

Full Faculty Meeting Minutes

February 25, 2020 3:15 PM via Zoom

Video: https://youtu.be/qiC2XQP_IH8

Call to Order:

The meeting was called to order by President Charlene Simmons at 3:15 pm.

Approval of minutes of February 25, 2020: A motion to approve the minutes from the September 22, 2020: <https://new.utc.edu/document/27266>. There were no revisions nor objections, so the minutes were approved.

Unfinished Business

No unfinished business

Administrative Reports

Vice Chancellor Tyler Forrest: thanked the opportunity to cover few items:

- a. Update on the Budget and Economic Status more specifically an update on the stimulus funding: if you recall, last Spring and early summer we received 9.98 million dollars in funding. All those funds have been spent or have been encumbered to be spent. So, Phase one is essentially finished. Earlier this year we were notified of Phase two which is equal to 15.13 million dollars. A minimum of the \$15 million equals to \$4.7 million has to be spent on students. Block grants have been distributed to students as of last Wednesday a using up their full 4.7 million. An additional 1 million dollars of the institutional portion which was about 10 million dollars has been allocated to student's emergency fund. That program proved to be exceptionally successful last year and in working with student affairs they were confident that the 1 million dollars was about the right number for this round of funding. In addition, there are about 9 million dollars in institutional dollars left. We have not allocated any of these funds yet. These has been intentional because the department of education has not fully given guidance on exactly how those funds need to be spent. We also have some preliminary guidance but also many questions just like many other institutions across the Country, so we did not want to get ahead of allocating those funds.

- b. A second item is the Fiscal Year 22 proposed Governor's Budget. Many of you saw these numbers a couple weeks ago when Governor Lee announced his funding plan and he presented to the Legislature. Funds were included in that budget to fund both the growth and productivity portion of the outcomes-based funding formula which the net for UTC was right about 1.4 million dollars in new money. There were also funds included to offset health insurance rising costs which is beneficial to all team members that are taking our health insurance program. As a surprise, we also learned that the Governor had included a 4% salary pool. However, when we hear that, that does not equate to the University to get a 4% salary increase. The University gets only between 55 to 60 % of that on any given full allocation because it's tied to the formula outcome. Given that, the institution has to come up with about 1.2 to 1.5 million dollars to fund the remainder of that plan. Also, it does not mean that is an automatic 4% raise for everybody on campus. Of that, we still need to take in account faculty promotions, rollovers, staff adjustment related to job family project and some other things. It certainly means something for all employees and as soon as we have more information we will share that with you. To add that that, there are some other challenges for example scholarship deficit that has created a budget short fall which needs to be addressed and of course we will continue watching enrollment just because this is an unusual time. Some other things to add about the 4% salary pool and to answer many questions we have had related, is that it was allocated in two different stages, one being a January 01, 2021 allocation and another a July 01, 2021. We know we would not get either until July 01 so we having to work through that unusual structure as well which will likely delay our response to this to some extent. As those details continue evolving, we will keep the Senate as well as the employees and team member across the institution updated.

Chancellor Steve Angle:

It has been almost one year we have been dealing with Covid. It has been difficult, time consuming. Faculty have worked harder then ever as we moved program online, trying to manage hybrid instruction, keep track of testing. He wanted to acknowledge the hard work of everyone and thank everyone for their hard work and appreciate all the effort from everyone. Among those, he wanted to acknowledge and appreciate the effort of the health team. He noted that as he was called for random testing of Covid and while receiving his test had had opportunity to meet new members of the health team. He also spoke well on how the whole process is well organized, there are parking available, they will walk you through the process, and you will find out within fifteen minutes whether you are positive or negative. He added that UTC positivity rate has been running about 0.5% and UTC is trying to test about a thousand students, faculty and staff a week. He encouraged those that get called for routine testing to make appointment online.

Just to reiterate the budget issue brought up by Vice Chancellor Forest, the enrollment has been steady and that's certainly and again that's one input to our budget that we are concerned about. There were falling applications, transfer applications are down quite a bit across the State for

public institutions. The scholarship challenge that Vice Chancellor mentioned, is not insignificant. We may be able to deal with it in a couple of years but it's over 4 million dollars challenge, and it will certainly impact some of what we are doing moving forward. But we are in good position in terms of what we are starting from. The State funding, the governor's proposed budget was very favorable to higher education and we appreciate Governor Lee and members of the General Assembly and particularly our local delegation in the Hamilton County area. Student's scholarship problem is happening across the Country in High Education and that's a problem we want to continue dealing with.

Other items Chancellor wanted to offer an update:

- a. Search for the position for Vice Chancellor for diversity and engagement: zoom interviews will be conducted next week and will be done by Monday of the week that follows. Time will be set up for three to five finalists to do zoom interview which will include a campus open forum for them to present an agenda and who they are to campus. That will be probably between March 08 and March 19. At the end of that, we will invite one to two candidates to actually come to campus and bring the search to a conclusion.
- b. Finally, and as a new business, Chancellor Angle wanted to mention a proposal to separate the Dean of the Graduate School from the Vice Chancellor for Research. There is a document in the agenda with a link (<https://new.utc.edu/document/62011.>). Chancellor Angle would want feedback on the proposal and expect to engage the campus on this topic. He pointed the positive and negative impacts in the budget including a cost of almost 80 thousand dollars.

Provost Hale:

Wanted to report on four items:

- a. Strategic Planning: reports came in from subcommittees and were passed along to what we call integration committee which has representation from the four subcommittees as well as faculty staff. The integration committee is charged with taking the four reports and integrating them into a single cohesive report that is then shared to campus for feedback and comments. The integration committee has met for the first time on this past Friday to begin discussing and working on the given tasks. Once that's finished, we will share the final document to campus and with the Chattanooga community. We will schedule a series of listening sessions for faculty, staff and students on campus. We will also schedule a series of listening sessions with members of the community and will open comments opportunities and comments boxes so that people who are unable to attend have the opportunity to give feedback.
- b. Planning a series of graduation commencements for the Spring 21: we expect to have many more students who are eligible to participate than we had for what we had in November. As a result, we plan to have either 7 or 8 commencement ceremonies. There is still a limitation on the number of students participating per ceremony. We will continue

with our masking and social distance protocols during all ceremonies. We looked at a series of venues including Finley Stadium and Angel Stadium. Neither of those turned out to be appropriate venues and therefore, we are back planning for Chamberlain Field as the appropriate venue with McKenzie Arena being the weather venue. Recalling November 2020 ceremonies, although indicated that no guest was allowed, there were some guest on campus. Some were very compliant with our safety protocols others were not. One of the things we are planning for the coming ceremonies and no decision has been made yet is whether guests will be allowed. We must ensure that people are compliant with the safety protocols that we have in place for the campus in order to keep the campus community safe as we go through the commencements. We are planning changes to ingress and egress from the ceremonies on ways that we can limit lines of sight.

A number of working groups have been comprised to help us with some aspects. One dealing with aspects such ticketing process, one dealing with safety and security issues, one dealing with the nature of the programing and the program for the ceremonies and one dealing with contingency planning in case we are unable to hold ceremonies on Chamberlain Field.

- c. As we are heading to the Fall term, I asked the Deans to go through a budget process where there was a 5 percent hold back in case of a midyear budget correction. Provost said he was hoping to release those funds as soon as the governor's proposal was presented at the State Legislature. However, it has not been possible as of this date, but he hopes to provide an update to Deans and department Heads shortly.

- d. I think UTC campus community is aware that we are planning a Fall 2021 semester that very closely resembles the Fall of 2019 or pre Covid-19 semester. The deans and department heads have been instructed to begin planning for that scenario. The initial schedules will reflect that. In the case that there are still uncertainties related to the COVID-19 pandemic and as backup plan or contingency we have also begin planning for a Fall 2021 semester that looks a lot like the Spring of 2021 (small class sizes, additional online instructions, fewer face to face classes, fewer hybrid classes and so on). Our hopes are that we have a Fall 21 looking like Fall 19. We continue monitoring the virus local developments related to including the availability of vaccines and things like that.

President Charlene Simmons:

Update of what the Faculty Senate has been doing over the last few months:

We passed several resolutions. The first was related to family medical leave calling for guaranteed paid family medical also known as six-parental leave for 9- month faculty. This resolution was forwarded to UTC administration as well as to the system level

administration and it is a continuing conversation that the University Faculty Council (UFC) is having. UFC is trying to persuade UTK and UT Martin to get on board. Currently, there is a survey being conducted by UFC. A reminder about it will be sent later and it closes on Friday. The survey is about whether faculty want some kind of guaranteed family medical sick or parental leave. President Simmons encouraged faculty to complete the survey to help on the conversations that are on-going.

We also are passed a resolution calling for the UT Board of Trustees to update their bylaws to call for an open transparent presidential search process. UTK has already passed the resolution so our Senate looked at it and agreed to pass one that is very similar. UFC will be discussing this resolution on Wednesday. More recently, the law that impacts executive searches is up for renewal and the legislators are looking at it and considering expanding the rules beyond the Presidents to the Chancellors in the UT system and we will be discussing that as well. She noted that personally she has some questions about what the rule change might mean. She pointed that one of her questions is: would it mean for example that the name of the finalists is made public at the campus level? She then added that an update will be brought on the next faculty senate meeting.

We've had committee work coming up through the Senate. The Faculty Rating of Administrator Committee submitted some updates to their survey which were approved. So, when you get the survey sometimes later this semester, you will see that there are some questions related to Covid but they also made some other updates as well.

The Undergraduate Academic Standard Committee has modified catalog language related to the minor and just clarifying that it's disciplines specific and not department specific. She reminded that this came from the fact that there were some problems related with a very limiting language especially on the departments that are multidisciplinary. More recently, they added language to the catalog about undergraduate certificates.

At our last meeting, the Senate approved recommended changes to the Handbook section 4.7.1 which deals with NTTF appointments and promotion which will be forwarded to the UTC administration and then to the administration. Nothing is official until the Board of Trustees vote.

There have been several bylaws updates. At our last meeting we approved a change to the Non-Tenure Track Committee. The language had been very limiting and would limit the Committee to just four full time NTT members. The language has been changed to say they have to have a minimum of four but does not place a cap on how many can serve. We've increased the number of adjunct senate members from one to two. There is still an outstanding bylaw change regarding the additional full time NTTF to the Senate which is in the agenda for the current meeting.

The senate asked OPEIR to produce a report on diversity and academic leadership appointments. That is been made public and it's a topic of discussion among different groups.

The Senate has been doing a lot of surveys which have been very helpful on helping the President stay informed about what faculty is thinking about certain topics, but she can also use those surveys when talking to administrators. She strived that these surveys not only are helpful on campus but there are two of them that have been quite helpful outside of campus. One is the UFC survey and then the TUFTS's survey which she will talk more about later in this meeting.

The Senate produced some handouts, one on "Honor Code". There were some changes on the code and some clarifications needed to be provided about these changes. More recently, the Senate sent another handout out with tips on how to document Covid on the EDO performance reports. Finally, in the Fall, the Senate updated the "Covid-19 Absence Statement" that we are using this Spring 21. More information can be found on the Faculty Senate website (Minutes, Agenda).

Committee Reports:

- a. Non-Tenure-Track Committee: Proposed changes to Faculty Senate Bylaws for equitable full time NTT Representation: <https://new.utc.edu/document/58326>.

Reported by Stephanie Todd: The proposal is to increase the NTT representation on Faculty Senate so that there is proportional representation. We've used the same math that is used for TTF Senate members for representatives from each division. This would not take away none of the seats TTF already have on the Senate. For every 15 full time NTT Faculty in a division we would have one representant in the Faculty Senate.

President Charlene Simmons recalled that the senate debated this on the last meeting, and they wanted more time to get faculty input before voting on it on the next Senate meeting. She then opened the floor for discussions:

Questions and discussions about topic:

A member of the senate made an intervention and begun by saying that although she respects and understands that NTTF want more representation on the Faculty Senate, she also acknowledges that TTF and NTT faculty have very different jobs and that senate is over all those types of jobs. Related to service, she said that there are some NTTF required to serve but she is aware of others that do not. She also added that research is not required for NTTF. In the end she expressed her large concern about the NTTF getting equal representation when they are not doing the same jobs TTF do and they are focusing on one third of the jobs that TTF do. She added that she can understand increasing representation perhaps every 30 people (as opposed to every 15 full time NTT Faculty in a division, as proposed above). Another issue that goes along is that there are some areas

such as humanities who have a large number of NTTF who are going to start taking over representation on the Senate. She then recalled that at least when she was the Faculty Senate President was not so easy to fill all the Senate seats. She presented a scenario in which she visualizes a meeting where most of the senators that show up are NTTF and there is need for discussions on research.

Another Faculty Senator expressed his concerns and acknowledged that he was one of those that encouraged the delay on the approval of the proposal so that it could be further discussed on this Full Faculty meeting. He added that there was a wide spread support from TTF for this measure. However, in the survey that was sent out there was my feeling and the feeling of other senators that faculty did not quite understand what they were voting on and what the context was. He added that he thinks it is very important that the Senate consider that this will instantly make NTTF one third of the representation in Faculty Senate and he was also concerned that would add to the fact that there have been so many NTTF hires in recent years. He also recalled that Faculty Senate Bylaws requires two thirds majority and the current proposal simply goes by proportion so as NTTF is added the Faculty Senate simply grows. Moreover, if the faculty Senate would've grown by a number of NTTF, TTF would lose the 2/3 majority to NTTF and the TTF would no longer be in control of the bylaws for the Faculty Senate. He then added that this measure would affect departments such as English Department where the number of NTTF outnumber the number of TTF. This has created a situation where TTF gave full voting rights to NTTF back around 2003 in their bylaws when there were only three to four NTTF but now they outnumber TTF by three or four which means that NTTF can outvote TTF on the major curriculum that they do not teach. They do not teach on the major curriculum, but they have the controlling votes. For all these, we should be careful before doing something that may not be undone.

Another Faculty Senate member came on to say that although he understands that TTF and NTTF have different jobs, he does not understand why NTTF would vote as a block to undo whatever good in TTF. He believes these are the most powerless individuals on campus, they have a right to be heard, they have a right to be represented. He believes NTTF have the best interest of the University in our students in mind just like our TTF.

A Senate member wanted to add something that was brought up in the Faculty Senate. He recalled that one thing that was mentioned during our session is that oftentimes TTF in the current make up are voting on things that relate to NTTF. Currently, because TTF are the majority they are voting on NTTF issues. He said that he has been paying attention to all comments and concerns brought about this topic in Faculty Senate. However, he has paid attention to a fact brought about here that not all NTTF are required to do the same thing as TTF. He agrees that there is a need for more representation of NTTF on the Senate but maybe the way that the number of seats is determined needs to be looked at. He also added that sometimes and although he does not understand, A NTTF may not feel comfortable enough to go to a TTF Senate to voice their opinions.

A member of the Senate expressed her support on increasing the number of representations of NTTF on the Senate and agreed that NTTF are the most powerless individuals on campus as well. She added that she went online and pulled up some information on this issue for UTK, UT Martins, Memphis, MTSU, ETSU and a lot of

other peer institutions. She found out that institutions such as UT Martin and MTSU they do not even give lecturers the right to vote and even more of them do not give right to Adjunct Faculty. She agrees with increasing the number of representants, but she finds the way that it has been proposed extremely problematic.

Stephanie Todd attempt to respond to some of the concerns brought above:

She wanted to strive that as it was mentioned above in one of the comments, she has also brought in attention that TTF regularly vote on issues related to NTTF. It does not seem to be a problem as it appears that people regularly vote on things that do not directly impact them but certainly impact the welfare of the university and the faculty body as whole. So, I think it's important to know that NTTF just like the TTF have the best interest of the university at heart. NTTF do not vote with a singular mind or a single block so she is not sure where the fear of NTTF taking over with the Bylaws. She added that she also checked and obtained information from peer institutions and that there is only one that sets aside NTTF. The rest do not distinguish at all so anybody or any fulltime faculty member can run for Faculty Senate. If we would've capped the number of NTTF on Senate, we would be the only ones of our peers to do that. She added that she found one among them that limits the Senate President position to only TTF. Among the Tennessee institutions, she found that MTSU is probably the only one that prevents NTTF to serve on the Senate.

Other concerns were brought back:

A faculty member acknowledged that there might be two separate issues related to this topic, but he was confused on the relationship between the two issues. In one hand he thinks there are legitimate concerns about the erosion of tenure and the power of TTF within the University and he believes these are serious issues to be concerned about. In the other hand, he acknowledges the other issue which is the equitable representation of NTTF which is also in favor as a TTF. What he is not clear about is the relationship between these two issues especially from those speaking against the proposal of increasing the number of NTTF seats on the Senate.

To answer or clarify the confusion between the two issues just brought about above, a faculty Senate that spoke against the proposal believes that those two issues overlap. Increasingly lecturers have been hired because they are inexpensive by comparison to keeping TTF and that is certainly the case for English department and therefore are increasingly asked to do all the work that TTF do and for that it has become difficult to distinguish between the two and it becomes easier for the administration to offer departments positions for NTTF (they will be serving in all Committees and do all the work that TTF do and so on) so why pay 20 thousand more dollars to hire a TTF. He also thinks there is a different level of investment in the university by a TTF who is doing research and publishing, service and gets tenure and expects to do their career there and did a national job search. He then finished by saying that all suggests that NTTF search are national searches but feels that NTTF are exploited and increasingly treated like tenure track. He acknowledges some contradictory information shared (the institutions that do not make distinction between TTF and NTTF) here by two members and called for clarifications on the proportions between the two.

To clarify the above, President Simmons answered that for UTK they only have divisions and so anybody can run which means that an entire division can be represented by NTTF. They do not

cap it one way or the other. It's simply all faculty are treated equally; all faculty have the same opportunity to run within their division.

A series of related questions was brought about by a faculty member as a follow up: who determines the composition of the faculty? Who dictates the hiring of more NTTF? Is that the administration decision? What power does Faculty Senate have to stop it?

A member of faculty wanted to reiterate some points brought up before by other faculty members:

If NTTF represents 30 % of UTC faculty, why are only 2 % of faculty Senate? Also, as a member of the TTF, she acknowledged that TTF vote all the time on NTTF issues and expressed her support for increasing representation of NTTF on Senate. She strived that around 95% of issues Senate vote on are overall issues; they are not tenure track or non-tenure track focused. So, to if it can make some people more comfortable if the number of NTTF seats is increased is having TTF voting on TT issues and NTTF voting on NTT issues. However, she finds unfair that NTTF are 39 % of the UTC faculty and yet have only 2 seats.

A member of the Senate wanted to know whether other options had been considered before the option presented here in the proposal.

Stephanie Todd, the chair of committee that brought the proposal responded to the question above: we've discussed some other options but looking at the peers and aspirational institutions was a comfortable option and allowed us to stay at the same system that we already had but just increasing the representation within that system. However, she made sure to say that she is open to conversations about increasing divisions overall and not just NTTF. Also, she added that it would be important to keep at least some at large senators that are NTTF and Adjuncts.

Another member expressed his support on using the UTK system in which everyone can run, looking at all faculty and not only NTTF. He supports the increase in NTTF representation but does not support the way it has been proposed.

A NTTF member and senator expressed her dislike on some comments heard here related to the proposal and specifically towards NTTF. She reminds everyone that NTTF are hard worker and productive members of the campus community, they have the best interest of students in heart, they serve on committees, they can vote consciously.

There were few more TTF members including President Simmons that intervened specifically to support the proposal of increasing NTTF representation on the Senate and disregarded some of the previous comments of other TTF not supporting the proposal.

President Simmons concluded the discussion by saying that to her this is a matter of shared governance, that the Faculty Senate represents the faculty. Currently there is 5% of the Senate seats allocated to NTTF and yet they make up 30% of UTC full time faculty. A survey was conducted and 2/3 of faculty support the proposal. She reinforced that personally she fully supports this proposal or any proposal that increases the role of NTTF in shared governance. As faculty members, they are integral to this university and they deserve to be heard. The current system disenfranchises NTTF and creates a cast system in which some faculty are treated fairly with full representation and other faculty are not. It is time to end this old system. She reminds everybody that this proposal will come up for a vote on the next Faculty Senate meeting and

suggested that all faculty reach out to their senators and make their opinions known whether supporting or not. She suggested that if not comfortable to reach representing senator and want comments to remain anonymous then feel free to send them to her at. Anonymous comments are shared to the Senate as a document but will remain anonymous.

New Business:

a. Faculty and residence Program

Introduced by President Simmons: the program was introduced two years ago. There are three different faculty that currently live on campus. I believe it's been quite a successful program but there is a two- year participation so the term for the current faculty is coming to an end. The program is looking for new faculty to take over those roles. If interested, please reach out to housing through Vice Chancellor or Assistant Vice Chancellor or others that oversee the program. Check your emails for more details.

b. Proposal to separate VC of research and Dean of Graduate School

<https://new.utc.edu/document/62011>

Currently this is one position and there is an associate dean of the graduate school. The proposal is to separate these two positions and have a VC of research and a dean of graduate school. The associate dean position would disappear. The proposal outlines as below:

- Different skill sets, audiences and functions
- Expansion on the activities in research and graduate school
- Cost/minimum increase of \$79,500 to bring an associate dean to a full dean and the other is to bring in a new administrative assistant to be under the dean of graduate school.

The Chancellor is seeking feedback to help make a decision:

Questions:

A member asked whether this proposal is being brought forward to the faculty for a vote and if it is the case who is bringing it forward.

President Charlene Simmons answered: No. It's not being brought for a vote. The proposal is coming from the current Vice Chancellor of Research Dr. Romagni. She has put this proposal to the Chancellor and now the Chancellor is circulating to different groups including the faculty for feedback to help him decide.

Another faculty member wondered whether there will be a search for the dean of the graduate school, or would it be automatically filled by the current associate dean to which Chancellor Angle responded that the plan would be to run a search.

Someone wanted to add to that and ask whether it would be an internal or external search. Chancellor Angle answered that he had not yet looked at that. However, he thinks that he would be inclined to an internal search.

A faculty member of senate wanted an update regarding the current unfilled faculty positions that were stopped because of the Covid-19 and are waiting for budget issues to be resolved. He wanted to know the priorities versus these other faculty positions on hold. Chancellor angle suggested to include this as part of the feedback he is seeking.

There were one more comment from another member that although supports the proposal raised concerns regarding the priorities due to the Covid-19 and the other positions that have been put on hold.

A member wanted to inquire about the timeline to fill this new position. He also wanted to know the opinion of the Chancellor on perhaps getting the proposal pushed back. Chancellor Angle agrees that receiving feedback would help him make a decision after considering all these concerns brought above.

President Charlene finished by asking that if anyone still have an opinion about this proposal to share it with her through an email to share unanimously with the Chancellor and Provost.

- a. TUFSS survey results: Faculty Workloads in the Age of COVID-19 (state-wide results): <https://tnfacultyssenates.org/wp-content/uploads/2021/02/TUFSS-Workload-Feb2021.pdf>

The Tennessee University Faculty Senates (TUFSS) is an organization made up of the senates representing the 14 four-year public universities in Tennessee. Thirteen institutions participated in the survey with UTC having the second highest rate of participation. The statewide results are now available on our senate website, the executive summary as well as the more detailed report that was done by COHRE at Middle Tennessee State University, in Fall 2020 to assess faculty workloads across the state universities in Tennessee. The results shed light on faculty workloads and the particular pressure COVID-19 put on the work of university faculty in Tennessee. The major outcomes or takeaways from the survey are:

- Teaching online is more time consuming than teaching face-to-face.
- During the COVID-19 pandemic, all faculty members are working more hours.
- During the COVID-19 pandemic faculty members are spending more time teaching and less time doing research.
- Each summer 9 & 10-month faculty work nearly full-time without summer pay.
- Work related and nonwork-related stress is up significantly from 2019 to 2020.

A full report of results is available at: tnfacultyssenates.org

This survey was done to because we wanted hard data to be shared with people who aren't in universities, particularly System Administration, Board of Trustees, THEC and the Legislatures. We now have hard data to show that labor wise faculty is spending more

time teaching online than spent free space and it's not cheaper. We now have documented the workload shifts and are in talks about doing this on a more regular basis and be able to document shifts in light of Covid and have this for future tenure and promotion decisions. This will not only impact people on the tenure lines but also impact associate professor hoping to go for full professor and post tenure reviews. These are state wise results, but we will be getting results that are specific to UTC in April and it will be brought to the Senate. The state wise results will be discussed at the UFC and this will be one item to discuss when meeting with the Chairman of the Board.

Faculty Concerns:

One member expressed a concern about real lack of specificity in the faculty Handbook about NTTF regarding promotion and time frame.

Stephanie Todd answered to the concern: The concern expressed above is shared by many other NTTF. This is one of the next point of orders for the NTTF Committee. The plan is to start working on some specific promotion guidelines for NTTF in that chapter. The reason why it has been done is because the Committee needed the section 4.7.1 with the descriptions of what is expected at each rank of lecturer to be approved first because we had established the expectation for rank before we could establish the promotion process for lecturers. The idea is that the chapter will define the promotion process for all NTTF but most of the ones like professor of practice in clinics had some expectations of their ranks defined. We will be soliciting feedback.

Announcements:

President Simmons:

We have a series of elections going on. On the Senate there are two types of senators, Divisional Senators and At Large Senators. The divisional election for some divisions has already finished for other is ongoing. Each division takes care of its own election so if you are in a division that has not completed the election yet, has not gotten all the nomination in and you want to run please do so and serve on the divisions.

We also have At Large members, these are members that do not come from a particular division but rather delineated by the type of faculty so we have NTT, assistant professor, associate professor, and full professor but we also have adjunct positions. The adjunct elections will happen in the Fall, but all the others are happening now. The Senate secretary has sent emails calling out for nominations which will be due by March 1. The emails are sent out through Canvas full faculty website.

We are also about to have our President elect election. The nominations are now closed. The Senate secretary is working together the ballot, getting the statements from the candidates and the election will be opened shortly. Expect to receive emails about the election.

Just as a reminding, we have Faculty Senate meeting every third Thursday of the Month at 3:10pm and everyone is welcome to attend.

There is an ongoing survey about 9-month sick/paternal leave also known as family medical leave. All faculty were encouraged to complete the survey and have their voices heard at the System level.

There was a faculty Town Hall on EDO process last week. In March we will have a Town Hall on Handbook. Emails about details will come shortly.

Adjournment:

Approximately 4:40 pm a motion to adjourn meeting was put forward by Katie Gohn and seconded by Jamie Harvey

The meeting was adjourned.

Respectfully,

Nominanda Barbosa,

Senate Secretary 20-21