

Faculty Senate Minutes (approved 3/22/2023)

Session 12

3:15—5:15 pm March 8, 2023 via Zoom

Attendance: Corsianos, Curran, McVey, Waltz, Ramsey, Nation, Judd, Elton, Beilfuss, Pressley-Sanon, Ferdousi, Welsh, Walsh, Ashur, Reedy, Putzu, McCleary, Lee, Baker (guest), Neufeld, Gray, Brewer, Longworth (guest), Braun Marks, El-Sayed (guest), Millán-Serna, Spragg, Lovence, Barton, Brock, Foster, Carpenter, Pawlowski, Barragan, Evett, Gold (guest).

- I. Call to Order 3:18pm
- II. Approval of the Agenda 03/08/2023. Moved by Pressley-Sanon, seconded by Elton. Passed 18 for, 0 against, 0 abstaining.
- III. Approval of the Minutes from 02/08/2022. (2/22/2022 meeting canceled following university announcement -due to storm). Moved by Pressley-Sanon, seconded by Elton. Passed 17 for, 0 against, 1 abstaining.
- IV. Appointments and Elections
 - 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/high stress events; care-giving, etc.) and ways to promote “faculty community” and sense of belonging.
 - i. Seeking faculty from all colleges and the library
 - ii. If interested in serving, please complete Google form [here](#).
- V. Discussion
 - A. “Ban the Box” presentation at BOR meeting on Feb. 16th (Corsianos, Neufeld, Gray)
 - i. BOR voted to remove the 2 questions on disciplinary and criminal history on admissions applications.
 - ii. As the next step we propose creating an ad hoc committee of FS. It would gather information about background checks being used by programs and departments, as well as for housing, and how these checks link to certification criteria.

[-Submit interest via Google form here](#)
 - B. Provost’s Update
 - i. Enrollment update for Fall 2023 - [Enrollment Update](#)
 - a. These are early numbers. Applications are up 3%, most of the growth is in a vulnerable GPA category (2.5 to 3.0). Will want to talk about scaffolding for students.

b. Freshman registration begins this week. Faculty are invited to attend student and parent receptions (SOAR), which are informal; please join if you can.

Q: how do we encourage students to do their work and understand faculty expectations? Is this part of the session?

A: We do that in the fall as part of orientation now. Establishing expectations is important; we are developing sessions for the summer that students and parents can attend.

Q: The numbers look good. Students with 3.5-4.0 GPA are half the admissions. How many of them tend to come here?

A: We will not know until May; but we do OK with this group. GPAs of 3.8 and above are more competitive. The provost can get the yield rates for FS. The move to test-blind admissions nationwide leads to more delays in decision making. Concerned that increased state aid for average students may make us less competitive vs. MSU and U of M.

ii. New faculty hires - timeline (to be ranked and submitted by Deans by April 11)

a. The provost wants input from FSEB on rankings by May 26th; after first May FS meeting.

Q: What can we do to accelerate the process to finish in March, so we can write our advertisements before the end of the winter semester?

A: Hard to do, especially for departments that interview January/February; if those searches fail, we don't want those departments to be shut out in the next cycle. Timing is not our only issue; there is also high salary growth for some fields due to the economy. Timing is easier to accelerate when we have a balanced budget.

iii. Initiating separate process for strategic/cluster hires. Will describe the process in a couple weeks.

iv. Knack Contract (tutoring Services) - [Knack Overview contract](#)

a. This contract has a one-year opt-out, so please review and give your feedback at a future meeting

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

a. Provost has new questions for FS to review; she has accepted the definitions provided to her.

vi. Strategic planning workgroups - final reports are pending

vii. Ban the box was removed from admissions. We do need to develop an approach for programs and groups that need some background checks, e.g. for housing or for licensure. We need to make a policy decision about which departments and groups should have this kind of information, especially for housing.

viii. Banner is moving to a cloud server. If your data searches/scripts no longer work, please contact IT.

Q: When will database entry of courses be given back to departments?

A: After winter 2024 schedule is entered it should revert to departments. Note there is a 3 week window at the start of semesters for departments to enter information about things like independent study that do not affect room assignments.

C. Potential cuts to Graduate Assistantships

-[Proposed Resolution \(DRAFT 2\)](#)

- [Procedure on distribution of Graduate Assistantships](#)

i. After discussion, the resolution on GAs passed 25 for, 0 against, 3 abstaining.

D. FS meeting on March 22 - HyFlex room (Room 124 Sill) to test technology

- i. All senators invited to join meeting in Sill; If unable, please join via Zoom
- ii. Start will be around 3:20 pm.

E. Faculty Senate Social held on February 17

i. It was wonderful to meet all of you. There will be another event in April.

VI. Guests: Ellen Gold, Dean of Students

A. Presentation on CARE reports

- i. Dean of Students' goal is culture of care.
- ii. The office of wellness & community responsibility is being reorganized. Wellness will move to rec/sports. Student conduct is being moved within dean of students office.
- iii. DoS notification of professors about extended absences and student interventions.
 - a. Absence notification is for extended absence, e.g. for COVID cases.
 - b. Students must waive confidentiality in order for faculty to be contacted, and students must document the reason for the absence.
 - c. We do not dictate how faculty manage the absences. We merely verify the information and consult with students.
 - d. There were 128 notifications in the fall, for jury duty, for health reasons, and death of loved ones. Typically 125-175 per semester.

iv. Death of students. Please notify DoS if you hear of this; she is the point person for dealing with these issues.

v. Student intervention team.

- a. Intent is to address reports of troubling student behavior, helping students succeed while balancing against the impact of behavior on the campus community.
- b. The team members are from housing, CAPS, disability resource center, legal affairs, Ombuds office, and a DEI representative.
- c. Meets every week Wednesdays; but if a report is serious we will meet more frequently as needed.
- d. We have a case manager for processing reports and collecting information about the involved students.

e. If reports of conduct are anonymous, there are limits to what we can do. We work directly with the reporting individual if that makes sense (they may know the student well.)

f. In fall there were 100 CARE reports. There were 29 related to mental wellness, 18 based on disruptive behavior, 12 with Title IX component, there were 10 about academic performance, also cases involving self-harm and one involving bias.

g. Cases can take some time to resolve and are discussed at multiple meetings. Sometimes we cannot deal with extreme cases related to mental health or legal concerns; we can refer students to additional support and help students apply for administrative leave.

Q: What do you mean by “holistic approach” to student conduct? What do we do about students who haven’t come to class much, and who are suffering from trauma?

A: We have restorative justice point of view; we don’t want to be purely punitive. The hope is that it can be a learning outcome for the student. To the second question, Gold tries to talk the student through what the impact of, say, missing a few weeks is, based on the type of course. Ultimately it is up to the instructor’s judgment. Gold can co-sign what the instructor suggests.

Q: What does restorative justice look like at EMU? E.g. how does that affect an occurrence of plagiarism?

A: We are reviewing our practices and the student code of conduct as we restructure our office. Gold would like to go through the review before addressing that specific example. We do work with faculty in cases of academic dishonesty.

In an unrelated case, there are times when restorative justice will not help, and we must suspend a student for the sake of safety (e.g. if a weapon is involved).

Comment: Restorative justice uses an explicit set of ethical principles. We would love to have these documented (as part of your policy).

Q: What do you say to faculty who follow the code of conduct strictly and feel undermined by faculty who are looser?

A: Again, if three faculty accommodate and one does not, the Dean cannot overrule the faculty; decisions need to be course dependent.

Q: You mentioned a student code-of-conduct review. Can faculty (e.g. Brewer, who heads student issues committee) be involved? The plagiarism section would benefit from faculty expertise, e.g. what to do about ChatGPT.

A: Agreed we need faculty involvement. Want start review over the summer, but the main effort will be in the fall.

Q: There were 100 reports in the fall. Were most filed by faculty, or by others? How much weight does your opinion carry during the conduct process?

A: Main reporters are housing and faculty but I don't know the percentages offhand. We are still working out the conduct process, since we just started rearranging the offices in the last week.

VII. New Business

A. EMU having stand-alone utilities

i. Corsianos will invite Valdez or Smith to discuss at a future meeting. Corsianos will also ask for the slides that Valdez showed at UBC in February.

ii. (Carpenter) February UBC raised question of privatizing the co-gen with Centrio.

a. CFO Valdez says UBC recommended this, but many members of UBC disagree.

b. The admin seems likely to decide on the private partnership over the summer, while faculty are off contract. The rationale for, and details of, such a partnership are disturbingly unclear.

c. The co-gen building was supposed to provide energy independence. The project could affect our sustainability rating. Tom Kovacs, who heads the president's sustainability committee, will be invited to the next meeting.

VIII. Committee Reports:

A. Academic Issues (Gray) - [Academic Issues Report](#)

B. Graduate council (McVey)

Motion to approve the Graduate School's proposal for modifying the timeline for students dually enrolled in a Certificate and a Master's program. Passed 20 for, 0 against, 1 abstaining.

IX. Adjourned 5:38