



## FACULTY SENATE MINUTES

<b>Meeting Date:</b>	11/09/2020	<b>Time:</b>	14:45 – 16:30	<b>Location:</b>	Zoom
<b>Next Meeting:</b>	11/30/2020	<b>Scribe:</b>			Ashley Sergiadis
<b>Present:</b>	Blackhart, Ginette; Blackwell, Roger; Brown, Patrick; Burford, Mike; Burns, Bracken; Byington, Randy; Chen, Yi-Yang; Cherry, Donna; Collins, Charles; De Oliveira Fiuza, Felipe; Dunn, Andrew; Ecay, Thomas; Elangovan, Saravanan; Ellis, Jon; Emma, Todd; Epps, Susan; Evanshen, Pam; Fisher, Stacey; Foley, Virginia; Fraysier, Donna; Funk, Bobby; Garris, Bill; Gomez-Sobrinno, Isabel; Gray, Jeffrey; Hagemeier, Nick; Hawthorne, Sean; Hemphill, Bill; Hemphill, Jean; Hendrix, Stephen; Holmes, Alan; Johnson, Jeanna Michelle (Mikki); Johnson, Leigh; Johnson, Michelle; Kim, Sookhym; Kruppa, Michael; Livingston, James; Lyons, Renee; Mackara, Fred; McGarry, Theresa; Mitchell, Holly; Nivens, Ryan; O'Neil, Kason; Park, Esther; Peterson, Jonathan; Sargsyan, Alex; Sergiadis, Ashley; Silver, Ken; Stevens, Alan; Stone, William; Tai, Chih-Che; Thompson, Beth Ann; Walden, Rachel; Waters, Susan				
<b>Absent:</b>	Ramsey, Priscilla				
<b>Excused:</b>	Alexander, Katelyn; Kahn, Shoeb				

### Agenda Items

Meeting called to order

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

### DISCUSSIONS

1. Celebrations
  - 1.1. **Hemphill (B.)** got the gutter guards in and did not fall off the roof.
  - 1.2. **Epps** announced the Holiday Lighting on Monday, November 9 at 5:45 between Dossett and Gilbreath.
  - 1.3. **Byington** is halfway through his chemotherapy regimen.
  - 1.4. **Brown** announced that Ashley Sergiadis is back so he no longer has to take the minutes.
2. Introductions of Guests
  - 2.1 Amy Johnson
3. Announcements



## DISCUSSIONS

None.

### 4. Approval of Minutes

**Hendrix** questioned whether there was an objection to approving the minutes from the 10/26/2020 meeting. **Brown** stated that there were some typographical changes recommended by Epps, which have been included in the final draft.

**No Objection: Minutes Approved**

### 5. Information Items

#### 5.1 Handbook Committee Update – Dr. Epps

Epps met with Amy Johnson to talk about some of the policies that are in the handbook and will be moving forward with those. Epps and David Linville will be moving forward on academic policies in general. Some of the policies that are in the handbook fall into that category.

#### 5.2 Board of Trustees Report – Dr. Foley

Board of Trustees meets virtually on Friday, November 13 at 8:00 am. Materials for the meeting are available on the website: <https://www.etsu.edu/trustees/schedule/schedule.php>

#### 5.3 T&P Working Group Report – Mr. Hemphill

Nothing to report.

#### 5.4 University Committees Reports

##### 5.4.1 University Council – Dr. Hendrix and Dr. Epps

a. **Hendrix** announced that the search for a provost begins this week. A search firm will be involved. Dr. Keith Johnson will chair the search committee. There will be one representative from each of the colleges and academic units on campus as well as representation from Student Government Association, Graduate and Professional Student Association, Faculty Senate, Staff Senate, Research, and ITS. Dr. Noland will reach out to folks this week to invite them to be part of the committee. **McGarry** asked if the provost search would be external or internal. **Hendrix** responded both external and internal. It will be a national search managed by Parker and Associates. **McGarry** asked if we know the process and when are we going to get to comment. **Hendrix** responded that the call will go out early December and open through January. Then, the committee will start the process of weeding through the applications. There will be input time for the faculty through town halls, roundtable discussions, etc. At least three people on the search committee are from Faculty Senate, representing either the Senate or their college. The position will be open until filled with the goal that there will be some potential candidates within the first two months. **McGarry** asked why it is open until filled. She expressed concern that a candidate can be presented last minute without the faculty having a chance to evaluate them. **Epps** responded that she assumed that it is open until filled so that if somebody does apply later they can still be considered. **McGarry** asked if they had any input on the firm that was chosen. **Hendrix** responded that he and Dr. Foley had a chance to give input on all parts of the process. The university was able to avoid contract time by going with a firm that has already been used by the University of Tennessee. If they did not choose this firm, they would have had to do a national search for the firm first because it was a large contract. **McGarry** asked what position was the firm used for and were the University of Tennessee faculty happy with that firm. **Hendrix** offered to reach out to his counterpart at University of Tennessee to find out the answer to McGarry's question. **Foley** noted that Parker Executive Search lists President of University of Tennessee as one of their searches, Provost and Vice Chancellor of Academic Affairs at UTC and Provost at UT, and Vice Chancellor UT health systems. **Byington** provided some historical perspective. During the search for the president's position, a candidate changed their name to make it difficult to find background information on them. A second candidate had been fired for anti-Semitic comments. In response, we have a state law that hides the process until the finalists are selected at the university president and university chancellor level. He asked if we know if that state law applies at lower levels (e.g. provost level). **Hendrix** was not aware of this, but he will ask



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that as well. He encouraged these questions be submitted through the Ask Admin section of the website (<https://www.etsu.edu/senate/askanadmin.php>) so that Dr. Noland can address them at the meeting with the Executive Committee this week. **Byington** mentioned that when Dr. Noland was appointed, a group of Senators reached out to their counterparts at the universities where the candidates were from to try to get input and understanding of what the candidates were like.

b. **Epps** reminded everyone to use the public comment for policies. The public comment period is the time to raise questions or concerns of substantive nature so that they go back to the originating committee who can address them prior to coming to Academic or University Council. This was mentioned in the University Council meeting when Epps made comments on a policy during the meeting that should have been submitted for public comment.

### 5.4.2 Quality Effectiveness Subcommittee -- Dr. Fraysier

They had a demonstration from a Watermark representative, which is an assessment and accreditation planning system that the university is currently exploring. It can be used to help us with outcome assessment planning curriculum mapping. This system is, has already been, or will soon be implemented at UT.

### 5.4.3 General Education Advisory Committee – Dr. Garris

The committee did not meet in November. They expect to meet in December for meaningful work on (a) mission and (b) membership/representation of this Committee.

### 5.4.4 University Research Advisory Council – Dr. Peterson

Nothing to report. They meet next on 11/11/2020.

### 5.4.5 ITS Governance Committee – Mr. Hemphill

a. They are going to a university wide computer idle time, which is a best practice for security. Every computer will be set to time out after a particular time and go to a lock screen.

b. A data governance subcommittee will soon be established.

c. The <https://faculty.etsu.edu> server is nearing end of life. ITS is considering dropping the server entirely as opposed to replacement (as it would be a cost savings). They are exploring options for maintaining capability.

d. There is a big push for other Tennessee universities to move to Blackboard. There is a possibility that we could change from D2L to Blackboard, but probably not. **Hemphill (J.)** asked what would happen with all the courses that we have on D2L. **Hemphill (B.)** suggested everyone back-up their sites onto their computer as a compressed data file at the end of every semester. **Hemphill (J.)** asked what the timeline would be. **Hemphill (B.)** stated that there is nothing happening right now. These contracts are coming up for review. **Brown** mentioned that you can export your course content for import into another LMS. It lives under "Import/Export/Copy Components". **Johnson (Amy)** imagined that there would be a transition plan to move courses over, but she does not know of plans to move to Blackboard. She offered to reach out to Dr. King and report back.

## 5.5 Motion – Approval of Resolution in Support of SGA – Dr. Fiuza

5.5.1 **Fiuza** introduced the motion: There is power in words. They can inspire, destroy, save, forgive, change. They are magic spells, speeches about dreams, freedom, hope. Since I came to ETSU three years ago, I was fortunate to witness several milestones that were achieved through words at first. The actions came later. We now have an Office of Equity and Inclusion and a Vice President that comes with it. Mary V. Jordan Multicultural Center, a Patricia Robertson Pride Center. Our students can sense these changes. They know the power behind words. Words such as people come first and diversity of people is respected. I believe our students have been inspired by these words and maybe they felt confidence to use their own. Perhaps by seeing and recognizing our change the SGA has issued a resolution to cut ties with Milligan and any other institution that discriminate on the basis of any sort of prejudice. I move that we endorse their words with ours. By



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doing that, we will empower them so they can feel motivated to continue to use the words and voices inspirationally.

- 5.5.2 **Hendrix** stated that this would be brought before the full Senate again on November the 30th as an action item for motion.
- 5.5.3 **Johnson (Leigh)** stated that cutting ties is a broad sweeping statement. She asked if we could get a little more information on what this would entail. **Hendrix** responded that he was not sure. **Foley** stated that cutting ties is explained in the SGA resolution and is very broad.
- 5.5.4 **Byington** asked if this would be stronger if it were a resolution from the Faculty Senate versus a resolution endorsing the SGA. **Hendrix** responded that he does not have an answer for that.
- 5.5.5 **McGarry** asked if it would be appropriate to have somebody from SGA answer questions at the next meeting. We could ask SGA what it actually means to cut ties. If we are going to pass the resolution in this form, it makes sense to have the people who wrote the primary document represented. **Foley** responded that they spell it out in their resolution. They want a committee that oversees before we make any financial arrangement with any organization to make sure their values align with ours. **Brown** responded that he did not know if they could answer the question of impact any better than we could, because it is a matter of which would have more bearing on the administration. If you do not endorse SGA's resolution word for word, Senators could offer a substitute resolution or amend Dr. Fiuza's resolution to make it more nuanced or reflective of the feelings of the body. If we are going to vote on a document that has been approved by another body, we have to vote on the words as they appear on the page, not the intent of the authors.
- 5.5.6 **Johnson (L.)** asked if this would preclude collaboration on grants, etc. between faculty from both institutions. **Hendrix** responded that it would ultimately be a decision from the institutional perspective. The resolution is more of a motion of support.
- 5.5.7 **Blackwell** asked if the cutting of ties related to monetary ties. **Fiuza** answered that the original SGA resolution meant cutting monetary ties. **Hendrix** responded that he believes that is correct. The SGA resolution specifically mentions money.
- 5.5.8 **Holmes** asked what this item means by "institutions." If the state legislature passes a discriminatory bill, what would we do or recommend? **Hendrix** did not have an answer.
- 5.5.9 **Garris** asked about transfer agreements. Would we accept Milligan coursework when students transfer to ETSU?
- 5.5.10 **Nivens** noted that part of the resolution states: "This resolution calls on the University to end all athletics scheduling, abandon pursuit of future academic agreements, and terminate partnerships in which University monies would be paid." He asked the Senate to think about what "abandon pursuit of future academic agreements" might imply.
- 5.5.11 **Walden** provided a link to the resolution: <https://www.wjhl.com/wp-content/uploads/sites/98/2020/10/ETSU-SGA-resolution.pdf> She assumed that the resolution addressed direct payment of money from ETSU to Milligan, but that it was not 100% clear.
- 5.5.12 **Byington** asked what happens when we have affiliations of athletic conference, including Esports. For example, VMI is part of the Southern conference and there are allegations of discriminatory practices.
- 5.5.13 **Brown** recommended (from a parliamentary standpoint) to closely read SGA's resolution before the November 30<sup>th</sup> meeting and decide whether this body wishes to engage in wholesale endorsement of it or if somebody wishes to amend the resolution.
- 5.5.14 **Johnson** stated that seems like the intent is to denounce discrimination. If we agree on that,



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perhaps it would make sense to propose a more specific amendment. McGarry responded that she thought not just to denounce discrimination in rhetoric, but denounce it with teeth.

5.5.15 **Fiuza** apologized for the simplicity of the resolution. He thought there was a word limit and it was his first time using the words “whereas” and “resolved” in a sentence.

6. Action Items

6.1 Motion - Approval of the Parental Leave Resolution from the Parental Leave Working Group – Dr. Alexander and Dr. Leigh Johnson

**Johnson (L.)** moved to adopt the resolution as proposed. **Hemphill (J.)** seconded the motion.

6.1.1 **Brown** provided an explanation on the three types of motions to amend. The first is to make a move to amend by adding words into the resolution. The second is to move to strike by removing words from the resolution. The third is to move to substitute. **Brown** provided an explanation on what you cannot do with an amendment. You cannot make an amendment that is not germane. You cannot introduce something that negates the intent of the motion. Instead, you would simply vote against it. You cannot strike a word that is an enacting word like resolved.

6.1.2 **O’Neil** expressed his support for the resolution. His concern was that it is very absolute and we may want recommendation language such as “strongly support exploring.” Without knowing the financial ramifications, it is hard for us to adopt blindly.

6.1.3 **Hemphill (J.)** stated that it is an extremely important resolution and recommended the strongest possible words to emphasize how seriously we take this particular issue. **Kim** agreed to have a recommendation of financial resource. **Walden** agreed with Dr. Hemphill. She stated that there are steps between us approving this and it actually going into effect. The university’s job is to research the financial effects. Our job is to express that this is a value that we hold and think is important to the university. **Funk** agreed with Walden. **Lyons** agreed and stated that it indicates our commitment to human resources. **McGarry** agreed that we should state what is best for the faculty. If the university decides that they do not want to spend the money on it, then it is up to them to tell us.

6.1.4 **Brown** noted that we are deliberative body. We cannot make policy, but we can propose policy. Nothing that comes from us is policy; it is a recommendation for the adoption of policy.

6.1.5 **Emma** emphasized that the resolution is meant to bring to the administrators’ attention that this needs to be addressed and there is support for it. We are not laying out any doctrine. He sees the need for this policy from individual faculty regularly. **Fiuza, Byington,** and **McGarry** agreed with Emma.

**Motion is approved.** Hendrix will work to send it to administration for review.

7. Old Business

None.

8. New Business

8.1 **Sergiadis** stated that during the library faculty’s discussion on parental leave, they expressed the need to expand the definition of family, specifically in the FMLA policy. For example, some of the faculty mentioned that they take care of siblings or extended family, which is currently not covered. They felt that this should be addressed.

9. Comments from Guests

None.



**DISCUSSIONS**

10. Adjourn

**Motion to Adjourn: Brown**

**Second: Epps**

**Meeting Adjourned**

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

Resolution in Support of SGA

WHEREAS the ETSU SGA resolved that ETSU must cut ties with institutions that discriminate on the basis of prejudice;

WHEREAS ETSU mission states that “DIVERSITY of people and thought is respected;” therefore the Senate must

RESOLVED to recognize the students resolution as commendable because it reflects ETSU core values, and also

RESOLVED to follow their resolution making the same recommendation.

Moved by \_\_\_\_\_

Second by \_\_\_\_\_

Endorsed by

\_\_\_\_\_ on the \_\_\_\_\_ day of \_\_\_\_\_, 2020

Mr. Stephen Hendrix, MBA  
President, ETSU Faculty Senate



EAST TENNESSEE STATE  
UNIVERSITY

Resolution on Parental Leave  
ETSU Faculty Senate  
March 23, 2020

WHEREAS, the Faculty Senate seeks to represent the entire faculty of East Tennessee State University in matters of faculty welfare in matters of University governance; and

WHEREAS, faculty wellbeing is a critical contributor to the sustainability and growth of an institution; and

WHEREAS, a key contributor to faculty wellbeing is family wellbeing, which can be influenced by institutional policies and employment benefits, including leave benefits; and

WHEREAS, availability of parental leave benefits has been shown to have a positive economic impact for the institution, including increasing labor-force participation and employee retention, which over time supports positive impacts on business operations; and

WHEREAS, availability of parental leave benefits has been shown to reduce the occurrence of both short- and long-term depression in parents, as well as prevent economic vulnerability amongst employees who are attempting to balance work, illness, and family care and experience financial burden as a result of needing to take unpaid leave; and

WHEREAS, availability of parental leave benefits increases the utilization of leave among working fathers, which results in their increased involvement with their children and positive effects for children and families; and

WHEREAS, numerous notable positive effects of paid parental leave have been demonstrated in children, including but not limited to decreases in neonatal and infant mortality, decreases in mortality of children less than 5 years of age, increases in the rate of immunizations, and increases in the rate of breastfeeding; and

WHEREAS, several states have adopted policies for mandatory paid maternity leave and the State of Tennessee has adopted a twelve-week paid family leave benefit for qualifying executive branch employees effective March 1, 2020.

NOW, THEREFORE, BE IT RESOLVED, that the Faculty Senate recommends the University adopt a parental leave benefit for all qualifying employees, regardless of gender, totaling a minimum duration of twelve (12) weeks of paid leave following the birth or adoption of a child. In the instance of both parents being employed by the University, the recommendation is for twelve (12) weeks of paid leave for the primary parent and six (6) weeks of paid leave for the secondary parent;

BE IT FURTHER RESOLVED, that the Faculty Senate will recommend faculty representatives to support and assist the University's President, Executive Committee, Board of Trustees, and Office of Human Resources in the creation and vetting of policies related to these benefits.

Submitted by Senator Katelyn Alexander on behalf of the Parental Leave Ad Hoc Committee; comprised of Senators Todd Emma, Michelle Johnson, Rachel Walden and Faculty Members Leigh Johnson and Blair Reece, and approved this day by vote of the Faculty Senate.

\_\_\_\_\_  
Faculty Senate President

\_\_\_\_\_  
Date

DRAFT