

Faculty Senate Business Meeting October 9, 2019

Members Present: Douglas Airhart, S.K. Ballal, Deborah Ballou, Jason Beach, Tammy Boles, Troy Brachey, Chris Brown, Debra Bryant, Andrew Callender, Corinne Darvennes, Ahmed ElSawy, Billye Foster, Stuart Gaetjens, Melissa Geist, Mark Groundland, David Hajdik, Jeremy Hansen, Ann Hellman, Shelia Hurley, Steve Idem, Barbara Jared, Christy Killman, David Larimore, Regina Lee, Jane Liu, Lori Maxwell, Christine Miller, Holly Mills, Linda Null, Brian O'Connor, Joseph Ojo, Jeff Roberts, LeeAnn Shipley, Cara Sisk, Troy Smith, Sandi Smith-Andrews, Holly Stretz, and Jeremy Wendt

Members Absent: Ismet Anitsal, Ward Doubet, Steven Frye, Paula Hinton, Tony Michael, and Richard Rand

Guests: Ada Haynes (presenter), Joe Chappell (student), and Julia Gruber (faculty)

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

Approval of Agenda, Minutes, and Notes

The agenda was approved after changing the order of items.

Senator Darvennes moved and Senator Ballal seconded to approve the minutes of September 11, 2017 and the notes of September 18, 2017. The minutes and notes were approved as written.

New Business

Committee Reports

VP Enrollment Management Search Committee – Senate President Killman said the committee went through 20+ applications, narrowed the pool down to seven, and conducted Skype interviews before narrowing the final pool down to three. The three candidates will visit to campus October 25th-27th, with one candidate each day. There will be an opportunity to hear a brief presentation and chat with the candidates at an open session. Senate President Killman has their CVs, and will send them out to Senators.

Provost Search Committee – Senator Hansen said the committee received 33 applications, but the submission deadline isn't until October 16th. The next step will be Skype interviews later this month, followed by on-campus visits in November. If no one is satisfactory, then we won't hire until maybe next year.

Evaluation Committee – This committee met on October 2nd to discuss how faculty were evaluated, and how expectations were shared across campus. Senator ElSawy distributed a faculty performance policy from West Texas A&M rubric as an example. Currently, only the colleges of Engineering, Arts & Sciences and the library are represented on this committee. Other volunteers are welcome to join.

Ideally, all courses would be evaluated, but currently only two IDEA evaluations are required to be submitted by faculty for their annual evaluation. This will be brought back up at the next meeting.

Communication Committee – Senator Ballou said this committee also met on Oct. 2nd. She read the proposed mission statement to Senators. The committee is identifying stakeholders and their relationships, such as faculty to faculty, faculty to Senate, administrators, Board of Trustees, students, alumni, and the community. They want to start with faculty communications to faculty. A *SharePoint* site, by Microsoft Corp., can be used to post minutes and meeting notes so everyone could view these. It would also be good to have a Senate *SharePoint* site to post documents, etc. At their next meeting, the committee will discuss best strategies to communicate with faculty, and then work their way down the list.

Leadership Structure Committee - Senator Foster said committee members met online, and they are still collecting data. They are looking at adding more Faculty Senate officers to help spread the load, such as a President-elect, past president, and others. Faculty Senate is a big commitment for one person. Having more officers would also help with the nominating process. Senate President Killman also wants to pull in TUFs to make it better and streamlined.

Penny for Your Thoughts Committee / Faculty Feedback (QCC) Committee – This committee just received a folder with comments from faculty and the dropbox messages sent from the Senate website, so there was no report today.

Faculty Senate Policy & Procedures (Operating) Committee – There is no major progress, but committee members are reviewing emails and information.

Faculty Development Steering Committee – Senator Smith-Andrews is not officially on this committee yet. We are waiting on Interim Provost Stephens for approval.

Gender Pay Equity Research

Senator Smith and Dr. Ada Haynes delivered a report, “Salary Equity Study, 2017”, on the Tech salaries related to gender. They took into account gender and race issues when comparing salaries. Analysis was broken down by faculty rank and gender, and compared to the CUPA data. Staff and administrator salaries, including President, were also analyzed. Some of this was shared with Mark Stephens, AAUP, and now the Faculty Senate.

Senators suggested sharing this with the Faculty Compensation Committee members, and drafting a communication plan to share and move forward. Many felt we need to dig into underlying issues before acting too fast. The equity model should be run with gender, race, and age as factors, as this hasn’t been done in the last 18 years. Let’s be strategic on how we proceed. This topic will be put under Old Business for the next business meeting.

Specialized & Event

Senator Hansen was concerned about so many more spaces being blocked off for buses by Athletics than seems to be necessary. Senators suggested he talk to the Athletics Director, Mark

Wilson. Some feel the policy is unclear and confusing when viewing the Police website. There is no zone parking after 4:30 pm weekdays. It would be nice to file for a parking permit online, instead of having to go to the Police Department office. Senate President Killman will bring this up with the President.

Strategic Planning

Senators Beach and Jared gave a presentation to Senators to solicit their feedback for coming up with Tech's next strategic plan. The website www.tntech.edu/strategic is where everything published may be found, as well as the legacy *Flight Plan*. There are many links to resources, as well as a contact page with a comment form that goes directly to the two co-chairs.

A two-page questionnaire drafted by Senator Beach was distributed to Senators, titled *Strategic Planning Process Focus Group Guide – Faculty*. Senators were asked to express their comments and responses to the questions to help the committee derive themes in order to form a strategic plan. This form may also be completed later and sent to Dr. Lisa Zagumny, campus box 5116. Some of the responses are recorded below:

1. University's primary areas of strength: people; staff; flexibility; size; academic reputation; in a unique rural environment (outside activities); Rural Development Institute (needs to be going better and stronger); nurturing students to succeed; many faculty know their students' names; know how to accommodate students with their needs including non-traditional students; STEM and non-STEM areas both strong – great mesh;
2. University's primary areas of existing and potential differentiation: undergraduate level education – we prepare them better; opportunity to do research at lower educational level; more opportunities to get involved, such as writing newspaper articles; sense of community among students and faculty; strong connection to community; strong support of our reputation; can start a small business as an undergraduate here; Tech should emphasize the technological part of our name (need to upgrade IT area); tech innovation; virtual reality; combine tech with the arts here.
3. Your specific ideas as we form a bold vision for the University's future: more cooperative; interdisciplinary approach to more activities; hard work beyond our salary because we believe in TTU; balance between scholarly work and research; serve our community; help students do their best by targeting these students; partner with community colleges (have fellows; develop relationship with high school students in various disciplines – this will increase our enrollment); diversity (move ahead; aim higher) Hispanics not targeted here; be a melting pot since Tech is geographically in between Nashville, Knoxville, and Chattanooga; we need to be 100% committed to this bold vision, and not be all over the place – set some priorities. We are a home away from home environment. Word of mouth has worked well, but maybe we need to be more clear in future
4. What was successfully achieved from the previous strategic plan? The Flight Plan lists four areas: improve undergraduate student experience, transform technology, create distinctive programs and invigorate faculty, and expand financial resources and modernize infrastructure. All were successful, but some more than others. Senators said there is a need for distance learning to reach non-traditional students better; do online

education well (better than anyone else); more experiences for distance learning; keep our Carnegie 1 classification, and fund it accordingly.

5. How is the University culture flexible to change? “Change fatigued” depends how you implement the change; empowering faculty; insuring faculty input; shared governance; make sure shared governance is inserted in every layer and level of the plan – weave that in, with faculty driving this; be careful of what we recommend; identify what the university culture is now – very hard to determine; faculty support, administrative support and Board working together is necessary. Everyone needs to have a buy-in to this.
6. What are the primary factors that brought/keep you at Tennessee Tech? Lots of hiking; lots of down time; the people; right size of institution; good balance of teaching and research; collegiality and collaboration across campus; many junior faculty have left, so maybe they need some incentive to stay; really supporting faculty initiatives; someone willing to listen and put some money behind it; administrators need more money to fund faculty initiatives.

Senator Wendt encouraged having colleges and departments ask Dr. Zagumny to come speak. There is an open forum, “Chat with the President” with President Oldham this Thursday at 11:00 am in the RUC Tech Pride Room.

Senate President Killman said the point of this exercise is to start the conversation. She hopes we will go back to our units and have conversations. Senators are also to finish completing this questionnaire and return it.

Old Business

The policy number covering Intellectual Property is Policy 732.

Senator Smith’s statement on his reflection of shared governance was previously sent to Senators.

How shall we proceed with meeting and getting to know our Board of Trustees? If we know when they are around, maybe we can have 30-45 minutes of their time to chat, or invite them to our Faculty Senate meeting, either in person or via Skype.

Such Other Matters

Senate President Killman reminded Senators of the social event this Thursday, October 12th from 4:30-6:00 pm at Walton House, hosted by President Oldham especially for the Senate.

The meeting adjourned 6:18 pm.

Respectfully submitted,

Regina Lee

Approved: November 13, 2017

Supporting Documents:

1. Strategic Planning Process Focus Group Guide - Faculty