

**Faculty Senate Minutes**  
**February 19, 2019 at 3:15 pm**  
**University Center Auditorium**

**1. Call to Order**

The meeting was called to order by Faculty Senate President Steve Ray.

**2. Approval of Minutes from 9/27/2018 Full Faculty Meeting**

Motion for approval: Jamie Harvey 1<sup>st</sup>, Liz Hathaway 2<sup>nd</sup>

Motion approved by unanimous voice vote.

**3. Administrative Reports**

**a. Executive Vice Chancellor Richard Brown**

Executive Vice Chancellor Brown provided an update on capital projects:

Brown emphasized that the current construction is a sign of a vibrant and modern campus.

There are current more than \$200 million of capital projects in progress and or planned.

Projects currently in progress include roof replacements and exterior repairs to various buildings; a utility distribution expansion; renovations to Holt Hall and the Guerry Center; campus site improvements that include new pedestrian ways, seating areas, tree plantings, and lighting; and campus safety and security improvements that include the installation of new exterior doors and high-resolution cameras.

Recently completed projects include the connection of the Johnson Obear Apartments to the central utility system; roof replacements for various buildings; lighting improvements in parking garages; expansion of the central energy system; construction of the West Campus Housing complex and the UTC Intramural Complex; and upgrades to classrooms in Fletcher Hall; ADA improvements to Race/Hooper Halls, Founders' Hall, Hunter Hall, Danforth Chapel, and Patten Chapel.

Planned projects include roof replacements for various buildings; campus branding of various buildings; West Campus utility connections; an Entrepreneurial Center and Additive Manufacturing Lab in the Mapp Building; renovations to Fletcher Hall, Hunter Hall, the State Office Building, the McClellan Building, and the McKenzie Athletics Facility; and a new Health Science Building.

Projects currently in the bidding stage include lighting upgrades to various buildings, mechanical and electrical improvements to the Fine Arts Center, a full renovation of Lupton Library into Lupton Hall, an Executive and Continuing Education Center in the Mapp Building, and new space for UTC Information Technology in the State Office Building

Brown solicited questions and comments from faculty members:

Boris Belinsky asked about parking lots. Brown explained that we are looking more at parking structures that will maximize parking in our limited campus space.

Charlie Remy asked if there is a fund for minor but important facilities repairs or upgrades such as for new chairs or other furniture that is worn. Brown said that Facilities does budget for such items and that faculty should contact his office to request such repairs.

**b. Interim Provost George Hynd**

Interim Provost George Hynd provided an update on post-tenure review policies:

Hynd provided an overview of the history of periodic post-tenure review (PTR). In August 2018, all UT System campuses were provided with a template for PTR. From August to October 2018, UTC customized the process for our campus. This was approved by the Faculty Senate. In November 2018, the UT Board of Trustees approved our process.

Currently, we are identifying when individual faculty will be reviewed and assembling PTR committees in the Colleges (members would be appointed by the Deans). Deans will develop and submit a plan for staggering PTR across their faculty. Exemptions will include faculty on leave or modified duty, those undergoing promotion or EPPR (enhanced post-tenure performance review), those on administrative appointments over 50%, and those who have submitted a commitment to retire. The PTR Committees will solicit materials from faculty, review those materials, and make evaluations.

The Provost will inform faculty who will undergo PTR next year (i.e., during the first round) by the end of spring 2019. Selected faculty will have the summer to compile their materials for review. If external review is required, the PTR Committee will solicit external reviews from at least three valid external reviewers by October 2019. The PTR Committee will provide a report to the Deans by December 2019. Materials will be submitted to the Board of Trustees by June 2020. The cycle would be similar in future years.

Materials that will be required from faculty undergoing PTR will include EDOs, a current CV, a brief narrative summary prepared by the faculty member, and a description of goals for the next PTR period.

All evaluations will be reviewed by the Deans. For positive evaluations, possible outcomes could include compensation options such as a one-time bonus or an addition to the base pay. Hynd asked for faculty input regarding this. For negative evaluations, a subsequent process of goal setting and review would be required.

Hynd solicited and fielded questions and comments from faculty members:

Boris Belinskiy asked about the possibility of having difficulty finding appropriate external reviewers. Hynd and Interim Vice Provost Matt Matthews suggested that departments begin the process of identifying external reviewers at the time when faculty members are scheduled for PTR rather than waiting until the time when external reviews are to be solicited.

Theresa Liedtka and Pamela Ashmore asked how many years of EDOs will be required. Hynd said that this is something that will need to be considered.

Ron Goulet asked when a schedule will be provided. Matt Matthews responded that schedules for PTR will be developed by the Deans.

**c. Dean of the Gary W. Rollins College of Business Robert Dooley**

As Chair of the Provost Search Committee Dooley provided an update on the Provost search:

Nine candidates were interviewed at The Chattanooga by the Provost Search committee last week. They developed a list of four candidates to bring to campus from March 4-8. There will be an open forum for faculty to meet with each candidate and these will be videotaped for faculty who are unable to attend.

**4. Faculty Senate Report**

**Faculty Senate President Steve Ray**

Ray provided an update on Faculty Senate activities for the year to date, which have included:

- Approving new language for the Faculty Handbook to conform with new policies set by the Board of Trustees as advised by the Handbook Committee.
- Establishing policies for early tenure in the Faculty Handbook.
- Advising the development of PTR policies.
- Approving new members of the Faculty Administration Relations Committee (FARC).

- Approving a new Course Learning Evaluation tool as advised by the Course Learning Evaluation Committee.
- Approving the piloting of a new Non-tenure Track Annual Review (NTAR) process as advised by the Non-Tenure Track Committee.
- Working with Lauren Ingraham, Director of General Education, and the General Education Committee to advise the refresh process.
- Maintaining connections with the UT System and the new Board of Trustees through representation on the University Faculty Council (UFC), Tennessee University Faculty Senates (TUFS), and the UTC Advisory Board.

Ray provided an update on Faculty Senate elections:

Faculty were advised to look for email solicitation during the new few days for nominations for the 2019-20 Faculty Senate President.

Solicitation for other roles on the Faculty Senate will follow. These will include various division, at-large, non-tenure track, and adjunct appointments.

## 5. New Business

### a. Ombudsperson Joanie Sompayrac

Newly appointed UTC Ombudsperson Joanie Sompayrac informed the faculty of her role:

The ombudsperson's role is to help to resolve disputes among faculty in a confidential, impartial, neutral, independent, and informal way. She can offer confrontation and mediation services.

Sompayrac described that she has already met with faculty about departments not using their bylaws and about sexual discrimination issues.

The ombudsperson can be a listener or provide guidance about options to help solve problems. Sompayrac will not report elsewhere (including up the administrative chain) unless this is requested by the faculty member or if it is required by law.

### b. New Faculty Introductions

#### i. College of Arts and Sciences

There are two new faculty in the College of Arts and Sciences:

- **Fernando Alda**, Assistant Professor, Biology, Geology, and Environmental Science)

- **Randy Golson**, Lecturer, Communication

**ii. Library**

There is one new faculty member in the Library

- **Dustan McNutt**, Instruction Librarian, Research and Instruction

**6. Announcements**

There were no announcements.

**7. Adjournment**

The meeting was adjourned.