

# Approved Minutes for Faculty Senate Meeting

## February 20, 2013

### 3:00-5:00, SC300

Attending: M Rahman (ACC&FIN), M Peters (AAS), M Reedy (ART), J Eisenbach (BIOL), G Evans (CHEM), D Phou (CIS), Z Bahorski (COSC), S Hayworth (ECON), A Eydgahi (ET), S Norton (ENG), C Mayda (G&G), T Moreno (HHP), J Carbone (HS), J Koolage (H&P), R Baier (LIB), K Banerji (MGMT), D Barton (MKT&LAW), G Dumitrascu, (MATH), P Koehn (P&A), J Kullberg (POLI). K Rusiniak (PSYCH), L Stevens (SPED), P Smith (TED), R Fulkert (STS), A Coykendall (WGST), M Zinggeler (WL), S Moeller (AAUP), J Carroll (Provost Office)

Not Attending: CMTA, ET, L&C, M&D, NURS, SW, SAC, GRAD

#### \* Items to share in departments

1. (3:00) Approval of agenda (one abstention)
2. (3:05) Approval of the minutes for the 2/6/2013 meeting. (3 abstentions)
3. (3:10) Committee Appointments:
  - a. Computer Refresh Program (3-4 reps. Representation from various colleges)
    - (a) Matt Sauber (COB) (appointed)
    - (b) Mehmet E. Yaya (CAS) (appointed)
    - (c) Debbie Silverman (CHHS) (appointed)
  - b. IT Steering Committee (1 rep. to replace Matt Evett)
    - (a)
  - c. Membership on the Institutional Strategic Planning Council
    - (a) Matt Evett (advised to talk with President Martin)
    - (b) Sandy Norton (appointed)
    - (c) Additional faculty member, probably from the Senate
      - (i) Approved John Koolage, Judith Kullberg
4. (3:25) \* Proposed IT Acceptable Use Policy, second reading (see attached).

Visitor: Carl Powell, Chief Information Officer

  - a. Question: Does this policy have any work issues to deal with? If so, we should get an opinion from the AAUP.
  - b. Consultation with AAUP approved by vote. Sandy will talk with Susan Moeller concerning this.
  - c. Carl Powell presenting:
    - (a) We have no acceptable use policy, none was presented to the board for approval.
    - (b) The proposed one has not gone before the board. Hopefully will at the April meeting.

- (i) Q: Where is the good faith language that covers faculty liability? A: "If access is approved by the faculty member..." added to the policy.
- (ii) Q: Has legal looked at this? A: Yes, and they approved it as written.
- (iii) Q: To what extent can private information be FOIA'ed? A: There is no privacy on EMU machines. All is FOIA-able. It is best to keep information like this on an independent machine.
- (iv) Q: Will there be IT support for encryption of student data? A: Not all data is protected. The best way to encrypt this is to password protect the file? All transmissions must have this feature.
- (v) Comment: #4 needs to have "encryption" defined. Password protection is sufficient.
- (vi) Comment: Does this mean that everything we do from home needs to be encrypted. A: Yes. Comment: This is unreasonable for the way we do our work. Students send assignments in documents – does this mean they need to be encrypted? A: Yes, if they contain "confidential information."
- (vii) Comment: It is impossible to vote to approve this policy without these definitions.
- (viii) Comment: The University of Michigan has a different policy – there is a "personal folder". Resp: it is still FOIAable.
- (ix) Comment: This policy puts all faculty and their work at risk. I recommend that we oppose it. The lawyers work in the best interests of the University, not the faculty.
- (x) Comment: 5a discusses "unsolicited e-mail." This needs to be better define.
- (xi) Comment: We are not opposed to having a policy, but we need to have a protection in place for the way we do our work.
- (xii) #7 is meant to prevent someone from running a business out of university property. We need explicit language to define this.
- (xiii) Comment: I would rather \*not\* have one and take the risk, rather than face a certain disruption.
- (xiv) Send suggestions for language clarification to crpowell.
- (xv) Comments: There are licensing issues and other legitimate conditions that need to be covered.
- (xvi) Comment: We also have a lot of confusion as to what is FOIAble and what is not. The FOIA.gov website has a pretty definitive list. Resp: The lawyers were more general.
- (xvii) Q: Do you want individual e-mails or more of a group format? A: Whatever is best for the Senate.
- (xviii) J Carbone will consider this within his committee.

- (xix) This will not be forwarded to the Board until all of this is resolved. (Powell)
5. (3:45) \* Report on Huron Logo issue (see below) [Abby Coykendall]
- a. President Martin presenting
    - (a) “We are the Eagles. There was no intent to return to the Huron logo.”
    - (b) Held two meetings, invited everyone that expressed concerns. (Listed names)
    - (c) The Facts:
      - (i) There has been statements that there has been violence or threat of violence concerning the Huron logo. There have been no instances of violence or threats of violence to native American students.
      - (ii) The marching band uniforms were falling apart. No one approached a donor with any kind of deal for the logo. There were a number of independent donors, mostly from “band lovers”
      - (iii) Logo is embroidered in, and cannot be removed.
      - (iv) Huron logo use is allowed for historical reasons.
      - (v) Archivists will assist in setting up a historical display. We need to utilize faculty expertise in appropriately celebrate our history.
      - (vi) Any historic display that includes the logo needs faculty expertise to make sure it is done properly.
      - (vii) Ideas for celebration include smartphone “tours” that talk about the history and art on campus.
  - b. Discussion
    - (1) Q: Are you saying that this logo is on the uniforms? A: They are on the inside. Followup: Having them on the inside is creepy. This does not clear up this issue at all. The issue seems to be hiding. How can we consider “celebrating” this? A: I’m talking about celebrating the history of the institution, not the logo.
    - (2) Comment: Glad that you are including faculty on this. Other historical displays include swastikas, etc that are very sensitive subjects. The displays were done in an educational, sensitive way.
    - (3) Pres: We will educate groups that try to use the logo. The drive to use the logo seems to have died down.
    - (4) Q: Who’s idea was it to include the logo? A: It was mine (president).
    - (5) Comment: On sale right now at the convocation center are shirts with the Huron logo alone on them. There needs to be proactive effort to keep this from happening. Unless you apologize for this decision, nothing will change.
    - (6) Q; What constitutes memorabilia? The alumni own the logo and can do what they wish.
    - (7) Comment: We can certainly control what gets sold in the convocation center.

- (8) Comment: There is a trend to revive these old logos.
- (9) Pres: With two meetings, we can be cautious and careful about displaying our history. We will get faculty input on these displays, and we will educate groups that attempt to use the logo.
- (10) Comment: It would help if the president's office were to issue a set of guidelines for this issue. I did not know that the Alumni association owned the logo. A use policy would be helpful.
- (11) Comment: as a policy, we should remove these uniforms, and keep this logo from reappearing.
- (12) Q: Will there be further meetings on this? A: No.
6. (4:00) \* Proposal to provide centralized IT classroom support, second reading. (see below) [Exec. Board]
- a. Comment: A written guide for the technology in each classroom would be most helpful.
  - b. Comment: "In a timely fashion" needs to be such that classes do not need to be canceled.
  - c. Comment: Cancellation is not really sufficient – the experience can be significantly degraded. This language is in the document. We can change the language to ensure that the class is neither cancelled nor degraded.
7. (4:05) Remarks from the Provost
- a. Update on COE conference
    - (1) Dean of the CoE is coordinating an effort to talk about how to meet the new standards of education reform.
      - (a) Comment: As a member of the CoE, this is the first I've heard of it. The faculty at the CoE would like to hear about this.
      - (b) Q: Where is this information coming from? A: Unknown
  - b. Michigan Academy membership
    - (a) Membership has been restored.
  - c. Financial issues surrounding the offering of EMU classes in area high schools.
    - (a) No information at this time.
  - d. Faculty Affairs Committee topics and presentations: Faculty Senate and AAUP
    - (a) Interested in input, the provost's office is open to change the topics of these meetings. For the last two years, we have been highlighting faculty activities outside of the University.
    - (b) S Norton: We would like to solicit ideas from the faculty at large. Once we get these ideas from the faculty, we will work with the AAUP to put together the list.
    - (c) Comment: it would be ideal if we could get the information beforehand, and that there could be more time for Q&A.
    - (d) Comment: We have moved away from the old discussion format and more toward presentations.
    - (e) Next topic is accreditation.
  - e. Status of narrative contextualization of SCH budget metric

- (a) Provost has asked for help drafting a document that puts the metric in words rather than numbers.
  - (b) S. Norton: There is a lack of context for these numbers, and this document will help.
8. (4:35) Committee Reports
- a. Faculty Senate Budget and Resources Committee (Mahmud Rahman)
    - (a) Met with the provost to discuss the FSBRC.
    - (b) Intention is that the AA budget will be done with faculty input.
      - (i) 3 from UBC, 3 from faculty at large.
      - (ii) Over the next few weeks we will put together a charter and bring it forward for approval.
      - (iii) Senators should look for the other three faculty members.
      - (iv) Minutes of the FRSBRC can be given to the FS.
  - b. Faculty Senate Committee to formulate definitions of “online” and “hybrid” courses.
    - (i) We have not been asked to meet.
    - (ii) Comment: The Higher Education Authority is pushing for a firm definition of hybrid and online.
    - (iii) We must come up with a definition.
    - (iv) J Carbone will contact members to set up the meeting if P Koehn sends him the names. Approved, 2 abstentions.
  - c. Other committee reports
9. (4:45) President’s remarks
- a. Special Faculty Senate meeting with Howard Bunsis, Mon., 2/25, 3-4:30, room 320 SC. Please try to send your departmental alternate representative if you cannot attend.
  - b. Officers are up for election. We will take nominations at the next meeting. The officers’ responsibilities are defined in the bylaws, Sandy will send them out.
  - c. Board of Regents
    - (i) Regent Stapleton now leading Faculty Affairs Committee.
    - (ii) \* Generating FAC topics and developing programs for academic year 2013-14 with the AAUP and assistance from the Provost’s office.
  - d. EMU Foundation Board
    - (i) \* The student government, working with the Foundation Board has created a scholarship fund for the provision of scholarships to undocumented students.
    - (ii) \* Also a \$100,000 donated by a regent to match gifts from new donors.
  - e. Faculty Senate office, 216 Halle is now staffed M, W, Th, 10-3 and Tuesday after 2:00. Phone (734) 487-0196.
10. (4:48) Adjournment

**The next Faculty Senate meeting is March 20th, SC300. The next Executive Board meeting is February 27th, SC320.**

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**Huron Logo** [Abby Coykendall]

2/8/2013

**Faculty Senate Resolution on the Huron Logo:**

In light of the September 11, 2012 press release stating that Eastern Michigan University has included the so-called “Huron” logo on its marching-band uniforms, the national and local news articles reporting that the logo has been revived as an official mascot of the university, and the continuance of that logo on the marching-band uniforms despite the disrespect which that ethnocentric image shows for the Native American community, the Faculty Senate hereby requests that the President issue a public statement in which she:

- a.** Announces the immediate removal of the Huron logo from all Eastern Michigan University materials, including band or athletic uniforms, event and scholarship announcements, websites, publications, or promotional merchandise, as well as any other items bearing the official insignia of the university or endorsed by the institution in any formal capacity;
- b.** Offers an apology to the Native American community and to the university community as a whole for the offense caused by the incorporation of the logo on the uniforms, taking responsibility for the apparent permission which that usage gave for the subsequent dissemination of the logo on university materials (e.g., the Presidential Scholarship and Distinguished Professor Awards announcements);
- c.** Affirms Eastern Michigan University’s early and courageous decision to remove racist iconography such as the Huron mascot from athletic uniforms in 1988, reminding the university community of the current policy prohibiting the display of that image as an official mascot of the institution;
- d.** States unequivocally that the Huron logo, which conjures an idealized yet stereotypical vision of a Native American tribe only erroneously called “Huron,” is no longer—and will never be again—sanctioned by Eastern Michigan University;
- e.** Explains that the Huron designation can not only be misleading when it comes to history, but derogatory to other people, and thus in conflict with the core mission of the university to foster leaders for a diverse and democratic society;
- f.** Announces in the Executive Council, and, in turn, within every division and

subdivision of the university (from Communications to Athletics, to Academic and Student Affairs), that displaying the Huron mascot is prohibited on university-owned publications or property because contributing to a hostile working environment for students, faculty, and staff;

**g.** Sends corrections to news reports suggesting that the Huron mascot has been formally revived for Eastern Michigan University (e.g. ESPN, *Chronicle of Higher Education*, *Ann Arbor News*, *Detroit Free Press*, etc.);

**h.** Reinstates the University Diversity Committee to whom the President and the Director of Diversity and Affirmative Action can report about diversity initiatives, and from whom the administration can receive input from students, faculty, and staff about the climate for diversity on campus.

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### **Proposal: Centralized, All-Hours Classroom Technology Support**

*Matt Evett, faculty representative to the IT Steering Committee*

The current IT classroom support structure is decentralized. Some colleges provide their own IT support to certain classrooms, while others rely on DoIT support. With many faculty members now teaching in multiple buildings that are under the purview of different colleges it is easy for an instructor to be unsure as to how to request help when something goes wrong with classroom technology. Moreover, the presence and use of technology in classrooms continues to grow rapidly, increasing the likelihood that an instructor may encounter problems with equipment during a class.

A related problem is that most existing classroom technology support is unavailable during evening hours, when many classes are held.

The end result of both issues is that students sometimes find that their classes are delayed, cancelled, or that their classroom experience is significantly degraded because technical issues cannot be resolved in a timely fashion.

We urge the Provost and the Chief Information Officer to create a centralized system of classroom technology support that operates whenever classes are held on campus. Instructors should be able to call a single phone number to request help in their classroom, regardless of its campus location, and a technician should respond in a timely fashion.

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