

## UTC Faculty Senate Meeting Minutes January 18, 2024

**Presiding:** Faculty Senate President Donald Reising

**Minutes:** Faculty Senate Secretary Hannah Wakefield

*(attendance follows the minutes)*

### 1. Call to Order

- a. President Don Reising called the meeting to order at 3:10pm.

### 2. Approval of the Minutes from the November 16, 2023 Meeting

- a. Dr. Sarah Einstein moved, Dr. Darrell Walsh seconded. Minutes approved 35-0-1.

### 3. Administrative Report- Chancellor Angle

- a. **Strategic plan:** Administration is in the process of establishing a timeline and forming a committee during the spring semester. Over the summer the committee will be dealing with metrics and getting an idea of where the university is headed. Vice Chancellor Bryan Johnson is leading the project, and he will update Faculty Senate at the next meeting. The committee will seek input from students, faculty, and staff in the fall with the hope of establishing a plan by the end of 2024 and presenting that plan to the UT Board of Trustees at the February 2025 meeting.
- b. **Vice Chancellor for Research:** Dr. Joanne Romagni has returned to the faculty. Dr. Reinhold Mann will serve as Vice Chancellor for Research for two years. Early in 2025 a national search will be conducted with the hope of having a permanent Vice Chancellor in place by January of 2026. Chancellor Angle thanked Dr. Joanne Romagni and expressed confidence that UTC is positioned to make real progress under Vice Chancellor Mann's leadership. The graduate school is being moved to report to the Vice Chancellor of Research office. Dr. Ethan Carver will serve as Interim Dean of the Graduate School.

### 4. Unfinished Business

#### a. Preferred names in email system – Dr. Hannah Wakefield

Dr. Wakefield reminded Faculty Senate of the issue raised by a faculty member that students' preferred names are not automatically appearing in the email system. She shared that a faculty member had collected some feedback and suggestions on the issue and that this information has been passed along to Vice Chancellor Vicki Farnsworth. The hope is that some of these issues can be resolved with the change to a new central information system in the near future.

#### b. Building-specific training for active shooter situations – Drs. Reising & Wakefield

- i. Dr. Reising reported that he has been in conversation with Associate Dean Brett Fuchs to engage in a safety walk in conjunction with Faculty Senate. Dr. Reising shared that he wanted Faculty Senators to volunteer to represent the buildings in which they teach and work. Associate Dean Brett Fuchs shared that some safety walks have been set up for interiors of residence halls and that they would like to plan some for academic and administrative buildings. Brett solicited faculty volunteers to participate.

Please email President Reising ([donald-reising@utc.edu](mailto:donald-reising@utc.edu)) if interested in volunteering.

- ii. Dean Riggs-Gelasco reported on the Lupton safety sessions that she arranged with Director of Safety and Risk Management Bob Jackson and Interim Chief of Police Matthew Holzmacher in December and January. Meetings emphasized the large number of exits from Lupton, introduced faculty to interior spaces that aren't enclosed in glass, and, more broadly, allowed faculty the opportunity to think through what to do in an active shooter situation in Lupton and how to communicate about this to their students. Dean Riggs-Gelasco also shared that she and Vice Chancellor Brent Goldberg and Provost Hale have been thinking through how to increase safety—this remains an ongoing conversation.
- iii. President Reising suggested that active shooter training should become part of annual faculty training. Brent Goldberg reinforced the idea of run-hide-fight. He also said that they are thinking through options of how to better secure Lupton. He also said that he would like to put together a full-scale active shooter drill, and UTC and Hamilton County partners are at the beginning stages of putting this together.

**c. Faculty Departures – Dr. Donald Reising**

Dr. Reising is still working with Assistant Vice Chancellor Laure Pou to put together some data for faculty regarding faculty departure rates.

**5. New Business:**

- a. No new business reported.

**6. Committee Reports**

**a. UFC Meeting, December 20<sup>th</sup> - Dr. Donald Reising**

Dr. Reising's update covered both the November and December meetings of the University Faculty Council.

- i. In early April there will be a **department head training session** in Nashville, and UFC has received the agenda for that meeting.
- ii. The UT system conducted a **market study on enrollment numbers**. Compared to surrounding states, Tennessee's population is increasing, so surrounding states are starting to offer in-state tuition in order to target Tennessee residents. The UT System response to this is to be strategic at the system-level to prevent UT campuses from competing with one another. The common application across the UT System is part of that strategy.
- iii. They are formulating the **COACHE Survey**, anticipating early Spring 2025 rollout.
- iv. **Access and Engagement** is moving to Academic Affairs from HR at the UT System level.
- v. **UT Promise applications** are up 47% compared to last year.
- vi. UT is rolling out a new **system-wide grant program** called Grand Challenges.
- vii. The system is hosting **two educational support summits**: 1) Anti-Hazing Summit February 12 and 13 in Nashville. Student-focused but broad in

scope. 2) Mental Health Summit in June. New **Chief Wellness Officer** has been hired and starts Feb. 1.

viii. Slight increase in **high school grads and college-goers** across TN.

ix. **Suspension/extension of the tenure clock:** UT Health Sciences Faculty Senate passed a resolution recommending greater flexibility regarding temporary suspension of the tenure clock. They wrote the resolution after consulting the policies of peer and aspirational institutions. The document has been posted to the Senate website. President Reising requested that representatives engage with constituents to determine whether this is a concern on our campus as well. The issue will also be discussed during the upcoming Full Faculty meeting. Please reach out to him ([don-reising@utc.edu](mailto:don-reising@utc.edu)) or to Dr. Marcus Mauldin ([marcus-mauldin@utc.edu](mailto:marcus-mauldin@utc.edu); faculty representative to the UFC) with feedback.

x. **Sick Leave Policy:** Dr. Reising presented a draft of a potential system-wide sick leave policy and solicited faculty feedback on it. UFC wants to know if UTC faculty are interested in adopting the policy. Currently, nine-month faculty are the only employees in the UT System who do not receive sick leave, and UT is the only higher ed. institution in the state that does not have a sick leave policy for nine-month faculty. Currently, nine-month faculty absences are handled through a modified duties policy: faculty are to work with their department head and dean to modify their responsibilities. Faculty Senate discussed this issue in the past, but a sick leave policy was not instated. After President Reising presented the policy, a lengthy discussion ensued. The discussion can be found at 59:00-1:29:00 of the recording. This policy will be presented at the February Full Faculty meeting, and a discussion board will be open in Canvas for faculty input on the Full Faculty Canvas page.

b. **Handbook Committee Survey** – Dr. Jaclyn Michael

Dr. Michael thanked everyone who participated in the discussion boards on Canvas regarding the third chapter of the faculty handbook. The committee had a meeting last week and reviewed the feedback from the discussion boards. There were sixteen replies to section 4-7 and five and six replies for the other two sections. The committee chose these three different areas to start to draft proposed revision language to take to University Council for review. If that is successful, the goal is to propose some particular revisions regarding these three areas in the February meeting.

## 7. Administrative Reports

### a. Provost Hale

#### i. Academic Calendar Changes Update

Recommendations are being finalized by the ad hoc committee on calendar changes, and these recommendations will be made to the Strategy Team, a group which consists of the Executive Leadership Team and the Deans. Provost Hale reminded people of the transparent process that the administration has gone through in order to establish steps forward. This process began in mid-September with the campus survey and involved discussions with Faculty Senate, Graduate Council, and individual

departments, among other groups. The ad hoc committee was comprised of widespread representation from across campus.

**ii. Workload Policy**

The Provost reminded the Senate that all college workload guidelines had been submitted in advance of the last Senate meeting. The Provost has asked OPEIR to complete a report to determine whether college practices match up with college guidelines. That analysis is complete for one college, but it's not yet complete for all four of the degree-granting colleges. When analysis is complete, Provost Hale will have additional discussion items for presentation to Faculty Senate and will be soliciting faculty input.

**iii. Search Updates**

**1. Vice Chancellor EMSA**

Provost Hale drew the Senate's attention to the hiring of the EMSA Vice Chancellor Dr. Artanya Wesley of the University of Wisconsin Whitewater.

**2. Dean of the Library**

A January 9 update from WittKieffer principal Jessica Harrington stated there were thirteen completed applications including five applications from sitting Deans and additional applications from Associate Library Deans. The total pool for library searches is typically somewhere between 13 and 15 applicants. At least twenty-seven others have expressed an interest, and there are many more candidates whose portfolios are in progress but not yet complete. It is expected the number of applications will grow significantly right at the January 29th deadline. There are Zoom meetings set for semifinalists on February 21st and 22<sup>nd</sup>, with campus interviews for the finalists scheduled for March 1, 4, and 5.

**3. Ombudsperson Search Status**

Ombud services from UTK continue. Zoom interviews were completed with several candidates in December, and campus interviews are scheduled likely in early to mid-February.

**iv. Raccoon Mountain Caverns**

Raccoon Mountain Caverns has been gifted to UTC. Vice Chancellor Kim White and team secured that gift. The caverns are currently used by some BGES faculty and students, and some UTC students work at the caverns guiding tours currently available to the public.

**b. Vice Chancellor for Finance and Administration Brent Goldberg**

**i. Budget Townhall Outcomes**

Vice Chancellor Goldberg shared an update that was presented at the Budget Council Meeting. It was primarily an update on the information received from the budget input sessions and a statement about current budget status. He pointed to the four priorities introduced by the Chancellor in his university address and also reminded the Senate of continued campus initiatives. He presented themes drawn from budget input sessions and also shared data from the Post-Budget Input Session

Survey. The survey had 95 faculty respondents, 120 staff respondents, 147 student respondents, 4 parents, and 4 others. Out of the total surveyed, compensation and benefits was ranked the highest priority, academic programming second, parking improvements third, and campus safety fourth. Data was also broken down according to specific respondent categories. Vice Chancellor Goldberg also presented information about projected new revenue, projected expenses, and recent reallocations. He then reminded Faculty Senate of the budget process. October through December involved prep, including the input sessions and survey. The governor's budget comes out at the beginning of February. At this point it will be possible to begin drafting budget documents and creating pipelines for needs that are not able to be addressed this year in order to demonstrate need. Budget requests are due next week. Vice Chancellor Goldberg's slides are posted on the budget website.

**ii. Archaeological Scan Results**

Results have not yet been returned. There are a few anomalies in one area of the site. When they are returned, they will go to the Archeology Department for review.

**c. EDO Calendar Change—Vice Provost Matt Matthews**

**i. New EDO Calendar:**

No evaluative standards have changed. Faculty should discuss objectives with their department heads at the beginning of the calendar year and finalize these in writing and document them in Digital Measures. Throughout the year, faculty should report their activity in Digital Measures. You may attend a training or visit self-training for help with Digital Measures.

**ii. NTT Promotion:**

Academic Affairs continues to receive NTT promotion requests. The deadline for applications is February 1<sup>st</sup>. Faculty must notify department heads/directors of intent to apply.

**iii. Faculty Recruitment:**

UTC will no longer be using Taleo but will be using Interfolio instead. By July 1 all recruitments will happen through Interfolio.

**8. Faculty Concerns**

No faculty concerns were raised.

**9. Announcements**

- a. Full Faculty Meeting
  - i. Tuesday, February 13, at 3:00pm

**10. Adjournment**

Dr. Darrell Walsh moved, Prof. Callie Adams seconded

## ATTENDANCE

Abrha	
Baker	X
Bathi	
Boyd	X
Bradley-Shoup	
Caskey	X
Crawford	X
Davenport	X
DePrez	
Einstein	X
Epperson	X
Evans	
Fleming	X
Franklin	X
Goulet	
Grubb	X
Guinn	
Harbison	X
Harris	X
Harriss	X
Heinrici	X
Hogg	X
Holcomb	X
Huber	X
Ibrahim	X
Jeffers	
Kamrath	X
Kaplanoglu	X
Kozak	X
Laing	X
Legg	X

Littleton	X
Ma	X
Manning-Berg	X
McAllister	X
McDaniel	X
McDonnell	X
McElrone	X
McNutt	
Medeiros	
Michael	X
Montgomery	X
Park	X
Parks	X
Purkey	
Reising	X
Strickland	X
Strickler	X
Taylor	X
Treat	X
Usman	
Van Buren	X
Vincent	
Wakefield	X
Walsh	X
Xie	X
Zibluk	X