

APPROVED Minutes of Faculty Senate Meeting

Wednesday, February 4, 2015

3-5pm, 310A Student Center

Present: K. Banerji, C Hensley, Calvin Phillips, K Woodiel, P Smith, K Rusniak, J Eisenbach, J Kullberg, M Rahman, D Barton, M Evett, P Koehn, D Chou, M Bluhm, S Norton, P Francis, M McVey, S Tout, A Eydgahi, D Cray, K Schatzel, R Orrange, Calvin, D Pancioli, G Edwards, R Flowers, M Higbee, R Baier, D Foster, L Myler, M Wedenoja, G Downs, T McTague, M Zinggeler

(* indicates item to take to department colleagues)

1. [3:05] Agenda approval - Passed
2. [3:10] Approval of minutes from FS meeting, 1/21/15. 1 abstention. Motion carries.
3. [3:15] Moment of silence in recognition of the life and service of Jack Kay, former EMU Provost.
4. [3:20] Committee Reports
 - a. Faculty Senate Budget Committee (David Cray) *
 - i) Trouble getting email returned from J Carroll. Talked with J Carroll suggests issues will be resolved.
 - b. Academic Issues
 - (i) Global Engagement Council (Judith Kullberg) *
 - (b) Busy. Survey underway thru Feb 13. 247 respondents. Good rate. Beginning analysis of DDD data. Colleagues at Ball State have been informative – they have a good model; offered good ideas. Association of International Education Administrators Conference – JKullberg and MMcVey will attend. Regents meeting March 7 presentation.
 - (i) Gen Ed Review Comm. *J Koolage forward information to S Norton. SWOT analysis. Sandy is in close communication with J Koolage about progress.
 - c. Athletics—Full cost coverage for some student athletes (Rob Orrange and Ron Flowers) * Need update on NCAA recommendation that universities support full *cost of attendance* for their athletes. Additional costs: ex – travel home. What it means for EMU and MAC conference – significantly more money needed in academic scholarships. \$17, 820 (now for tuition, R&B, books). In-state increases \$2000-3000 per student athlete. Out of state increase - \$2600-3000. More out-of-state athletes. Heather indicates approximately \$1.5 million in scholarship budget of the athletic department. Optional, but presidents of conferences have all indicated they will participate.

Comments: Athletics trumps academics which is troubling. EMU could fund numerous scholarships across campus. Former student athlete and athletic director – appreciates the value of athletics. Other places are doing it because they are making boatloads of money off their athletes and can afford it. EMU cannot. This is money not going to academics. Not only not going to it, but coming out of it, making it one of the most expensive athletic program in the country. And these costs will go up. Accelerating. Request for cost estimates in writing. R Flowers has those and will provide. Difficult to get budget information related to athletics. Trouble getting non-general fund part of the budget on athletics. Q: What role should athletics play at EMU? Student recruitment. Winning teams. Why must we be division 1? Why can't we have a winning program at division 2? That would cost half as much. How can we make a rationale case to the Regents? Must include data.

Provost: She supports open and transparent process. If budget committee is not getting data, let her know. 1% pay increase is \$700,000 for faculty. 1% of tuition increase is %\$1 million. Put this 1.5 increase in perspective.

Discuss with your departments.

d. Institutional Issues

(i) BA/BS Issue—Rhonda Longworth coming to next FSEB meeting (Sandy Norton) Implementation is slowed because there is a “plain” Bachelors degree underway. Updated report to Senate will happen after meeting with R Longworth.

Question: What activity has there been on this since Senate accepted the proposal? Answer after meeting. Margritt distributed document about 30 minutes after discussion.

(ii) LMS Implementation (Daryl Barton) * Nothing on eCollege available after June 30. Gradebooks go back 3 years. If you have given an I or F and think that student will show up, take a screen shot of that student. More messages to come. Carl Powell - contact about a Banner issue. If you don't put last date of attendance after an I or F, all your other grades are re assigned to an N.

e. Other committee reports

- i) Calendar committee. Working now on 2018-19. Presented to BOR for approval at June meeting. Two proposals for discussion. 1) No October break, 2) October break (Monday and Tuesday). We are behind our peer institutions in having a break. Level of stress and pathology seen at our campus clinic and across the nation is on the rise.
5. [3:40] Report of the Respectful Quality Learning Environment (Chiara Hensley) *
- a. Report attached. How can we create a paradigm shift in how we promote a civil and respectful climate on campus.
 - i) Recommendation that faculty have input into support staff reviews.

- ii) Report strikes me as jargon; milk toast substance does not advance efforts. What we need is enforcement of code of conduct.
 - iii) Second on ii above.
 - iv) This committee's charge was to make recommendations and they did that.
 - v) The institution has a history of not taking inventory prior to addressing a problem. The committee did that. Good process. Avoids duplication of effort.
 - vi) CH – major cultural shift across the nation. Sensitive to approaching it carefully.
 - vii) There is a need for change right now. Faculty do not feel safe. We need a zero tolerance policy now.
 - viii) Provost: If faculty feel unsafe call DPS. Conduct code does apply.
 - ix) Prudent to find out what is going on, but there is a crisis going on now. Yik Yak comments go beyond offensive. Looking into it is all well and good, but we have stuff happening NOW. Faculty are scared.
 - x) We need support in our work. Support staff are needed, including during evening classes.
 - xi) Good that the word harassment appears on the recommendations. Hostile work environment is different than civility (which kind of implies manners).
 - xii) Overwhelmingly, people without classroom duties are serving on the committee so the crisis will be invisible to them.
 - xiii) Cal – EMU is trying to catch up with shift we are experiencing with social media.
 - xiv) Spirit vs. letter of law. Learning is not a business transaction. You must have respect. Students are not customers. Take up the spirit of the recommendations.
 - xv) This is the beginning of the conversation. Crisis is now. Counselling services are understaffed.
6. [3:55] Educational Summit—Fall, 2015 * Omitted. Move to #7.
- a. Planning committee and planning meetings, Winter, 2015 (Sandy Norton & Perry Francis)
 - b. AAUP meeting
7. [4:05] Provost's Remarks (Provost Schatzel) *
- Met two new regents. Briefed them. Look forward to working with them. They are very approachable.
- Tragic event – two students killed in auto accidents. One awarded degree posthumously. Parents EMU alums and sister too. Family was comforted by this.
- Title IX coordinator hire progressing
- Status report on LMS
- Perspective on athletics. Unionization of student athletes. Administration supports transparency.
- Civility – Inability of students to be able to debate and have disagreements in civil way. Provost's position is that students are not customers. That implies something is for sale. Our degrees are earned.

Threat is a different matter. There is no reason to feel unsafe in your classroom. Call DPS.

Faculty – Faculty could be more accepting of increases in athletics if they had matching funds in academics. EMU needs to stop chasing the “haves” (universities who make money on sports-power 5). Let’s live within our means and not try to be something we’re not, and these programs are not sustainable. Borders on the notion that we’ll build an academic program that our athletic department can be proud of.

8. [4:20] Committee appointments (see attached ballot) *
J Koolage removed his name from ballot.
FDC director search – moving ahead.
Recruit 4 members for budget council.
P Francis moved to accept slate by acclamation. M Evett second. Motion carried.
9. [4:30] New Business
 - a. Committee on New Hires (Sandy Norton & Patrick Koehn) *
 - (i) Meeting with College Council chairs Jan. 30th
 - (ii) Chair appointed by FSEB—Patrick Koehn. Chair is non-voting member and role is facilitator.
 - b. Faculty/Student Mentoring Program *
 - (i) Meeting W, 1/22: Sandy Norton, Perry Francis, Russ Olwell
 - (ii) Russ Olwell volunteered to chair the planning/implementation committee
 - (iii) Provost’s Office support for summer workshops – people will be compensated to work in the summer to prepare for a pilot in the Fall.
 - (iv) Timeline:
 - a. Winter, 2015: Inventory mentoring programs on campus and begin planning for pilot program in Fall, 2015
 - b. Summer, 2015: Faculty Workshop to continue planning for Fall, 2015 pilot. Compensation from Provost’s Office.
 - c. Fall, 2015: Implementation of pilot Faculty/Student Mentoring Program at EMU.
 - c. Meeting on Men of Color Initiative with Reggie Barnes, T, 1/20 (Sandy Norton & Perry Francis) *
 - d. March 17 FAC meeting topics—Faculty Research Support—This is Working! * Present how that has produced results. How is research support still falling short.
 - e. Luncheon meeting of Exec. Boards—AAUP and FS (agenda items?)
*March 6 Friday
 - f. Other new business
 - i) Final exam schedule this fall will not follow previous patterns. Take this back to faculty. (Rationale may relate to a software purchase.)
10. [5:00] Adjournment

The next Faculty Senate Executive Board meeting will be held February 11, 2015 in SC room 302. The next full Faculty Senate meeting will be held February 18, 2015 in SC 310A.
