# Faculty Senate Minutes
## (approved 12/7/2022)
### Session 6
3:15—5:15 pm, November 16, 2022   via Zoom

Attendance:  Banerji, Gray, Corsianos, Curran, Barton, Braun Marks, McVey, Pressley-Sanon, Ashur, Waltz, Simoes, Kindred, Nation, McAllen, Beilfuss, Baker, Foster, Welsh, Baker (guest), Winning, Lee, Walsh, Neufeld, Longworth (guest), Ferdousi, Brock, Carpenter, Putzu, Chawla (guest), El-Sayed (guest), Barragan, Spragg, Millán, Proulx, Heck, McCleary, Pawlowski, Brewer, Woolf (guest), Lauterbach (guest).

I.   Call to Order    3:20 pm

II.   Approval of the Agenda   Moved by Carpenter, seconded by Pressley-Sanon.   Passed 25 for, 0 against, 1 abstaining.

III.   Approval of the Minutes from 11/02/2022   Moved by Putzu, seconded by Millán.  Passed 23 for, 0 against, 3 abstaining.

IV.   Appointments and Elections

A. Appointments:

i. Educational Environment and Facilities Committee -

Metaphor Brown, SAG (CAS)

ii. Strategic Enrollment Advisory Committee

Noel Brock, Accounting, Finance & Information Systems (COB)

iii. Gen Ed Student Success Committee

Krish Narayanan, Computer Science (CAS)
Melissa Jones, English (CAS)
Rusty McIntyre, Psychology (CAS)
Jessica Elton, CMTA (CAS)
Metaphor Brown, SAG (CAS)
Suzanne Gray (Library)

Vote to approve all appointments:  Passed 26 for, 0 against, 0 abstaining

B. Elections:

i. Writing Intensive Subcommittee of Gen Ed

CHHS (2 nominees)
-   Teresa Mortier - Health Sciences

- Minnie Bluhm - Health Sciences

Winner: Bluhm (vote 12 to 9 with 6 abstaining)

C. Vacancies:

- Gen Ed Subcommittee on Assessment (GESA) (Natural Sciences) - GESA Nomination Form -
- Strategic Enrollment Advisory Committee (CET Member) - Nomination Form

V. Discussion
   A. Provost's Update

   i. committee to revise Campus Protests/Unrest Procedures (timeline)
         a. We have full committee membership, first meeting after Thanksgiving break.
         b. Expect recommendations by end of winter
   Q: What is the committee's composition?
   A: 2 administrators, 2 staff and 4 faculty

   ii. Strategic Planning subcommittee reports
         a. The current deadline is Nov 30th, but reports probably will not done until the end of the semester.
         b. The provost will consider the feedback from FSEB about the process.
   iii. Scooters on campus - update on proper use information
         a. EMU website has been updated to emphasize no ride and no parking zones.
         b. Expect an email from Walter Kraft to campus community on the same issues.

   Q: The scooter contract seems to say you can ride on the sidewalk?
   A: We have paths approved for golf carts that the scooters might also be allowed to use; it is unclear.  Will try to clarify in the email.

   Q:  Who do we contact about clearing scooters in a timely fashion when they block access ramps?
   A: Will add information about this to the email.

   Q; How do we enforce our contracts with private service providers? For example, making sure alcohol and marijuana ads do not appear on campus billboards (alcohol ads have appeared recently.)  What are the consequences for vendors who violate a         contract?

   A: Different people are responsible for different contracts, and there is a responsible person for each. For example, the provost is responsible for monitoring academic contracts, (such as vans for biology department).  The provost's office uses a compliance matrix.

   Walter Kraft has been notified of the alcohol advertisement that ran.  You might invite him to discuss further.

   Q: What is the consequence for scooter violations?

A: Some are ticketable, but it depends are the nature of the violation.  Community responsibility discussion would come before remediation.

iv. Parking garage update
a. Review of condition of the garage:  we are waiting on the report in the next few days from independent engineers.  Supposedly the review has been completed.
b. There is disagreement with LAZ about how safe the lower floors are, which is why EMU pursued the review.

v. Annual programs diagnostic process - update and information
a. So far the discussions have been fairly relaxed (three departments have had their meeting so far.).  The provost believes they have been enlightening and productive.

b. The provost's office will provide FS with a copy of the minutes from these meetings.
Q:  Who is invited to these meetings, and what is the format?
A: The meetings are in person. The administrative team is the provost, Evan Findley, Sherry Bumpus, the relevant dean and department head.  Also all AVPs are invited, as well as all leaders and faculty in the Department.

vi. Update on searches and timelines
a. Chief Diversity Officer. Will make a national search in winter semester, for a start date in fall 2023.  CDO will report to the President, and elements from academic affairs have moved to that office.

Q: What is the composition of search committee, and will the committee help define the position for the job posting?

A:  The structure is not set yet.  We have a job description from the previous search.  Expect the committee will review the job description.

b. LGBTQ Resource Center Coordinator.  Have done first round of phone interviews; on campus interviews will not be completed until next semester.

c. VP Chief Enrollment officer. There was a first meeting today for the search committee.

d. Associate Provost and Assoc. Vice President for Academic programs, & Associate Provost and Assoc Vice President for Graduate Studies
We will talk about the position description for these two after Thanksgiving, as well as possible faculty associate roles.

e. Title IX Director.  The president's office is coordinating this since it falls under CDO.  The process is active.  Mary Murphy is faculty member on the committee.

B.  Research Compliance Officer Sonia Chawla - response to faculty questions

Responsible Conduct of Research Policy and Chart;

Input Request and Rationale

-Summary of main concerns by faculty

Responses to the faculty concerns (numbering reflects the document linked above):

1.  Lack of clarity was a concern.

A: Chawla did not want to bring a completed plan, intending to give faculty more say in the final form of the plan.  Chawla is happy to provide a more concrete plan if that works better, but is open to anyone who wants to help with this.

2. Lack of clarity about how this interacts with IRB.

A: This is not human-subjects training.  Responsible research conduct covers several areas.  In addition to human- and animal-subjects issues, we must address data management, collaboration, publication ethics, security, safety.  Individuals will only take relevant training; some will have to do IRB and the other pieces.

3.  EMU's IRB training is not recognized by other institutions.

A: It can be, it varies.  This is not a primary concern for us internally. E.g. CITI for IRB has a large market share, which is why it is easily accepted.  But not every university uses it. EMU will recognize training you do based on collaborations with other universities (but EMU will not pay for it, though you may be able to do it via the other institution's log in).  The syllabus for our training can be shared with other institutions.  We believe our training is more relevant and engaging than CITI, which charges about $5,000 per year.

4. Concerns about how this training could be effective/helpful given the diverse scope of research and creative activities and how these satisfy "compliance" expectations

A.We would like this training to be a baseline that covers all parts of the university

5. Concerns about whether more clarity around research compliance can actually be achieved (e.g. there is no agreement across universities on what constitutes "plagiarism" or what constitutes "safe record keeping"

A. There actually is consensus and identified best practices in several areas across universities

6. Most faculty and students do not apply for external funding, and many students take   courses on research compliance.

A: The purpose of the policy is to create a baseline that covers all parts of the university.

7. The training is not clearly relevant to the non-sciences.  How would this training be relevant to those not in the sciences; how would this training be relevant to faculty in the humanities or fine arts for instance.

A: We want the training to be modular and relevant. We are open to talking about what this will entail for different groups.  Would like to work with faculty to see what is most helpful for different disciplines.  For instance, perhaps faculty in the humanities may need 2 or 3 modules to cover areas that create a baseline; whereas faculty in the sciences may need 6 or 7 modules, for example.

8. Would a new hire have to do both kinds of training?
A: We could carve out a workshop about external funding for new hires that will count without requiring them to duplicate effort.

9. Time commitments?
A: The intent is that most modules will be 90 minutes or less. We can have online modules, and things can be done piecemeal. Hopefully time will not be a deterrent.

10. Shouldn't this be a requirement only for those receiving external funding?
A: Last year there was an allegation of misconduct, namely plagiarism in a grant application by an EMU faculty member. At the end of the investigation, EMU had to provide a list of corrective actions for the university. We suggested just those applying for external funding would need to be trained, but the training needs to be more generally applied. It must be done before submission of a grant, so before any funding is received.

11. How often must the training be renewed?
A: Every 4 years.

12. Why was the granting organization that wants this training not identified?
A: It would be too easy to identify the faculty member from the agency.

Q: How can faculty reach out to participate?
A: (Corsianos) We would like to wait to call for faculty participation until faculty have had more time to review the information from today.

Q: What is the implementation timeline?
A: There are layers. Ideally, we would have online modules for faculty applying for external funding by July 2023. Certainly, by fall 2023. Other training modules could be rolled out after that.

C. President Smith will be attending our FS meeting on December 7 at 3:15 - Questions?

Plan: In interest of time, will not discuss now, but please send your questions to the FSEB by next Wednesday.

D. Academic Issues (Gray) -
   i. Defining and clarifying online/hybrid/hyflex course offerings (time sensitive)
   Plan: Please review and send feedback directly to Gray by Friday.

E. Resource Guide by the Faculty Senate's Committee for Action on Intersectionality, Anti Racism, and Equity (CAIARE)
      Supporting EMU Diversity: Faculty Resource Guide

**VI.** Guests

   **A.** Dr. Lisa Lauterbach, Director, Counseling and Psychological Services - slide presentation

i. There are 10 permanent staff, including the Director; as well as 12-14 trainees and 8-10 graduate students.   Often understaffed.

ii. Serve only Eastern students.  Short-term treatment model; 12 sessions per year.    We do referrals to community for longer-term treatment; try to bridge the gap.

iii. There is after-hours phone service with information on local resources here.  We get notes at CAPS from the calls.

iv. We work as primary care clinic; there a limited crisis appointments.  Call us and tell what is going on with your students.

V. We do have to use triage. 925 different students were seen last year; during the school year there are typically 150-225 appointments per week.

Q: What outside organizations do you partner with?

A: We work with Active Minds (student org.); NAMI partnership peer support for students of color; and Washtenaw County Crisis team

Q: Are there support groups we can send students to?

A: NAMI will roll out winter term. COBO for those coming out; Not the Perfect Family group. We struggle to offer groups for graduate students, and sexual assault survivors.

Q: Biggest challenge helping students in crisis?

A: Understaffing. We have improved but we really need more personnel, e.g. more therapists of color.  Telehealth has reduced barriers for some students.

Q: What is the usual wait for an appointment?

A: Usually a couple of days this semester; it can rise to 2 or 3 weeks some years.

Comment:  Faculty can promote support groups and other services. Contact CAIARE and we can push out information and suggested syllabus language.

**B.** Sean Woolf, Associate Director, Office of Wellness and Community Responsibility

i. There is a psychological underpinning to how we help students understand their behavior and how to recover or improve upon it, forming an action plan in lieu of proceeding to a formal hearing.

Q: Does not any interaction with your office go on the disciplinary record?

A: A finding can still appear on the disciplinary record, even without a formal hearing; but first time drug and alcohol offenses are not recorded. Title IX issues must be reported.  Academic       fraud probably should be recorded.  It is complicated because of various compliance    requirements.

ii. We also run "How to be Heard" skill-building workshops for conflict resolution.

iii. We encourage use of cognitive behavioral therapy and meditation apps, and habit building apps.

iv. Presentation truncated: The rest of the report is deferred to the next meeting.

**VII.**    Adjourn   5:34 pm