

## **MEETING AGENDA**

### **UTC Full Faculty**

**September 18, 2023, at 3:00 pm**

Chair: Faculty Senate President Don Reising

Minutes: Faculty Senate Past President Jennifer Boyd

#### **1. Call to Order**

Faculty Senate President Donald Reising welcomed new faculty to the UTC and all faculty to the Full Faculty meeting.

#### **2. Approval of the Minutes**

The minutes from the February 28, 2023 Full Faculty meeting were approved with 31 yes votes and 3 abstentions.

#### **3. Report from the Chancellor**

Chancellor Angle updated the faculty about projects and initiatives on campus.

The nursing building is on track. After the next UT Board of Trustees meeting, Chancellor Angle should be able to announce an \$8 million gift for that building. The business building also is on track. Chancellor Angle described that there is a \$30 million gift lined up for this project and that the remainder of the \$97 million project will need to come from the State. Governor and local state delegation are showing signs of support. UT is working to enhance partnership with Volkswagen.

Chancellor Angle encouraged faculty to engage with UTC administration in determining impactful campus investments in AI during upcoming forums. The first open forum will be on September 19 from 11 am-12 pm in the UC Signal Mountain Room. The second open forum will be virtual on September 29 from 11 am-12 pm and can be accessed with the following Zoom link: <https://tennessee.zoom.us/j/86914941793>

#### **4. Unfinished Business**

##### **a. Ombudsperson Position Update**

Chief-of-Staff David Steele described the continuing search for a UTC Ombudsperson. Vice Provost Shewanee Howard-Baptiste is leading the search committee in reviewing a second pool of candidates. Until the position is filled, we will be outsourcing our ombuds services to UTK. This will allow UTC faculty to access a scheduling portal, workshops, seminars, and other unique opportunities that will be developed specifically for our campus. UTK will also supply templates and send monthly reports to administration (with appropriate confidentiality). The site to book appointments and access other opportunities will be updated soon, and a link to this site will be distributed to faculty and staff via email. The UTC Ombudsperson site also will be updated to provide the link to the UTK portal.

## **b. Course Learning Evaluations Pilot**

Vice Provost Lauren Ingraham described a pilot program for faculty to try out a new course learning evaluations system that has been developed by a team at the University of Nebraska-Omaha. The team visited UTC last spring to talk about their IMPACT system, which focuses on the use of high-impact practices in courses and student perceptions of those practices. UTC is in talks with UNO about possibly becoming a co-PI on a NSF grant for this system. UTC faculty in Gen. Ed. STEM and Behavioral and Social Sciences courses will be provided with an opportunity this fall to participate in a pilot of the IMPACT system. Faculty who want to pilot the system will do so in addition to (not instead of) the existing course learning evaluations at UTC. Participating faculty will not be required to report the results of the pilot IMPACT evaluations in RTP documents or EDOs, but can opt to do so at their own discretion.

## **5. Faculty Senate Reports**

### **a. Full Faculty UTC Learn Course**

President Reising reported that he worked with Faculty Senate Secretary Hannah Wakefield and Past President Jennifer Boyd recently to update the Full Faculty UTC Learn 'course'. He is working with various offices around campus to streamline this process in the future. Faculty should notify Faculty Senate representatives or the FS Executive team if they or their constituents do not have access.

### **b. Faculty Representative to the UFC**

President Reising reported that elections for a new University Faculty Council (UFC) representative from UTC are underway. The election ended on Friday, September 19, 2023. The new representative will join President Reising on the UFC.

### **c. Faculty Administrative Relations Committee (FARC) Election Results**

President Reising reported that two new representatives have been elected to the Faculty Administrative Relations Committee (FARC). The new representatives are Drs. Joanie Sompayrac (RCOB) and Kenyon Wilson (CAS).

### **d. Faculty Senate open seats**

Reach out to President Don Reising or Faculty Senate Secretary Hannah Wakefield if you are interested in serving on Faculty Senate. Several divisional elections are in process. Nominations are still open for an Associate Professor At-Large Representative.

## **6. New Business**

### **a. Academic Calendar Planning**

President Reising is representing the UTC faculty on a new Academic Calendar Planning Committee. The Committee is looking to make the UTC academic calendar align better with the calendars of other campuses in the UT System and locally with the Hamilton County

Department of Education academic calendar. The Committee is also discussing some possible revisions to course times and the break in between courses to facilitate student scheduling. The Committee will be distributing surveys to collect faculty input, and President Reising encourages faculty with input about our academic calendar to reach out to him as well.

#### **b. Total Organizational Health Initiative**

Dr. Chris Cunningham described the Total Organizational Health (TOH) initiative that is currently underway at UTC. The initiative is an effort to improve our workplace culture and protect worker safety, health, and well-being.

Cunningham described that this is the first time that UTC has engaged in a TOH initiative. Data from recent years suggest that UTC has increased some of our TOH strengths but has not been able to address some weaknesses.

The TOH initiative will involve data collection from UTC employees through various surveys, including a Great Places to Work survey that was distributed over the summer to a random sample of the UTC community, the McLean survey that will be distributed in mid-September to all staff employees, a UTC TOH progress check survey that will be distributed in early November to all UTC employees, the COACHE survey that will be distributed in late February to all UTC employees, and a UTC TOH progress check that will be distributed in mid-April to all UTC employees.

Cunningham encourages faculty who have input or concerns about the TOH process to reach out to him, a member of the TOH task force, or an administrator. He plans to stay engaged with the Faculty Senate to update faculty about the process throughout this year. He encourages all faculty to engage in opportunities to provide input and to be open to possibilities for change at UTC that would improve our TOH.

### **7. Administrative Reports**

#### **a. Provost Jerold Hale**

##### **i. Workload Policy**

Provost Hale reported that there is a disparity in teaching loads for UTC faculty. Provost Hale described his intention to implement a workload policy at UTC in the near future and specified that the UTK workload policy is one that he is considering as a model for a policy at UTC. Provost Hale provided related workload policy materials to the Faculty Senate for its August 24, 2023 meeting. He encourages faculty to review these materials (which are linked on the Faculty Senate webpages) and provide input to their Faculty Senate representatives, Department Head, Dean, or to him directly.

President Reising asked if graduate student supervision will be considered in a UTC workload policy. Provost Hale explained that no workload policy will address every nuance that arises, but that the UTK policy gives a lot of latitude for decision making to department heads with approval of the relevant Dean and the Provost.

##### **ii. Intellectual Property**

Provost Hale described that there has been some confusion about who owns course materials that are developed by UTC faculty. It is a misconception that the intellectual property rights associated with course materials belong to UTC simply because they are prepared on university resources (i.e., computers) and/or in university spaces. Faculty own the course materials that they develop with the exception of circumstances in which faculty enter an agreement with UTC to develop materials for broader use.

### **iii. Change in the EDO Calendar**

Provost Hale described changes to the EDO calendar that will impact faculty this year. The EDO calendar will now align with the regular calendar year (i.e., January through December). Because we are not allowed by the UT System to skip an entire year of evaluations, implementing the new EDO calendar will require faculty to generate an EDO report early in the next calendar year in addition to the report that they completed in spring 2023.

### **iv. Review of the NTT Evaluation Process**

The process for reviewing NTT faculty changed last year as described in the Faculty Handbook. Provost Hale wants to conduct a review of that process from the NTT faculty perspective as an early assessment. Vice Provost Matt Matthews will meet with the NTT Committee of the Faculty Senate and will have meetings open for NTT Faculty members for the purpose of reviewing this process.

### **v. Administrative Searches**

Provost Hale announced that we will be searching for a new Dean of the Library and a new Vice Chancellor of Student Enrollment Management and Student Affairs this year. Currently, we are in the process of finalizing some aspects of these search processes with an external search firm.

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

Vice Chancellor Goldberg described he wants to ensure that budget information is transparent and meaningful to faculty. His office is organizing six faculty input sessions for this fall to help inform the budget process. These sessions will be on October 24 from 3-4:30 pm, October 26 from 3-4:30 pm, October 27 from 10:30 am-12 pm, October 30 from 3-4:30 pm, November 1 from 3-4:30 pm, and November 7 from 8:30-10 am. All sessions will be held in the UC Auditorium. Information about the input sessions will be distributed to faculty via email. A survey tool will also be distributed to collect faculty input.

## **8. Faculty Concerns**

### **a. Lower-level Administrative Appointments**

President Reising shared concerns conveyed by faculty about a lack of diversity and transparency in the process of appointing lower-level administrative positions (e.g., assistant deans, associate department heads, etc.). He shared that Provost Hale is planning to address this issue with academic department heads.

## **9. Announcements**

### **a. Faculty Rating of Administration**

Faculty Rating of Administration surveys will be distributed to faculty in mid-late October 2023

### **b. Curriculum Proposals**

Curriculum proposals are due in Sharepoint on October 15, 2023.

### **c. Next Full Faculty Meeting**

The next Full Faculty meeting will be on February 13, 2024. All faculty are also invited to attend Faculty Senate meetings.

## **10. Adjournment**

President Reising asked for a motion to adjourn. A motion was made and seconded. The meeting was adjourned.