

Faculty Senate Meeting Minutes

Date: March 10, 2022
Time: 3:10 pm
Location: online live at <https://tennessee.zoom.us/j/93969346988>
Called By: Tammy Garland, Faculty Senate President

Attendance: X = present

Senator	Role	10-Mar	Senator	Role	10-Mar
Barnes, John	RCOB NTT		Knox, Sara	CAS BS NTT	X
Basham, Sherah	CAS BS T/TT	X	Locander, Dave	RBOB T/TT	X
Boyd, Jennifer	President Elect	X	Mandravelis, Stephen	CAS FA T/TT	X
Caskey, Jodi	At-Large, NTT	X	McPherson, Joyce	At-Large, Adj	
Colston, Marissa	At-Large		Mills, Ethan	CAS HU T/TT	X
Crawford, Beth	CHEPS T/TT	X	Mitchell, Tiffany	CAS HU NTT	X
Crittenden, Courtney	At-Large	X	Nall, Rachel	CHEPS NTT	
Court, David	CAS FA NTT		Nichols, Roger	CAS MS T/TT	X
Cruz, Elicia	CHEPS NTT		Ozmy, Joshua	Non-Voting	X
Cummiskey, Julia	At-Large	X	Padalino, Carolyn	CHEPS NTT	
Debter, David	CAS MS NTT		Palmer, Heather	CAS HU T/TT	
DePrez, Bernadette	CHEPS T/TT	X	Panagiotou, Eleni	CAS MS T/TT	X
Devries, Stephanie	CAS MS T/TT	X	Phuong, Chang	CECS NTT	X
Dileepan, Dileep	RCOB T/TT	X	Schafer, Erika	CAS FA T/TT	X
Dockery, Todd	RCOB NTT	X	Schultz, Lucy	CAS HU NTT	X
Epperson, Brooke	CHEPS T/TT	X	Simmons, Charlene	Past President	X
Fomunung, Ignatius	CECS T/TT		Simms-Robertson, Priscilla	CHEPS T/TT	X
Gao, Culian (Lani)	CAS MS T/TT	X	Smith, Wes	CHEPS T/TT	X
Garland, Tammy	President	X	Stuart, Christopher	CAS HU T/TT	X
Gillison, Stephanie	RCOB T/TT	X	Swaren, Chantelle	CHEPS T/TT	X
Goulet, Ron	CECS T/TT		Thul, Susan	CHEPS T/TT	X
Hansen, Christopher	CHEPS T/TT	X	Tyndal, Laura	At-Large	X
Harper, Neil	At-Large, Adj		Wang, Yingfeng	At-Large	X
Ibrahim, Hamdy	CECS T/TT	X	Ward, Chandra	CAS BS T/TT	X
Jordan, Joseph	CAS HU T/TT	X	Whightsel, Oren	At-Large, NTT	X
Khmelko, Irina	CAS BS T/TT		Wigal, Cecelia	At-Large	X
Kimbrow, Devori	CAS HU NTT	X	Xie, Mengjun	CECS T/TT	X
Klingbeil, Thandi	CAS MS NTT	X			

Author: Cecelia M. Wigal, Faculty Senate Secretary
Date: March 10, 2022

The meeting was called to order by President Tammy Garland at 3:10pm.

1. Approval of Minutes

The meeting minutes from the February 17, 2022, meeting, provided by following link, were reviewed. (<https://www.utc.edu/sites/default/files/2022-03/FS%20Meeting%202-17-2022-Minutes.pdf>). Beth Crawford motioned for approval of the minutes. Motion was seconded by Stephanie Gillison. There were no discussions or corrections. Minutes were approved.

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2. Administrative Reports

The following reports were provided.

Chancellor Angle

Chancellor Angle mentioned the UTC MOCs men's basketball team winning the SOCON basketball tournament. He stated that the University can be proud of the team and all who were there. There is a watch party for the NCAA tournament selection on Sunday at McKenzie Arena starting at 5:00pm. All are invited.

Divisive Concepts Legislation

Divisive concepts legislation is working through Tennessee legislature. There are amendments on both bills. Chancellor Angle is working with government relations staff and President Boyd in the hope that the bills have the least impact.

Courtney Crittenden asked if the bill passes will we get guidelines on how to address it. Chancellor Angle responded yes but he does not project there will be any changes in our current practices.

Julia Cummiskey asked if it is accurate that the bill will include a requirement that the system have a process to investigate divisive concepts complaints. The Chancellor replied that the wording now uses terms such as "may" on these items. It does not say "must investigate and reprimand". The possibility of these statements becoming requirement is what the chancellors are most concerned about.

The bills can be found at <https://www.capitol.tn.gov/Bills/112/Bill/HB2670.pdf>.

Provost Hale

Provost Hale addressed the following:

- The UT System is looking at minor changes for emeritus appointments. The change is not critical – it will allow the Chancellor or designee to make these appointments instead of just the Chancellor.
- The UT System is standardizing size and content of the system diplomas. Most of the changes are stylist. However, the indication that a graduate is an Honors College graduate will be removed from the diploma since not all campuses have Honors Colleges.
- The periodic post tenure review process reporting from the Provost's office is now due on April 20th not June. This does not affect the Colleges.
- The Commencement dates remain as in the campus calendar; however, there will be 5 ceremonies instead of 3. The masters and Ph.D. graduation ceremony is Friday May 6th. Saturday May 7th will include 4 undergraduate graduation ceremonies beginning at 9:00am. Typically, the graduation ceremonies last approximately 1.5 hours. The 4 ceremonies will be spaced 3 hours apart. The university needs the 4 undergraduate ceremonies due to the renovations of the arena which is affecting ingress and egress. For safety reasons the university must limit participation. The College of Arts and

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Sciences has two ceremonies – the graduate ceremonies assignments are determined by alphabet and not degree.

Vice Provost Matthews

Vice Provost Matthews thanked all those who asked about bylaws at the last meeting and prior to this meeting. He provided a list of the program bylaws that are presently under review. He reminded all to review his recent email providing guidance on General Policy 0003.

Vice Provost Matthews reminded the faculty to complete the COACH survey. Faculty should have received an email from Coach with a link to the survey. Faculty may have also received an email from the Provost's office as a reminder to take the survey. This survey is being used to evaluate faculty satisfaction at UTC. If the faculty have any questions, please contact Vice Provost Matthews.

The UT Board of Trustees passed to extend the probationary period for Tenure-Track faculty. Thus, anyone employed in 2022 that only asked for a 1-year extension can get an additional year. The standards will not be different if a faculty member takes the extension. Faculty wishing an extension must complete a form (that will be distributed soon) by end of day Dec. 31st, 2022. Faculty do not have to request an extension if they do not feel it is necessary. If a faculty member requests the 2-year extension but goes up for tenure at year 6, this is not considered EARLY. Early is BEFORE year 6. The new policy does not affect extensions for other accepted reasons.

President Garland asked how 3rd year reviews should be handled. Vice Provost Matthews stated that the process now states that the review can occur during the 3rd or 4th year. The department should be consulted to see when the review makes sense.

Associate Vice Chancellor Tony Parsley

Associate Vice Chancellor Parsley reported there is a new committee for IT and Academic Affairs (the Technology Purchase Review Committee – TPR) to help track technology purchases, especially to review purchases before hand to minimize duplications of software, especially if there is another associated contract at UTC, the UT system, or another UTC school. In addition, much of the software purchased is not compatible with UTC's technology. Thus, the role of the TPR committee is to provide consultation and guidance around the purchase of technology hardware, software and services at the University of Tennessee at Chattanooga. The desire will be to involve the TPR committee early in the process of obtaining technology and software. TPR will look for compatibility and ways to save money. If they can recommend buying in bulk with other programs, this will save money.

Vice Provost Lauren Ingraham, Reimagining General Education (RGE)

Vice Provost Ingraham reported that 230 faculty responded to the RGE survey requesting ranking of possible RGE plans. Model C has the most votes for 1st and 2nd ranking. The Chattanooga Project is not recommended by the faculty. The 3 hours of General Education Elective is seen as a positive. DEI is still being figure out. Faculty appear to welcome

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considering having DEI in courses that seek that designation and then students take some number of these designated courses.

Vice Chancellor Tyler Forrest

Vice Chancellor Forrest reported on the following:

- They are wrapping up the budget for next year. Once it is complete, they will make it available.
- Hunter Hall renovations are still progressing well and are on time.
- The pedestrian way is underway to finish by fall semester.
- The change order for the Lupton roof temporary solution has moved forward.
- 1st Day Complete is still in the due diligence stage. They are presently getting feedback from students.

Ethan Mills asked of the status of the living wage goal of \$15.00/hr. Vice Chancellor Forrest stated they are working toward this and there will be an announcement about it at the Town Hall on 26th of April. Reaching the \$15.00/hr. goal will take a few years but there will be progress.

3. Committee Reports

The following were addressed.

Handbook Committee (Wes Smith)

- Beth Crawford moved to accept the revisions for the Post Tenure Review process. The vote passed with a vote of 37 yes.
- The Table of Contents was updated. The update will be in effect next year. No vote was necessary for this since it is an informational item.

Course Learning Evaluation (CLE) Committee (Karen McGuffee)

Karen reviewed the following proposed changes to the CLE. Most of the changes involve clarifying language. In addition, two questions were added.

- Delete question: “How might this course be improved” and replaced it with “what changes, if any, would you make to the course that would aid in your learning?”. This was done because students sometimes have responded inappropriately to the original question.
- Deleted request: “Please provide any additional comments you would like to share” because it also results in inappropriate responses from the students.
- Added question requesting what resources the students used in the course.
- Added question requesting a comment on the number of days missed.

Questions were deleted and added to try to minimize the opportunity for negative comments that target specific faculty groups such as females and to limit how such comments can be used against faculty during RTP reviews – at both the committee and department head level. The changes were made to help students create constructive comments. There were questions regarding the true need for these changes. These changes may limit the opportunity for students to provide meaningful responses that will help faculty improve their

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courses and delivery and not really stop students from providing inappropriate responses (which are few). The open-ended questions may also be a way for students to self-disclose their behaviors and perspectives. Others stated that there is a true need to direct the responses. Students can include abusive comments on the evaluations that are difficult to ignore. These negative comments also become a permanent record of faculty performance.

Some wondered if there is a way to review for inappropriate comments using software or other monitoring and remove them. Cindy Williamson mentioned that such software is not presently available. One mentioned we need to hear the negative comments because it is important to know what faculty are doing a negative job.

Other questions and discussion followed:

- Has the survey ever been validated?
- Have we looked at how the results are delivered to the faculty? Cindy Williamson responded that the process is changing on how faculty receive the survey results. The email is now reading “You may go and see your course evaluation when you desire.”
- Will there be any guidance to departments as to how they should look at the surveys with respect to trends if the survey is changing? Cindy Williamson stated that the University is looking at training department heads on how to interpret the survey results.

Following discussion, Karen, as committee chair, motioned to accept the proposed changes. Since the motion comes from a committee no second was needed. The motion passed: 29 yes votes, 2 no.

President Garland proposed that the revision go into effect during the fall semester 2022. Courtney Crittendon thanked the committee for their work.

President Garland stated that the proposed changes are included on the Faculty Senate web page.

Undergraduate Academic Standards (Amanda Clark)

Amanda Clark reported on the progress of the minor program proposal. Presently the language in the catalog does not allow students to apply more than 6 credit hours in their major toward a minor. The proposal is to remove the requirement that students cannot major and minor in the same program. They also propose to delete the statement of what a minor is – “a minor is a secondary subject area of interest but not a subdivision of the major subject area”. Thus, this will allow students to major and minor within the same program/department/discipline unless otherwise restricted by the department. In the process of accepting this proposal, department heads will be asked if they will adopt a restriction for minor(s) within their department.

This proposal is a motion from the Academic Standards Committee. The vote resulted in 30 yes, and 0 no. Proposal passed.

The committee will be looking at changes to the grade appeals policy next.

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4. New Business

Lobbying – It is UTC policy that faculty and staff cannot send correspondence to the state or local legislature using UTC email, paper, or computer for lobbying. But you can use UTC email etc. for inviting government officials to attend campus and program events. The purpose of this policy is to facilitate compliance with federal and state laws and enhance the effectiveness of contacts with federal and state government officials.

5. Faculty Concerns

Obtaining living wage for UTC employees remains a United Campus Workers concern.

6. Announcements

President Garland made the following announcements:

- Please beware of the Injury Procedure. If there is a student or faculty injury call campus security (police) and fill out a report.
- Divisional elections are wrapping up. Thank you to all who have participated.
- At-Large elections are presently occurring. There needs to be a Bylaws change with respect to At-Large nominations. Presently the Bylaws state that At-Large candidates must have more than 1 nomination. This language does not make sense. The Executive committee will be proposing a language change. Presently however the Senate must vote to suspend the multiple nomination requirement in the Bylaws until it is changed – possibly at the April meeting. Beth Crawford motioned to suspend the requirement. Roger Nichols seconded the motion. Motion passed: 30 yes, 0 no.
- FARC elections are upcoming. If you are interested in running for FARC, have someone nominate you or nominate yourself. This is an important role. The call for nominations will come out soon.
- President Garland will be sending out a survey to gauge where the faculty stand on university attendance policy before moving things forward. It is important to ensure faculty have interest in the policy. The survey will include questions related to this policy and EDO issues.

7. Adjournment

Ethan Mills motioned to adjourn. The motion was seconded. The meeting was adjourned at 5:08pm.