

Faculty Senate Minutes
(approved 3/8/2023)

Session 10

3:15—5:15 pm February 8, 2023 via Zoom

Attendance: Corsianos, Curran, Barton, Elton, Bavery, Brewer, Logwood, Ferdousi, Pressley-Sanon, Spragg, Judd, Reedy, Baker (guest), El-Sayed (guest), Simoes, Fabian, Putzu, Soltani, Barragan, Lee, Ramsey, Proulx (guest), Brock, Carpenter, Millán Serna, Ashur, Waltz, Graves (guest), McCleary, Beilfuss, Banerji, Foster, Walsh, Welsh, Neufeld, Lovence, Longworth (guest), Evett, Lige, Pawlowski, McVey

- I. Called to Order 3:15 pm
- II. Approval of the Agenda for 02/08/2023 Passed 19 for, 0 against, 0 abstaining.
- III. Approval of the Minutes from 01/11/2023 (note 1/25/2023 meeting was canceled) Passed 14 for, 0 against, 5 abstaining.
- IV. Appointments and Elections (Elton)
 - A. Elections:
 - i. Search committee for permanent Chief Diversity Officer - candidate Christine Neufeld
 - a. Motion to elect by Barton, seconded by Welsh. Elected 23 for, 0 against, 2 abstaining.
 - ii. Responsible Conduct in Research Working Group (need 7 faculty members) - CAS: 1 faculty (science or social science); CAS: 1 faculty (humanities or arts); CHHS - 1 faculty; COE - 1 faculty; COB - 1 faculty; CET - 1 faculty; Library - 1 faculty
 - a. Four nominees:
CHHS - Meriam Caboral-Stevens (School of Nursing)
CET - Omar Darwish (Information Security and Applied Computing)
COB - Ratan Dheer (Management)
CAS - Steven Krause (English)
Motion to elect all by Barton, seconded by Welsh. Elected 23 for, 0 against, 2 abstaining.
 - b. Still need 3 members: CAS: 1 faculty (natural science or social science); COE: 1 faculty; Library: 1 faculty
 - iii. NIH Request for Information (RFI) Workgroup –There are up to 3 openings for faculty (any college)

- a. Two Nominees:
 - CAS - Jamie Lawler, Psychology
 - COB - Matthew Sauber, Marketing

Motion to elect all by Barton, seconded by Welsh. Elected 23 for, 0 against, 0 abstaining.

V. Discussion

A. Update from the FS Title IX Research Implementation committee (Corsianos)

- i. There were no FS representatives on the director's search committee; we should have at least 2 on future searches

- ii. We do not know why the announcement of the hire is delayed.

- iii. The committee are uncomfortable with the role Spellman Johnson played in the search process, e.g. the advertisement lacked transparency; the number of applications before and after pre-screening is not clear; the work done is unclear.

- iv. The committee are asking for a justification using the consulting firm in this case, and would like to review the consulting contract and fees paid.

- v. The name of the Title IX office has been changed to Sexual Misconduct Prevention and Response Office. Committee are concerned this suggests an advocacy role that the office does not perform. Students need a better understanding of the role of the office. The current name deemphasizes the role of the office in addressing discrimination more broadly, and not just in cases of sexual assault.

Comment: The provost would like Fields to respond more fully to this input. The new director will be announced tomorrow.

A. Provost's Update

- i. Re the Title IX office. The provost agrees that advocacy is important for survivors, and that the Title IX office must remain neutral in investigations.

- ii. Waiting for the report from Chawla's Responsible Conduct of Research group before giving feedback to FS.

- iii. New faculty hires. - [Input on Distribution of Faculty lines](#)

- a. Provost will incorporate last year's input to the faculty position request forms.
- b. Working on credit hour forecast, and then can determine number of lines by mid-March; but will start the position request process sooner.

iv. Partnership with Knack - [Holman Success Center](#)

a. Knack hires EMU students as tutors, distinct from department and Holman tutors. They provide tutor training. Training has been a roadblock for EMU.

Q: So no outside tutors are hired? What does Knack do?

A: They can provide outside tutors, but EMU is not electing to use that. We will only have students from EMU tutoring classes they have already taken. We do not train tutors we hire. Knack coaches the tutors. We hope to improve retention and success of tutors.

Q: What if a transfer student took the class elsewhere? Can they be tutor?

A: The provost believes there is a mechanism for such a student to tutor, but this would need to be vetted with the relevant department.

Q: What barriers does Holman have to training?

A: There is a program for supplemental instructors, but tutors have to deal with a wide spread of topics. Holman identified this as a need. This is not cost-driven, the idea is to address challenges we face.

Q: How did we determine the supported courses? Does Knack get course material?

A: Provost believes student demand determined the courses, but she will ask for more information from Calvin McFarland. Students bring what they are working on to a session, but nothing is passed on to the firm.

Q: Is this a long-term contract? Does it renew?

A: Provost is unsure of the exact term, but it cannot be for more than 3 years. It probably does not renew. Will need to look at the contract again.

Q: What are we paying?

A: Don't know off hand. Provost will find out and share the contract.

v. Cold temperatures in campus dorms over the holidays - who to contact

a. Must contact housing office based on the type of unit (there is a number for apartments, a number for dorms). These numbers are always manned, even on weekends or over break.

b. Which department does the repairs depends on the nature of the problem (e.g. elevators, electricity, wifi.) The housing office coordinates this.

c. There was an incident over break where we thought the problem was fixed for an entire building, but one unit still had a problem and required additional work.

vi. Faculty pay for FS meeting

a. Provost was told everyone was paid for August, but will need to check on the May payment. Barton noted she was paid for only one meeting.

vii. Strategic planning workgroups - Provost will meet with final group on Monday next week.

viii. parking garage update -- No news.

viii. Provost response to FS's [Course Program Modality Definitions](#)

a. Working on written response; would like to complete before next meeting.

b. The provost accepts the new modality definitions, but the old definitions need to be described in terms of the new ones, which is somewhat awkward.

ix. Cuts to GA-ships?

a. We are following the established allocation process. We need criteria to use when we must make cuts. We don't have time to revise the process this year. We can consider using GA-ships to prioritize enrollment.

b. There will need to be some cuts (in particular, to the tuition matching), but we think the budget projections will improve. We can add back positions if we free up funds based on the current priority list. Departments do have flexibility with their stipends.

Comment: We have not received much support in promoting our graduate programs.

A: We are engaged in our program discussions to figure out what we can do to help programs. We may need to treat enrollment-based GA-ships separately from others

C. Potential cuts to Graduate Assistantships – Proposed resolution.

Tabled. FSEB will re-word to address the Provost's comments.

D. Continue with zoom meetings or in-person for Winter 2023? Not discussed

VI. Guest: Matt Lige (Chief and Director of Public Safety)

A. Introduction (Corsianos): Prior guests have talked about mental health support for students. We want to understand how conduct issues interact with this. For example, what is the policy when conduct is illegal: drunkenness, property damage, aggression towards others. How can we help and not punish?

B. (Lige) DPS initiatives and policies re mental health crises

- i. Under old policy (before Lige), if a student needed to be evaluated at a hospital, DPS could not drive the person to the hospital. We now can do so unless there is an immediate medical need; can also help through intake process and drive students back to campus, if requested.
- ii. Mental health code for officers gives three options.
 - a. If the situation warrants involuntary commitment for mental health reasons, DPS can take some in for mental health services.
 - b. The second option is to connect the student with counseling services (CAPS).
 - c. The third is to call on the Washtenaw Community Mental Health crisis response team, when CAPS is not available.
- iii. The partnership with the Washtenaw crisis team is new this academic year. We had 20 students who needed off-hours help in the fall semester; in two cases we brought in the crisis team, who routed students to appropriate help. The other students would have followed up the next day with CAPS.
- iv. Staff does train to recognize students in crisis and in de-escalation.
- v. If a student in crisis commits a crime, say domestic violence, we are required to take them into custody. We have not had to do this since Lige was here, but the first stop would be to take them to St. Joseph's for psychological evaluation. Survivors and victim make decisions for prosecution, not DPS.
- vi. We make referrals to CAPS almost weekly
- vii. Conduct issues get forwarded to the SIT (Student intervention team). We are not trying to inject individuals into the judicial system. We believe in accountability but support students.

Q: How many conduct issues have been referred to the prosecutor?

A: Less than five since Lige joined, mostly in cases of assault. Very rare. Property damage is less likely to lead to a referral (Lige described a specific example where no prosecution occurred).

Q: Have you looked at alternatives to how we respond to students in crisis? Uniforms could have a negative effect.

A: We have looked at this. This is what the Washtenaw crisis team can help with (see 2 cases above.) The other 18 cases above were calls from roommates or family.

Q: Please comment on safety for faculty in lecture halls; how do we get panic buttons?

A: We have added buttons in some places; please send an email if you feel you need one. There is a DPS map of their locations. Pressing a button activates a nearby camera and notifies DPS immediately. We are constrained by budget as to how many we can add. There are also emergency phones in or outside most classroom buildings.

Q: Isn't Washtenaw's crisis team understaffed, and not always available? What happens then?

A: It hasn't happened yet. Our part of the county (east) has better coverage. If we must, we could reach out to a family for help via a FERPA exception but this is a fourth tier option.

Q: Can we do anything to reduce speeding around campus?

A: We will look into it.

II. New Business

- A. FS Task force to investigate mechanisms to best support faculty (in areas including but not limited to mental health; faculty bullying; external life-changing events/high stress; care-giving, etc.) and ways to promote "faculty community" and sense of belonging
- B. Faculty Senate Social (Friday February 17 - 6:30pm at Sidetracks in Ypsi)

VIII. Announcements:

- A. BOR's meeting - Faculty Affairs session - February 16

"Ban the Box" [proposal](#) (Corsianos, Neufeld, Gray)

IX. Adjourn 5:15 pm