

Faculty Senate Minutes

Session 7

(Approved 1/17/2024)

Wednesday December 6, 2023 (Student Center, Room 352)

3:15-5:15 pm

Attending: Corsianos, Elton, Millán-Serna, Curran, Flowers, McIntyre, Gray, Thomsen, Marino, Dieterle, Narayanan, Welsh, Judd, Nelson, Longworth (guest), Fields (guest), Hamilton (guest), Ferdousi, Barton, Lee, Pressley-Sanon, Neufeld, Carpenter, Putzu, Banerji, Foster, Brewer, Spragg, Lovence.

- I. Call to Order 3:15pm
- II. Approval of the Agenda
- III. Approval of the Minutes from 11/15/2023. Tabled.
- IV. Open Forum
 - A. Bill Marino, Online Learning Librarian - Game Above funding for Text Affordability Initiative for Winter 2024 term
 - i. to consider getting a library ebook version of a title for course reading: Request form is available on the library's [Faculty/Lecturer Library Ebook Request page \(https://www.emich.edu/library/forms/ebookrequest.php\)](https://www.emich.edu/library/forms/ebookrequest.php).
 - a. Not all titles available as library ebooks
 - b. Cannot acquire library ebooks for Pearson, Cengage, or Norton titles.
 - c. If you are requiring an access code with the book, it isn't possible for the library to provide these.
 - ii. Textbook Alternative research guide (<https://guides.emich.edu/alt-texts/lib-ebooks>)
 - iii. [Comments from EMU students in our recent survey](#) (providing free readings makes students feel cared for, can improve academic performance, eases student stress, helps with equity, and more)
- V. Discussion
 - A. Provost's Update

i. Provost response - [Provost response to FS input on course modalities](#) and [-FS proposed course modalities](#)

ii. Once concern for the provost is having an online course with required in-person exams.

iii. Also concerned about hybrid scheduling in terms of break points for classification of course as hybrid (33% is the current breakpoint to transition to wholly online from hybrid) HLC says 25% online must be advertised as distance learning. (Comment: this was not in the original charge to academic issues)

iv. Hybrid or hyflex classes scheduled for peak teaching hours might not use classroom space efficiently

v. Provost would like follow-up input by April 1 for Fall '24 scheduling, but sooner is better

Comment: we still charge extra for online classes, but with hyflex perhaps we could treat students equally in terms of fees

A: another motivation would be to grow programs...e.g. Children's Lit program is joint with University of Kansas. There are historical reasons for the mix and balance of fees (which cannot be universal) due to COVID, and with changes in graduate program modalities. We are trying to eliminate them.

Comment: How we describe course classification depends on the audience (student vs. room scheduler etc.)

Q: Where does the fee money go?

A: There is an itemization available from the business office for student bills. The Canvas fee goes essentially into the general fund as differential tuition.

Comment: Academic Issues was providing input on current instructional practice, and the input was not prescriptive nor oriented towards scheduling parameters. Currently 1/3 of classes are online, and 10% hybrid.

A: Understood, and we will adopt what has been provided. But would like the committee to address further questions...

vi. Course cap requests and Curriculog (Fields). If you wish to revise a course's cap, the ability to do so has been paused, but soon (start of next week) the process will be back to normal

Q: What are the criteria for changing the course cap; is it mostly about room size?

A: We should discuss this but at a later meeting.

vii. Pregnancy and ADA: faculty will receive messages from provost's office about fair treatment of pregnant individuals (on ethical, ADA, and Title IX grounds). Also DRC will provide ideas/workshops for accommodations.

VI. Guest: Chief Diversity Officer, Dwight Hamilton

A. Have experience in DEI at several institutions: every institution is a bit different. Priorities for EMU: student retention.

B. New initiatives and features.

i. 1st generation program, foster care graduates.

ii. Working with United Way and other outside organizations; bringing in winter clothes for some of our students.

iii. Have met with CIAIRE... Still need to think about how faculty issues (academic human resources) and disability issues report and interact with the DEI portfolio.

Comment: To keep communication going, you need to make an effort to reach as many faculty as possible.

iv. Communication is key. As an example, there are a lot of students who cannot register because they are short of funds, but it can be hard to find the sources of funds available to help them even though they are often available somewhere in EMU.

Q: re CIAIRE report, there are lots of recommendations that do not get implemented (esp. outside academic affairs.) How can you advocate for these?

A: There are lots of good ideas in the report, and I have met with CIAIRE a few times. Important issues include bullying, accessibility for those with disability.

Q: How can we be supportive of students beyond basic accommodation, (e.g. improving student interaction)

A: Not in my portfolio, but we are looking for a new director of disabilities. Culture and change comes from leadership. We need to do better than compliance; individual accommodation. Starfish is valuable.

Comment: Incompletes that become F's are very hard to change. This is retention issue.

A: Being able to communicate all the possibilities with students is important

Q: Any plans to support students whose mental health issues are getting in the way

A: Agree that self-care and mental health are very important, and looked into how CAPS could support students around issues arising from the Gaza war...

A: Provost – anxiety is especially a more recent phenomenon, which presents in a different way than some of the other mental health issues we deal with (onset is faster, for example)

Q: Could we consider establishing an advisory council for DEI office?

A: Absolutely. We have already discussed setting this up with students.

VII. Additional updates from Provost's Office

A. The schedule of MLK Week events was handed out

B. EMU as served notice to break the Academic Partnerships relationship on Sept. 1 next year. Believe it will be a full departure. We will need to discuss how we will replace these services, possibly in house

VIII. Old Business

A. AGB consultant on shared governance Dr. Steven Bahls
-first meeting set for December 13 . There will be survey of all faculty and administration re their perceptions of shared governance

B. Follow up from Matthew Gregory's visit to the FS - [VS EDU HE 2023 - Employee training](#)
[VS EDU HE 2023 - Student training](#)

Two documents related to Safe Colleges attached here

i. Student Modules, and 2. Employees modules.

ii. The modules related to Title IX being purchased are Sexual Assault Prevention for Students; and, Harassment, Discrimination, and Sexual Assault Prevention modules for Employees.

iii. Implementation committee has not reviewed yet

C. University reached a resolution with all plaintiffs in Title IX lawsuits against EMU; EMU will not be making a formal announcement but will answer specific questions (see below in New Business)

D. FS and FSEB photos for FS website - [FS pic](#); and [FSEB pic](#)

IX. New Business

A. [Title IX questions re: settlement](#) (please provide your comments)

-Domestic, sexual violence top EMU's annual crime report (Eastern Echo, 11/20/2023) - University has most recorded domestic violence cases and second most rape cases out of MAC schools in 2022

<https://www.easternecho.com/article/2023/11/report-shows-emu-has-most-domestic-violence-cases-second-most-rape-cases-out-of-mac-schools-in-2022>

Comment: (Hamilton) More reported incidents is not necessarily indicative of a greater danger level, but any incident is unacceptable. We are working hard to make sure victims/survivors feel that they can report incidents...

Q: What can we do about prevention?

A: (Hamilton) There needs to be a culture change. We have to talk about what consent is.

B. December 7, 2023 - BOR meeting Faculty Affairs session -
"Faculty *Doing* Community Engagement in Teaching, Research and Service"

C. FS meeting modalities for Winter term
Will start online next term, and work in a couple of in-person meetings later in the term

D. Committee Reports:

i. Budget and Resources (Carpenter) - [FSBRC Recommendations](#)

ii. Committee for Action on Intersectionality, AntiRacism, and Equity (Neufeld) - [CIAIRE Environmental Scan](#)

X. Announcements:

A. Next Faculty Senate is scheduled for Wed. January 17 (zoom)

XI. Adjourned 5:21 pm