

**Eastern Michigan University**  
***Faculty Senate Meeting Minutes (approved 9/21/22)***

**Session 17**

3.00—5.00 pm August 10, 2022 via Zoom

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**Attendance:** Sean Braden\*, Scott Storrar\*, Tom Waltz, William Welsh, Alexis Braun Marks, Bilquis Ferdousi, Caren Putzu, Christopher Gellasch, Daniel Foster, Daryl Barton, Dyann Logwood, Jeremy Proulx, Jessica Elton, Kristi Judd, Lidia Lee, Marilyn Corsianos, Michael McVey, Michael Reedy, Mohamed El-Sayed, Monica Millan Serna, Noel Brock, Rhonda Longworth, Sarah Walsh, Suleiman Ashur, Tierney McCleary, Timothy Brewer, Matthew Everett, Rebecca Sprague, Keisha Lovence, Michael Tew, Suzanne Gray, Christine Neufeld.

\*Guests

Minutes taken by Christine Neufeld

- I. **Call to Order 3:04 pm**
- II. **Approval of the Agenda** *Daryl Barton moved; Tom Waltz seconded; Approved*
- III. **Approval of the Minutes: 5/18/22\***

Put on hold because John Currans has not provided them and is not here.

IV. **Appointments and Elections**

Seeking nominations for:

1. Senate Standing Committee Chairs ([Committee Descriptions](#))
  - a) Nominations accepted via this [form](#)
  - b) Must be a senator or alternate to serve
  - c) No candidates yet for student issues, technology issues, budget and resources
2. Faculty Development Center Advisory Committee
  - a) CAS-Sciences and CAS-Humanities (three year term)
  - b) Member at large (one single year term, one three year term)

We will wait to vote on the open positions in Fall. Senators asked to let departments know about the openings.

V. **Provost's Update**

1. **Air Quality Report Presentation by Scott Storrar and Sean Braden**  
[HVAC FAQ](#)  
[EPA Clean Air in Buildings Challenge](#)

Scott Storrar and Sean Braden joined us to present the HVAC/EPA documents and share the background/overview of the current work being done to ensure EMU has effective ventilation and filtration systems and to answer questions. (Powerpoint presentation will be shared with the Senate)

*Questions:*

Noel Brock: (from chat) how does switching to a MERV-13 affect the flow of air through the system?

*Scott: Most systems are adapted pretty well to the MERV-13 filters and should support good air flow. We have made sure to consider where they work and where they should be avoided.*

Suleiman Ashur: (from chat) Thank you, Scott, for the presentation! An issue that is critical and related to this topic is HAVC in Roosevelt Hall. As you know, Roosevelt has the oldest HAVC system and runs using one unit that may die at any time and not sure if it meets the ASHRAE requirements or not. Since the renovation is not happening soon, is there any way to replace the system? The unit can be selected to be utilized when renovation takes place.

*Sean: We hope the state will approve the project (we are number one on the list). We have a keen eye on that one. We don't have remote access, so we are doing preventative maintenance on that frequently. We'd like to incorporate this system into the overall energy plan. It is on our short and long term plan.*

*Scott: Unfortunately it is not as simple as buying one to use later because we have to make sure that it ties into the right energy system.*

Daryl Barton: Inquires about the status of McKenny in this process.

*Scott: We have a meeting scheduled on Aug. 23rd to have the conversation about McKenny.*

Jessica Elton: Rooms get very hot in summer in some buildings (eg. J-S Hall). Has that been addressed given that very hot rooms are also an issue for viral spread?

*Scott: We need to manually adjust the valves over in J-S Hall. We want to replace that. But the temperature control issue doesn't impact the ventilation and filtration component. So it is a comfort rather than safety issue. But we need units in that building, too.*

Suzanne Gray: Is this analysis at the building or classroom level? Have you looked at room-based filtration and ventilation?

*Scott: This is really at the macro level. We are focused primarily on making sure buildings are ventilating and filtering well.*

*Scott: But we have alarms at the local level to alert us to issues so that technicians can address them. For example, we made some improvements in Music and Porter Clinical areas to get more ventilation into those rooms.*

Marilyn Corsianos: Are all the building systems monitored remotely?

*Scott: Most are. But not King, Briggs, Roosevelt.*

Daniel Foster: I appreciate the local v/f units in the Music Hall. Some colleagues and I have also purchased units for our offices. I am surprised this is not more common across campus.

*Scott: There is a process in place to evaluate where local systems might be useful. There are concerns: electrical capacity concerns, maintenance and operations. Also the local v/f systems might be counterproductive for the building systems.*

*Advice: If you purchase your own v/f do not place it under the air supply or return ducts.*

Noel Brock: *Has the university looked at ceiling units?*

*Scott: That is part of our next step in assessing/analyzing possibilities. We had to focus our efforts on the building systems up until now.*

### **A few general updates from the Provost:**

- With every variant of COVID we have to make adjustments based on new information and developing technology. We want to be in dialogue with Senate as we navigate these developments. Adaptability means that it is hard to offer one set of guidelines.
- Updated listing of staff and positions will be circulated.
- Expect a written announcement about some changes to the Provost's Office.
- We are launching a new software program for faculty searches. (Moving from Neogov.) The new system is a better process for letters of recommendation and portfolios. We will be able to list faculty searches in a timely manner, and the system will have a faculty specific component.
- Provost suggests strongly that departments arrange to have ALICE training. Recommends all faculty do it and that it is best to do it as a department rather than individually.
- We will be distributing new materials for people to advocate around Title IX and mental health issues. They will be distributed in hard copy and electronically.
  - The IX Director is leaving (will continue to help out for a while) and search is underway involving representatives from the Women's Commission as well as relevant faculty and staff.
- There will be a summer commencement and Cap/Gown ceremony for anyone whose graduation experience was compromised by COVID.
  - No faculty attendance required in summer. But faculty presence will be back to normal in the Winter.

### **2. Faculty hiring**

Round 1 of faculty appointments will be announced today. Waiting for additional documentation to approve an additional set. The final number will be between 17-20 appointments.

-there will be more appointments in CAS beyond the three announced today.

### **3. Budget/Enrollment Update/Class cancellation impact on enrollment**

(Document will be shared)

Enrollment overall is down 8.5%. Significant variation between colleges as well as between departments. This is a new trend compared to 10-15 years ago.

*Questions:*

Suzanne Gray: *what is the relationship between the new faculty hiring and the enrollment since it seems like some positions are exactly in the places where there has been an enrollment drop. (eg. Leadership and Counseling)*

*Provost: I don't know that we are yet in a position to understand the trends we are noting and to factor that into our hiring decision making. Opportunity for growth or faculty departures were the guiding principles in our decision making process. I would be happy in Fall to talk more about the hiring process and how to make determinations.*

*Daryl: It is hard to recruit when we don't have a building. This has gone on for 2 years.*

Human Resources is finally fully staffed again. If you haven't heard back about a request from HR after 72 hours, feel free to forward the request to the Office of the Provost.

We have 12 new faculty starting in the fall.

We are going to think very carefully about how we are going to staff and run programs in the next 5-7 years because we are unlikely to get the enrollment numbers back up, though we will do our best to stabilize.

*Suzanne: Do we have data about what students do when their classes are canceled?*

*Provost: The majority of students move to another class. But we haven't considered how these events affect student long term decisions. I would hesitate to debate what happens without concrete data.*

*Our retention numbers during COVID are abysmal. We need to make enrollment and retention a priority.*

*Focusing on FTIAC right now. COVID affecting these numbers has to do with the inability to engage in campus life experience. This raises the critical role of faculty especially in the first two years.*

*Noel: What classes get listed and how schedules are built need to be more carefully examined since the cancellation of classes will affect retention. We need to avoid scheduling classes that won't fill.*

4. **Data from faculty needs survey/Plans for return to campus**  
[-Spreadsheet of survey responses](#)

Observation: Biggest concern by far is about masking on campus.

*Suzanne: Making a drastic change in the classroom environment is not beneficial—in other words we should be keeping mask requirements. (EMU and Wayne are the exceptions in requiring masks)*

*Provost points out that the trajectory away from maintaining requirements like masking (including in doctor's office) is going to be hard to divert.*

*Suzanne points out that the articulated needs of faculty and staff should be prioritized regardless of larger societal trends.*

*Jessica Elton: What is the policy around instructors getting sick with COVID*

*Provost: Faculty sick days are generous enough to cover if we or an immediate family member becomes sick. (though there may be some issues determining who qualifies as immediate family). PTL are much more vulnerable in this regard.*

*Quarantining was a bigger issue, especially for caregivers. We need to figure out how that will work under current circumstances.*

*We will allow faculty to temporarily change their modality to accommodate being sick. But the Provost also notes that if someone is sick with COVID that they should be taking their sick days and making their health the priority.*

*The main issue is that people will know how to request their sick days. The Provost plans to look into making the process more clear and easily accessible.*

What is not changing:

*-waste water monitoring is staying (has been very effective for us). Should evidence based testing continue?*

#### **5. Vaccination and Testing: the Provost seeks input on the continuation of policies.**

*-We are required to report any positive tests to the COVID telehealth. Should this continue?*

*-Our current policy requires vaccination or testing out (though that was suspended for the summer). Should this continue?*

*Eg. We have the newly developed vaccine that is not an RNA based (this would meet the standards of people who objected religiously to the products used in the vaccines). So we could be rolling back some of those accommodations and asking people who opted out on religious grounds to now get vaccinated.*

*Mohamed El-Sayed indicates that what he is mainly hearing is from people who are worried about their health and so it seems EMU faculty are in favor of vaccination mandates.*

*Poll results:*

- 1. Mandatory in class masking 78% yes/22% no (18/23 vs 5/23)*
- 2. Mandatory 3 ft distancing 61% yes/39% no (14/23 vs. 9/23)*
- 3. Mandatory vaccinate or test out 100% yes (23/23)*

*What will the process be around classroom sick policies etc. in the context of COVID? There will be a campaign around staying home when sick. We need to regularize how we deal with these situations.*

*Keisha Lovence: Long COVID and vaccine reactions will also be factors that impact our students and the rest of the campus community in the coming years.*

*We need to be very mindful of the fact that we are dealing with a mental health crisis especially in the college age group.*

*Kristi Judd: (in chat) What happens to a class if an instructor takes sick days?*

*-2 classes can be canceled for health reasons before sub is sought (or 1 if the class is only once a week)*

*Noel: there should also be a mandatory flu vaccine.*

*6. The Provost expressed her thanks to Suzanne Gray for her outstanding and dedicated work as Senate President during a very difficult period in EMU's history.*

VI. **Announcements**

A. Reminder: Changed Senate Meeting Time 2022-23: 3:15-5:15

B. Faculty Development Center

1. [August back to campus programming](#)
2. [New Beginnings Conference](#), Thursday Aug 25, 2022

C. [Form to request compensation for summer Senate meetings](#)

D. Thank you!

*Suzanne thanks everyone for the opportunity to serve as president and wishes the incoming president, Marilyn Corsianos, and all who are continuing on Senate this academic year well.*

VII. **Adjourned 5:16 pm**

Documents in [8/10/22](#)

Next full Senate Meeting: **9/7/22 (3:15pm-5:15pm)**