



**Eastern Michigan University**  
**Faculty Senate Minutes (approved 1/9/19)**  
**Session-7**

3.00—5.00 pm December 12, 2018 310A Student Center

---

Present: Reedy, Kashliev, Hayworth, Neufeld, Oswald, McMahan, Curran, Peavler, Pawlowski, Elton, Walts, Karpiak, Staunton, Millian, Spragg, Mistry, Trewn, Willis, Rahman, Chou, Banjeri, Barton, Francis, Lee, McVey, Ferdousi, McCleary, Brodsky

Non-Voting & Guests: Longworth, Tew, Kullberg, Crutcher

I. **Approval of the Agenda** 3:07 pm  
**Motion to approve the agenda as amended (with Committee Representative Elections item C deleted). Motion carries.**

II. **Approval of the Minutes** 11-14-2018 & 11-28-2018 3:08 pm  
**Motion to approve minutes of 11/14/18 meeting. Motion carries with 2 abstentions.**  
**Motion to approve minutes of the 11/28/10 meeting. Motion carries with 2 abstentions.**

III. **Committee Representative Elections** 3:10pm

A. Faculty Development Center Advisory Committee  
COB – Joe Scazero elected by acclamation  
Elections for COE and COT – tabled until 1/9/18 Senate meeting

B. Admissions Review Committee  
Christine Neufeld elected by acclamation

~~C. University Budget Committee~~

D. Faculty Senate Executive Board: Chair of Academic Issues (Karpiak)  
Motion to accept Karpiak by acclamation. Motion carries.

IV. **Discussions**

- A. President's Commission on Diversity and Inclusion Update (Choudhuri, Mehuron, Greden) 3:14pm
- Handouts (PowerPoint slides and Commission's mission and charge) - Updated Senate on the Commission's work. Offered background on why the Commission was convened and the process it followed for identifying and advancing recommendations to the President. Summarized survey results (of students, faculty, staff, administrators, and community) and areas that survey participants endorsed, as well as the themes that emerged from the narrative comment section. Outlined work the Commission has done on creating a formal structure. Covered some of the issues the Commission has addressed publicly (public statements, presence at campus and community events, and trainings), as well as ongoing conversations that are occurring with the President and other stakeholder groups. University did an RFP over the summer to conduct campus climate assessment (to be conducted by an external consultant), in the hope of measuring (over time) progress toward achieving goals. Intention is to hire a Chief Diversity Officer, whose responsibilities will be based on the campus climate assessment and diversity audit. The Commission's work has also influenced ongoing Gen Ed assessment, particularly in evaluating the U.S. Diversity Gen Ed category, and any recommendations would come to the Senate for input. In the process of creating webpage on diversity, equity, and inclusion in order to provide information to current and prospective students as well as the university and local community.
    - Posed question to Senate about whether the Commission should have a specific focus and asked Senate to consider this in the Winter 2019 semester.

Discussion/Comments

- Has the Commission considered benefits and drawbacks of hiring a Chief Diversity Officer (some research suggests this position is not particularly effective)? Commission acknowledgement that this has been a disputed topic and Commission hopes their process will identify responsibilities for this position to make it effective;

noted that the main priority is to create an office on Diversity, Equity, and Inclusion, which would precede the hiring of a CDO.

- Is there a crisis response team? There are teams that address issues, but not necessarily one that addresses issues related to diversity, and this may be a responsibility of the CDO, who would have the expertise to address the community sensitively.

B. Second Reading: Resolution in Support of EMU Serving as School of Record

3:54pm

**Motion made to support the resolution.**

Discussion: Cost of courses in China was expressed as a concern in a college council, but the belief is that the costs are not prohibitive. Lack of quality control – working with Provost’s office to create a set of guidelines for courses offered through LION. No guarantee that syllabi approved by instructors will be the ones that are used – there is a regular review of course syllabi and outcomes, with the goal of having annual reviews to ensure quality with the possibility of having someone on the ground evaluating. Corrupting tendency with the financial incentive to approve the courses – there is an effort to build regular reviews to monitor how the revenue is allocated as well as making it clear to LION that courses will conform to EMU standards. Mixed reaction of EMU faculty who have taught as part of LION is some concern. Provost emphasized that if we are unable to impose our own quality standards on these courses or if the quality is not up to EMU standards, we will walk away from any agreement we establish with LION (a 1-year agreement is the most we would do to begin with, after which we would evaluate whether the quality and workload issues are worth it). Concern of for-profit company running these programs and whether it would be better for EMU to find other organizations that do similar work that may be non-profit or educational in focus.

**Motion to support the Resolution in Support of EMU Serving as School of Record carries (23 in favor, 2 opposed, 2 abstentions)**

C. Response to Senate Budget Committee Report (Newell)

4:16 pm

- Handout – administration’s response to SBC’s recommendations on the budget. Presented summary of the responses to Senate.
- Information about summer classes – this is from last year’s recommendations, and the SBC does support offering summer courses; But do need information on whether students who have canceled summer classes take the course during the fall or winter semester (or if they take it elsewhere)
- Send any questions to the SBC

D. University Budget Committee Update on Housing (Waltz, Acton)

4:31pm

- Presentation (handout) of Housing Assessment Findings – Provided summary/highlights from housing master plan to provide context; Shared overview of the housing stock at EMU, costs and timeline to make adjustments to housing (with no information on return on investment), and other results of focus groups and survey (why students choose to live on or off campus, how students rate on- and off-campus housing, etc.)
- UBC Charged with determining which option the university should pursue and establishing desired timeline for RFQs, etc. based on option that is chosen

Discussion:

- Price factor is a concern (how can the university bring cost of living on campus closer to off campus housing costs? Housing market around EMU campus may be different than around other universities)
- Issues of rules, regulations, and safety issues may influence whether students choose to live on or off campus (need to follow EMU rules if you live on campus, but living off campus may be less secure/safe)
- Can the cost of housing be dropped to make it more competitive?
- Comparison of what it costs to fix academic buildings versus housing – if it’s an either/or choice, it’s important to consider both – Provost: self-funding is problematic because if we invest money in housing, we’re not investing it in academic buildings
- Our biggest competitors are upgrading the housing, so we need to consider if we follow suit and renovate our housing stock
- Smaller first-year classes mean less revenue from housing

V. **Reports from Committee Chairs** (Barton, Curran, McVey, Pawlowski, Trewn, Evett)  
Tabled for next Senate meeting

4:30pm

VI. **Provost’s Minutes**

4:48 pm

Looking forward to commencement on Saturday, which may be our largest winter commencement yet, and thanked Senate for their work this semester

**VII. New Business**

A. Resolution in Support of Campus Unity

Drafted statement in response to hate speech on campus

**Motion to adopt statement as written**

Discussion: It seems wrong to not acknowledge the other statements that have been made. Offered additional language: *The Faculty Senate joins the President in endorsing the Student Government statement condemning the anti-Semitic message on campus. Further, the Faculty Senate reaffirms the core values of the university, particularly those of respect and inclusiveness, and calls all members of the university community to uphold these values and to commit themselves to keeping EMU truly a supportive, intellectually, dynamic, and diverse community of integrity and excellence.*

*This great nation of ours is built on the premise that one may have the freedom to choose any faith or not faith without the fear of exclusion, discrimination, and adverse consequences. Universities are a place of intellectual freedom where thoughts, ideas, and opinions may be freely debated without the fear of intimidation. In rejecting the recent message of hate, Faculty Senate invites our EMU community to renew our commitments to those principles of unity and celebrate our strengths in diversity.*

**Motion to accept statement as amended. Motion carries (unanimous)**

**VIII. Announcements**

4:55 pm

A. ReclM

Opening up ReclM to the public and issues related to this (student dollars funded the renovations) and input on this  
Thanked Senate and Executive Board for work this term.

**IX. Adjourn**

5:05 pm

