

Eastern Michigan University
Faculty Senate (approved 10/19/22)

Session 3

3:15—5:15 pm October 5, 2022 via Zoom

Attending: Corsianos, Soltani, Flowers, Waltz, Curran, Reedy, McVey, Simoes, Winning, Ferdousi, Brewer, Evett, Putzu, Millán, Braun Marks, Pressley-Sanon, Lee, Gray, Chawla (guest), Elton, McCleary, Walsh, Beilfuss, Pawlowski, Welsh, Bavery, Neufeld, Longworth (guest), Barton, Spragg, Foster, Lovence, Carroll (guest), Pernecky (guest), Ashur, Carpenter, El-Sayed, Porter-Szucs (WL alternate)

- I. **Call to Order 3:15pm**
- II. **Approval of the Agenda** Moved by Pressley-Sanon, seconded by Millán. Passed 21 for, 0 against, 0 abstaining.
- III. **Approval of the 9/21/2022 Minutes** Moved by Pressley-Sanon, seconded by Winning. Passed 19 for, 0 against, 2 abstaining.
- IV. **Appointments and Election**
 - A. Appointments:
 1. VP for Enrollment Management search - (one faculty rep): Suzanne Gray nominated by Barton, seconded by Welsh. Appointed unanimously.
 2. University Retirement Planning committee, faculty representative - Noel Brock volunteered. Motion to approve by Barton, seconded by Pressley-Sanon. Appointed unanimously.
 - B. Contested Elections (given in order of occurrence):
 1. Public Safety Oversight Committee - 1 opening, 1 alternate (any college) -
Nominees: Daryl Barton (COB), Kevin Karpiak (CAS), Jessica Swan (COE), Michael Switzer (CHHS)
 - a. Election winner: Karpiak, runner-up Barton is alternate
 2. Academic Calendar Committee - 1 opening (any college) -
Nominees: John Carbone (CHHS), Ratan Dheer (COB), Qin Hu (CET), Quentin Hunter (COE), Steven Ramold (CAS), Zuzana Tomas(CAS)
 - a. Election winner was tied between Carbone and Tomas. Runoff will be held later (did not occur at this meeting)
 3. CAIARE - 1 opening (any college) – [Nominee Information](#)
Imandeeep Greewal (COE); Ben Ilozor (CET); Meriah Sage(CAS), Rachel Radina (COE); Sadaf Ali (CAS)

a. Election winner: Ali.

4. Faculty Development Center Advisory Council (FDCAC) - 4 openings (CAS - Humanities; CAS - Natural Sciences; 3-year At Large; 1-year At Large) – Nominees: Steve Krause (CAS - Humanities); Cam McComb (CAS - Humanities); Matthew Cook (CAS - Natural Sciences); Brigid Beaubien (COE - 3 yr at large), Annemarie Kelly (CHHS - 3 yr at large); Jennifer Desiderio (COE - 1 yr at large); Omar Darwish (CET 1 yr at large)

a. Election winners: CAS Humanities-- McComb , CAS Natural Sciences -- Cook, 1-Year At-Large Desiderio. Tie between Beaubien and Kelly for 3-Year At-Large. Runoff to be held later.

5. Academic Issues Committee - 2 openings (CAS, CHHS) – Nominees: CAS - Grigoris Argeros (SAC), Michael Koscielniak (G&G) (No CHHS member yet)

a. Election winner: Argeros.

6. Faculty Senate Budget and Resources Committee - 2 openings (CET, COE)
Nominees: Rob Carpenter (COE), Tierney McCleary (CET), Suleiman Ashur (CET)

a. Election winners: Carpenter (COE) and McCleary (CET).

C. Uncontested Elections. Carpenter moved to appoint all candidates, Barton seconded. Passed unanimously.

1. Intercollegiate Athletics Advisory Committee - 3 openings (Library, CHHS, COE) – Elected: Jackie Wrosch (Library); Tony Moreno (CHHS); Saly Burton-Hoyle (COE).

2. Gen Ed Subcommittee on Assessment - 2 openings (Humanities and Natural Sciences) – Elected: Melissa Jones (CAS Humanities). Natural sciences position still open.

3. Human Subjects/IRB - 1 opening (Psychology) – Elected: Elizabeth Neilson (Psychology).

4. Technology Transfer Committee - 1 opening (CET) – Elected: Ben Ilozor (CET).

5. University Budget Committee (UBC) - 2 openings (COE, CET) – Elected: Phillip Caldwell, II (COE), Vijay Mannari (CET).

D. Seeking nominations for:

1. [Faculty Senate Standing Committee Chairs](#) – Student Issues, Graduate Council

2. [Academic Issues Committee](#) – CHHS

3. [Honors College Advisory Council](#) – CHHS

4. [Gen Ed Subcommittee on Assessment](#) – Natural Sciences

V. Discussions

A. Provost's Update

1. Faculty Senate Bylaws have been signed by the Provost.

2. Strategic planning steering and subcommittees update

a. The subcommittees and steering committee will meet soon; this will be the first time for the steering committee. Staffing turnover in the Provost's office led to delays but we are now back on track.

3. VP for Enrollment Management search (timeline)

a. Using a national search firm for the position. The Provost wants to encourage recruitment of students groups other than traditional freshmen.

Q: Will the enrollment manager report to the Provost? Without this, isn't the link between enrollment and retention broken?

A: The enrollment manager will be invited to attend the Provost's leadership council, but will not necessarily report to the Provost. Universities differ in terms of how they structure enrollment management relative to the rest of the administration. The search committee can adjust the job description to emphasize retention. Faculty meetings with the Provost and President are also important for input in this regard.

The Provost wants to include the graduate committee in the search process.

Q: Please comment on our progress in attracting non-traditional students. It seems like there has been a decline in their presence on campus. Flexibility in scheduling, like night classes, would seem to help.

A: Age diversity has declined post-COVID, in part due to pressure to provide care for children and parents, and also the labor market is strong. It is hard to know what the level of enrollment we should aim for is. We need to think more about non-traditional students. Some of our applicants have attended 4 or 5 other schools already. Night classes went out of favor with older students for a while. Perhaps this is changing with different course modalities. We could use more data.

Comment: The Provost's office is making good moves, but it seems like Dean's can undermine its efforts.

A: We are moving towards providing more reporting, auditing, and check-ins around University strategy and policies.

4. Compensation for FS summer meetings (May 18 and August 10)

a. There was turnover in HR leading to delays. The pay is approved but it will be some time (perhaps a month) before paychecks reflect it.

5. DPS 2016 policy re demonstrations on campus –

a. Perhaps we should invite relevant individuals to discuss at a later meeting or in subcommittee (e.g. student affairs, academic issues, or an ad-hoc committee including 3 or 4 admin members)

b. The latest revision was in 2017 but the overall policy is older; the language reflects safety concerns raised at the time. This policy is overseen by Events Management, which has moved around the organization chart. The policy was taken down from the website in 2019 since we were not allowing group gatherings.

c. With regard to the police coming to the union negotiations in August, the Provost would like to emphasize that the police should enforce laws but not university policy.

6. COVID dashboard available only through IRIM. It is increasingly hard to get accurate data due to home testing; the numbers are self-reported. EMU admin still meet with WC health for their recommendations.

Q: Policy on vaccinations?

A: Washtenaw county wants us to wait on requirements due to insufficient supply of omicron-variant boosters. We are talking about o- campus clinics but they are not set up yet. Will continue to send messages about masking.

7. Board of Regents engaging faculty – We need more engagement from campus constituencies at Board of Regents meetings. Would like more faculty and students to attend and participate in the open-microphone sessions.

B. Jim Carroll – Budget presentation - [Budget - Fall 2023](#)

1. Block tuition improved revenue by \$20 million, which went mostly to buildings and grounds. 60% of credit hours were online. We did not hit our enrollment projections in the budget. The state appropriation was not as high as originally proposed by the governor, leading to about \$2.3 million less than planned for.

Q: Where did HEERF funds go?

A: They are present in the presented numbers, which for 2022 actual figures focuses on academic and human affairs only. The 2023 budget is included, but HEERF funds would not appear in the budget. They do appear in actual expenditures, e.g. through student aid.

Q: Is it really true that instruction brings in 69% of revenue, and accounts for 29% of expenses?

A: Yes, though this does not include support for instructors nor financial aid

Comment: (Provost) graduate and international students provide an opportunity to expand enrollment, since we are so tuition dependent.

C. Ron Flowers – Discussion of mental wellness of EMU students

- a. Mental health issues often manifest at college age. Communities and circles of caring seem to provide the best support for student wellness. Ideally, disciplinary issues should trigger case management.
- b. Would like to build circles of care into EMU’s institutional culture. This is still in the beginning stages, and Flowers has contributed funds towards this end.

Comment: (Provost) EMU does have a case worker, but there is more work to do here. Look at the Dean of Students’ website to see what we have now.

D. Sonia Chawla - [Responsible Conduct of Research Policy](#) and [Chart](#). This presentation was deferred to the next meeting.

VII. Committee Reports : 4:45pm

- A. Graduate Council (Flowers). There were several issues addressed by the GC winter semester. Among those discussed at the FS meeting:
 1. Minimum hours for combined graduate and undergraduate programs.

- a) Graduate school policy sets minimum values; programs can do more. We talked about reducing the current minimum of 142 in combined programs, but the amount of decrease was not determined. Ideally the remaining hours will be a multiple of 3.
- 2. Required transcripts for graduate school applicants
 - a) Applications are currently not be passed on to departments until all of a student's transcripts have arrived, but many applicants have course experience from several institutions. Arrival of multiple transcripts creates delays. GC recommends that applications be forwarded to departments when the transcript from the highest *completed* degree (e.g. a B.A.) arrives.
- 3. English-as-second-language tests. Allowing online testing.
 - a) Many testing organizations switched to online during the pandemic. We accepted online language tests. The testing industry still wishes to do this. The concern was that this would limit our student pool. GC consulted with the departments with lots of international students, and looked at online security for such tests.

Comment: I am involved with assessment of TOEFL. MY colleagues and I were consulted by GC but we did not approve use of some services such as DuoLingo or TOEFL "light", which is in the list suggested by the GC. Did FS vote on any of these changes? These are not academic tests—they primarily test conversation skill. The vocabulary and cognitive load for academic work is much higher. We would like international students to take an on-campus assessment (2 hour test) when they arrive on campus.

Comment (Corsinaos). Let us take the written policies provided by the GC back to our departments for feedback.

VIII. Announcements

<https://www.emich.edu/facdev/learning-communities/faculty-support-group.php>

The Faculty Support group met for the first time on Monday, October 3 in the Collaboratory of the Faculty Development Center (109 Halle), and will meet every other Monday going forward. Dr. Quentin Hunter of the Department of Leadership and Counseling will be facilitating this group, in order to give faculty an opportunity to talk about current work challenges.

IX. Adjournment 5:20 pm