

Full Faculty Meeting Minutes

Date: April 25, 2022
Time: 3:00 pm
Location: online live at <https://tennessee.zoom.us/j/97741690322>
Called By: Tammy Garland, Faculty Senate President

Author: Cecelia M. Wigal, Faculty Senate Secretary (with assistance from Charlene Simmons)
Date: June 27, 2022

Attendance: Reached a height of 112 people.

The meeting was called to order by President Tammy Garland at 3:01pm.

1. Approval of Minutes

The meeting minutes from the February 2022, meeting, provided by the following link, were reviewed. (<https://www.utc.edu/sites/default/files/2022-03/Full%20Faculty%20Meeting%20Minutes%20Feb%2021%2C%202022.pdf>)

There were no discussions or corrections. There was a motion from Gretchen Potts for approval. This was seconded by Jennifer Boyd. The Minutes were approved (47 approved, zero not approved).

2. Administrative Reports

The following reports were provided.

Chancellor Angle

Chancellor Angle shared that the General Assembly passed a budget last week. Its positive impacts for UTC include (1) the Hope Scholarship increasing to \$4,500 freshmen and \$5,700 for juniors and seniors, (2) the support for the nursing building (\$55 million from state, \$5 million match from UTC and donations), (3) \$40 million for renovations of the State building, (5) \$10 million for renovation of Brock Hall, and (6) 4% pool for salary increases (state pays for part of it, UTC pays for the rest).

Chancellor Angle mentioned that an update to the budget will be presented tomorrow, April 26th.

Provost Hale

Provost Hale updated the faculty on the external review of the DRC. He stated that a thorough review was conducted that looked at (1) information provided on the web site, (2) practices, and (3) policies. The final formal report is due any day. This report will provide suggestions for best practices. The information from the report will be available once the debriefing occurs.

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Provost Hale shared that he and Dr. Freeman presented to various advisory boards about achievement gaps among students. They specifically mentioned that students tend to struggle with math and science classes. They also discussed ways to help identify students who are struggling at the mid-term.

Provost Hale stated he plans to continue occasional Provost Q&As forums next year.

Vice Chancellor Yancy Freeman

Vice Chancellor Freeman thanked everyone involved in the DRC review. He will create a plan of action once the final report is received and processed.

Vice Chancellor Freeman reported on enrollment and new student orientation.

Enrollment: UTC finished the first two-weeks of priority registration and is running behind 2021 numbers but is level with 2020 numbers. There are no concerns about returning to pre COVID enrollment numbers. Presently UTC is up 350 first-year students from last year and up fifty transfer students from last year.

New Student Orientation: Programs begin April 26th for transfer students and will run through the end of July for all students. These are face-to-face sessions.

Vice Chancellor Kim White (Development and Alumni Affairs)

Vice Chancellor White shared that she started in her position on December 1st. She is a proud alum and has served on the UT Board. She views her role as a connection with donors and businesses. She is presently identifying priorities and rebuilding the team. Vice Chancellor White is already initiating putting development officers back in the colleges.

Vice Chancellor White wants lofty ideas to get donors involved. She charges faculty to start thinking big and to provide that information to the Deans. She specifically wants to know how UTC can create new partnerships and identify new donors. It has been 16 years since UTC did a campaign thus Vice Chancellor White is putting fundamentals in place to launch a campaign.

The new Associate Vice Chancellor is starting next week. There will be an open house once the Development and Alumni Affairs team is rebuilt.

Vice Provost Matt Matthews

Vice Provost wants faculty to encourage students to complete the end of semester course learning evaluation. The evaluations are open until the end of the day Reading Day. Presently UTC has a 32% response rate. Last semester the response rate was 36%.

The Provost's office opened a discussion forum for TT faculty seeking an extension to tenure because of COVID. Three groups are eligible for an extension:

- People who only took one year extension and now want 2 years
- People who did not seek an extension previously
- People hired after the extension was offered

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Vice Provost Lauren Ingraham, General Education

Vice Provost Ingraham shared information regarding the final proposal from the Reimagining General Education Committee. The current proposal is different from that presented in Fall 2021 as the prototype. This proposal is based on feedback from more than seventy-five feedback forms and eight working groups and a March 2022 faculty survey that presented four models and targeted questions.

Key points of the discussion are below. A more complete presentation of the discussion is in the General Education Proposal slides included on the Full Faculty website and Canvas site.

- The proposed general education model is like the current general education model with key differences.
 - There are significant improvements to student learning outcomes. There are fewer outcomes that are clearly measurable. These outcomes ease assessment workloads for faculty.
 - The categories are open to new classes and thus the participation of more departments.
 - The sub-categories of humanities and fine arts are removed.
 - The requirement that Behavioral and Social Science classes come from two different disciplines is removed.
- The learning outcomes were reviewed for each category. Current general education learning outcomes are broad and difficult to assess. New general education learning outcomes use more student friendly language and should be easier to assess.

Questions: The following questions from the faculty were addressed.

- Erika Schafer: *Will courses currently in non-western cultures move to a new category? Current classes can be certified in a new category if the faculty can show that they meet the new learning outcomes.*
- Jack Zibluk: *Just curious about the changes in dynamics from the title DEI to the title Global. The committee listened to faculty and examined the legislation in the Tennessee State Legislator. The title was changed because the committee wants to honor academic freedom while minimizing the opportunity for scrutinizing faculty.*
- Tammy Garland: *Faculty picked option C as their first choice, which includes an elective. Students have also asked for flexibility. How did we get to this proposal? This occurred through compromise, discussion, and debate. The current proposal still has flexibility. In general, faculty did not want to go above 40-41 hours, so we could not add new categories or options.*
- Chris Cox: *The QR working group included math and statistics in several places, but the intent was not to require all students to meet both. Where did the “and/or” come from instead of “and”? In the information sessions with faculty, faculty expressed concerns about meeting requirements of covering math and statistics. If the learning*

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outcome is included in the course as “and” then the course must cover both math and statistics.

The next steps: A 3-day online discussion period will follow this meeting. Then an electronic vote will occur from April 29 to May 10 (5 business days) to determine acceptance or not of the proposed general education model. If the proposal is approved, course certifications will begin in Fall 2022 and full implementation of the program begins in Fall 2023.

The slides and written proposal are found in the Full Faculty Canvas site.

3. Faculty Senate Updates – Dr. Tammy Garland, Faculty Senate President

Faculty Senate President Tammy Garland provided a review of the results of the recent Faculty Survey.

- *University-Wide Student Attendance Policy.* 60.45% are in favor of a university-wide attendance policy. This topic will be addressed again in Fall 2022.
- *COVID-19 Attendance Policy.* Only 35.9% faculty want a Covid attendance policy. UTC will continue to monitor the Covid situation and bring up the attendance policy issue if COVID numbers increase.
- *EDOs.* Faculty have problems entering information in Digital Measures. Faculty is open to changing the EDO calendar to EDO objectives due August, but Academic Affairs has not officially made this change – they are discussing it.
- *Early Tenure.* A majority of faculty are unsure about an early tenure process. A majority of faculty feel their college has clear tenure expectations.
- *Workload.* Fifty-seven percent of faculty indicate we need a standard workload policy. 51.5% reported they can balance the requirements of teaching, research, and service. 53.8% of faculty indicate they can find balance between home/work life. 57.3% of faculty feel that campus leadership does not promote an environment that allows for balance; however, faculty note that department heads are supportive of their activities.
- *Compensation.* 68.2% of faculty do not feel they receive adequate compensation for their work. Low pay due to compression continues to be a major issue. The perception is that raises are not always based on merit.

4. Faculty Concerns

President Garland reminded faculty that finals must be given during the period for finals at the end of the semester.

President Garland also mentioned that she continues to hear concerns about compensation, transparency, and communication.

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5. Announcements

The following announcements were shared:

- The College of Arts and Sciences Convocation is Tuesday April 26th at 11:30 am.
- FARC elections are underway
- A call for the UFC representative will be sent once the FARC election closes.

6. Adjournment

Gretchen Potts motioned to adjourn. Darrell Walsh seconded the motion.