

Faculty Senate Meeting Minutes

September 18, 2025; Hunter 405, 3:30pm

Presiding: Faculty Senate President Beth Crawford

Minutes prepared by: Faculty Senate Secretary Hannah Wakefield

Call to Order

President Crawford called the meeting to order at 3:30pm

Approval of Minutes

No corrections to minutes; minutes were approved

New Business

President Crawford welcomed the Faculty Senate for the 2025-26 year and reminded representatives of the purpose and function of the Senate as well as expectations that representatives alert the FS Secretary of any absences, serve as a liaison between the Faculty Senate and their constituents, and participate in ad hoc committees and task forces if called upon.

March Faculty Senate meeting has been rescheduled from March 26th to **March 12th** due to Spring Break.

Committee Reports

The Faculty Senate Executive Committee reports that all electronic voting items passed: 1) Senate VP and Secretary confirmed, 2) bylaws revisions passed, 3) committee reports have been confirmed.

Administrative Reports

Chancellor Bruce

- Chancellor Bruce recommended to President Boyd that emergency response planning be considered for new buildings and future renovations, just as fire safety or ADA compliance would.
- At SGA, students reported that faculty need more training for active shooter response.
- Enrollment is up. While first-time freshmen numbers are slightly down, transfers and new graduate students are up, and retention rates are up.
- A student housing renovation has been completed.
- New enrollment goal is 15,000 students by 2030. This involves a very modest growth in first-time freshmen and more significant goals in transfers, dual enrollment, and online masters programs.
- The CIO position is not being filled, and the salary savings will be distributed among user services and different parts of IT.
- Andrew Sheehy serving as Interim Vice Chancellor upon Vice Chancellor for Advancement Kim White's retirement.
- The university should anticipate some reorganizing in Student Affairs.
- The university received a significant NSF grant for smart grid quantum planning and is eligible to apply for Phase 2 funding of the grant.

Vice Chancellor Wesley

Vice Chancellor Wesley and Provost Hale presented the draft Strategic Enrollment Plan that will be presented to the Board of Trustees in October.

- The plan was developed by a steering committee of 13-14 individuals across campus who worked with Huron consultants to analyze data.
- Chancellor Bruce set a goal to reach 15,000 students by 2030, with current enrollment trends on track to meet this target.
- Projected growth in first-time freshmen will be modest, with more significant growth in transfer students and graduate programs.
- Three strategic priorities identified: enrollment growth, retention/student outcomes, and student experience, with cross-priority initiatives including scholarship/aid access, marketing/branding, and technology platforms.
- Campus collaboration will be essential for successful implementation.
- Working groups will be created to track progress toward goals.

Provost Hale

- Thanked those who helped with Operation Move-In, CECS faculty who helped with tenure upon initial appointment packages over the summer, and Faculty Senate representatives participating in shared governance
- Telecommuting:
 - Telecommuting that was extended from summer is being reviewed.
 - Discussions happening with deans about guidelines including built-in review dates, phone forwarding, meeting attendance, and daily check-ins.
 - Additional guidelines will be developed in consultation with Human Resources.
 - The policy primarily affects staff rather than faculty, who generally have more schedule flexibility.
- Classroom Space and Scheduling:
 - For Spring 2026 scheduling, requested 10% of classes be scheduled at 8am and 15% at 4:30pm or later due to classroom constraints.
 - Clarifies that it is not the case that these courses must be 3000 or 4000-level
 - A student survey is being distributed regarding course modality preferences
- Vice Provost Search:
 - Search to fill the position formerly held by Dr. Shewanee Howard-Baptiste is being chaired by Vice Provost Lauren Ingraham.
 - Goal is to have someone in place by the start of the Spring 2026 semester
- Artificial Intelligence Policy:
 - UT Board passed an AI policy and also charged campuses to develop their own policies
 - The UTC policy contains two critical components:
 - Each individual course syllabus should specify what the AI policy is for that course, and specific assignments should likewise include AI parameters.
 - AI detection tools cannot be the only evidence substantiating student honor code violations related to AI misuse.
- Merit-based pay increases:

- Michelle Deardorff and Rebecca Shortridge will lead training for department heads on evaluations and merit distinctions.
 - Mandatory training sessions will be held for all supervisors
- Chancellor Bruce would like to bring in someone from off campus who can provide training—Provost Hale has recommended either Dr. Linda Martin or Dr. Matt Matthews

Vice Chancellor Goldberg

- Merit-based pay increases:
 - All employees who meet expectations will receive pay increases, with a range determined annually based on available funding.
 - Faculty raised concerns about potential bias in supervisor evaluations.
 - There will be multiple levels of review (department heads, deans, provost) to ensure fairness.
 - The state funds 65% of merit increases, with the university covering the remainder.
 - Small units may be combined for allocation purposes when appropriate.
- Discussion of emergency response training following the August active shooter alert:
 - Six or seven debrief sessions have been held after the incident.
 - Coordination with external partners for emergency response went really well.
 - Plans to bring in an outside partner to provide in-person training specifically designed for educators.
 - Three in-person training sessions will be offered with a goal to train as many employees as possible.
 - Video training will be implemented both for onboarding new employees and annual compliance training.
- Updates on campus construction projects and their impact on classroom availability:
 - Explained multiple construction delays, including Brock Hall, 540 McCallie, Health Science Building, and University Center.
 - Having multiple major construction projects simultaneously has been disruptive but necessary due to state funding availability.
 - Brock Hall is expected to be completed by Fall 2026.
 - 540 McCallie Phase 1 will end in February with Phase 2 taking another year.

Faculty Concerns

- Question about flexibility in scheduling to accommodate student club meetings.
 - Provost Hale indicated that flexibility is possible and some exceptions may be approved.
- Question about evaluation guidance for faculty who worked on grants that were subsequently canceled.
 - Provost Hale expects that department heads would be benevolent in such evaluations.
- Question about protected speech policies in the current political climate.

- President Crawford shared that President Boyd identified "celebration or applause of murder or violence" as the line beyond protected speech, and noted that the system is working on updating policies to address social media.
- Faculty can reach out to Associate General Counsel with specific legal questions by putting "seeking legal advice" in the subject line. Any further transmission of this advice to other parties would not be legally protected, however.
- President Crawford plans to take these concerns back to UFC, and the Provost to the Academic Affairs group at the system level.

Announcements

- President Crawford shared that Faculty Senate is planning a joint event with Staff Senate.
- Full Faculty meeting (9/22) was announced.

Adjournment

- The meeting was adjourned at 5:20pm.

ATTENDANCE

Deborah McAllister
Beth Crawford
Lauren Ingraham
Jenn Stewart
edward brudney
Max Jordon
Asaf Varol
Al Salatka
Carl Springer
Jessica Taylor
Siyi Tao
Sarah Treat
Jenny Hogg
Holly Berkowitz
Monica Miles
Barry Kamrath
Reetesh Ranjan
Manjot Bhussar
Eun Young Kim
Hannah Barger- attending in place of Brooke Epperson
Susan Thul
Yingfeng Wang
Caitlin Crews-Stowe
Hyeyoon Jung
Dr. Jennifer Goodrich (CECS)
Matthew Evans
Lauren Gilbert
Catherine Meeks Quinlan
Catherine Quinlan
khalid tantawi
Christi Wann
Amie Haun
Sarah Einstein
Hannah Wakefield
Tina Benkiset
Perry Ward
SeongDae Kim

Greg Millican
Sara Lum
Carolyn Runyon
Hyeyoon Jung
James Guilfoyle
Brooke Epperson
Angel Collier