

Eastern Michigan University
Faculty Senate Minutes (approved 12/9/20)

Session 6

3.00—5.15 pm November 18, 2020 via Zoom

Present: Barton, Bavery, Brewer, Brock, Cardon, Carpenter, Chou, Corsianos, Curran, Elton, El-Sayed, Evett, Ferdousi, Flowers, Foster, Goodman, Hayworth, Judd, Lee, McTague, McVey, Millán, McCleary, Myler, Neufeld, Nims, Patrick, Pressley-Sanon, Reedy, Saldanha, Sheerin, Spragg, Waltz, Welsh, Zakrajsek.

Non-Voting Present: Gellasch, Gray, Last, Longworth, Kullberg, Kustron, Pappas, Ray, Tew.

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| I. | Call to Order | 3:00 pm |
| II. | Approval of the Agenda
Motion to approve the agenda: Pressley-Sanon. Second: Curran. Motion carries (26-0-1) | 3:01 pm |
| III. | Approval of the Minutes: 11/11/20*
Motion to approve minutes: Barton. Second: Pressley-Sanon Motion carries (26-0-1) | 3:03 pm |
| IV. | Appointments and Elections | 3:10pm |
| | A. Election | |
| | i. Educational Environment and Facilities Committee
Wanda Kent- College of Education
Motion to approve by acclimation: Pressley-Sanon. Second: McVey. Motion carries (27-0-0) | |
| | ii. Technology Transfer Committee (CHHS)
AnneMarie Kelly - Department of Health Administration
Motion to approve by acclimation: Pressley-Sanon. Second: McVey. Motion carries (27-0-0). | |
| | B. Calls for service opportunities | |
| | i. HLC Workgroups | |
| | Criterion 1: Mission. - Seeking representative from Senate – Ron Flowers | |
| | Criterion 2: Ethics and Responsible Conduct. - Mohamed El-Sayed | |
| | Criterion 3: Teaching and Learning: Quality, Resources, and Support. Michael McVey | |
| | Criterion 4: Teaching and Learning: Evaluation and Improvement. - Andrea Zakrajsek | |
| | Criterion 5: Resources, Planning, and Institutional Effectiveness. - Rob Carpenter | |
| | ii. Grad Council (appointed by College/Faculty Councils)
COB, CAS (Arts/Humanities) | |
| V. | Discussions | |
| | A. COVID-19 Response Update, Questions and Answers (Longworth) | 3:10 pm |
| | i. Campus rates had remained low, but were gradually increasing. Rather than positive cases, we were seeing a lot of “close contacts”. | |
| | ii. Reasoning for two days of course cancellation for Nov 23 & 24 – administration was trying to encourage students to return home for the remainder of the semester. To encourage this, they gave students extra time to return home and provided optional testing on campus. There was an increase in mental health concerns with students. | |

1. Question (Barton): Do we need to redo deadlines for courses that have always been online? Response was that yes courses should be adjusted. The president has the power to cancel classes, such as for snow days, and this is what he did.
2. Question (El-Sayed): Why wasn't Faculty Senate, or at least the Senate leadership, consulted prior to making an academic decision by canceling classes? Provost responded that the timeframe for the decision needed to be made in a short period of time that they did not have time to consult Senate. Provost agreed that in the future there needs to be a way to obtain input even in short time frames such as this.
3. Question (Neufeld): Faculty felt blindsided by the cancellation of classes. This created pedagogical issues for faculty around scheduling, testing, timing of class and increased their stress when many are already having a hard time. Faculty did feel better after getting the Provost's email message, but felt that should have come at or before the general information email. What do faculty do regarding scheduling of assignments and testing? Response from the provost was that the cancelled days should be treated the same as snow days, where only the meeting of classes is cancelled, assignments can be collected, but leniency is encouraged.
4. Question (Judd): Is there clarity on whether and how faculty and research students are allowed on campus? Response that an email was sent from Wade Tournquist regarding what on-campus research can continue. Currently, we are at Phase II. Anything that is time sensitive and can't be conducted remotely it could go through the process to get on-campus access.

B. Update from Human Resources on Leave Options and Support 3:28 pm

Brett Last - Associate Vice President and Chief Human Resources Officer

Brian Pappas - Assistant Vice President for Academic Affairs, Academic Human Resources

- i. Reviewed presentation on leave options related to the coronavirus. Currently, the Families First Coronavirus Response Act is set to expire on December 31. It is unknown if there will be an extension of the act.
- ii. Child care leave (Emergency FMLA) is concurrent with FMLA, not an additional bank.
- iii. Question (Gray): How is the leave time calculated, would only teaching days be counted or all days Monday to Friday regardless of teaching days? Response that leave time is calculated individually for each employee. Mary Linblade would meet with the individual to determine the amount of time available and how much needs to be used for the specific situation.
- iv. Faculty are encouraged to reach out to Mary Linblade with questions regarding options for leave.

C. Discussion of Faculty Needs in a Pandemic Impacted Winter 21 Term 3:45 pm

- i. Barton: If we continue with remote learning in the winter semester, clarification or clearer guidelines, on what classes are truly exceptions. For example, if a course has been taught online by another faculty member, then that class shouldn't be granted an exception because another faculty member prefers teaching in person.
- ii. Brock: Would prefer continuing teaching remotely.
- iii. Neufeld: Administration to provide faculty with a "cheat sheet" for resources that are provided to students, for example internet/computer issues, CAPS, etc. Colton Ray (student

government VP) provided this resource:

<https://www.emusg.com/local-on-campus-resource-guide> . Also, if you don't know what resource to provide to a student, the Dean of Students office is the first contact for resources for students. If it is an emergency, contact Ellen Gold directly.

- iv. Flowers: Access to resources that are available in faculty offices, but aren't available at home. Response that office computers can be checked-out and taken home.
- v. Carpenter: Is there an easy access location for students who are struggling with computers or internet access/bandwidth? There is a check out program for Chromebooks through Dean of Students. For internet access, there are drive up access points, as well as the library, REC/IM will remain open. IT has a map of high speed internet access, at low or no cost. Provost will have that posted again for reference.
- vi. Carpenter: Concern about the need for a "mental health break" in the winter semester now that the winter break week has been cancelled and the issue of rising concerns as the semester continues. Provost is considering having additional mental health break days in the winter semester, but has not yet determined the dates of these.
- vii. Zakrajsek: Cancellation of classes for mental health without notice actually increases the stress for some students, for example those in accredited programs who still need to demonstrate competency before the end of the semester and were counting on that class time. Scheduling mental health days ahead of time so students and faculty can be prepared is preferred.

VI. **New Business**

- A. Pass/Fail and Extended Drop Deadline Proposals (Elton, Academic Issues) 4:45 pm
 - i. [Context for proposal from Provost's Office](#)
 - ii. [Recommendation from Academic Issues](#) – committee supports extending the course withdraw deadline for Fall 2020; committee does not support extending the pass/no pass deadline.
 - iii. Provost explained that many universities are extending the pass/fail deadline to allow students who weren't sure of their ability to be successful in the current format of online learning and this would give them the ability to make adjustments.
 - iv. Saldanha commented that faculty in his department support both proposals, and feels that Senate should support the students by extending both deadlines.
 - v. Support for extending the drop deadline: 97% yes, 0% no, 3% abstain.
 - vi. Support for extending the pass/fail deadline: 77% yes, 16% no, 6% abstain.

VII. **Committee Chair Reports**

5:01pm

- A. Update on Zoom Policy (Evet, Technology Issues) – developing language for syllabus based on other universities.

VIII. **Provost's Update**

Tabled

IX. **Announcements**

5:03pm

- A. Information was sent to Senators regarding proposed changes to the calendar. Send any feedback to Kristi Judd and Konnie Kustron for the Calendar Committee to review.

- B. If there are any suggestions on how to support faculty in the Winter semester, send them to the Faculty Senate email.
- C. Next Senate meeting: 12/9/2020

X. **Adjourn**

5:05 pm

Topic: Faculty Senate Session 6

Time: Nov 18, 2020 03:00 PM Eastern Time (US and Canada)

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