

**Eastern Michigan University**  
***Faculty Senate Minutes (Approved 3/10/21)***

**Session 11**

3.00—5.15 pm February 24, 2021 via Zoom

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**Present:** Banerji, Barton, Bavery, Brewer, Brock, Carpenter, Chou, Corsianos, Curran, El-Sayed, Elton, Evett, Ferdousi, Flowers, Foster, Fyn, Goodman, Judd, Lee, McCleary, Millán, Neufeld, Pressley-Sanon, Reedy, Saldanha, Sheerin, Spragg, Trewn, Waltz, Welsh, Zakrajsek.

**Non-Voting Present:** Gray, Greden, Kustron, Longworth, Pamela, Gellasch, Colton, Kullberg, Valdes.

- I. **Call to Order** 3:01 pm
- II. **Approval of the Agenda**
- Motion to approve the agenda: Pressley-Sanon. Second: Millán. Added: committee reports for Tech Issues and EEFC. Yes: 23 No: 0. Abstain: 0. Motion carries.
- III. **Approval of the Minutes: [2/10/21](#)\***
- Motion to approve the minutes: Barton. Second: Curran. Yes: 22. No: 0. Abstain: 1. Motion carries.
- IV. **Appointments and Elections** 3:04 pm
- A. Faculty Development Center Search Committee Appointments
1. Executive Board appointed Konnie Kustron, Kunal Banerji, Nick Smith, Charles Graham, and Geoffrey Colon-Rivera.
- V. **Discussions**
- A. **Update from Michael Valdes, Chief Financial Officer** 3:05 pm
1. **Organizational changes - Human Resources and Facilities**
- a) Changes were driven by the need to readjust administrative roles to match the decreasing enrollments. Donnegan retired last fall and his position was not replaced, but was rolled into Valdes' job. Human resources (Brett Last) reporting structure has changed
- b) No title change has been made as of yet. This additional role is not interim, but considered a permanent change to the organizational structure.
- c) Evett requested that the organizational chart be updated on the website. Also include names of administrative assistants.
- d) Barton commented that the website is not user-friendly, difficult to find information, and then when information is located it is incomplete.
- e) Carpenter asked about the determination of administrative structure compared to enrollment numbers and how those recommendations to change the structure were made. Response that no recommendations were formally made, and no formal research was done, it was a descriptive report of similar institutions size and structure.
2. **Impact of CARES Act on University Budget**
- a) Reviewed disbursements to students since Winter 2020. Earmarked total of 6.8 million for student fund, 6.8 for institutional fund.
- b) Money for students went to offset online course fees, assist with housing and dining costs. Additional funds went to the Children's Institute, Swoops Pantry, testing, PPE.

- c) Barton asked if there are resources for students who live off-campus to assist with landlord issues/rent assistance. Response that the Legal Resource Center is available, but only for remote services, not walk-in.
- d) Gray asked if CARES can be used to pay the university back funds lost by waiving online course fees. It is unknown if that is an option or not, but is something that is being investigated.
- e) Carpenter asked if there are plans to reduce faculty. Longworth responded that there is no plan to institute layoffs, but that the decision to not replace departures has been used to match the decreased enrollment. Faculty have decreased from about 675 to less than 600. Credit Hours have gone down about double the rate of the faculty decline. Longworth also stated that more discussion on the health of programs and how to increase enrollment in some programs will need to be addressed.
- f) El-Sayed asked how GameAbove money has been spent. Longworth responded that one-page reports on how the money came in and was spent can be created.
- g) Valdes expects more clarity on how the CARES money can be used by the end of March.

**B. Update on University Strategic Plan**

3:48 pm

Leigh Greden, Chief of Staff

[Presentation slides](#)

- 1. Greden reviewed the slides then opened for discussion.
- 2. Gray commented on the slow speed of the process for developing the strategic plan. It has been 24 months since faculty were appointed to these committees, with no updates until this point.
- 3. Barton mentioned that in 2004 Kirkpatrick proposed the idea of having a strategic plan, but after all these years the Strategic Plan is neither strategic nor a plan.
- 4. Zakrajsek commented that there has been a lot of conversation about the goals of the university, however there is a lack of actual momentum or movement toward achieving the goals.

**C. Academic Affairs Strategic Planning (Longworth)**

4:25 pm

Discussion on list of strengths and themes

- 1. Strengths: Accessibility, Small campus feel, Student/Faculty Ratio, Undergraduate research , science facilities, links to local K-12 districts, academic teams, community engagement, affordability
- 2. Themes: Promote student wellness, engagement, success. High quality academic programs. Conduct and disseminate research that impacts the community. Model for inclusive excellence. Serving the public mission.
- 3. Pressley-Sanon commented that dedicated time for research would be helpful for faculty to meet the research theme.
- 4. Senators to share themes with their departments.
- 5. Plan to discuss feedback from colleagues and finalize themes at the next meeting.

**D. College of Engineering and Technology Naming**

4:50 pm

- 1. Board of Regents voted to rename the college to the GameAbove College of Engineering and Technology based on money donated by the GameAbove group.

2. Longworth described the process of giving by GameAbove is set by the group's timeline and sometimes happens very quickly in a week and sometimes over a year. There is a board policy on naming buildings, this policy was used to guide the Board of Regents on making the current decision to name the College.
3. Poll:
  - a) Faculty should have input on naming of colleges/schools/departments: Yes: 23. No: 0. Abstain: 4
  - b) Faculty Senate should pass a resolution supporting faculty input on naming of colleges/schools/departments: Yes: 19. No: 3. Abstain: 5
  - c) Faculty Senate Executive Board should explore whether a contract violation has occurred in the CET naming, and should pursue further action through the contractual grievance process. Yes: 15. No: 8. Abstain: 4.

VI. **Provost's Update**

4:59 pm

A. Update on course delivery:

1. First request to departments was a baseline schedule for what a normal Fall would look like with 60-75% in-person (without covid). After that is complete, then build two additional scenarios from the baseline: (1) 50/50 on-campus and virtual semester for modified distancing and (2) 20-25% in person with remaining virtual. Back-up plans due by April.
2. Summer A schedule will be mainly online. Summer B can have up to 30% in-person.
3. Fall final plan will be announced by the end of July. Best estimate right now is that faculty will be vaccinated by the end of July and the majority of students will have access by the end of August. A schedule must be published by the end of March – current plan is to publish the baseline/in-person schedule, but this is not the final decision about what Fall will look like.
4. A study is being commissioned of EMU students and faculty to determine desire for in-person or online courses.

VII. **Committee Chair Reports**

5:18 pm

- A. Update on Ad Hoc Privacy Committee (Carpenter) – tabled
- B. EEFC (Barton) – any people interested in trialing the Hy-flex classrooms can contact Daryl Barton.
- C. Tech (Evelt) – computer refresh program planning will be done in March. Senators can let their departments know that if they are having problems with their computers, they can contact their department

VIII. **Announcements**

A. Housing RFQ Update - Tabled

1. [Housing RFQ](#)
2. [Message to Regents/Smith](#)
3. [Smith Response](#)
4. [Smith 12/22/20 Response](#)

B. Campus Billboard Outsourcing Documents - Tabled

1. [Provost's message](#)
2. [Operating agreement](#)
3. [Key points document](#)

IX. Adjourn

5:20 pm

[Documents in 2/24/2021](#)

Next full Senate meeting: 3/10/21

**Topic: Faculty Senate Session 11**

**Time: Feb 24, 2021 03:00 PM Eastern Time (US and Canada)**

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