

**University Council
June 14, 2021
Meeting conducted via Zoom**

1. Call to Order

Dr. Wilsie Bishop called the meeting to order.

2. Roll Call

Ms. Amanda Mowell called the roll. Those in attendance were: Mr. David Atkins, Ms. Bridget Baird, Dr. Wilsie Bishop, Dr. Bill Block, Dr. Myra Carew, Mr. Scott Carter, Dr. Cheri Clavier, Dr. William Duncan, Dr. Susan Epps, Ms. Joy Fulkerson, Dr. Allen Gorman, Dr. Adam Green, Mr. Stephen Hendrix, Dr. Mike Hoff, Dr. Keith Johnson, Dr. Karin Keith, Dr. Chris Keller, Dr. B.J. King, Dr. Karen King, Ms. Candy Massey, Dr. Sam Mayhew, Mr. Mason Mosier, Dr. Brian Noland, Mr. Shivam Patel, Ms. Pamela Ritter, Mr. Jeremy Ross, Dr. Don Samples, Dr. Jana Scarborough, Dr. Joe Sherlin, Dr. Jeff Snodgrass

Those absent: Dr. Mark Fulks, Mr. Joe Smith

3. Standing Items

3.1 Approve minutes from May 10, 2021 meeting

Dr. Susan Epps requested a correction to the May meeting minutes under item 3.3 Voluntary Reports. The Faculty Senate Treasurer/COO for 2021-22 is Dr. Ryan Nivens.

Dr. Epps made a motion to approve the minutes with the noted correction. Dr. Don Samples seconded the minutes, which were unanimously approved.

3.2 Review agenda

Dr. Bishop reported no changes to the agenda.

3.3 Voluntary Reports of UC-Essential Action Items from Governance Organizations

Ms. Candy Massey reported that Staff Senate is diligently planning the Staff Picnic scheduled for July 26.

Faculty Senate had no updates to report.

Dr. Karen Keith, the new Chair of the Council of Academic Chairs, said work is underway to provide chairs access to Academic Impressions and to plan a retreat for the fall.

Information Technology Council had no updates to report.

Bridget Baird had no new information to report on behalf of Community and Government Relations.

Dr. William Duncan had no report on behalf of the Research Council.

The spring season was unique for Athletics, Mr. Scott Carter reported. Men's Golf won the regional tournament for first time in 20 years. Some athletes will return in the coming weeks for summer workouts.

Dr. Bishop provided an overview of several report outlining the work of the Curriculum Committee, Graduate Council and Academic Council. She will share copies of the reports with UC members by email. She said implementation of a consent agenda has helped to increase the efficiency Academic Council meetings. Dr. Bishop recently presented a proposal identifying voting and non-voting members.

3.4 Sub-Council Reports

Dr. Bishop will contact each Sub-Council Chair to see when within each quarter group would want to provide a report to University Council.

4. Action Items

4.1 Old Business

4.2 New Business

Ms. Kay Lennon-McGrew said several leave policies were recently issued for public comment. The sick leave policy received many comments. Even though there was not a substantial change to the sick leave policy, it was placed on hold so that the policy can be talked through with campus constituents. The policy review website will be updated to allow for further explanation can be provided to avoid confusion in the future, she said.

The proposed policies were included in the agenda materials. Ms. Lori Erickson said there were no substantive changes to these policies. They are TBR policies that were rewritten into the appropriate language to provide clarity.

4.2.1 Leave Policy – Civil

4.2.2 Leave Policy – American Red Cross Service

4.2.3 Leave Policy – Voting

4.2.4 Leave Policy – Volunteer Firefighter Service

4.2.5 Leave Policy – Volunteer Bereavement – Kay Lennon-McGrew

Ms. Erickson said the three days of bereavement leave is a state statute and clarified that employees can request two additional sick leave days. Employees can take additional leave with their supervisor's permission, but three days is the state statute, she explained.

Wording of the Volunteer Firefighter Service policy was briefly discussed.

Mr. Hendrix mad a motion to approve all five of the leave policies as presented. Dr. Jana Scarborough seconded the motion and UC members voted to approve.

5. Information Items/Presentations

5.1 New members of University Council – Dr. Wilsie Bishop

New members will begin new or renewed term appointments on July 1:

- Dr. Karen Keith moves into role as Chair of Council of Academic Chairs
- Dr. Arpita Nandi
- Dr. Jeff Snodgrass
- Dr. Lisa Haddad
- Dr. Jana Scarborough
- Dr. Don Samples
- Graduate and Professional Studies designee to be determined
- Mr. Mason Mosier – new SGA President; Ethan Becker (alternate)

5.2 Enrollment/Housing Update – Dr. Sam Mayhew

Dr. Mayhew's presentation was provided in the meeting materials. He said staff is working hard to register students for orientation and classes this fall. Housing will return to full occupancy. Housing applications are slightly down, however there are a greater number of students in private rooms and there is a waitlist for BucRidge. Housing occupancy is expected to be flat. Applications for new students is up and there are fewer cancellations than previous years.

Dr. Mayhew said freshman, transfer and international admits are up. Preview will be open to all new students at no additional charge. A new STEP initiative led by Dr. Leah Adinolfi will be focused on providing a transitional experience for second year students.

Next, there was a question about how the out of state tuition reset might impact fall enrollment. Dr. Mayhew said 40 students was the minimum to make the budget, and projections are 80-90 students. Many students who graduated high school last month are still determining which school to attend this fall and are attending multiple tours and in some cases, multiple orientations.

5.3 Demographics and Preliminary Higher Education Excellence (HEED) in Diversity Results – Dr. Mike Hoff

The HEED survey results presentation was included with the meeting materials. Dr. Mike Hoff provided an overview of student and employee demographics, followed by the increase in student success metrics including graduation and retention rates, which have been the highest in the history of the institution. He pointed to the high number of veterans who enroll at ETSU and receive additional support to keep them enrolled.

Due to the high response rate, the information received from the HEED survey is high quality, Dr. Hoff said. The survey results measure the institutional climate and showed that further discussion is needed around the increased feelings of neither agree nor disagree responses. The survey results also revealed that 82 percent of agreed or strongly agreed that diversity improves experiences and interactions. However, the results also reveal that people do not have the tools they need to have conversations around diversity, he added, and it appears that members of the campus community are unsure how to report discrimination/harassment despite mandatory trainings.

Dr. Hoff will break down the survey results by college and distribute accordingly to allow for specific programming and conversations to be developed.

There was a brief discussion about reporting, including the type of training provided and knowing when to report acts of discrimination or harassment.

6. President's Report

In his report, President Noland provided an update on the Committee for 125. The Task Force Chairs will provide updates at the next meeting and he will provide information about the status of higher education across the country.

President Noland said he feels good about fall enrollment and thanked staff for their work to bring new and returning students to campus.

A called meeting of Board of Trustees was scheduled to take place the next day. He said Trustees would move through several agenda items:

- Faculty to receive tenure/promotion
- Salary plan presentation:
 - This summer – all university employees who were employed in March/April will receive \$500 bonus in June paycheck
 - Starting pay increased to \$10.15 hours effective July 1 (30 vacant positions in custodial)
 - University making an investment in college adjunct pay plans by increasing minimum to \$800 per credit hour
 - This fall, Trustees will approve the revised budget and additional salary enhancements will be presented. The level will depend on final fall enrollment numbers.
- New Board officers will be elected, as Chair Niswonger's term has expired.
- A recommendation will be presented to rename Building 60 to Bishop Hall in honor of Dr. Wilsie Bishop

President Noland thanked Dr. Bishop for her service as the most accomplished female administrator in the history of the institution. A retirement reception was scheduled for later in the week to honor Dr. Bishop.

7. Announcements

Next meeting is July 12 at 10:30 a.m. to introduce Provost Kimberly McCorkle. The meeting will be chaired by Dr. Noland.

8. Adjournment

The meeting adjourned at 9:50 a.m.