



FACULTY SENATE MINUTES

Meeting Date:	08/17/21	Time:	08:15-9:00	Location:	Sherrod 309
Next Meeting:	N/A	Scribe:			Ashley Sergiadis
Present:	Beatty, Kate; Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Byington, Randy; Cherry, Donna; Collins, Charles; De Oliveira Fiuza, Felipe; Ecay, Thomas; Elangovan, Saravanan; Epps, Susan; Foley, Virginia; Garris, Bill; Gomez Sobrino, Isabel; Gray, Jeffrey; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Johnson, Michelle; Kruppa, Michael; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Mitchell, Holly; Nivens, Ryan; O'Neil, Kason; Park, Esther; Ramsey, Priscilla; Sargsyan, Alex; Sergiadis, Ashley; Stevens, Alan; Thompson, Beth; Waters, Susan				
Absent:	Alexander, Katelyn; Burford, Mike; Chen, Yi-Yang; Dunn, Andrew; Ellis, Jon; Emma, Todd; Fraysier, Donna; Hagemeyer, Nick; Holmes, Alan; Johnson, Jeanna Michelle (Mikki); Kahn, Shoeb; Kim, Sookhym; Livingston, James; Peterson, Jonathan;				
Excused:	Burns, Bracken; Evanshen, Pam; Walden, Rachel; Tai, Chih-Che				

Agenda Items

Meeting called to order

1. Remarks from President Noland
2. Approval of Minutes
3. Update of Summer 2021 Activity
4. Recognition of Senators Completing Term
5. Last Call for Business
6. Adjourn

DISCUSSIONS

1. Remarks from President Noland

1.1 President Noland provided updates on enrollment, budget, and COVID related concerns.

Enrollment

- All of the data currently shows that enrollment will be flat if not slightly down. As of Monday, enrollment was down 305 students. We are confident that we can close that. Housing is at 92%. The participation in the meal plan has been higher than it has been in seven years. Transfer and graduate students are up. The main reason for enrollment being down is smaller sophomore and junior classes caused by smaller freshman classes in previous years. Last year, the freshman class was 1670. The year before, it was 1700. Currently, there are 1900 in the freshman class. The sophomore and junior classes are also waiting to see if we switch back to online before registering.

Budget

- Even though enrollment is down, there will not be any budget adjustments. A minimum of 3% raise will still be given to employees in November. Half of CARES III (\$34 million) will go to students and the other half to the institution. If enrollment is down, funds from CARES III will be used to help cover the loses. Otherwise, the CARES funds will be used for technology updates and reserves. A minimum of \$500 will be given to each student. More may be given based on financial need. There are not the limitations of previous CARES funds, so international and DACA students are now eligible to receive funds. CARES I and II funding was used for food, housing, and other institutional losses. We are not



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looking at any program closures or reductions this year.

- We are down 30 custodians. ETSU will need faculty to help such as picking things up in offices. There are structural labor shortages that we have been unable to fill. We have increased the starting minimum wage salary. We are bringing retirees back at elevated salaries to help clean the campus. We looked into contracting outside help to supplement our custodians, but they are having trouble finding labor as well. Sodexo is also having trouble finding employees.
- We have \$3.5 million to select the architect and plan for the new academic building. We submitted a \$50 million request to THEC to renovate Brown Hall.

COVID

- By Tennessee law, we are not allowed to mandate COVID vaccines or testing. The Governor of Tennessee recently passed an executive order for parents to opt out of mask mandates in the K-12 settings. ETSU is trying to determine what this means for higher education (e.g. dual enrollment students).
- We have the most aggressive mask policy out of all public universities in Tennessee. Currently, only 55% of classes are on-ground.
- The Executive Committee of the Board of Trustees has directed Dr. Noland to work in conjunction with the faculty to run the university. They do not want decisions coming to the Board around pedagogical methodology, masks, testing of the sewer, etc. They did request to call an emergency meeting of the Board once the FDA approves the Pfizer vaccine so that the Board can take up an emergency vaccination rule.
- Our Board of Trustees will not dictate the manner in which courses are taught. As faculty, you own the curriculum and you will have flexibility.
- Vaccines are the path to where ETSU wants to be. Vaccines will be available in the Culp Center this week. Instructors can work with Disability Services if they cannot medically receive the vaccine.
- Students need the campus to be open for their mental health. They need to be able to develop relationships with the institution and faculty.

1.2 Dr. Noland answered questions from Senators.

Trogen: What has ETSU done to improve the filtration and air exchange in our buildings?

Noland: There has been improvements with the HVAC systems, filters, and UV lights to combat the spread of the virus. I will let the Executive Committee know which buildings have been improved.

Collins: If we cannot require vaccines by law, can ETSU incentivize students, faculty, and staff that are unvaccinated?

Noland: We have an incentive. Faculty, staff, and students can answer a series of questions to be entered in a series of drawings. Currently 900 faculty/staff and 1,400 students have completed the surveys. Employees can receive \$2,500.

Funk: Can we have outside social distancing and mask guidelines, including for outdoor events like sports?

Noland: I spoke with Dr. Block about that yesterday. There is not a risk outside as there is inside because of airflow. We do ask if students are unable to social distance outside to wear a mask. I will ask the health team about the need for masks in large events outside. In terms of social distancing in the classroom, there are only a few classrooms where occupancy is really a challenge. We are going to give folks the ability to split core sections in those instances. This is not a masking or social distancing issue. We are here because people will not get vaccinated. Encourage your students to be vaccinated. You control the curriculum. If it is two weeks from now and things are moving and you are going to Zoom for a couple of weeks and come back, you control the curriculum. However, I do not want to see the whole campus flip, because there is no one else in that position.

McGarry: Will ETSU provide statements to go in the syllabus regarding vaccines and masks?

Noland: There is a boiler text on the Bucs are Back website that you can use. However, we do not want to dictate what goes into your syllabus.

Fisher: Is there a protocol if students refuse to wear masks?



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Noland. There is not protocol. CTE has workshops available around de-escalation. You can say that class is cancelled if needed.

Elangovan: Do you have any guidance as to what enrollment needs to be to get back to our budget pre-COVID?

Noland: We will manage through this year. 14,700 is the minimum enrollment number. The 4.2% reductions of academic and administration units were base reductions. We will be looking at the budget with 125 Chapter 2. Task forces have been meeting all summer. We will be putting together a strategic committee as well as hire an outside consultant to review the budget. We have more faculty and staff now than we had in 2012, but fewer students. This has allowed us to build relationships with our students.

2. Approval of Minutes

Hendrix questioned whether there was an objection to approving the minutes from the 04/19/2021 meeting. **Sergiadis** stated that there were minor corrections submitted by Senator McGarry.

No Objection: Minutes Approved

3. Update of Summer 2021 Activity

3.1 Dr. Noland covered a lot of our Summer 2021 activity. Faculty Senate spent time welcoming Provost McCorkle to campus.

4. Recognition of Senators Completing Term

4.1 Hendrix recognized Senators completing their term: Katelyn Alexander, Ginette Blackhart, Patrick Brown, Mike Burford, Yi-Yang Chen, Charles Collins, Andrew Dunn Todd Emma, Donna Fraysier, Bill Garris, Alan Holmes, Nick Hagemeyer, Jeanna Mikki Johnson, Sookhym Kim, James Livingston, Renee Lyons, Theresa McGarry, Jonathan Peterson, Alex Sargsyan, Ken Silver, William Stone

4.2 Hendrix recognized the outgoing Executive Committee: Stephen Hendrix (President), Ginni Blackhart (Vice President), Susan Epps (Past President), Ashley Sergiadis (Secretary) Patrick Brown (COO/Treasurer), Virginia Foley (Board of Trustees), Alan Stevens (At-Large Member), Alex Sargsyan (At-Large Member), Kason O'Neil (At-Large Member), Donna Cherry (At-Large Member), Bill Hemphill (At-Large Member)

5. Last Call for Business

5.1 **Brown** announced that the Center for Teaching Excellence will be holding their Active Learning Academy Series (every other Tuesday afternoons starting August 31), Taxonomies of Learning (November 19), and Book Club this semester. On the 4th floor of Sherrod Library, is the CTE's faculty lounge with snacks and drinks.

6. Adjourn

Motion to Adjourn: Brown
Second: Collins
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.