

# Faculty Senate Meeting

February 18, 2021 at 3:10 pm.

## Call to Order:

The meeting was called to order at 3:11 pm via Zoom video conferencing.

**Senators in Attendance:** Charlene Simmons, Tammy Garland, Nominanda Barbosa, Jamie Harvey, Zibin Guo, Nicholas Boer, David Giles, Julia Cummiskey, Susan Thul, Natalie Owsley, Alexandra Zelin, Erika Schafer, Christopher Stuart, Jaclyn Michael, Joshua Hamblen, Cuilan (Lani) Gao, Phil Roundy, Spencer Usrey, Stephanie Gillison, , Ron Goulet, Liz Hathaway, Joanie Jackson, Barry Kamrath, Beth Crawford, Bernadette DePrez, Priscilla Simms-Robertson, Wes Smith, Anne Swedberg, Jodi Caskey, Donald Reising, Irina Khmelko, Sarah Einstei, Eleni Panagiotou, Mengjun Xie, Chandra Ward, Ethan Mills

**Senators not in attendance:** Hill Craddock (**on sabbatical**), Ignatius Fomunung.

## Approval of the minutes:

Approval of the minutes of the January 21, 2021. There were no revisions nor objections, so the minutes were approved.

## Administrative Reports:

### Chancellor Steve Angle:

Update on the search for the position of Vice Chancellor for diversity and engagement: the Vice Chancellor for Diversity and Engagement is a member of the Chancellor's Executive Leadership Team and serves the University as its chief diversity and inclusion officer. This new position will lead and contribute in meaningful ways to promote and execute the diversity, inclusion and engagement goals of the University.

According to Dr. Angle, 12 individuals will be selected to move forward with zoom interviews with the search committee and he will talk with each of those candidates. From the large pool, 3 to 5 candidates will be selected, and an open forum will be opened around March 8-19 to identify 1 to 2 candidates to come to campus by the end of March beginning of April.

### Provost Jerold Hale

- A. Spring 2021 semester face to face commencement ceremonies: It is estimated that there will be 7 to 8 ceremonies and this is to keep the number of people gathering to a safety level. All the ceremonies will take place on the Chamberlain field with Mackenzie Arena being the

weather related back up. There will be one ceremony on Wednesday, Thursday and Friday and more will be added as needed. We are still deciding on the number of guests attending and will have a resolution on either limit the number or having no guests at all. The sub committees have been assigned with tasks whether programming or safety issues and the final decisions will be made at least a month ahead of ceremonies. A decision regarding Spring 2021 commencement ceremonies will be announced later in the semester as the current Covid-19 situation is assessed by the institution.

- B. Provost thanked members of the strategic plan committee and subcommittees for their hard work. The four subcommittee have submitted their draft reports. The integration committee, which begins meeting tomorrow, will pull together the work of the subcommittees. Listening sessions for faculty, staff, students, community etc. are being planned.

A member of the faculty senate directed a question to Provost: If the University is planning to return to normal on Fall 21 is there an update on the vaccination process?

Provost: confirmed that the plan is to return to a plan for Fall 21 that is similar to pre Covid-19 with a contingency plan which means UTC will continue monitoring and keep looking at indicators in case it is necessary to go back to online teaching or the plan that has been put in place these few semesters. He also added that he does not believe there will be a mandate to have vaccine for students and faculty to come to face to face classes. He added that the age for eligibility to the vaccine has dropped to 65 for Tennesseans but did not have further info regarding UTC's availability of the vaccine for faculty, staff and students.

A member of senate wanted to assure that the administration be clear on future communications to avoid that students think they signed up for something but are getting something else. Provost Hale assured that they have been very clear and continue monitoring the situation and adjust to Covid-19. We are planning a semester that is similar to face to face but have a latitude to shift if needed and hope to be able to give notice.

## **Committee reports:**

### **A. Undergraduate academic standards committee: undergraduate certificate programs**

#### **Presented by Amanda Clark:**

Proposed Language to Adopt into the Undergraduate Catalog Undergraduate Certificate. The University of Tennessee at Chattanooga is authorized to establish and deliver undergraduate certificate programs in any disciplinary or subject area for which there is not an existing major, concentration, and/or minor. Undergraduate certificate programs may be interdisciplinary or focused with a specialized set of courses that emphasizes a professional skill or knowledge base that supports future employment opportunities.

Admission to an undergraduate certificate program requires that a person meet the minimum admission requirements to the university and/or be an existing student in the university. Refer to the appropriate department for any specific requirement(s) to the certificate program. Admission

to an undergraduate certificate program does not constitute immediate or future admission to an undergraduate degree program. To receive an undergraduate certificate, students must be admitted to a certificate program or a degree program.

Certificate programs require the student to complete 12 – 18 hours and maintain a minimum 2.00 or higher GPA. Students should check programs for specific hour and GPA requirements. A student only pursuing a certificate must complete the certificate within a maximum time of 6 years. A student pursuing a certificate as part of an undergraduate degree program will have the time allotted for the degree to complete the certificate. With department approval, a portion of certificate course work may be applied to an undergraduate degree program. However, no more than 1 course from a certificate program can be counted toward a minor within a degree program and no more than 2 courses from a certificate program can be counted toward a major within a degree program.

Students must file a <form> with the Registrar's Office the semester prior to the semester they will complete the certificate course requirements. Students receiving only a certificate are not eligible to participate in commencement.

After few clarifications, the proposed language above was moved for vote by President Simmons.

The motion passed with 37 “yes” 0 “no” and 0 “abstention”

#### **A. Handbook Committee**

##### **Presented by Ron Goulet:**

Proposed changes to section 4.7.1 of the Handbook – Non-Tenure Track teaching appointments (see Faculty Senate website).

Compared current Bylaws with Proposed Bylaw Revisions. Expanded the criteria for Lecturer rank (see Faculty Senate website)

A senate member wanted to know whether the proposal was shared with all NTTF to check if they had a say on this.

The president Simmons answered: this language is in response to the results of a shared governance in which:

81 % of the full time NTTF that answered survey supported language, 12 % were neutral and 8 % opposed. 36 % of part time NTTF that answered survey supported the language as well.

The proposal was moved to a vote by the Faculty Senate President; the proposal passed with 36 “Yes” -0 “No and 0 abstentions.

#### **B. NTT Committee**

##### **Presented by Stephanie Todd**

##### **A. Proposed changes to NTT committee description in Faculty Senate Bylaws:**

The proposal would allow more than 4 NTT full time faculty to serve on the NTT committee.

A senator expressed concerns about how NTT faculty are compensated for service work. Stephanie Todd responded that many NTT faculty contracts include service.

President Simmons mentioned that this year over 40 NTT faculty asked to serve on the NTT committee, but the bylaws limited membership to just 4.

The proposal was moved to a vote by the Faculty Senate President; the proposal passed with 36 “Yes” -0 “No and 0 abstentions.

## **B. Proposed changes to add NTT divisional members to the Senate.**

- This proposal will provide NTT faculty with equitable representation of the Senate. NTT faculty currently make up 30% of the full-time faculty but have only 5% of the seats on Senate.
- In the recent shared governance survey, the majority of faculty expressed support for the proposal.
- A senator expressed concerns about how NTT faculty are compensated for service work.
- Most MTT job descriptions include service, but NTT are limited in their current service opportunities. The addition of Senate seats will provide NTT faculty with more opportunities for service.
- General concerns that the administration does not value tenure and if NTT faculty provide the same functions to the university as T/TT faculty there will be no need to hire T/TT faculty in the future.
- Question about whether there will be voting limits placed on NTT senators. The proposal does not include such limits.
- Concerns that NTT and TT faculty, because they do not have tenure, can be pressured to vote certain ways.
- Concern that NTT faculty will someday gain more than 33% of Senate seats and will be able to block future bylaws changes, which require 2/3<sup>rd</sup> of present senators to pass.

After a long discussion, Don Reising called for a motion to move the main motion from the committee to a subsidiary motion. Wes Smith put forward a motion calling for postponement to the next Faculty Senate meeting (March 2021).

The vote to postpone passed with 29 “yes” - 3 “No” and -0 abstentions

## **C. Proposal to add an At Large Senate - Add one seat to adjunct seats increasing the number to two.**

In the absence of a subsidiary motion the main motion to add another seat was brought to vote The vote to add a seat passed with 31 “yes”-0 “No”- 0 abstentions

## **New Business:**

### **President Charlene Simmons:**

#### **A. The results of shared governance survey from February 2021 are available on the Faculty Senate Website**

According to the survey, the majority of faculty support department heads being appointed for set terms; the majority of faculty support (strongly or somewhat) the proposed changes to section 4.7.1 of the Faculty Handbook. Over 80% of full-time, non-tenure track faculty support the changes; the majority of faculty support (strongly or somewhat) expanding the Handbook Committee to include full-time faculty who are not members of the Faculty Senate; the majority of faculty support (strongly or somewhat) expanding the number of non-tenure track faculty serving on the non-tenure track committee; over 90% of full-time, non-tenure track faculty support the change. The majority of faculty support (strongly or somewhat) adding full-time non-tenure-track divisional members to the Faculty Senate; over 93% of full-time, non-tenure track faculty support the change; the majority of faculty support (strongly or somewhat) adding a part-time non-tenure-track at-large member to the Faculty Senate. 90% of part-time non-tenure-track faculty support the change.

These results were provided to Chancellor Angle and Provost Hale  
These results will mark the beginning of new conversations.

#### **B. TUFS survey results: faculty workload in the age of Covid-19**

The Tennessee University Faculty Senates (TUFS), in collaboration with our member institution Faculty Senates and the Center for Organizational and Human Resource Effectiveness (COHRE) at Middle Tennessee State University, conducted a survey 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.

A full report of the results (state wide results) can be found on the Faculty Senate website or [tnfacultyssenates.org](http://tnfacultyssenates.org).

Overall, this survey shows that all faculty did additional work during the pandemic, while most research faculty were left with less time for research.

The additional work conducted by all faculty needs to be fully documented in annual reviews and taken into account when faculty are considered for raises, promotion, tenure, and post-tenure review. Workloads for faculty teaching online classes should be adjusted to take into account the additional time needed to prepare and teach online.

The impact of time lost on research productivity will be felt for years to come. Declines in research productivity will have long-term implications for assistant professors seeking tenure and promotion, for associate professors seeking promotion, and for tenured professors undergoing post-tenure review. Lost research time builds as lost grants and lost state research

compound. At a time when we need research the most, there is less time for it. Future support can get us back on track.

Each summer universities benefit from the unpaid labor of its 9 and 10-month faculty. This work needs to be acknowledged by universities. Understanding the ways that faculty work changed in the pandemic and supporting higher education will send a powerful message to educators and families that Tennessee is committed to building an educated workforce. Teaching online is more time consuming than teaching face-to-face.

### **C. Proposal to separate the Vice Chancellor for Research & Dean of The Graduate School**

Proposal for Strategic Re-Staffing (please visit Faculty Senate website for full proposal)

Prior to 2015, UTC had a Dean of The Graduate School and an Assistant Provost for Research. Recognizing the need to bolster support for research and graduate studies, in 2015 UTC's executive leadership created the dual position of Vice Chancellor for Research and Dean of The Graduate school as a new cabinet-level position to offer greater visibility, support, and attention to these critical functions. The position of graduate dean was a long standing one, but the prior Dean, Jerald Ainsworth, had accepted the Provost position, leaving a vacancy. Due to budget constraints, the decision was made to combine the existing Dean and new VCR positions. While that may have been the most expedient option at the time due to the aforementioned budget constraints, it is now time to reconsider the unique needs of these two positions.

The Chancellor is looking for feedback from the Senate Faculty.

Feedback provided during the Senate meeting included a desire for there to be at least an internal, and possibly an external, search for the Dean of the Graduate School and concern about continuing to add administrative lines while not filling vacant faculty seats. As one faculty member asked, "is this the right time to fill this position?"

President Simmons also encouraged Senators and guests to send comments by email after the meeting. Feedback will be compiled and provided to the Chancellor.

## **Unfinished Business**

**Charlene Simmons gave a brief update:**

### **A. Nine months faculty sick leave**

After many conversations, there is an overall perception at other campuses and at the system level that is not what faculty want and because of that, a survey is being conducted to collect faculty's opinions and we highly encourage faculty to complete the survey.

## **Faculty Concerns:**

A faculty wanted to know what platform is used for the survey above and who is behind it.

## **Announcements:**

Two open town halls on 2-19: one at 10am that includes all faculty and one at 3:15 pm with no administrators present.

## **Adjournment:**

At approximately 5:47 pm Don Reising put a motion forward for adjournment. The call was seconded by Alexandra Zelin.

The meeting was adjourned.

Respectfully,

Nominanda Barbosa, Senate Secretary 20/21