



FACULTY SENATE MINUTES

Meeting Date:	1/24/2022	Time:	14:45 – 16:30	Location:	Zoom
Next Meeting:	02/07/2022				Scribe: Ashley Sergiadis
Present:	Beatty, Kate; Blackhart, Ginni; Blackwell, Roger; Bray, Sheree; Burns, Bracken; Byington, Randy; Chakraborty, Kanishka; Cherry, Donna; Daniels, Jean; De Oliveira Fiuza, Felipe; Ecay, Thomas; Elangovan, Saravanan; Ellis, Jon; Epps, Susan; Evanshen, Pam; Fisher, Stacey; Frye, Stephanie; Funk, Bobby; Garris, Bill; Gentry, Retha; Gomez Sobrino, Isabel; Gray, Jeffrey; Hauldren, Kacie; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Herrmann, Andrew; Hounshell, Jonathan; Johnson, Michelle; Kim, Sookhyun; Kruppa, Michael; Landis, Ryan; Lyons, Renee; Mackara, Fred; Mamudu, Hadii; McGarry, Theresa; Nivens, Ryan; O'Neil, Kason; Park, Esther; Prince, Richard; Ramsey, Priscilla; Schroder, Laurie; Sergiadis, Ashley; Stevens, Alan; Tai, Chih-Che; Thigpen, Jim; Thompson, Beth Ann; Trogen, Paul; Uddin, Mohammad; Walden, Rachel; Waters, Susan; Weyant, Emily; Youngberg, George; Zahner, Matt				
Absent:	Digavalli, Siva; Dowling-McClay, Karilynn; Foley, Virginia;				

Agenda Items

Meeting called to order
1. Celebrations
2. Introductions of Guests
3. Announcements
4. Guest Speaker
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 None.
2. Introductions of Guests 2.1 Amy Johnson, Associate Provost for Faculty and Director, Center for Teaching Excellence
3. Announcements 3.1 Blackhart provided updates on Watermark Faculty Success (WFS). WFS will not be used for SACSCOC, so there is no longer the March 15 th 2022 deadline for faculty to add their activities to WFS. College of Public Health will be requesting that their faculty enter their 2020-2021 activities to send to accrediting agencies. The College of Pharmacy and Sherrod Library will be using WFS for their faculty evaluations this spring/early summer. In the Fall, all other colleges except College of Medicine will use WFS for annual faculty evaluations. College of Medicine will begin to use WFS for annual faculty evaluations in Spring 2023. It will also be used for tenure and promotion, graduate faculty status, and faculty credentialing. <ul style="list-style-type: none"> For resources on how to enter your activities, visit the ETSU WFS website



DISCUSSIONS

<http://www.etsu.edu/watermark-faculty-success> Senator Blackhart is also available for trainings.

- You do not have to wait until fall to begin entering your works. It may be useful to enter activities as you complete them.
- College of Public Health want their faculty to enter their activities for the 2020-2021 academic year for accreditation purposes. Other colleges just want information for the current academic year. If you go up for tenure or promotion Fall of 2022 or later, you will need to enter all your activities for that evaluation period before you go up.
- Email Senator Blackhart if you try to log into the system and receive an error message. It means that you do not have an account. She can also set-up accounts for staff members or graduate assistants in your department to enter activities for faculty.

3.2 **Epps** encouraged faculty to nominate people for the ETSU Heroes Awards:

<https://www.etsu.edu/heroes/>

3.3 Richard Prince (Assistant Profession in Engineering, Engineering Technology, and Surveying) will be serving during the spring semester in place of Dr. Khan (College of Business and Technology)

4. Guest Speaker

N/A

5. Approval of Minutes

Hendrix questioned whether there was an objection to approving the minutes from the 11/24/2021 meeting. **Sergiadis** stated that Senators Epps and McGarry had minor corrections to the minutes.

No Objection: Minutes Approved

6. Action Items

6.1 Action Item – Bylaws Revisions

Epps motioned to approve the bylaw revisions. Byington seconded.

Epps: Based on how the current bylaws are written, the College of Graduate and Continuing Studies would have almost as many faculty representatives on Faculty Senate as there are faculty. This would be disproportionate compared to the rest of the colleges. In addition, the library is only guaranteed one Senator even though they have more faculty than the CGCS.

McGarry: The motion is fine as far as what it is supposed to say. There are a couple of problems with wording. Number 2 is not clear. It states one additional representative for every 25 faculty members. Does this mean 25 faculty members after the 21st faculty member? For example, a college with 21 faculty has 3 senators. Do you start counting from there? So, at 46 faculty, you would get your 4th senator?

Epps: It is every 25 faculty. If the College of Arts and Sciences has 100 faculty, they would have 3 automatically and then they would have an additional Senator for every 25 Senators. If you have 100 faculty, you would have 4 additional Senators. If you had 99 faculty, you would only have 3 additional Senators.

Epps makes a motion to amend number 5. The amendment would separate the two sentences to create number 5 and number 6. McGarry seconded the motion. Motion to amend approved.

Hemphill (J.): Do all faculty count in the number, including tenured and tenure-track, non-tenured, and adjunct faculty?

Hendrix: My understanding is that it is all full time faculty, including tenured, tenure-track, and non-tenured. Adjunct faculty do not count.

Epps: This number comes from the census data from the provost office.

Motion approved.



DISCUSSIONS

7. Information Items

7.1 Discussion -What does Spring 2022 look like for Faculty Senate – Mr. Hendrix

The Faculty Senate's last three meetings will be hybrid. This will allow faculty who may not be located on the main campus to attend our on-campus meetings more easily. There are a few topics on the radar for Faculty Senate, including the ombudsman position and the parental leave policy. Are there any other topics that Senate should address in the Spring 2022 semester?

Byington: Should the Senate have a role in the two dean searches? Will faculty be reporting back to the Senate about the progress and quality of candidates?

Hendrix: The Senate does have representation on both of the current search committees. The Senate was consulted on that representation. Generally speaking, a Senator's role on committees is to report back to Faculty Senate the committee's activities.

Hemphill (B.): Since every college has Senators, it may make sense to add to the bylaws that at least one Faculty Senator be on the dean search of their respective college.

Lyons: The College of Arts and Sciences is very important to Clemmer College, so I hope several from Clemmer are on that committee.

Fiuza and Frye stated that they can update Faculty Senate on the dean's search for the College of Arts and Sciences.

Epps: Can we have an update on the tenure and promotion policy?

Johnson: I don't suspect that we will begin working on tenure and promotion until we have completed the SACSCOC policy reviews. The Provost office is putting together teams made of faculty to do some high level policy reviews. We will slot the reviews into categories such as needs extensive review and needs minor corrections. I suspect we will start reviewing the tenure and promotion policy during Fall 2022.

Epps: Is it possible to separate the policy from procedure without doing major revisions?

Johnson: That is a matter of controversy. We need to have a broader conversation about that as faculty. The document includes things like deadlines which some people are uncomfortable moving that part into procedures. Procedures can be changed without going through the formal policy revision process.

McGarry: We need to discuss the Faculty Activity Plan, whether all departments/colleges need them and should they be standardized across colleges. I think some colleges/departments don't complete FAPS and that's a problem.

Blackhart: Nothing related to FARs, FAPs, or FAEs are standardized between colleges. They are not even standardized across departments in some colleges.

Byington: Given it is legislative season, it might be good to receive report from Bridget Baird.

Hendrix: This Friday, TUFS will be getting legislative updates from both the UT system and Tennessee Tech. I will bring that forward.

Lyons: We filled out a form in August 2021 stating items we thought the Faculty Senate should address. Will we look at the results of that?

Hendrix: I can re-share those results.

O'Neil: I think the conversation from the previous administrator evaluation working group still needs to happen. Is this embedded in Watermark?

7.2 Discussion – Faculty Senate Elections – Mr. Hendrix

On April 18th, Faculty Senate officers (President, Vice President, Secretary and Treasurer/COO) will be elected. On April 4th, we will have our call for nominations. To ensure that the individuals can run for these positions, the deadline for college elections is March 31st. Mid-February you will receive a notification for the number of vacancies that appear within each college. Colleges should begin working on the process to solicit nominations and conduct the elections. Colleges have the choice to have Senator McGarry and the elections committee or Senators within that college coordinate the elections. Please notify Senator McGarry of your plan.



DISCUSSIONS

7.3 Discussion - Defending Academic Freedom to Teach About Race and Gender Justice and Critical Race Theory – Ms. Sergiadis

Sergiadis pointed to a news article and draft resolution on topic of academic freedom that her constituent asked to be shared. Given that this topic may be discussed in the upcoming legislation, she asked Senators if there were any interest in adapting this motion. **Blackhart** asked whether it would be productive to take action on it now before it becomes an issue. **Byington, Funk, Garris, and Hemphill (J.)** agreed that the Faculty Senate should be prepared to act on it if it becomes an issue without initiating it. **Chakraborty** questioned if it would be effective to comment on this topic because we do not have much influence on legislation at the university-level. **Epps** and **Hemphill** mentioned the incorrect conflation of Critical Race Theory (legal concept) and diversity, equity, and inclusion. **Byington** stated that this most likely would affect K-12 like in Virginia. He asked if it would be worth talking to legislators about the importance of academic freedom. **Hendrix** offered to ask for an update about this issue during the legislative discussion on Friday and mention **Byington's** suggestion to meet with legislators to Dr. Noland and Bridget Baird. **McGarry** offered to take the resolution to her colleagues for them to adapt and submit as a motion. They may be able to adapt it to focus on encroachments of speaking on controversial issues in the classroom and not Critical Race Theory.

7.4 Handbook Committee Update – Dr. Epps

The Handbook Committee is going to meet in February to review the current draft of the handbook. They will need to meet with Amy Johnson afterwards about some of the policies that are living in the handbook that need to go on policy page. They will provide an update at the next meeting.

7.5 Board of Trustees Report – Dr. Foley None.

7.6 Standing Committee Need – Dr. Epps

We had a request from the Day of Giving Committee for someone from Faculty Senate to serve. Senators Hendrix and Epps decided that there is not a requirement for a Faculty Senate representative since it was a very large group already with at least one faculty from each college. If you are interested in serving on the Day of Giving Committee, please let Senator Epps know. Since there is not a requirement for a Faculty Senate member, it is not a formal request that we need to fill. There are also two committees needing faculty and staff that will be featured in the Monday's message.

7.8 Notes from Meetings with the Provost and President – Mr. Hendrix None.

7.9 Reports from University Committees

7.9.1 University Research Council – Herrmann

The Council has been discussing how to determine whether the faculty are productive enough. They've been looking at financial based questions (startup costs, grants, internal versus external grants). Herrmann pushed back on the idea of monetary expression making a productive faculty member, e.g. some in the arts and humanities do not get large grants. If you have any concerns about how the University Research Council is determining what qualifies as research, email Senator Herrmann and he will share it with the entire Council.

Hemphill (B.): It is not about research, but research, scholarship and creative activities. That is what we are judged by with tenure and promotion.

Herrmann: I agree. I won awards last year for a handbook, but since it wasn't grant-funded nobody would know about it. These are the types of things we hope to start to collect.

7.9.2 Quality Effectiveness Subcouncil – Byington

QESC meetings have focused on the upcoming SACS report. Most if not all committee members are serving on SACS Standards writing teams.



DISCUSSIONS

8. Old Business
None.

9. New Business
None.

10. Comments from Guests
None.

11. Final Comments/Announcements from Senators

12. Adjourn

Motion to Adjourn: Epps
Second: ?
Meeting Adjourned

Please notify Senator Ashley Sergiadis (sergiadis@etsu.edu, Faculty Senate Secretary, 2021-2022) 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.

1.3. Representation.

Each college, school, or equivalent academic unit, including the University Libraries, with at least five of its own faculty shall be entitled to elect ~~three (3)~~ Senators ~~senators. The number of senators eligible shall be determined from the records of the Office of the Provost based on a three-year rolling average at the beginning of each spring semester.~~

~~Additional Senate members shall be elected by and within the various colleges, schools or equivalent academic units in the following manner:~~

1. A college, school, or equivalent academic unit shall be entitled to senators as follows: 5-10 faculty members -1 senator; 11-20 faculty members – 2 senators; 21+ faculty – 3 senators.
2. A college, school, or equivalent academic unit is entitled to one additional representative for every twenty-five (25) faculty members. ~~The number of senators eligible shall be determined from the records of the Office of the Provost based on a three-year rolling average at the beginning of each spring Semester.~~
3. In the event of a shift of departments or faculty from one college to another, the Senate, with a simple majority vote of the body, can reassess the representation to reflect the new distribution of faculty by college.
4. Any college, school, or equivalent academic unit with a minimum of five faculty members organized after the adoption of ~~this~~ the Faculty Senate Constitution shall attain Senate representation in the first Senate election following its organization.
5. By two-thirds vote of those present at any regularly scheduled meeting, the Senate may grant senatorial representation to divisions or academic units not covered in this section. If a college, school, or academic unit loses faculty so as to affect Senate representation, the first position to become vacant will not be filled.
2. ~~The University Libraries shall be entitled to elect at least one (1) senator.~~

Revised, Feb. 2020 – added that number of senators will be based on a three-year rolling average of the faculty census; in the event of a shift of departments, that can be revisited by a simple majority

ARTICLE III: MEMBERSHIP

3.1. Eligibility

Full time faculty in tenured, tenure-track, and non-tenure track appointments as defined in the Definition of Faculty policy are eligible to serve on faculty Senate.

3.2. Term of office

The term of office for an elected member of the Senate shall be three (3) years with the exception that the term of the president shall be extended automatically for up to three (3) years to ensure uninterrupted progression into the office of past president. At the end of this extended term of office, the affected school, college, or academic unit shall elect a senator to complete any remaining years of the normal term.

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5. If a college, school, or academic unit loses faculty so as to affect Senate representation, the first position to become vacant will not be filled.
6. By two-thirds vote of those present at any regularly scheduled meeting, the Senate may grant senatorial representation to divisions or academic units not covered in this section.

Revised, Jan. 24, 2022 – added language to address new colleges and the size of the faculty related to representation.

Revised, Feb. 2020 – added that number of senators will be based on a three-year rolling average of the faculty census; in the event of a shift of departments, that can be revisited by a simple majority

3.4. Elections

1. Each year, all Senators will be notified of forthcoming vacancies by the Elections Committee. Faculty shall be informed of vacancies by their senators in advance of the election.
2. Present senators from each college/school/unit will serve as election officials.
3. Elections to the Faculty Senate shall be concluded annually by the end of March.

Meeting with Provost McCorkle

January 19, 2022

- Provost McCorkle asked the Faculty Senate Executive Committee how their colleagues were doing as we enter the beginning of the spring semester. Students and faculty are wondering how long will flexibility be provided to students. This may apply to a multitude of aspects, including attendance, assignments, online Zoom options, grade policies, etc. It is important to define what aspects we want to address when discussing flexibility. Classes may be flexible in class attendance or assignments but have a rigorous grading system. Senators expressed the importance of carefully reviewing our current practices and policies because how we have done things pre-pandemic may not be the best way. For example, ELPA no longer requires the GRE, which happened during the pandemic. It saves students money and time, and it was not a major deciding factor when accepting students into the program. Some faculty plan to continue to offer a Zoom option for onground courses when applicable. Not offering an online option when applicable may create a discriminatory situation. For example, students may not go into a degree program that doesn't offer Zoom options if they have an autoimmune disorder. Of course, some programs cannot provide this option such as music courses or clinic requirements. Similarly, some policies cannot be flexible because they exist for academic reasons. Students are still interested in pass/fair options.
- The CAS and CBAT Deans searches have commenced. The position began being advertised prior to Winter Break. Zoom interviews are expected to begin early March. In person interviews are expected to begin late March and early April. Deans should be in place by summer 2022.
- Provost McCorkle announced that they plan on filling/creating the position of Vice Provost and Chief Research Officer. This position would work with both the President and Provost to champion research. Nick Hagemeyer has been Interim Vice Provost for Research since July 1. In addition, Provost McCorkle needs to fill the position of Executive Vice Provost for Academics and Health. This was previously held by David Linville who is now the Senior Associate Dean and Chief of Staff at Quillen College of Medicine and Associate Vice President for Clinical Affairs at ETSU. The VP for Academics and Health advanced the functional part of the office as well as connected the office to the health and medical areas of the campus. Senators strongly urged that an internal or external search needs to be completed for both positions.
- Senator Nivens brought up that ETSU has a growing issue around boundaries. For example, employees on annual or medical leave continue to work and answer their emails meaning that they never escape their work. Senators mentioned that this was an issue with academia not just ETSU. There was a discussion on if this type of culture is due to individual preference or expectations from administration or both. This type of behavior often happens when only one employee knows how to handle critical tasks.

Meeting with Dr. Noland

01/14/2022

Questions submitted by Senators

- Can we please have a mask mandate in classrooms?
Answer: [State law](#) prohibits us from requiring face coverings at this time. Health care students working at Ballad Health may be required to wear a mask due to OSHA's standards.
- With masks no longer required, are there new guidelines for classroom ratios?
Answer: There are no plans for new guidelines for classroom ratios across the board. There may be some on a case-by-case basis.
- Could we look at some of our processes, including posting financial aid and scholarship awards and the 'purge'? Why exactly do we need to do the purge prior to school starting? When awards aren't posted in a timely manner, but we expect students to pay up, we are sending the message that we don't really care about our students. Also, international merit awards - from what I've been told, international students initially get awards based on their GPA - but a month later, a committee 'reviews' their awards and basically gives them the full \$12,500. If we're going to give them the full amount anyway, why don't we do that to begin with?
Answer: This process allows for the billing, tuition, and financial aid processes to move efficiently. The only way to clear the rosters for payment is to go through the purge, which removes students who have registered with no intent to enroll. If we did not go through with the roster verification, students may be asked to pay for courses that they never planned to enroll in. It has been five or so years ago since financial aid reviewed their processes. They will most likely review them again with the transition from Banner. Epps shared issues students have expressed to her. Dr. Noland stated that he would share these frustrations with Drs. Sherlin and B.J. King.
- Any updates as we look towards the 2022 legislative session in Nashville?
This is a unique legislative session. There is discretionary revenue beyond what the state budgeted. It is also an election year after significant redistricting, requiring every member to address new constituents. These factors will cause the pace to move quicker with the legislative session most likely ending in early March and most of the work happening in February. Dr. Noland will be in Nashville frequently, especially if he is still the Chair of the Council of Presidents.
Budget Predictions
Summary: ETSU is hopeful about the budget. It is looking strong for the operating budget, salary enhancements, funding for academic units (College of Medicine, Center of Excellence in Nursing, and College of Pharmacy), funding for 1-3 academic building, and funding for ERP.
- A salary pool of 4-5% may be passed. The state only provides part of the 4-5% with ETSU needing to cover the rest. The raise may only be a 2% or 2.5% raise so ETSU can raise the salary of certain positions below market (e.g. IT). Presidents have discussed at length about asking the state to fully fund salary enhancements instead of institutions. They have made that case in the past. Two constitutional officers suggested it might be time to make that case again.
- ETSU is hopeful about the budget. We have several requests: (1) Funds for College of Medicine to hire subspecialists for resident training. (2) Matching the funds that Ballad Health (\$10

million) announced in late fall to create a Center of Excellence in Nursing. If the state matches the funds, then ETSU would become the nursing data and policy repository for the state. (3) Funding for College of Pharmacy. It is currently a private institution, which means that Tennesseans have to pay out-of-state tuition. Senator Hemphill asked if the budget would fund resources needed to support these requests such as library collections. The funds are not intended to cover these costs.

- In terms of capital projects, THEC recommended three of our buildings be funded: Brown Hall renovation (phase 1 and 2 about \$50 million each), Health Sciences Building, and Academic Building. It may be difficult for ETSU to receive three big projects, but there is discretionary revenue. There is also some deferred maintenance (aging roof infrastructure, HVAC) that should be fully funded.
- There is a \$120 million ask for a new ERP across the state, including UT and ETSU. ETSU will be moving from Banner to Oracle. ETSU will be putting out an RFP for a transition consultant in late February. We will start transitioning in HR and Finance, which will take about 2 years. ETSU will be implementing the vanilla Oracle rather than customizing it as we did with Banner. Banner had hard code script to align with our process, which caused issues.

Policy Predictions

It is anticipated to be a turbulent session for education, particularly K-12. Governor adjusted the Basic Education Program structure, which has caused turbulence in education committees. Some issues that may be discussed: weapons legislation, free speech, and equity/inclusion.

Other Notes

- Last meeting, we discussed issues with contracts and procurement. We have a fix for the short-term (contract-by-contract purchase basis), while a small working committee writes a new procurement policy. This will allow us to raise those caps and be more flexible.
- Pepper will have two new handlers. Officer Mitchell is pursuing retirement.
- There is a draft report for Chapter 125. Dr. Noland would like the Faculty Senate's Executive Committee response to it before he takes it back to the board in April.
- The Research Subcommittee of 125 moved to fill permanently the position of Vice Provost and Chief Research Officer. This position will sit on the President's cabinet and meet bi-weekly with him as well as report to the Provost.
- The deans for CAS and CBAT have been posted. The positions should be filled before the end of the semester.
- You can find information on the budget call on the University Council website.
<https://www.etsu.edu/universitycouncil/budget.php>

Meeting with Dr. Noland

12/10/2021

Questions submitted by Senators

1. Staff and faculty utilize Enterprise for travel. However, some faculty do not have the opportunity to have someone take them to and from Enterprise facilities. Because of this, they need to utilize Uber or other services for transportation to and from Enterprise. Recently, a faculty member was told that the cost to get to and from an Enterprise facility is claimable as vicinity mileage. The faculty member received that information from a staff member that participated in a training class on travel claims. As a part of the class, a video noted that it could be used for transport to pick up an Enterprise rental car. However, when the faculty member filed for their claim, it was denied by accounts payable, citing references to old TBR guidelines concerning vicinity travel.
Is there a need for a review on compensation for staff and faculty who do not have the ability or availability to travel to and from an Enterprise facility? Is there a better process for picking up and dropping off Enterprise vehicles?
 - Dr. Noland sent this question to Dr. B.J. King. Dr. King is in the process of revising the policy and restructuring the operating procedure so that the vicinity mileage can be reimbursed if an employee needs to get to enterprise.
2. Disclaimer: This did not come from faculty, but it could affect departments.
Someone passed on a message they received following submission of a requisition in ebuca:
Comment: Unfortunately, the University has reached a summated amount of \$7,325.25 in purchases with X company thus far in this fiscal year. This purchase will push it over the \$10K limit (per TBR policy) before bids are required for processing further. We will need 3 informal bids attached to this requisition please for approval. If a better company is discovered, please withdraw this requisition. There are also several companies that provide this type of service as approved by the Identity department that are registered vendors and available for use for this type of request without the requirement of informal bidding. Thanks.
The concern is that departments or units with small requisitions are now going to have to get 3 bids because purchases are being totaled. For example, Dept. X submits a request for purchase from Company Y in the amount of \$9000. This is under the \$10K limit, so the purchase goes through. Then Dept. Z submits a request for purchase from Company Y in the amount of \$1200. Dept. Z will now have to get three bids for a \$1200 purchase simply because they submitted second. Since we are no longer under TBR, can we revise this policy to make it our own? Also, how is this being communicated to departments so they are aware prior to submission of a requisition for an amount under \$10K that they will need to secure bids should their request go over the \$10K limit?
 - Dr. Noland has a scheduled meeting with Dr. B.J. King on this topic. He will have more information after that meeting. New personnel in procurement recently noticed that we have not complied with the purchase policy. In addition, we now have more aggressive state auditors. This has caused us to look more carefully at these types of purchases. There are plans to revise the purchasing policy. Even when we revise the policy, we are still bound by state laws that have a hard cap of \$50,000.
3. In the most recent MOPS meeting, there was some discussion around the retirement of Officer Mitchell and Pepper. Can you provide an update?

- Office Mitchell wants to retire. He was not fired as rumored. ETSU is in the process of determining what will happen to Pepper. Administration is looking into keeping Officer Mitchell on at a lesser capacity. Other options are assigning Pepper to another officer or retire Pepper and bring on a new dog. For clarification, Pepper is the university's dog – he was acquired by the University and assigned to Mitchell.

4. Any updates as we look towards the 2022 legislative session in Nashville?

- The institution is currently in a good place (i.e. recent salary enhancements, state budget moving well, applications are up, etc.). Our fall to spring retention is trending back to our numbers in pre-COVID. ETSU still needs to make it through three years of small COVID classes.
- THEC's meeting budget was promising. There were operating budget increases. Our capital project proposals (Academic/Humanities Building, Brown Hall renovations, and Clinical Education for ETSU Health) are doing well in the rankings.
- A project being discussed with the governor is a \$150 million one-time investment so UT and others can secure an Enterprise Resource Planning (ERP) system that would replace Banner. ETSU will be the first university partnering with UT on the procurement.
- ETSU received an extension waiver that allowed us as an institution to continue our mask mandate. Those waivers have been lifted as the executive orders are held in a series of judicial cases.
- The gubernatorial election in the Commonwealth of Virginia may be similar to what we experience next year in Nashville since it will be an election year. Education was front and center (e.g. Critical Race Theory).
- When the state provides salary enhancements, they pay for half of the enhancement and the institution provides the other half. The state may be saying 4-5% across the board next year, but ETSU may not be able to match it completely. ETSU needs to review our salary pool and consider resetting the minimum wage again. For example, we may need to raise the salary on jobs where we are not competitive such as critical positions in maintenance. These issues affect staff positions more so than faculty positions. Hendrix mentioned that working remotely (when the position allows) may be another way to incentivize workers.

Other Notes

- We are moving from the planning phase of Chapter 125 Part 2 to the implementation phase.
- We have signed a contract with Huron Consulting to look at our decentralized budget model.
- We are in the midst of two national searches for the CAS and CBAT deans. The chairs of the committees have been named, the committees launch earlier this week, and Parker Executive Search has been hired to assist with the search.
- President Hendrix brought up that SGA is concerned with parking on campus. SGA has considered proposing options such as a parking garage near the Culp and/or valet parking. Hendrix suggested running a constant shuttle from the landing strip to the Culp. Dr. Noland mentioned that there are some issues with accessibility they plan to address. Specifically, access for those with disabilities in buildings where there is not nearby parking. One suggestion was using a golf cart for those with wheelchairs or mobility limitations.