

# **UTC Faculty Senate MEETING MINUTES**

**Date:** November 21<sup>st</sup>, 2024

## **1. Call to Order and Attendance**

- The meeting was called to order by President Crawford at the designated time.
- Attendees were asked to log their presence by scanning a QR code or accessing a web link.
- An option was given for members attending virtually to request the link via the chat.

## **2. Approval of Previous Meeting Minutes**

- A motion was made and seconded to approve the minutes from the previous session.
- No discussion or corrections were raised.
- The minutes were declared approved and will be filed accordingly.

## **3. Unfinished Business**

### **Name Change Process Update:**

- A question arose regarding the status of allowing students and employees who go by a preferred name to update their names across campus systems.
- The name change process for combined student-employee roles was previously discussed in the November 2023 Senate meeting.
- Key points:
  - Individuals must update their names in Banner (flows to Canvas, Office 365, etc.) **and** separately in IRIS (the outgoing HR system).
  - With the upcoming replacement of IRIS by the new ERP system “DASH,” there should be more self-service options in the future.
  - Departments hiring student employees are encouraged to ask about preferred names at the time of onboarding and include those in the system.

## **4. New Business**

### **4.1. Total Organizational Health (TOH) Update — Dr. Chris Cunningham**

- The fall 2024 TOH Progress Check survey is live, but faculty participation has been low. Faculty are urged to respond.
- TOH Initiative focuses on relationship-based efforts to improve workplace climate and well-being.
- Preliminary analysis shows alignment between many TOH principles and faculty handbook language, but practical implementation can lag.
- Dr. Cunningham encourages spotlighting key handbook content in future Senate meetings to reinforce civility, flexibility, and continual professional growth.
- **Faculty Rating of Administrators Process:**
  - A new upward evaluation tool has been developed, in collaboration with the Faculty Rating of Administrators Committee, to provide constructive, actionable feedback to administrators.
  - Once released, strong faculty participation will be crucial for meaningful results.

#### **4.2. Faculty Awards Committee — Motion**

- A proposal was introduced to endorse a new structure for faculty awards (14 total), including recognition in teaching, service, research, and mentoring.
- The motion, coming from the committee, required no second.
- **Vote:** The motion passed without opposition.
- Nominations for these inaugural awards will open in January, with an event planned for April.

### **5. Committee Reports**

#### **5.1. Faculty Handbook Committee — Jaclyn Michael**

- The revised faculty handbook is now available as a Pressbook (fully online).
- The committee continues work on departmental voting procedures. Three models will be developed:
  1. Procedures as currently stated in the handbook.
  2. Minor modifications (re: abstentions/recusals).
  3. Moderate modifications.

- After University Counsel review, proposed models will be brought to Faculty Senate and broader faculty discussion.

## **6. Administrative Reports**

### **6.1. Ombudsperson's Office — Dr. Anovia Slaughter**

- Faculty usage of the ombuds office has increased month over month (37.6% in September, 43.3% in October).
- Common themes include concerns about lack of trust, fear of retaliation, inadequate communication, feeling undervalued, and unclear or unspoken expectations.

### **6.2. Strategic Plan Update — Vice Chancellor (VC) Vicki Farnsworth**

- The campus-wide strategic plan survey closed with approximately 329 responses.
- Tentative shift: Rather than presenting the final strategic plan at the February Board meeting, there may be a move to the June Board meeting due to the transition in university leadership.
- The survey remains open; further engagement and open forums are expected to ensure thorough campus feedback.

### **6.3. Marketing and Communications — VC Jay Blackman**

- Recently appointed as Vice Chancellor for Marketing and Communications (formerly in Athletics for ~16 years).
- Outlined three primary areas within the division:
  1. **Marketing** (led by Sally Halloran) — global marketing strategy and collaboration with departments.
  2. **Communications** (led by Chuck Wasserstrom) — media relations, press releases, story ideas, photography, editorial services.
  3. **Graphic Design / Brand** — supporting digital and print design needs; new director search forthcoming.
- Emphasized Marketing & Communications as a service unit, encouraging faculty to submit requests via its online portal.

### **6.4. Provost's Office Report (delivered by Senate Chair)**

1. **Dean Search — College of Engineering and Computer Science**

- Search committee announced; Linda Frost (Dean, Honors College) will serve as chair.
- Parker Executive Search is assisting; goal is to conclude by March 2025.

## **2. Record Year of Professional Development Leaves**

- 18 leaves recommended in 2023–2024 (a sharp increase from six in 2019).
- 39 total over the last two years, highlighting strong support from Deans and the Provost.

## **6.5. Vice Chancellor of Finance and Administration — Brent Goldberg**

### **• Fair Labor Standards Act (FLSA) Lawsuit Ruling**

- A federal court recently vacated the new FLSA rules, which had raised the salary threshold for exempt status.
- Some UTC employees' salaries were already adjusted in July 2023, but no further threshold changes will occur.

### **• DASH ERP (Oracle) Implementation**

- Implementation date: January 6, 2025.
- System replaces IRIS for both finance and HR processes.
- Presenters: Chris Sherman & Loman Martin (Budget & Finance) and Laure Pou (HR).
  - Encouraged faculty to consult the “go.utc.edu/dash” website for cutover dates, training videos, and a ticketing system for support.
  - IRIS transactions must be completed by early December (varies by function), followed by a “dark period” before DASH goes live.
  - Recommended that employees:
    - Update addresses in IRIS by December 3 (W2s will be mailed instead of distributed online).
    - Print or save recent pay stubs and other needed records (e.g., outside interest disclosure forms).

## **6.6. Reminders — HR Compliance Training**

- Annual OID forms (outside interest disclosures) must be submitted by December 1, allowing time for approval in IRIS prior to the system cutover.
- **Mandatory compliance training** in K@TE is due by December 1 (streamlined version from last year).

## 7. Chancellor's Update

- Chancellor Angle and incoming Interim Chancellor Robert Dooley were traveling and not present.
- The chair mentioned that Dr. Yancy Freeman will lead the upcoming Chancellor Search Committee; membership announcement expected after Thanksgiving.

## 8. Faculty Concerns

- A question was raised about the recent visit by the Israeli Consul. VC Goldberg clarified that:
  - The visit was scheduled with an outside organization.
  - The Consul representative visited the Chancellor's Office and then spoke with a student group.

## 9. Announcements

- **Future Meeting Location:** Spring 2024 meetings will be held in Hunter 404, a hybrid-friendly room with advanced A/V capabilities, allowing better two-way Zoom interaction.
- The Chair thanked members for their patience with the current space and technology constraints.

## 10. Adjournment

- With no additional business or concerns raised, the meeting was adjourned.
- Wishing everyone a restful holiday break, the next regularly scheduled Senate meeting will convene in January in the new Hunter 404 location.

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**Prepared by:** Dr. Sarah Einstein, Faculty Senate Secretary

**Date Submitted:** 1/10/2025

Attendance:

Sarah Einstein

Yu Liang

Beth Crawford

Jessica Taylor

Chad Eric Littleton

Brooke Epperson

Gaye Jeffers

Mark F. Kozak

Sarah Treat

Ignatius Fomunung

Max Jordon

Steve Davenport

Hamdy Ibrahim

Barry Kamrath

Carolyn Padalino

Albert Salatka

R.J. Groh

Thomas Huber

Deborah McAllister

Brett Fuchs

Cindy Williamson

John Harbison

Callie Adams

Holly Berkowitz

Ziwei Ma

Han Park

Ashley Manning-Berg

Jenny Hogg

Monica Miles

Caitlin Crews-Stowe

Theresa Liedtka

Darrell Walsh

Joshua Davies