

## **TTU Faculty Senate Business Meeting November 13, 2017**

Members present: Douglas Airhart, S.K. Ballal, Deborah Ballou, Jason Beach, Chris Brown, Debra Bryant, Andrew Callender, Corinne Darvennes, Ahmed ElSawy, Billye Foster, Steven Frye, Stuart Gaetjens, Melissa Geist, Mark Groundland, David Hajdik, Jeremy Hansen, Ann Hellman, Paula Hinton, Christy Killman, David Larimore, Regina Lee, Jane Liu, Tony Michael, Linda Null, Brian O'Connor, Joseph Ojo, Richard Rand, Cara Sisk, Troy Smith, Sandi Smith-Andrews, and Holly Stretz

Members absent: Ismet Anitsal, Tammy Boles, Troy Brachey, Ward Doubet, Shelia Hurley, Steve Idem, Barbara Jared, Lori Maxwell, Christine Miller, Jeff Roberts, LeeAnn Shipley, and Jeremy Wendt

### **Call to Order**

The meeting was called to order by Senate President Killman at 3:35 PM.

### **Approval of Agenda**

A motion was made, seconded, and passed to approve today's agenda.

### **Approval of Minutes and Notes**

Senator Darvennes made a motion to approve the minutes of October 9, 2017 and the notes of October 30, 2017. The motion was seconded by Senator Hinton, and approved with no revisions.

### **Announcements by Senate President**

1. President and First Lady Oldham hosted members of the Faculty Senate at Walton House on October 12, 2017. There was good conversation and good food served on the back patio on a lovely day.
2. As a follow up to the desire to get to know our Board of Trustees, Senate President Killman talked to President Oldham, and then Tom Jones, Board Chair. It was suggested to all have breakfast together from 7:30-8:30 am on day they have a meeting (December 11, 2017). All Senators can expect an invitation in their mailbox soon. Tom Jones is excited about this. Senate President Killman told him that the people making loudest noise are not always mirrored in the Senate. There should be some interaction time by mingling around.
3. On April 6-8, 2018, TTU is hosting the State TUFSS meeting. Senate President Killman would like to have a committee to be in charge of that, and help her with plans. We want to do it better than others have done for previous meetings. There will be a TUFSS gift, maybe a portfolio. Everyone is invited to attend whatever you are interested in. Senators Hinton, Lee, and Geist volunteered to form a committee to work on this.

## **New Business**

### **1. Committee Reports**

***VP for Enrollment Management and Career Placement Search Committee*** – The committee made a recommendation to President Oldham to hire Dr. Yancy Freeman.

***Provost Search Committee*** – The matrix was approved, and the pool narrowed to 12 candidates. Interviews will be conducted at the Radisson Hotel near the airport Nov. 28-29<sup>th</sup>. The pool looks diverse from an academic point of view. Three or so final candidates will be brought to campus at a later date. A total of about 65 applied. Senate President Killman may ask for a general report as to how interviews went.

***Evaluation Committee*** – Senator Stretz said the committee passed around a short survey to Department Chairs. Results indicated that Chairs like things the way they are now (some like rubrics, and some really hate them), but the Board of Trustees and the President want more uniformity. The committee may do a pilot survey with Senators first asking what they want to be evaluated on, and is it fair? Senate President Killman said this topic came up at the last Board meeting, so we know this needs to be addressed. A group was put together by Interim Provost Stephens and President Oldham for faculty compensation, workload, and evaluation. Everyone won't be measured by the same instrument because of our different and diverse responsibilities. Board members still need to be educated on how faculty are evaluated now. Faculty are so diverse. Our Faculty Representative on the Board can't talk to the Board about faculty because she's part of the Board. There needs to be another pathway to educate board members. One idea is to show them a copy of a dossier, as part of their education.

***Communication Committee*** – Senator Ballou said this committee met on October 2<sup>nd</sup>. They intend to tackle communication with faculty first, and hope to have something to present in the beginning of spring semester.

***Leadership Structure Committee*** – Senator Foster said this committee met via email and hope to meet face-to-face later this week.

***Faculty Feedback (QCC) Committee*** – This committee addresses the emails received and questions/comments posted on website. Senator Darvennes said the committee met to review and categorize all the feedback received. She highlighted some of these comments to Senators. Some issues we can discuss, such as accessibility issues about parking. We comply with Federal regulations, but some students still have problems. Some of the other comments included grass vs. mulch; facility issues, such as the cost of parking and are we getting good value for it; research funding and no pay during academic year; faculty signatures being published; questions about the new logo and business cards; and prayer prior to some functions. What is the official policy? Senators

briefly discussed the issue of the promotion policy for lecturer positions. A new policy was supposed to come back to committee. This may have been sent to the Provost already. We will try to find where it is and may ask President Oldham at our next meeting. Apparently some comments from Chairs are not being shared. Senators should prioritize these issues.

***Faculty Senate Policy & Procedures (Operating) Committee*** – Senator O’Connor said there was no report today, but they are waiting on some other things first. The question of when a new Senator begins was questioned (end of semester or July 1<sup>st</sup>).

***Faculty Development*** – no report

***Strategic Planning Committee*** – Senator Beach said they are now looking at tactics for the strategic plan. They want practical-based, very focused tactics.

## **2. TUFs Constitution**

Senator Smith-Andrews said this constitution revision is to align and simplify the State’s universities. The vote is all or nothing, except for typographical errors. Senator Darvennes made a motion to approve the TUFs Constitution, seconded by Senator Larimore, and approved.

## **3. Data & Budget Analysis**

Senators Geist and Killman said lots of information is given to Board of Trustees members prior to their meetings. It would be nice to have someone look at these and give a synopsis, maybe by a data subcommittee that would review these documents. Does the Senate want to tackle this? Data can be manipulated, but we want it to look accurate. This would be a big task for the new Data Science and Analytics Collaboratory, but Senator Ballou said she is happy to help with this, and talk to colleagues in this collaboratory. Senator Rand commented that this sounds like we are setting up a parallel group to analyze data, but what is the real problem? Is it an issue of trust? We know the IR office is understaffed, and may need more assistance. Senators want to ask President Oldham about this at the next meeting. This could be one of the Senate’s projects for this year. A suggestion was made to ask IR to come to a Senate meeting. All faculty are strongly encouraged to get involved with all these issues and processes. Senators need to let faculty know what’s going on now, and get feedback.

## **Old Business**

### **1. Policy 732: Intellectual Property**

Senate President Killman said Interim Provost Stephens sent this policy draft after Kae Carpenter and VP Soni looked at it, with the intention of reviewing the language before it goes to both Councils. Senators agreed this should be pulled off the Academic and Administrative Councils’ agenda that are scheduled to meet this Wednesday. This policy fell through the cracks with the reviewing process. Senator Lee read Sharon Holderman’s notes

regarding this policy. Senators felt the Provost should be a co-sponsor of this. Definitions need to be clarified. The original policy review committee was disbanded, but Senators Roberts and O'Connor stayed on as writers, not just reviewers. Senate President Killman recommended having another meeting in a few weeks about this. Everyone can make changes on this draft, and email Mark Stephens with thoughts and comments. In general, Senators are against this policy as written. This will be talked about more at a later date. In the meantime, Senators were asked to talk to other faculty about this.

## **2. Gender Pay Equity Study**

Senate President Killman asked Senators how we should use the information presented to the Senate on October 9th by Senator Smith and Ada Haynes. We need to be strategic on how we move forward with this information. Senator Smith thinks the next step is a study on the causes of inequity before we can decide what to do. It should be faculty generated. Senator Stretz asked if the Deans have seen this, but it didn't sound like it. Senator Smith said they are talking about doing a public presentation in the fall. Senator Larimore said as part of the equity plan, it names parts that are legitimate (rank, field, service time in rank, etc.), and then the remaining pay can be attributed to gender, race, and age. A study on this would confirm if there is inequity or not, and Senator Larimore thinks this should be done first. He went on to say the visual aids looked like the gee-whiz graphs we saw in an earlier presentation, with no zero axis on the graphs.

*[INSERT notes from Christy Killman. She took over last 15 minutes of meeting]*

The meeting adjourned around 6:00 PM.

Respectfully submitted,

Regina Lee, Faculty Senate Secretary, and  
Christy Killman, Senate President

Approved: January 29, 2018

Supporting Documents:

1. Constitution of the Tennessee University Faculty Senates (TUFS) - Revised