

Faculty Senate Minutes

Session 12

(approved 4/3/24)

Wednesday, March 20, 2024 (zoom)

3:15-5:15 pm

Attending: Corsianos, Longworth (guest), Curran, Elton, Pressley-Sanon, Ferdousi, Marino, Winning, Bruya, Putzu, Pawlowski, Soltani, Edwards, Narayanan, Millán Serna, Ramsey (guest), Flowers, Carpenter, Jefferson, Beilfuss, Walsh, Neufeld, Carroll (guest), Lee, Welsh, Foster, McCleart, Simoes, Barton, Gray, El-Sayed (guest), Fields (guest), Ashur, Barragan, Spragg.

- I. Call to Order 3:18 pm
- II. Approval of the Agenda moved by Pressley-Sanon, seconded by Welsh. Passed 21 for, 0 against, 0 abstaining.
- III. Approval of the Minutes from [03/06/2024](#) moved by Pressley-Sanon, seconded by Winning. Passed from 19 for, 0 against, 2 abstaining.
- IV. Appointments and Elections (Elton)
 - A. Title IX Hearing Pool seeks volunteers to serve as Advisors or Hearing Panelists.
[Volunteers/Nominees](#)
 - i. Twelve faculty members have volunteered to serve. There will be a total of 6 volunteers sent forward in the final hearing pool.
 - ii. To diversify the pool, we are asking that you select 1 from CET, 1 from CHHS, 1 from COE, and 2 from CAS. Marilyn Corsianos is the FSEB appointee.
 - iii. Winners: FSEB –Corsianos ,CHHS –Lovenice, CET–Mohd, COE—Palladino, CAS–Johnson, McMahan
 - B. Ongoing Vacancies
 - i. Faculty Senate Budget and Resource Committee (FSBRC) – 1 faculty member from CAS-Sciences and 1 from CAS - Arts
- V. Provost's Update

A. Have had SOAR events in the last two Saturdays. The dates were moved up to be competitive with peer schools. Reasonably well attended given FAFSA delays (EMU has received only six!). Almost 300 have registered. We have made institutional scholarship offers already.

Q: Will FAFSA delays lead to delays in deciding whether to cancel classes for fall?

A: So far, the provost does not believe there will be a scheduling effect.

B. Transfer applications are up. Budget is roughly 80% tuition based –Carroll will talk about this further today.

C. Will talk more about retention once we have the report from the strategic planning committee.

D. Distinguished faculty awards were yesterday –thank you for the FS committee’s work (Welsh et al.)

E. Budget overview (Carroll)

i. We are hopeful that our enrollment will not decline in the next year; with a similar mix of credit hours, the budget should be stable.

ii. Likely to get a small increase in state appropriation, and we should be OK relative to tuition increase caps.

Q: What is the amount of the payment received from Centrio?

A: (Provost) Will try to get an answer during the meeting.

Q: Do we have any projections for undergraduate international student enrollment?

A: the model does not break out international students, we work with percentage change against the whole student body. However, we are up 14% in international applications. We cannot control visa applications or approvals. We (provost) can try to get data on international enrollment trends at EMU.

Q: How does tuition work for out of state or international students? How can we find out what our graduate program charges?

A: For undergraduates, the cost is the same regardless. For graduates there can be differences, though these are often waived. Program-based graduate programs have more uniform fees than credit-hour based programs. For the latter, you can use the tuition calculator on the student business services’ webpage.

iii. To finalize the budget, we need more information, in particular what the results of faculty searches are, and how many faculty will separate based on voluntary phased retirement. Most of the other numbers are stable. Financial aid and capital budget are settled. We may not know the state appropriation until after our fiscal year starts (our budget year ends in June, the state’s in September.)

iv. (Provost) Our budget is inflexible since cost depends mostly on personnel. We are facing enrollment pressure for FTIACS from “brand” schools like University of Michigan. We can

improve budget most effectively by improving retention and graduation rates. And by getting more returning students and graduate students.

v. A 1% change in FTIACS is an impact of \$500k; in 1% change in retention has twice that. Note the student pool is still shrinking nationally.

Q: Do we have numbers on how students leave, i.e. whether they drop out or transfer?

A: We do have national clearing-house data from before the pandemic. We have ordered longer-term data, but we do not have post-pandemic data yet. We believe there will be shifts in the pattern post-pandemic. Before the pandemic we know that 1/3 of leaving students transferred to 4-year school, 1/3 went to a 2-year school, and 1/3 dropped out.

vi. Plan to touch on budget in each of the next FS meetings before summer. Please let us know what data you want.

vii. Job postings for an undergraduate studies director and an AVP for graduate studies will be sent out to campus today. External posting will be by Friday. Advertisements will roll out soon.

viii. Final policy on course modalities: Want one more discussion with AI committee before finalizing. Changes would be in effect for Winter 2025 as a target.

Q: We lost \$6 million from the state with the line-item switch in the state budget last year. Any possibility of getting that back?

A: We are lobbying to get it back and hope to get some of it. Last year the state decided that if you got capital budgeting (Roosevelt), you could not get line-item budgeting for administrative projects. All state universities will be pushing for this. However COVID funding has run out.

Q: Would more online classes help or hurt number of returning students?

A: The provost believes a substantial proportion (75-80%) of classes for first two years of enrollment should be in person. Students need encouragement to get them involved and benefiting from the campus environment. For upperclassmen, we need to have predictable patterns of course offerings. For graduate students, we may be forced to do more online programs (not just courses) for market reasons.

Q: How off are we from 75-80% you mentioned?

A: About 5%. The main student frustration is for inconsistent shifting from in-person to online.

Comment: University of Wisconsin is shifting most of their satellite universities to wholly-online courses. There is a lot of value to meeting in person, but students are on the phone a lot when meeting in person.

Response: We need to pay attention to what we see happening in class, and adapt to address concerns. The FDC is working on how teachers and learners can work together.

VI. Joint Task Force on Student Mental Health and Wellness update on progress (Ron Flowers)

A. Started meeting in November; will do a student survey from April 8 to May 6.

B. Survey data show student mental health has a significant impact on retention; the data will be included in the Task Force's report.

C. Partners include the JED Foundation, and the Healthy Minds Network research group at University of Michigan.

D. HMN will tailor the survey to reflect EMUs demographics (e.g. asking about work hours). They are producing the survey in April, and will assess again 4 years later.

E. We will do student focus groups in the fall, after which we will develop a strategic plan.

F. The project is funded from a variety of sources.

Q: One concern is how do we help neuro-divergent students? Are you getting data about this through the survey?

A: Yes. We already are discussing ideas on how to help neuro-divergent students, and helping students with substance abuse, and in other areas.

Q: Does it cost any money to do this survey; how much? Once you have analyzed the data, will there be staff available to implement changes (e.g. counseling staff is underfunded)?

A: The partnership with both groups costs \$60,000 for the 4-year commitment (\$30,000 now and \$30,000 at the end). University funds and charitable collections are splitting the cost 50-50. Some of the money collected will go towards programming as well. This includes the survey, analysis, and access to other universities' policies and analysis. We will need to do a budget analysis and need to address this with the BoR. But we know we cannot provide counseling on all levels for everyone.

Q: When will the analysis of the survey be available, and shared with FS? Discussions will be important.

A: We will bring all information to FS and administration so we can develop an action plan. We need to hear the student voice.

VII. Old Business

A. Shared Governance survey. 244 responded, 166 of which were faculty. The in-person workshop is April 15 from 10am-2pm. Please come if you can.

B. Campus Master Planning Document - [Campus Planning Survey - Google Form](#)
Senators are asked to submit forms by March 20.

VIII. New Business

A. Committee Reports:

i. Student Issues (Brewer)

Brewer will be the faculty representative on the ombuds search-committee.

ii. Budget and Resources and UBC (Carpenter)

Jim Carroll's presentation summarized the issues we have been looking at. We meet next week.

iii. Privacy Committee (Carpenter). We are completing our white papers on university contracts.

iv. Committee for Action on Intersectionality, AntiRacism, and Equity (Neufeld)

We are working on a white paper about the disproportionate effect of course review forms. We recently received the report summarizing the work of the joint union/administration committee that looked into this.

v. Graduate Council (McCleary)

At our Friday meeting, we intend to finalize combined program input. We also will begin discussing GA allocation.

B. FS Discussion:

Q1: What do you think are the biggest challenges facing EMU currently?

Q2: What areas in Academic and Student Affairs would you like to see prioritized?

Given time constraints, we will talk generally today and break into groups at the next meeting.

i. Challenges mentioned during the discussion

a. Privatization – creates negative interaction with facilities

Comment: Do first- and second-year students really prefer on-campus classes? The private partners want them here.

Responses: Hanover data said 1/3 prefer in person, 1/3 multimodal, and 1/3 online –and that was the pre-COVID generation.

b. We lack a clear vision for who we are and who are students are.

Q: How do we develop our brand?

Comment: Historically we were the teacher-training school, but we lost that edge. Are we a commuter school? We need to decide.

c. We are very short of staff, and they are micromanaged.

Comments: Mail delivery has been cut to once a week in CET. There is only one community college liaison managing 150 articulation agreements. It affects student transfers negatively.

Comment: Using only interim administrators who never become permanent hires creates instability, and leadership remains inexperienced. We would love to see follow-up on committee recommendations and reports. The lack of follow up is related to the lack of continuity in administration.

Comment: We need mentorship for faculty in general and for faculty going in to

administrative posts.

Comment: We can only improve on the problems we are discussing by better shared governance. An absence of shared governance led to privatization.

Comment: We lose a lot of entry-level staff since there is no promotion tree. We are having part-time GAs do the work of full-time staff. And we are cutting GAs!

Comment: When a secretary leaves, there is a 6-month delay in hiring a replacement. Other institutions have a pool they can draw on.

IX. Announcements:

- A. Next Faculty Senate is scheduled for Wed. April 3 (In-person meeting)
- B. Provost Strategic Steering committee report presentation (April 3 or April 19)
- C. FS Ad hoc committee on faculty well being (April 3)

X. Adjourned 5:26pm