faculty, staff or student has a concern, they can give us a call and we will respond. We can often conduct a field interview depending on the situation. We do not want to infringe on anybody's rights, but the biggest thing is getting out there and making personal contacts with the people that are coming onto our campus.

Walden: With all the news and comments over the weekend, is there any safety threat to our men's basketball team right now?

Gracia: We are closely monitoring any types of threats or perceived threats. We are comfortable where we are right now. Of course, we cannot control everything that is out there, but we are definitely monitoring that closely.

Stevens: I am in the Department of Music. We have many students who are on campus late at night practicing. Sometimes we have a 24-hour building and they are here past 11:00 pm into the early hours of the morning. One of the problems is there is no real campus security or presence. Do you have any plans to increase security overnight?

Gracia: We provide that now. Are you talking about the Martin Center or the main campus?

Stevens: All of the practice rooms are in Mathes Hall, the main campus.

Gracia: We provide police security, police coverage 24 hours a day, seven days a week. I would also encourage them to reach out to our central dispatch any time they feel uncomfortable. We can send an officer and escort them from the building to their vehicle or from their vehicle back to the building. I will make certain to remind them specifically late at night to spend more times in that area to keep an eye on the building and on your students.

Peterson: How often is that service used where officers walk people to their car or to the building? Students do not seem to be aware of it for the most part.

Gracia: Since I have been here, it has not been used that often. Part of our PSAs will be to refresh the student's memory to give us a call and an officer will escort them wherever they need to go, because it is a service that we provide for free.

5. Approval of Minutes

Hendrix questioned whether there was an objection to approving the minutes from the 02/08/2021 meeting. Sergiadis received minor corrections from Susan Epps, Bill Hemphill, Theresa McGarry, and Jonathan Peterson. Priscilla Ramsey was marked absent but was present at the last meeting. Those changes will be reflected in the final minutes.

No Objection: Minutes Approved

6. Action Items

None.

7. Information Items

7.1 Handbook Committee Update – Dr. Epps
Epps met with Dr. Linville last week about some of the policies that need to be moved out of the



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handbook. They will be working in conjunction with Dr. Amy Johnson on the policies related to faculty. They are not touching tenure and promotion, since that is already in the works.

McGarry: Is the document and procedure of the faculty activity plan a part of the handbook or a separate thing?

Epps: Amy Johnson can probably address that better than I can. It is not specifically part of the handbook.

McGarry: So, we will probably be working on it separately?

Johnson: I think so. Part of the vision with the implementation of Watermark is that we would think about revising the faculty activity report in conjunction with implementing that new software. Senator Blackhart and I will be talking more about that through her work in the Provost Academy.

McGarry: So, there is a faculty activity plan and then the faculty activity report. And, we might be talking about working on both of them?

Johnson: Yes, the whole process.

Blackhart: I am going to be reaching out to some of you who expressed interest in the Faculty Senate work group on faculty activity plans about working with me on Digital Measures and the FAP/FAR/FAE process. It would be good to have faculty input on that process, including what we want that process to look like and how Digital Measures can help us with that.

McGarry: Is somebody from the music department in that group?

Blackhart: I think there is at least two people who expressed interest from music. I will reach out to one of them.

Byington: I just want to remind folks that any changes in that process are reportable to SACS.

7.2 Board of Trustees Report – Dr. Foley.

The Board of Trustees met on Friday. They approved a modified audit plan. They approved a program for the doctorate in occupational therapy and a letter of notification for an MS in data analytics. They approved cost increases in housing and meal plans, capital budget submittals and disclosures, and a public records rule. Adam Greene presented on the results of the BoT self-assessment report that they had to conduct last year. There were also presentations on SACS, Center for Teaching Excellence, ATS, Public Safety, STEM Center (by Clemmer College), Research Corporation (by David Golden), care provided for students during the pandemic (by Michelle Byrd), College of Public Health, and relaunch of 125 (by Mike Hoff). The presentation from Public Safety included a very comprehensive public safety plan. We also had quarterly finance reports. Materials are available on the BoT website.

7.3 Discussion on NCAA Rules and Donations – Dr. Epps

Someone at ETSU was requesting donations from various offices on campus for a fundraiser at a local high school or middle school. This triggers an NCAA violation, because it is donations from the institution that would benefit prospective student athletes. Dawn Turner, Senior Associate Athletic Director for Compliance and Student-Athlete Welfare, spoke at the Intercollegiate Athletics Committee meeting last Thursday and indicated that there would be something going out to campus regarding this matter. If somebody is asking your unit, even if you are not athletics, for donations to a school in particular that is a no-no. JC Horne from Central Receiving had a question about the surplus that is donated to the school systems. That is a separate issue because it is state property going to other state entities. Someone also indicated to me that they had seen on social media people wanting to do things for the men's basketball team like buy them dinner or shirts. If you hear of anybody wanting to give anything to student athletes, please tell them not to. That could trigger NCAA violations for extra benefits. When in doubt, please check with Dawn Turner or me. If you see something on social media, you can let me know and I can respond to them.



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7.4 Questions from Meetings with Dr. Noland and Dr. Bishop – Mr. Hendrix

Holmes: Could you offer more details on the role of the director of the Mary B. Martin School and on Anita DeAngelis retiring at the end of the month? I am a little in the dark about what has happened to prompt the retirement.

Hendrix: Dr. Noland mentioned that he had received the notification that she was going to retire and that he was surprised. The plans are to go ahead and to move forward with a rehire.

Stevens: There are no current plans to replace the position full time.

Hendrix: We may need to have some additional discussion from the arts faculty, in particular with Dr. Bidwell, Dr. Noland and others, because it seems like we continue to get some different answers along those lines.

Holmes: What is the logic behind not counting university personnel of all status as being educators when it comes to determining who needs to get a vaccine to serve the public?

Hendrix: While the meeting and notes may have focused on faculty interests, the letter that was submitted to Governor Lee and to the Secretary of Health specifically addressed the higher education community. It did not single out a specific population group within that community.

Holmes: It seems to me that the student population of an elementary school would be more controlled than a student population at the university where we have people working jobs and interacting with any number of folks. We would run a greater risk of spreading the virus.

Foley: Kindergarten through high school is mandated. It is a requirement that students attend school. The compulsory attendance law kicks many things into place for P-12 educators and students that higher education people are not subjected to. The P12 education is considered a property right, while higher education is not. The Governor is probably trying to protect teachers who have no choice but to educate kids who are compelled by law to attend school.

Chen: There is a (public) petition to Include Tennessee Higher Education Employees in Early Vaccine Distribution:

https://docs.google.com/forms/d/e/1FAIpQLSebgnT7n_bX3oK6smKCAcCHbHJunbWBGRZCPy1oP1JuB-s5tA/viewform?fbclid=IwAR3bFBCvLJ647pc4oZFWRMquiwNYXivoD0fFS-7G4JVO5pzpDQOKuZA3kRA

Nivens: [Shared Washington County COVID-19 Updates:
<https://www.washingtoncountyttn.org/284/COVID-19-Updates>]

7.5 Senate Elections for AY 21-22 – Faculty Senate Executive Committee:

Hendrix: All Senators should have received an email from me last week concerning the elections of Senators within your college. The email highlighted and outlined the number of vacancies that need to be filled for the academic year, 21-22. The goal is to conduct the elections at this time. The reason is that on April 19th we will have the elections for the Faculty Senate officers for the 21-22 year. The Executive Committee wanted to spend some time today sharing with you a little bit about some of the roles of the various positions that will be up for election on April 19th.

Blackhart (Vice President): I attend Faculty Senate and Executive Committee meetings, every Monday afternoon. I also take care of the website, which is not necessarily always the role of Vice President. I attend Academic Council meetings, which are generally the second and fourth Tuesdays of every month from 8:30 to sometimes 11. I attend meetings and other duties of the President if Stephen is unavailable.

Sergiadis (Secretary): As my role in secretary, I attend Faculty Senate and Executive Committee meetings, every Monday. I write the minutes for our regular standing meetings as well as the notes from the meetings with Drs. Noland and Dr. Bishop. I do not have to take minutes during the Executive



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Committee meetings. I keep all the attendance records and check every week to see if there are any outstanding attendance issues. If you have missed two or three meetings, you usually get an e-mail from me letting you know. I also get the faculty census data at the beginning of the Spring semester so we know how many Senators need to be elected for the upcoming year.

Brown (Chief Operating Officer/Treasurer): You are familiar with me chiming in about Robert's Rules, but that is not a part of this role. That is the role of the Parliamentarian, which is a separate appointed role that I fill on top of this. You do not have to know Robert's Rules to be the COO/Treasurer. The COO role is primarily planning our retreat, which this year was virtual and there was nothing to do. Normally, it is about reserving the space, catering, and working with the rest of Executive Committee to set the agenda for our annual retreat. The COO is responsible for maintaining the Faculty Senate offices. Finally, I fill in if the Vice President or Secretary are not available. For example, when Senator Sergiadis went on maternity leave, I took over as temporary Secretary. If she has to miss one of the meetings with Drs. Bishop Noland, I take the notes. The Treasurer role has little to do with our budget for the university. It is more about maintaining the records for our courtesy fund. I have to run the paperwork to a branch in person.

Hendrix: The other two officer positions would be Dr. Epp's as Past President and myself as President. We elect the President every two years. I have one more year that remains on my term. The other elected offices that we have is our five at-large members. Currently, they are Senators Sargsyan, O'Neil, Cherry, Stevens, and Hemphill (B.). They are elected at the Fall retreat every year. As you go through the process of elections, please reach out to Senator McGarry. She is the chair of the Elections Committee and can provide assistance.

7.6 Celebration Feedback: Request for Volunteers – Mr. Hendrix

Executive Committee presented to Drs. Noland and Bishop the comments that were provided to us during the breakout sessions at our last Faculty Senate meeting. Drs. Noland and Bishop were very thankful for those comments. Dr. Noland asked for one or two senators who would be interested in serving on an ad hoc work group on celebrations. **Hemphill (J.)** stated that she did not have time to serve, but she could send information from the College of Nursing since she collects it for the DNP program. **Epps** and **Alexander** volunteered to serve.

7.7 University Committees Reports

7.7.1 Day of Giving Committee – Dr. Sargsyan

Day of Giving begins at 9 a.m. on April 15, 2021 and runs until April 16 at 9:00 a.m. If you want more information, visit the Day of Giving website:

<https://www.etsu.edu/advancement/giving/dayofgiving.php>

7.7.2 ITGC – Mr. Hemphill

No report.

7.7.3 Research Advisory Council – Dr. Peterson

During the Nov 11th meeting, Mr. Mark Jee presented a draft proposed Lab Closure Policy. At this stage, it is still being revised. Other items discussed include general updates outside the direct scope of the committee: administrative searches and App Stream software accessibility for students participating in remote learning.

7.7.4 Conflict of Interest Disclosure Review Committee – Dr. Cherry

No report.

7.7.5 International Advisory Council – Dr. Chen

Council is reforming the international student process from pre-day one to applications to getting visas to interviews and bringing them to the campus. They are trying to bring all the offices together because we have had many problems (e.g. asking U.S military status for all of the international students). If you notice any problems in international student applications or process, let Senator Chen know.



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8. Old Business

None.

9. New Business

9.1 Senators discussed recent events regarding the men's basketball team.

Walden: I felt like the situation with the men's basketball team should be discussed, specifically how we might support those students and work on that issue more broadly going forward. I do not have a proposal. I just want to mention that as a discussion item.

Brown: I believe we will be receiving a resolution at our next meeting that was submitted today by Dr. Garris on behalf of his colleagues in support of the men's basketball team. The Executive Committee will be looking at that on Monday we will have that on the agenda as an information item next meeting.

McGarry: From whom will we be receiving a resolution?

Garris: Clemmer College by Drs. Channing, Swindle, and Meier. I could post the resolution here, unless this upends processes.

Walden: And so that goes to Executive Committee and then we would discuss it at our next meeting?

Brown: The Executive Committee would put it on the agenda as an information item at our next meeting so everybody would have a chance to read the resolution and confer with their colleagues. On March 22, the resolution would come up for a vote. We are a deliberative assembly. The whole reason our rules are in place is to make sure that anything we put out from the Senate is representative of the Senate and the faculty we represent.

Walden: Does anyone have suggestions for other things we could be doing as faculty?

Johnson: I was going to email showing my support for the team, but I did not know if that was something as faculty I should refrain from doing.

Susan Epps: There is nothing wrong with you emailing as an individual faculty member, just make sure you are not speaking on behalf of the Senate. Stephen, as the President is the only one who has the authority to speak on behalf of the Senate.

Burns: Can someone tell me what happened?

Blackhart: [Shared link to article: <https://www.newsweek.com/tennessee-lawmakers-sound-warnings-after-university-basketball-team-kneels-during-anthem-1570769>]

Walden: [Shared the following links:
<https://www.wjhl.com/sports/college-sports-2/etsu-bucs/etsu-coach-shay-kneeling-is-a-call-to-action-no-disrespect-meant/>
<https://www.etsu.edu/etsu-news/2021/02-february/statement.php>
<https://www.wjhl.com/news/local/this-kind-of-activity-will-not-be-tolerated-local-lawmakers-react-to-etsu-players-kneeling-during-anthem/>]

Epps: The men's basketball team took a knee at the UTC game last Monday and there has been a lot of backlash from members of the community.

Byington: I am concerned that in the public comments there has been no affirmation of the athletes First Amendment rights.

Cherry: I had a conversation with a staff member today. They are looking at us to move sooner rather



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than later on some type of resolution. They are a little tentative about putting forth a resolution themselves because they do not feel secure in their jobs, but feel that we are in a more secure place and should be stepping up. I hear what Patrick said about due process. Do we have any options for something more timely?

Brown: A part of this is my opinion and a part of this is the rules of the Senate. A motion could be made to suspend the rules, but that requires an extraordinary consequence. In my opinion as the Parliamentarian, I do not know if something that has been going on in this country for 14 months rises to the standard of an emergency action by the Senate just because it is now directly affecting us. I do not think this controversy is going anywhere anytime soon, given the nature of where we live as well as the misconception about the nature of our national anthem and our national colors by some members of our community. There is nothing stopping anybody as an individual from making a statement. The rules of the Senate are in place for a reason. However, if someone makes a petition to suspend the rules and drafts a resolution on the fly, then that is something that could happen per our by-laws.

Walden: Following up on the free speech point, I happened to watch a few minutes of the state legislatures' General Operations Committee. This issue came up when they were ostensibly supposed to be talking to a UT rep about Title IX issues. There were legislators on that committee who were essentially asking if students did not give up their free speech rights once they put on a uniform or got a scholarship. I think this is going to be a very serious situation proceeding with the legislature.

Byington: Senator Blackhart posted a link to Newsweek in the chat, so it may be on the national radar.

Hemphill (J.): I agree with the discussion about the need for some urgency in terms of how we respond. I stopped looking at the social media because of overtly racist comments made against our basketball team and our students. If we could see a resolution, maybe we could be able to determine whether we want to override the rule.

Garris: I am the keeper of the resolution that was put together by folks at Clemmer College. I will try to get the resolution visible to everyone and we can proceed from there.

Brown: To vote on the resolution today would require a motion to suspend the rules, a second, and a two-thirds majority.

Garris made a motion to suspend the rules to consider the resolution during the current meeting. McGarry seconds the motion.

Peterson: Point of order. I am confused regarding the motion to suspend the rules. If we are choosing to bring it as an information item, it can be brought up now and be discussed at the next Faculty Senate meeting without violating any by-laws or rules. As far as I understand them, it can be brought in as new business.

Brown: No. New business are new business to consider, action items are expressly codified in the bylaws as an information item sent to the Executive Committee three days prior to a meeting. It is put on the agenda by the Executive Committee. It goes out as an information item. We have time to consider it. We have time to deliberate, because we are a deliberative assembly. We have time to reach out to our constituents and then we make an informed vote.

Peterson: I would not support the motion for suspending the rules regarding an action item that we're going to vote on today as per Senator Brown's comments. We are a deliberative body. On the other hand, I would support suspending the rules to bring the item in as an information item so it can be acted on in two weeks. If we would vote this one down and vote for a new motion to bring the resolution as an information item, then I would support that.

Peterson made a motion to amend the original motion to bring the resolution forward as an information item. Blackhart seconded the motion. Motion passed [requiring 51% of vote].



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Senate voted on the amended motion to suspend the bylaws to bring the resolution forward as an information item. Motion passed [requiring 2/3 majority vote].

Garris: The statements are generally in support of students in providing a safe harbor for students. It does not get too unbridled in its focus. The focus is supporting students. When we reached out quickly to as many Clemmer faculty as we could locate, about twenty-eight were reached and about twenty responded. One hundred percent of the twenty that responded supported this resolution.

Hendrix: Since this is coming forward as an information item, let me encourage you to reach out to the members of your constituent bodies that you represent to receive feedback. We will bring this to the agenda at our next meeting on March 8th as an action item.

10. Comments from Guests

10.1 Fulkerson made an announcement as Director Of Leadership And Civic Engagement. She is working with our Student Government Association on programing for the week of March 22nd, Civility Week. There are several public scholars, historians, and thought leaders around race and democracy scheduled to come to our campus. Dr. Eddie S. Glaude Jr., Director of African-American Studies at Princeton, will be here on Monday, March 22nd. He just wrote a book, *Begin Again*, which talks about lessons learned from James Baldwin's time. The second speaker will be Dr. Michael Eric Dyson who has written several books around race in democracy. The final speaker, Alicia Garza, has not been confirmed. She is co-founder of the Black Lives Matter movement and has a recent book out titled *The Purpose of Power: How We Come Together When We Fall Apart*. They welcome the opportunity to collaborate with faculty in any way to get additional conversations out. They are looking for supplementary programing to complement the speakers. They want to explore how these topics affect us locally, both campus and community, not just globally. For example, Dr. Daryl Carter and a number of faculty will be providing some post commentary on Dr. Glaude's speech on Tuesday. Dr. Carter will also moderate a panel on Wednesday night.

11. Final Comments/Announcements from Senators

None.

12. Adjourn

Motion to Adjourn: Brown
Second: Hemphill (B.)
Meeting Adjourned

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

Note: Meeting minutes are not a word-for-word transcript. Statements and questions by Senators may be edited and summarized for clarity.

Meeting with Dr. Noland

02/12/2020

Questions submitted by Senators

- Could we get an update on policies - process of reviewing them, putting them in the new template, etc.?

Dr. Greene stated that we have a year to finish this project in order to have them ready for SACS. He is in the process of consulting with legal. He suggested reviewing the Policy Development website: https://www.etsu.edu/policies/policy_development.php

- Why is the full-time Director of the MBM School of the Arts being eliminated? How was it decided that an individual from the Office of Advancement will now be in charge of an educational endowment? This is contradictory to what Jim Martin wanted and is very problematic for all of the performing arts on campus. While it is clear that the institution cannot lose money on performances, there must be educational purpose to the MBM School.

This is a rumor. The Director position is not being eliminated. Dean of CAS is in the process of writing a proposal that includes a list of qualifications for the position, which may be at the level of director or associate dean. Jennifer Clements moved from Marketing to Advancement to help with public relations.

- Question 1: Why didn't ITS consult faculty and students before deciding which LMS to use (either sticking with D2L or going with another LMS)? Is this something ITS would be considering doing in the future before making future LMS decisions? Question 2: I recently learned that ETSU renewed our contract with D2L. With the additional migration of courses to remote/online during the pandemic, I understand not wanting to make any big changes to online platforms. However, have we ever considered alternatives (such as Canvas) which have different sets of features? What is the review process when we make these decisions and what level of input is collected from faculty and students?

Dr. King reached out across the campus about the D2L decision. The recommendation by Drs. King and Bishop was to stay with D2L because switching vendors in the middle of a pandemic would be chaos.

- I would like to know about the transition plan for onboarding the new provost. Can you share that with us or bring us up-to-date on who will be responsible for creating the plan?

The plan is for Dr. Bishop to bring the new provost onto campus and orient them to our policies, schedule meeting with deans, chairs, faculty senate, etc. If the provost is identified by May, we have two months for overlap.

- Please provide an update on the operations of the institution for Summer and Fall 21. Will we continue to have mask requirements? Limited capacities in the classroom? Will there be cleaning between class sessions? Will there be a need to increase times between classes to accommodate the pandemic protocols? If there is a push to limit classroom capacity forces more online courses, will the online course fee still apply?

Much of the new year has been spent discussing these issues in order to get the course schedule out by mid-Spring. Summer 2021 will look like Summer 2019: 50% of courses online and 50% onground. As we transition into Summer, more staff will be phased back into onground operation. Fall will depend on the distribution of the vaccine. ETSU is planning for more students

in the classroom and safety measures for higher density classes, knowing that we may need to pivot down. There was an email stating that courses would be at a 30% threshold. This is not the case, it will be higher than 30%. Our campus was the most aggressive and conservative in the state. Other campuses are back to double occupancies in residence halls and have 50-70% onground courses. We will have a steeper hill to climb to get the campus back to a traditional onground experience.

Senators expressed that faculty are worried about having to fulfill the requirements in the MOU with ATS in order to continue teaching fully online courses. In addition, they are concerned if ATS has the capacity to support them in that. They also expressed students' concerns that they will have to pay online fees, especially those that are worried about coming back to campus.

Providing more flexibility through the Fall would be a huge relief to faculty.

- Updates from the Governor's State of the State address
 - (1) There is support and investments for salary, operations, and maintenance. More information to come.
 - (2) The capital list from THEC was not followed, meaning the humanities building was not on the list to be funded. Dr. Noland plans to make a case for the humanities building.
 - (3) There was no policy initiatives regarding higher education. The Governor's focus is economic recovery and K12.
- Any updates on the higher ed community and vaccination prioritization?

All presidents signed a joint letter to lobby for higher education institutions to be afforded the same vaccination opportunities as K12. Dr. Noland plans to continue to lobby for us to move up the vaccination list. We have been able to make the case for some of the facility staff (e.g. grounds and maintenance working in residence halls used for quarantine). By the beginning of August, 70% of Northeast Tennessee should be vaccinated. The other 30% would be those under 16 or who decided not to receive the vaccine. As of right now, 15% has been vaccinated. Things will begin to move more quickly in Spring as the vaccine becomes more available. ETSU has submitted to be a designated vaccination site.

Documents shared by Faculty Senate

Included in the email, you will find the following attachments –

- Celebration Discussion – this document is the feedback from a Faculty Senate discussion on January 25th on how both Faculty Senate and the Institution can celebrate and what to celebrate.

Senators discussed the document and celebrations. Clemmer College newsletter does a good job celebrating achievements, but we need to bring those things to the institutional level. Stories on faculty, departments, and colleges need to be highlighted. There needs to be a central place where administration and others can identify celebrations. There is currently a sense of isolation, so connection is important. Mental Health Awareness month (May) was mentioned as a way to showcase what everyone's options are on campus. Faculty Senate will identify representatives to work on the topic of celebrations.
- TUFs Workload Feb2021 – this document is an executive summary from the TUFs Faculty Workload Survey conducted in Fall 2020.

Hendrix reviewed some of the highlights: (1) Workload in 9 month faculty increased during summer months. There was uncompensated work in preparation for this fall semester and the

previous one. (2) There was a decline in research, particularly for tenured faculty. The concern is that tenured faculty seeking full rank may be impacted. (3) It is untrue that online courses is less labor intensive so they should be cheaper. Teaching online is more time consuming than teaching face-to-face.

Other

- Board of Trustees meeting is on Friday, February 19. They will be meeting in person in the Martin Center. It will not be open to the public, but it will be live streamed.

Notes from FS Executive committee meeting with Dr. Bishop 16 February 2021

This is more of a comment than a question. I just came across an interesting program at TEXAS A&M INTERNATIONAL UNIVERSITY that I thought would be of interest to us at ETSU. It is called the Laredo Early Acceptance Program (LEAP), which allows undergraduate students to be accepted, early in their academic careers, into one of five allied health programs. I know we have a couple of 3+1 programs (i.e. pharmacy), but I am not aware of any early acceptance programs. This is something that I believe would enhance both our undergraduate and professional schools. Further, this could enhance recruiting undergraduates if they know that by the end of their sophomore year our undergraduate students could already have conditional acceptance into their chosen professional program.

Dr. Bishop thinks that this is a great idea. She also stated that we are already doing some things similar to this. PT started something two years ago and Pharmacy has arrangements with some of the liberal arts colleges in the area in which students can get a guaranteed interview. This is a great strategy that she will share with the deans and with Student Life and Enrollment. There was discussion about strategies that have been employed in the past in PT and medicine. Exec suggested that more health fields faculty and admins should be aware of these programs to help with recruitment and retention. Dr. Bishop also mentioned that she feels that our professional schools should give priority to our undergraduate students from ETSU, so that students who come here can see a pathway into a professional program.

· Please provide an update on the operations of the institution for Summer and Fall 21.

A memo is going out to chairs ASAP with information about this. The strategy is that that memo will go to Deans and Chairs and Dr. Donahoe will send out information about class scheduling. A lot has changed and a lot will change between now and August. We are getting good response to vaccines, even with low vaccination rates, so the numbers are looking better with the pandemic. It is important to get back to as much of a normal (a new normal) as we can. We've learned a lot through this pandemic. We can be more efficient (e.g. meetings in Zoom are more efficient and you can have more people). Here are the highlights of the upcoming memo which reflects the discussions of the deans, medical response team, the provost, and executive leadership:

- ETSU is using the best evidence available to return to a traditional in-person experience. Face coverings will still be required. Masks and other PPE work and we are going to continue enforcing masking in the classrooms.
- We will be having more liberal classroom limits, but we will still be limiting capacities to provide some distancing. We are looking at guidelines from CDC and WHO to set these capacity limits.
- We are aware of the problems we have had with some synchronous classes. Most of the complaints we've received have been about what a synchronous online class will be or with faculty who say they are going to be synchronous and end up offering an asynchronous course.
- We are encouraging the university to be ready to pivot just in case there are problems with the vaccination process or if the variants turn out to be a bigger problem than they appear to be currently.
- We want to have as many classrooms as full as we can safely get them in the fall.

- Fully online courses must be vetted through ATS. We only charged the online fee for those classes that had been through the ATS vetting. Dr. King is working on a process to take your course to your college's online liaison if you don't want to go through ATS. We know going forward that there will be students and faculty who, for various reasons, will not want to be in-person. We want decisions about who teaches what and in what modality to be made at the department level. We want departments and deans to prioritize on-ground required courses (labs, fine arts, clinicals) first. There are no quotas, but we want to be able to advertise to our students that we are back.
- There are some concerns about vetting online courses both about its necessity and the sheer volume. Dr. Bishop noted that we want to make sure that we can tell prospective students and parents that we are going forward and ensuring that our online courses are high quality. Epps mentioned that this process is actually very helpful. There was further discussion about ways we, as an institution, can ensure the quality of our educational offerings moving forward.

Over the past few years, there has been significant discussion around workload policy and evaluating faculty workloads. Where is the institution on this topic? Does the institution anticipate conducting workload studies? If so, will this be an institutional study or a study of a particular college(s)?

Dr. Bishop is not going to institute a new policy between now and July :D There was a committee, chaired by Dr. Foley, that looked at some of these issues. We have also worked with EAB, but that partnership has not delivered what we thought it should. We are still looking at new ways to assess the "academic health" of a department. The new provost will probably focus on some of these traditional academic data sets. It is time to focus on faculty load and efficiencies. This is further needed by the impending demographic cliff. The budget model will also impact how we think about staffing and load. If she was still going to be provost, Dr. Bishop would like to see this take place and the department level given the tremendous diversity of degrees and course offerings across our institution.

Can you provide us an update on the College of Nursing Dean search.

We weren't getting very many applications, and few of those were not of the caliber we would like to consider, so we are partnering with Parker (the same firm helping with the Provost search). There are lots of challenges with the current climate (pandemic, new Provost, etc.). No one wants to start a job when they won't know who their boss (Provost) is going to be. They are going to coordinate these two searches to be happening in tandem so that we can have candidates identified and start interviews in April.

Question was asked when Exec met with Dr. Noland. However, we wanted to add it here for discussion as well - I would like to know about the transition plan for onboarding the new provost. Can you share that with us or bring us up-to-date on who will be responsible for creating the plan?

Onboarding is the President's responsibility, but Dr. Bishop has been working to put processes and procedures in place to facilitate the new team coming on board. They have prepared a document that shows what needs to happen in the Provost's office during each month of the year. The turnover of staff with institutional memory in the last two years has shown that there is a need for a manual like this. She

is making sure everyone's job description is current and accurate. She is merging accounts (that were separate under the old Academics/Health split system) to ensure full access to funds. They are looking at ways to renovate space to improve traffic flow in the office and make the Provost's office work better, and she wants to have these needed renovations done before someone new comes in. We want candidates to be impressed by the office space they will be inheriting in order to get the best hire we can. Basically, Dr. Bishop is trying to get the Provost's office as smoothly functioning as possible so the new Provost can move in and get to work on day one.

WHEREAS Men’s Basketball team at East Tennessee State University (ETSU) has voiced their position and engaged in a peaceful civic declaration against prejudice and social injustice on February 18, 2021;

WHEREAS we applaud our students’ resolve to take a stand against all forms of prejudice, discrimination, and social injustice; and recognize that their voices should be respectfully heard and acknowledged as valued members of our deliberative democracy;

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

WHEREAS ETSU values and fosters diversity of people and thought in our region;

WHEREAS the special status of ETSU as a public university designates it as an institution having an exceptional responsibility to project the free and unfettered exercise of the right to freedom of speech in all its forms;

WHEREAS silencing, ignoring, or otherwise minimizing student peaceful action and civic engagement conflicts with ETSU’s commitment to affirm the contributions of diverse peoples, cultures, and thought to intellectual, social, and economic development;

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 ETSU support students as they serve as advocates for social justice in our local and national communities.

Moved by _____ Second by _____

Endorsed by _____ on the _____ day of _____,
2021 Mr. Stephen Hendrix, MBA President, ETSU Faculty Senate