

EASTERN MICHIGAN UNIVERSITY

Faculty Senate Final Minutes

Session-8

3.00—5.00 pm January 24th, 2018 300 Student Center

Present: Millan, Bluhm, Quiel, Rahman, Cardon, Chou, Trewn, Willis, McVey, Banerji, Leon, Hayworth, McTague, Francis, Barton, Pawlowski, Carpenter, Eisenbach, Elton, Foster, Spragg, Neufeld, Tout, Pressley-Sanon, Cardon, Doan, Byrd, Staunton, Bari, Kustron, Brodsky, Reedy, Edwards, Kashliev, Curran, Lee

Guests: Larry Borum (Student Government), Kullberg, Tew, Longworth, Choudhuri,

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| I. | Approval of the Agenda | Approved | 3:00 pm |
| II. | Approval of the Minutes 01-10-18 | Approved | 3:05 pm |
| III. | Committee Appointments: | | 3:10 pm |

A. Food Staff Advisory Board – we have a volunteer. If no other nominees, then appoint volunteer by acclamation.

B. Computer Refresh Committee – if you are our would like to serve, advise Quiel.

CAC Needs URSLC member from Arts (social sciences and humanities) – ask your colleagues; needs is urgent. Contact Trish McTague if interested. Two year appointment. Can't be an applicant

IV. **Discussions:**

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| A. | Faculty Senate Response: Racism and Equality | 3:20 pm |
| | <ul style="list-style-type: none">• Presidential Commission Report• Call for curricular changes• CAS workshop: Perspectives on Racism | |

Overview comments by Quiel.

Student perspective, reported by Quiel: EMU students fed-up with studying this issue. They want action. EMU not equipped to deliver anti-racist education. Diversity does not equal equality or equity. We must embrace the opportunities diversity affords, beyond simply being diverse. That said, progress has been made.

Comments open to the floor:

-Discussing yet again, evidence of reasons people feel they don't belong here. What are we *doing* about it? We need to increase cultural, structural and pedagogical competencies and policies. Some say this assessment is the first step, others say sometimes you must start in the middle.

-Silence is disturbing but faculty may not know how to talk about this.

-No mention of race or racism anywhere in the report. Why aren't we acknowledging the word?

-If we focus on that, then what about homophobia and other types of problems?

-Profound concern that there are lots of committees and nothing happens. Focus on commission and systemic solutions exonerates administration's own culpability. Administrative choices about responses to students during recent past events is distressing. How do we hold administration accountable for their treatment of these students and these issues? System is used to target certain students. Administrative structures need examination and revision. When faculty know a student's rights are being violated, who do they go to, because they can't go to the administration.

-The AAUP may be a resource for this.

-In lean budget times, support for remediating inequalities tend to get cut first. Perhaps we can consider not doing this in an era of budget cuts.

-Faculty could get involved in cases in the Wellness and Community Responsibility Office.

-Options for Senate involvement? Committee?

-Courses – what exists and what do they include? Who can enroll?

-What is the next step for the Commission? A: They've only issued a preliminary draft. They do not make decisions.

-Larry Borum: Wide arrange of courses available. Condense courses on oppression in Gen Ed program and make requirements. A: There is a proliferation of Gen Ed courses and we'd need to start the whole thing over.

-Existing courses must all share common elements.

-Might do dorm-matching by race, etc. but we're 70% commuters. Pairing with racists and bigots is not a good idea. Relies on other member of the pair to educate and change the bigot, which is unfair.

-Not hearing the voice of the students in this process. No students on the Commission. When sanctioned and threatened with expulsion, they were effectively silenced by the Institution. Where are they in this process? No context or acknowledgement in report of why we even have a Commission. Solving the problem requires an analysis of the precipitating incident(s) and how administration handled it. We must use the words race and racist. Must include the voices of students involved last year.

Quiel - Conclusion – First opportunity for improvement is with student to student, student to professor, as this is where students report most difficulty happens. Everyone do something every day to make the campus better.

Q: Isn't faculty senate supposed to make recommendations to the Commission? What happens next?

A: This feedback will be incorporated into the draft.

List of recommendations from Senate to be voted on and passed onto the Commission. FSEB will summarize this discussion and allow senators to send recommendations. Then comes before the Senate.

B. Update on EMU-AAUP Arbitration

4:00 pm

Heard only one – CAC. The other 4 can still be heard. It is a long and expensive process. Under discussion. Unfair labor practices (any fundamental change EMU considers that would have profound implications for wages hours and workload must be negotiated) are pending. Rescheduled for March from January. Administration is dragging its feet on giving AAUP information they are entitled to. Longworth sees it differently.

C. BGS/ISP update

4:15 pm

Faculty advisory committee by Barton and Francis. Administration had one too. It was consolidated into one. Didn't get copied for today's meeting. Quiel will send it out for faculty review.

D. Budget cuts/Staff Cut: Faculty Senate Response

4:30 pm

Carpenter: Committee was completely blindsided by this email yesterday. Committee met yesterday. Want to share with Senate what they have been working on. Distributed 18-page document. More in depth discussion next meeting.

Cuts on academic side will be around \$3 million.

FSBC recommendations to trim

P. 5 -: \$33 million in athletics

P. 9, 10

P. 13 – AP

P.16 – Use revenue as part of decision making

Presented highlights. Details will be forthcoming.

FSBC and Univ Budget – Lack of faculty input. No input on parking agreement. No one on UC even saw the parking agreement before it was signed. Structures are in place to provide faculty input but they are not being used. Deeply concerning. FSBC wants to reaffirm its right to have input and renew use of structures to get there.

-How can we use student government on this? A: Some conversations have already happened.

-Concerns about spending on athletics and skewed priorities.

-What are faculty contractual rights regarding input?

Kullberg: Good question. FS could make a resolution to Administration on when in the process we want to provide input.

Longworth: Anything outside of academic affairs have not traditionally been part of input

Q: BoR approved capital improvements. \$20 million for a facility serving about 600 students in this climate is objectionable.

V. **Provost Minutes** 4:45 pm

VI. Longworth: Cuts are not sufficient to cover shortfall. News is not good. Enrollment is down about 10,000 credit hours.

Thank you for MLK participation. Next year's speaker being discussed now.

Distinguished faculty award nominees due today. Please attend ceremony.

VII. **Announcements:** 5:50 pm

VIII. **Adjourn** 5:00 pm