

**Eastern Michigan University**

**Faculty Senate**

Wednesday, October 12, 2016

3-5 p.m., 300 Student Center

**MINUTES**

Present: Kullberg, Bluhm, Quiel, Winning, Xe, Lottie, Carpenter, Leon, Curran Becker, Neufeld, McCurdy, Foster, Faust, Rusiniak, Narayanan, Pawlowski, Hayworth, McVey, Smith, Millan, Baier, Chou, Rahman, Myler, Barton, Banerji, Longworth, Higgins, Jaren Johnson, Student Government, Tanasia Morton, Student Body President, Willis, McTague, President James Smith

(\* indicates items to be taken to department colleagues)

- I. Agenda approval. Passed.
- II. Review and approval of September 28 meeting minutes - Approved
- III. Elections/appointments to committees – Additional nominations to ballot presented. No contested positions. Move to accept ballot by acclamation. Approved unanimously.
- IV. Senate President’s report  
Summary of comments to Board of Trustees of the EMU Foundation. FS president spoke for the first time upon her request to be permanently added to the Foundation agenda. Board agreed. Kullberg communicated vision for Senate, to strengthen faculty voice and shared governance. Faculty has a right to participate in the direction of the University. Administration, BOR and Faculty must work together on this. Empowerment of faculty will strengthen EMU. We need to move from a top down model of management, toward a more inclusive decision-making process. If faculty is brought in rather than excluded, we can assist the foundation in its task. Last year EMU raised less money than Washtenaw Community College, despite our 160,000 living alumni.

Quiel was in attendance and was very proud of Kullberg’s historic presentation. It is a bold move to suggest a change in culture from top down. Senators applauded the president!

- V. Committee reports
  - a. Academic Issues (Moore)\*
    - i. Academic Affairs Committee – no report
    - ii. Global Engagement Council (McVey) – Office space established. Policies and procedures review and web underway. Need additional representatives to contribute to the strategic plan – colleges and the library.
  - b. Athletic Issues (Faust)\*- meeting is 3:30pm tomorrow. Need reps from COT and Library.
  - c. Budget and Resources (Carpenter)\*  
Hand out of budgets: FY 16 (where we were last year) and 17 (where we are now)

Actuals will now be used rather than hypotheticals. Revenues never seem to make it into the budget although the committee has been asking for this for 4 years. Provost has asked Jim Carroll to comment on what recommendations have been adopted and what still needs to be addressed. Additional questions: How are discounts to students counted? How are higher revenues from graduate credit hours counted?

(I)P: we are making our budget.

Next document (Overall University Budget) – what was pulled out? Scholarships – looks like about \$10 million.

i. Budget reductions

- d. Graduate Council (Higgins and/or Pawlowski)\* - Grad Council unanimously supports the recommendation in the 10.12.16 report distributed in advance of and at the meeting. Higgins highlighted recommendations 9, 11, 12 and 13.

-Concern about Nov.1 deadline means English department and others cannot give meaningful feedback in this time period. Echo from last FS meeting.

-How will we determine criteria for which GAs get cut?

-Where did Wade get this approach? Was it based on best practices at other universities? – Not sure.

-Treats GAs as a homogeneous group. We are an R3 institution. Was that factored in? How long can students get funding? Reallocation mid-program is problematic for some areas.

Kullberg – Polled how many people feel their departments can get them feedback on the recommendations to inform an up or down vote on the collection of recommendations? Inclination to vote on Oct. 26. Large majority agreed they could accomplish this.

MFA Petition to the Graduate School proposal will be sent electronically.

Tabled *e* and *f* in the interest of time.

- e. Institutional Issues (Barton)\*

i. Shared governance

1. Report on AAUP Conference (Moore and Kullberg)

2. Strategy for strengthening shared governance @ EMU

3. Faculty Affairs Committee presentation, BOR meeting, 11/1

ii. Administrative/IT support for evening/weekend/early morning classes

iii. Fish Lake

- f. Technology Issues (Baier)\*

i. Survey of faculty

- g. Student Issues (Rusiniak)\*

i. Black Student Union (BSU) Town Hall Forum on campus climate – Chiara Hensley has a date for this.

- ii. Student Affairs/Faculty Senate response to racism and role of faculty in developing a diversity plan. There will be a responsive thoughtful plan developed with the support of the Provost.

VI. [4:10] Provost's remarks\*

- Planning work in response to racism on campus is underway. Provost is please with progress to date and appreciates faculty participation. NAACP panel discussion on campus. Questions about recruitment and hiring; can we go further?
- Meeting with CAS Dean search.
- Finalizing search on SIO.
- Requests FS time for recruitment and retention.

VII. [4:30] Faculty Senate welcome to President James Smith!

a. Comments by President Smith

Background in public school teaching and administration. Moved to higher education and experienced in administration including as president.

Creating listening sessions (6-8) through the rest of the AY. Some will be about the strategic plan. Pull out priority pieces for focus and metrics. Fundraising efforts need attention. Has had success in this area. Full time VP in Advancement is needed. Reactivated a retainer for search firm. Committee is comprised of faculty, alumni and admins. Athletics – academics is central to mission. Athletics must reduce their reliance on general fund. They have heard that and have more work to do. Facilities are important. Strong Hall and others. Generate our own power for cost savings and to reduce carbon footprint. Diversity – must listen to students. Work with BSU and others. Getting more information to the police. Thanks to faculty for hard work. Rebuilding EMU today – want EMU community to read rather than delete EMU today. All AP council meeting to disseminate information. Coffee with the CIO is back on. Listening conversations. Fish Lake is not for sale. Yes, we got it priced. Eagle Crest was also priced but is not for sale. Consultants have said we need more utilization of these facilities. Remarks ended at 4:55PM.

b. Q & A 5 minutes for questions:

Shared governance: To him it means communication around issues. First dialogue around that is Nov. 1<sup>st</sup>. That's where we'll start. We won't always agree but we will listen. I will try to do the best I can for all of you.

How will you educate the BOR away from the commodification of the University and toward a public good? I have no power to tell the BOR what to do, but I have influence. State legislature and others do not believe what we do is a public good.

Part time instructors: how to improve their situation. Don't have a plan but agree with the contents of the question. (exploit part time faculty labor, low pay, no benefits) We can try to blaze that trail.

How will you bring University and community together – embed yourself with the community and invite them in.

What will you do to transform the administration culture to include faculty and students and move from top down management? Can't have Presidents telling provosts what to do, or deans telling department heads what to do, that doesn't work.

How would you like to be remembered at EMU? I plan to retire from EMU. Want to be here for a 10 year run. The guy that got close to having faculty and staff look like the student body.

Question from Senator to Kullberg: Have we made time for the student to speak?

Tanasia Morton, Student Body President

See attached letter and BS 10 point plan.

Kullberg reached out to have a meeting with Ms. Morton two weeks ago but did not receive a reply. Student representatives should come to next meeting.

VIII. [5:00 p.m.] Adjournment 5:14pm

IX. [5:00-5:30 p.m.] Reception for President Smith to follow the Senate meeting