

UTC Faculty Senate Meeting Minutes November 20, 2025; 3:30pm, Hunter 405

Presiding: Faculty Senate President Beth Crawford

Minutes Prepared By: Faculty Senate Secretary Hannah Wakefield

Attendance follows the minutes.

I. Initial Administrative Remarks and Housekeeping

- The meeting was welcomed, and Senators were instructed to record their **attendance using the QR code**.
- The minutes from the October meeting were reviewed and subsequently marked as **approved**.

II. Introduction of Staff

- The new **Chancellor's Chief of Staff, Cheryl Montgomery**, was introduced.

III. Unfinished Business: Report on Market Funding Allocations and Compensation Adjustments (Laure Pou)

- **Context and Funding:** The report utilized faculty benchmark data updated beginning in late Fall 2024, sourced from the Segal Consulting Firm. The Executive Leadership Team provided the largest compensation funding pool in 15 or 16 years, including \$1.5 million for faculty adjustments and \$800,000 for staff.
- **Process and Need:** It was noted that meeting the full market median (50th percentile) would cost millions (e.g., \$2.9 million if targeting the 50th percentile). The plan was approved by the Board in early July, involved consultation with deans, and the increases were executed in October. Guidelines focused on years of experience and aimed to bridge salaries to market thresholds between 85% and the full market median and above to prevent compression. Adjustments were allocated based on years of experience in rank. Adjustments were not executed for faculty already at the appropriate salary point.
- **Results and Remaining Funds:** Increases were provided to a total of 215 faculty members. Approximately \$1.1 million was utilized in Phase 1. The remaining funding, hovering right at \$400,000, is earmarked for additional opportunities and ongoing reviews.
- **Next Steps (December Execution):** Work is expected to be executed in December, prioritizing addressing over-expenditure issues related to the IRIS/DASH accounting transition. Priorities also include allocating funds toward faculty vacancies, addressing fewer than 5 faculty impacted by reporting issues and reviewing department head compensation practices.

IV. Questions regarding Compensation Adjustments

- A question was raised concerning newly promoted faculty who were ineligible for adjustments. Pou reported that the guidelines dictated that faculty newly promoted (zero time in rank) fall into the 85% market category, consistent with standard range penetration practices. Pou also clarified that only fewer than 5 individuals would receive December adjustments related to reporting corrections.
- Vice Chancellor Goldberg noted that this methodology helps prevent compression and targets funding toward tenured professors significantly below market.
- Regarding the remaining \$400,000, Pugh stated that immediate priorities—department head review and budget corrections—must be completed before determining if newly promoted associate professors could be reconsidered.

V. Committee Reports – Handbook Committee

- The Handbook Committee reported they will not propose changes to the EDO ratings process (such as adding "Far exceeds expectation").
- **Planned Edits:** The committee will address conflicting language on appealing tenure and promotion decisions, update the timeline for year one reappointment materials, and add guidance for proceeding when the handbook points toward departmental bylaws, but bylaws are absent for a given department.
- **Investigative Areas:** The committee is working to review the honor code language with the Office of Student Conduct and add structure to the language in Chapter 2 regarding academic disputes outside of the formal grade appeals process.

VI. Administrative Reports – Walker Center (Victoria Bryan)

- **Current Issue & Proposal:** The current process requires staff to manually initiate course publication at 12:01 a.m. six times a year. A successful pilot using an automated process ran at 4 p.m. the business day before classes started for Part of Term 2. The proposal is to extend this automation, meaning full term courses would publish the Friday before classes start (e.g., January 9th at 4 p.m. for a January 12th start). Faculty may unpublish their courses if needed and republish on the first day of class, and Walker Center staff will provide email assistance over the weekend. Victoria seeks faculty feedback on this plan.
- **Questions:** Concerns about added faculty tasks were raised, but the Walker Center confirmed that content modules can still be individually scheduled. The 4 p.m. time slot (rather than 12:01 a.m.) was chosen so staff could have "eyes on" the automated process during business hours to mitigate communication issues between Banner and Canvas, such as accidental student unenrollment from courses. It was clarified that automated shell publication does not override faculty content settings.

VII. Administrative Reports – Academic Affairs (Vice Provost Lauren Ingram)

- **Searches Update:** The search for a new Honors College Dean (replacing Dean Linda Frost) is being supported by Parker Executive Search Firm. The search is being chaired by Dean Dooley, with a goal of a July 1st start date. Dr. Elizabeth O'Brien (School of

Professional Studies) was announced as the new Vice Provost responsible for faculty affairs, RTP matters, and compliance.

- **Investiture Reminder:** Faculty were strongly encouraged to attend the Investiture Ceremony for Chancellor Bruce. Those wearing regalia should arrive at 2:00 p.m. via the dance studio entrance ramp for robing.

VIII. Faculty Concerns and Announcements

- **Announcements:** Faculty were reminded that the Total Organizational Health Survey is open until the 24th, and that compliance training and the conflict of interest survey are due December 19th. The Faculty Senate and Staff Senate Social is scheduled for December 9th, 4:00 p.m. to 5:30 p.m., in the Roth Reading Room. President Boyd asked the University Faculty Council (UFC) to identify "myths" about higher education for him to address.
- **Faculty Concern (Financial Aid/Minors):** A faculty member inquired about restrictions on financial aid covering minors. Joel Wells confirmed that federal Course Program of Study (CPOS) requirements, enforced since roughly 2008, led Tennessee to align its aid policies. Students enrolled in 12 degree-applicable hours still receive full aid, and institutional funds are unaffected; restrictions apply to Pell, loans, HOPE, and specific Merit dollars. If courses count toward the required number of hours for the degree, they are still considered aid-eligible. Concern was raised that student communication regarding CPOS is currently very "alarmist" and revisions were requested to clarify academic pathways that maintain aid eligibility.
- **Final Reminder:** Faculty were reminded to check their email after submitting grades (December 15th) for potential grade corrections or departmental communications.

Jessica Taylor
Angel Collier
Brooke Epperson
Sarah Treat
Yingfeng Wang
Carl springer
Greg Millican
Max Jordon
Jenn Stewart
edward brudney
Susan Thul
Sarah Einstein
Al Salatka
Barry Kamrath
Monica Miles
Deborah McAllister
Hannah Wakefield
Hyeyoon Jung
Matthew Evans
Christi Wann
Carolyn Runyon
Jennifer Goodrich
Lauren Gilbert
Khalid Tantawi
Beth Crawford