

Faculty Senate Minutes

Signal Mountain Room, University Center, 3:10 p.m.

17 November 2011

<u>Division</u>	<u>Present</u>	<u>Absent</u>
President	Victoria Steinberg	
Past-President	Pedro Campa	
At Large	Susan North, Colleen Harris, Mike Bell	Shela Van Ness, Lyn Miles, Richard Metzger
Lecturer		Andrea Becksvoort
Adjunct	TBD	
Behavioral Sciences		Barbara Medley, Zibin Guo, David Ross
Business Adm.	Lisa Burke	Marsha Scheidt, Greg Thibadoux
Eng & Comp Sci	Jim Hiestand, Claire McCullough, Mbakisya Onyango	
Fine Arts	Gaye Jeffers,	Kenyon Wilson
CHEPS	Deborah McAllister, Kay Cowan; David Rausch	Barry Dale; Jamie Harvey
Humanities	Ralph Covino, Heather Palmer, Verbie Prevost, Abbie Ventura	
Library	Beverly Kutz	
Math & Sciences	Sumith Gunasekera, John "Matt" Matthews	Hill Craddock
Ex-Officio	Phil Oldham, Theresa Liedtka, John Delaney	Roger Brown, Jocelyn Sanders, Richard Brown,
SGA Liaison	Evan Williams	

Also present were: Linda Orth, Terry Denniston

Meeting highlights:

- The body voted to re-chair the ad-hoc committee on Faculty Roles & Rewards. Dr. Victoria Steinberg was elected as new chair; the body also voted to allow the new chair to add to the committee's membership as needed.
- Faculty Handbook Committee motion to delete chapters 9, 10, and all of the Appendices (minus the three best practices documents) passed with a unanimous voice vote.

- Faculty Handbook Committee requested that a joint faculty/administrative working group be tasked with updating the best practices in evaluating teaching, research and service in the *Handbook*.
 - The Standards Committee motion that any student convicted in Honor Court of an Honor Code violation be stripped of Latin, departmental and university honors failed with 5 ayes, 9 nays, and 3 abstentions. However, the body unanimously voted that the Standards Committee revisit the motion and consult with appropriate parties in University Honors and Honor Court.
 - The Standards Committee motion that students not be allowed to re-take courses in which they had earned an A for credit passed unanimously with 19 aye votes.
 - Senators were reminded that for their service on Senate, they are invited to the Chancellor's holiday party on November 28 from 6-8pm at Lindsay Street Hall.
1. **Call to Order.** The meeting was called to order at 3:14p.m. by President Victoria Steinberg.
 2. **Approval of Minutes.** The minutes of 3 November 2011 as submitted by Susan North were amended as Dr. Hiestand was cited as raising a social security number question, which he did not. With that amendment, Dr. Deborah McAllister moved that the minutes be approved, Dr. Pedro Campa seconded the motion, and the minutes were approved by voice vote as amended.

New Business

1. Administrative Report – Provost Phil Oldham

Provost Oldham noted that the new library building is going up. Dr. Jim Hiestand asked if we were recording the building going up; Dean Theresa Liedtka said that yes, regular webcam shots were being recorded and published.

Provost Oldham noted that students are actively registering for spring and summer classes, and that there are some bottlenecks the University needs to work through. There is emphasis at both the state and local levels on the Complete College initiative. A group including the provost attended the Complete College academy and received certification. The Provost noted that we are ahead of the game at UTC, and a lot of the things we have been implementing over the past few years are paying off, and putting UTC into a leadership role. However, the processes we use to help students succeed still need work.

The Provost said that Yancy and Vanasia are now leading the Banner team and getting feedback from departments. He asked senators to tell them about issues coming up with regard to getting students into classes, and not to assume that issues known at the department level are known by the administration.

Enrollment numbers for next year look to be on the rise again; freshman admittance is 70% ahead of where UTC was at this time last year. The provost noted that at the Academy, someone from middle Tennessee noted that UTC now seems to be the place to go.

We do have internal issues of bottleneck curriculum areas, housing, and others that we continue to work to improve. Dr. Jim Hiestand asked if we are growing faster than other state campuses. The provost said yes, we have grown about 33% in the last six years at about 6% per year, so we may not be the fastest every year, but overall in the past few years. The provost noted that UT-Martin also grew quickly, but lost 7% this year. Other growing campuses are Tennessee tech and ETSU, both up about 2% whereas we are up by 6%.

Dr. Victoria Steinberg asked when the new CIO would start; the provost replied that he has a January 2012 start date.

2. Faculty Roles & Rewards Committee Information Item – Dr. Victoria Steinberg

President Victoria Steinberg noted that two agenda items would be combined and done in different order. President Steinberg said that two queries had been sent to the chair of the ad-hoc committee on Faculty Roles & Rewards and no response was received. Because of this, President Steinberg asked for permission to assign someone else to chair the committee in the hopes it would spur the work to be done. President Steinberg called for volunteers to chair the committee; none were forthcoming. President Steinberg volunteered to take on the chairship. Because the Senate created the committee and set the membership, President Steinberg also asked for permission to alter the membership as needed (with the example that, for instance, the committee may want Dr. Weathington from psychology to consult due to his research in human performance measurement). Dr. Jim Hiestand moved to re-chair the committee and open the membership. Professor Lisa Burke seconded the motion. The motion passed with unanimous voice approval.

President Steinberg also noted that an EDO working group to revise the current EDO system could be a natural outgrowth of the work on faculty roles and rewards. Such Edo work might result in a general template which the different colleges could then adjust to account for different weighting and work. President Steinberg called for anyone interested in faculty roles and rewards to join the committee; Professor Lisa Burke expressed an interest. President Steinberg encouraged other interested parties to contact her by email.

3. Faculty Handbook Committee – Dr. Ralph Covino

Dr. Ralph Covino noted that the motion coming out of the Handbook Committee Proposes the elimination of chapters 9, 10, and all but three of the Appendices, as some are exceptionally out

of date and have been superseded by Board of Trustees Policy, and should not be given to new faculty as policies-in-force. Dr. Covino gave the example of a faculty member going to the Handbook, printing the Honor Code violation form and sending it along, when in reality there is an entirely new online system in place for such reporting. Professor Matt Matthews asked how faculty would know about superseded items if they are relying on out of date hard copies they received when they were new faculty. Professor Colleen Harris noted that new revised versions that come out annually supersede the older documents, and that such language could be included in the beginning of the Handbook to be clear. Professor Beverly Kutz asked who would maintain the links, and if it would be the job of the Handbook Committee. Dr. Covino noted that it would not be the Handbook Committee, but the Senate's webmaster (currently the role of the Senate Secretary). The motion out of committee to delete chapters 9, 10, and all of the Appendices minus the best practices documents passed with a unanimous voice vote.

Dr. Covino also noted that the three "best practices" documents in the faculty handbook may be out of date, and do not speak to online teaching at all. He noted the handbook Committee's request to empanel a working group to include both administrators and faculty to review best practices for evaluating teaching, research and service and make recommendations for updates to the documents. President Steinberg noted that she would send this request through administration; Terry Denniston asked that she be copied on the request.

Finally, Dr. Covino noted that he had heard from four committees to date about changes to committee structures for necessary revisions to the Handbook. President Steinberg asked for a list of committees not yet heard from, saying she would send a reminder to those who had not yet responded about necessary revisions to do so.

4. Standards Committee – Dr. Steve White

Dr. Steve White noted that the Standards Committee had met and has two motions to bring forth. The first motion is that any student found guilty of an Honor Code violation should be prohibited from graduating with Latin, departmental, or university honors. Dr. White noted that this motion had been passed unanimously by the Standards Committee.

Professor Mike Bell clarified the motion, asking if this meant that the students would be stripped of having honors announced during graduation. Dr. White said yes, that this motion relates to formal convictions in Honor Court. Dr. White noted that one of the arguments made in Committee was that a number of people are convicted in Honor Court, and the effective punishment is nothing in terms of their degree, progression towards the degree, or any other consequences. The argument made was that there should be a real penalty.

Evan Williams of SGA noted that he is an Honors student, and has put in many hours of honors work, and to not be recognized because of one stupid mistake seems harsh. Dr. White noted that the faculty are here for the benefit of the students, until there is cheating, at which point faculty go from advocates to adversaries, and that in an academic environment, cheating is considered felonious. Evan Williams asked what if he was convicted coming straight out of high school and that will affect him four years down the line? He stated that being penalized would make him not

want to work as hard. Dr. Claire McCullough noted that the transcript would still have the full record of grades, and would that not be an incentive? Dr. White agreed that the punishment is indeed harsh, but those committing a crime should have to pay a price. Evan stated that the student would be barred from getting a colored cord or seal, which is important to students. Dr. White noted that in that case, they should not cheat.

Vice Chancellor of Student Development John Delaney asked if Chris Stuart was involved in this discussion. He noted that there is already a process in place, and what if Honor Court designates the offense a misdemeanor as opposed to a felony? Vice Chancellor Delaney further noted that if there were no difference, the sanction would carry weight and should be part of the Honor Court's decision, but cases are rarely clean cut. Dr. White said that it is a one-size fits all punishment and that the penalty is a mark of honor removed.

Professor Matt Matthews asked whether the Honor Court hears anything other than academic issues. Dr. White stated no, the Honor Court hears only academic issues; Vice Chancellor Delaney noted that the student judicial body for conduct issues is separate. Professor Abby Ventura noted that Justin Moses, Associate Dean of Students, recently spoke to the English department. She noted that if a student is willing to admit to the cheating, they can wriggle out of an Honor Court conviction. She asked how this would work when UTC has an Honors College. Dr. White stated that UTC does not have an Honors College at this time, and no lo contendere issues were not discussed by the Committee.

Dr. Ralph Covino noted that on every syllabus he says he will bring violators to the Honor Court, but many professors do not, and many students just accept an F and finger-wagging when caught. Dr. Covino noted that there are multiple levels of punishment administered by Honor Court, as well as a way to avoid that court altogether. Dr. Covino suggested that Dr. White take the motion back to the Committee for reconsideration, and also to contact Justin Moses and the Director of University Honors about the motion.

Professor Beverly Kutz asked if Honor Court currently has the ability to sanction this way; Dr. Covino read the Honor Court information in the Handbook which did not reveal any such power. Dr. Claire McCullough wanted to take the opportunity to express her complete agreement with the motion, and that she does not think it is too serious a sanction. She said that convicted students should not be announced with honors, as belonging to an honors college, or as an honors scholarship recipient. Professor Harris agreed.

Dr. Verbie Prevost noted that if students admit to the violation, there would be no punishment. Professor Colleen Harris said if a student admits to cheating, it is as bad as a conviction, and both convicted students and those admitting to the cheating to avoid a conviction should both be stripped of all honors. Evan Williams noted that a student can be brought to Honor Court for small things that students do not consider a big deal; President Victoria Steinberg noted that those rarely make it to Honor Court and are rarely convicted.

Dr. Victoria Steinberg called the question – the motion failed with 5 ayes, 9 nays, and 3 abstentions. Dr. Claire McCullough moved to ask the committee to take the motion back for

reconsideration and to consult with the parties Dr. Covino named earlier; Dr. Covino seconded this motion. The motion for the Committee to reconsider and consult passed with unanimous voice vote.

Dr. Steve White brought forth the second motion out of the Standards Committee asking that students be prevented from re-taking a course in which they had already earned an A for additional credit. Dr. Verbie Prevost stated that this restriction already existed. President Victoria Steinberg noted that an example includes transfer students who may have gotten an A that was not equivalent to a UTC A and have to retake the class for knowledge, and that they should audit it. Professor Beverly Kutz asked if this was really a loophole that existed. Linda Orth from records said that it used to be in the repeat policy that a student could not repeat an A or a B for credit, and could not get earned hours for it, to increase their GPA. Two years ago during revisions, this was taken out. Professor Colleen Harris noted that at other universities where she had worked in admissions, not allowing re-takes of a class where an A had been earned is policy, and asked Linda Orth if such a restriction was common practice across colleges and universities at large. Linda Orth stated there is no common policy. Linda noted that with the current loophole, both courses calculate in the GPA though only one counts as earned hours. Senators expressed astonishment that this practice was allowed. President Victoria Steinberg called the question; the motion to prevent re-taking a course in which a student had already earned an A was passed unanimously with 19 aye votes.

5. Other Business

There was no other business.

6. Member Concerns

There were no member concerns.

7. Announcements

President Victoria Steinberg asked members to note Dr. DiPietro's email extending the deadline to November 30th for taking the survey. She stated that UTC's response is above 50%.

President Steinberg also noted that many students are laboring under the impression that they can complete class evaluations through the end of finals, but they are indeed only active through the last day of classes. President Steinberg asked faculty to remind their students of this fact. Dr. Covino noted that evaluations may not matter much to established tenured faculty but that they matter quite a bit to the untenured, and since it was made clear that response rates from an online evaluation would already be lower, truncating the deadline may disproportionately hurt newer faculty. Dr. Claire McCullough stated that when asked who was going to take the online evaluation, her students responded that only those who were mad about the class would fill it out.

Senators were reminded that the Campus Holiday Party is scheduled for November 22, from 3-5pm in the UC Chattanooga Rooms.

Senators were reminded of the invitation that went out to Faculty Senate members, due to their kind service, to attend Invitation to Faculty Senators– November 28, 6-8pm, Lindsay Street Hall. Dr. Hiestand asked if there would be a meal, given the 6-8:00pm time frame; Terry Denniston said there would be heavy hors d'oeuvres.

Senators were also asked to reserve the date of April 16, 2012 for the Faculty Banquet.

8. Adjournment

President Steinberg adjourned the meeting at 4:20p.m.