

Faculty Senate Minutes
Session 15
(approved 9/4/24)
Wednesday, May 15, 2024 (zoom)
3:15-5:15 pm

Attending: Corsianos, Elton, Curran, Pressley-Sanon, Ashur, Bruya, Ferdousi, McIntyre, Barragan, Marino, Carpenter, Barton, Neufeld, Fields(guest), Foster, Longworth (guest), Gray, Logwood, El-Sayed (guest), Millán-Serna, Walsh, Lee, Chawla (guest), Welsh, Spragg, Simoes

- I. Call to Order 3:16pm
- II. Approval of the agenda moved by Barton, seconded by Ashur. Passed 18 for, 0 against, 1 abstaining.
- III. Approval of the minutes from [4/17/2024](#) moved by Barton, seconded by Ashur. Passed 16 for, 0 against, 3 abstaining.
- IV. Appointments and Elections (Elton)

Faculty Senate Reps/Alternates and FSEB Members - Please complete this form ASAP for summer input compensation: [Summer Input Compensation - May 2024](#)

Ongoing Vacancies

- Faculty Senate Budget and Resource Committee (FSBRC) – 1 faculty member from CAS - Arts - [Nomination Form](#)
- CAIARE - 3 openings (faculty from GACET, COB, LIB) for 3-year terms (starting F2024) - [Nomination Form](#)
- Educational Environment and Facilities Committee (EEFC) - 1 faculty member from COE - [Nomination Form](#)

- V. Provost's Update
 - A. [Provost Report \(shared following last FS meeting\)](#)
 - B. New faculty hiring.
 - i. The provost considers several factors in deciding how many and which searches to approve, including how searches went this year (2 failed and 2 more are open from the 24 approved last year), the ratio of faculty to students (some departments' were skewed by voluntary departures, and most important budget and enrollment.

ii. The hiring level should keep the number of faculty about the same. Sixteen faculty have departed and we expect a few more. The provost expects to approve about 20 searches.

C. Enrollment update and faculty hiring.

i. Enrollment is still down about 2% at this point in the cycle; would be happy if we end up unchanged from last year.

ii. We have been affected by FAFSA delays but this is getting sorted out. We have made about 60% of our financial aid offers. We will know better where we stand after June 1, when Uof M and MSU require commitment from their acceptances.

iii. If enrollment worsens we will schedule an August meeting to discuss budget cuts; right now we expect a stable budget.

Q: Say more about FAFSA?

A: DOE redesigned the FAFSA to make it easier, and changed some of the formulas. But the form was delayed by 4 months; there was a higher rate of errors in data; and the formulas were mis-computed initially. We started getting data for students 3 weeks ago. We are out ahead of other schools with offers, e.g. MSU.

Other negative factors related to enrollment are flat Pell grant levels (50% of EMU receive one); and media coverage suggesting students do not need college. Also the state has been pushing mainly to increase community college enrollment.

Q: How were positions ranked?

A: (Corsianos) The FSEB combined the lists provided by the colleges. We did not alter the rank-order within colleges.

The top 20, which we did not rank relative to each other, consisted of 10 positions in CAS, 4 in COE, 3 in CHHS, 2 in GACET and 1 in the Library. We did not rank between them on the grounds that all of them are likely to be approved. We ranked 6 more proposals which might be approved: #21 was in GACET (built environments), #22 in CHHS (nursing—women's health), #23 in COE (leadership and counseling), #24 in the Library (engineering specialist), #25 in CAS (applied math/stats), #26 in CHHS (pediatric nursing)

A: (provost) This process has worked well in the past. There was one position that overlapped between the regular requests, discussed above, and the cluster hire requests, which were intended to be separate. We are providing feedback to those who submitted cluster hire proposals so they can improve any future proposals.

D. Voluntary separation incentive package offer for most of the administrative professionals in Academic and Student Affairs. The offers are to those at associate director or above who have worked at EMU for at least 5 years. In the past, this group of employees was discouraged from exercising voluntary separation. This group has not been downsized like others have. We do not expect many to accept the offer, but it will provide flexibility during reorganization.

Q: Will the vacated positions be filled?

A: Some few might not be filled, e.g. perhaps we could consolidate in student affairs. It is less likely on the academic side, although we may need to appoint interim department heads if people depart.

Q: Why didn't this come up at budget council? Why is the decision window so long?

A: We were concerned open discussion would affect the process; we negotiate individual agreements. The decision window is the same as for faculty and other staff (by end of July).

E. Final Provost response on course modalities [FINAL draft Policy](#)
Will use this to make the winter schedule, and revisit the policy after that.

F. Tutoring services.

i. We are ending the KNACK contract.

ii. We are working on an in-house approach to providing tutoring, although time-tracking software may come from an outside vendor. We may use the same software that Rec/IM does, if it can be adapted to remote workers.

iii. Looking to add an employee to coordinate tutoring for the success center.

G. Parking garage

We are still in mediation with the company; making slow progress. Unsure about resolution.

H. Academic calendar (2025-2028) - [Calendars](#)

i. We considered but did not adopt adding Juneteenth and removing spring recess.

ii. It is difficult to add holidays since we have strict requirements for the number of days of instruction and days of service in contracts (e.g. food service). Note that MLK is an academic day, not a holiday.

iii. We are adding a fall break that functions like the spring break. We need to evaluate its success after we have tried it.

Q: Why cannot we equalize the number of sessions between MW/TR? Could we end the semester on Wednesday instead of Thursday?

A: We are always within a day. Note most bank holidays are on Mondays. We have tried your latter suggestion and it was not popular at the time. We try to maximize full weeks; and there many constraints, e.g. Carnegie classification, science lab scheduling.

I. Combined undergrad/grad program credit hours (136 hour floor)

i. The provost has no objections but must figure out policy language for the board. The provost will share policy language once she has it to make sure it matches the intent. Would like to include in the July catalog.

ii. There are two approaches emerging for combined programs. A “Venn diagram approach” is traditional, and is the one we use. But in health fields, some programs work with one graduation point and one program of study from beginning to end.

J. English language proficiency tests and minimum scores - [Response from TESOL faculty](#)

i. The provost is working with admissions on catalog language. Please let me know if you have further questions.

VI. Sonia Chawla Assistant Vice President for Academic Research and Regulatory Compliance

A. [FS May 15 slides](#)

B. International travel and U.S. export control

i. If you take a work computer overseas, or even check work email on a personal device, the device is subject to U.S. export controls and can be confiscated by U.S. agents.

ii. Export control also applies if you give a talk remotely at a conference based in those countries.

iii. The controls apply to a specific list of countries, as found in the slide presentation above.

iv. If you plan to travel internationally and are bringing an EMU device, or even if you only plan to check your EMU email, please contact Chawla to talk about export compliance. You are indemnified only if you go through compliance procedures with EMU. The process is typically not burdensome.

C. A drone purchased for university purposes must use a manufacturer approved by U.S. law. Most vendors should know of the blue list of acceptable manufacturers.

D. In anticipation of changes to U.S. law, we do not recommend you use TikTok/ByteDance on a device where you would do university work, including checking email.

VII. Old Business

A. Shared governance workshop - April 15

i. EMU Shared Governance Powerpoint slides - [EMU Shared Governance slides](#)
(Corsianos/Elton)

ii. [EMU Shared Governance Final Report from Dr. Bahls](#)

iii. The survey results that show weakness in shared governance, and disagreement between faculty and administration.

iv. The shared-governance task force will review table notes from the workshop and share a summary with FS in the fall.

Comment: The report suggests that the administration’s written response to input should explain reasons for not adopting particular measures suggested by faculty.

VIII. New Business

A. Committee Reports:

i. Athletic Issues (Spragg) - [Missed Class Policy](#)

This was the second presentation of the missed class policy. It passed 17 for, 0 against, 2 abstaining.

ii. Committee for Action on Intersectionality, AntiRacism, and Equity (Neufeld) - [Student Evaluation Task Force - Final Report](#) and [Proposed resolution](#)

This was the second presentation of the resolution on student evaluation forms. It passed 19 for, 0 against, 1 abstaining.

iii. Academic Issues (Gray)

Please refer to the linked minutes:

[3/26/2024 AI meeting minutes](#)

[4/9/2024 AI meeting minutes](#)

iv. Budget and Resources and UBC (Carpenter) -

a. [Budget & Resource committee charge - proposed changes](#) [Budget and Resource committee -Charge -with track changes](#)

Please review, we will vote on the new charge in the fall.

b. [FSBRC Annual Report](#)

The report has several detailed recommendations, including about the budget timeline and making financial reports more transparent. There is also a discussion of enrollment trends— EMU seems to be losing market share to other institutions.

IX. Announcements:

A. [FS/FSEB meeting schedule 2024-2025](#)

B. Next Faculty Senate meeting is scheduled for **Wednesday Sept. 4** (3:15pm zoom)

X. Adjourned 5:22pm