

Faculty Senate Business Meeting  
October 8, 2018

**Members Present:**

Douglas Airhart, Deborah Ballou, Michael Best, Tammy Boles, Troy Brachey, Chris Brown, Debra Bryant, Andrew Callender, Corinne Darvennes, Melissa Geist, Mark Groundland, David Hajdik, Paula Hinton, Shelia Hurley, Barbara Jared, Seth King, David Larimore, Regina Lee, Lori Maxwell, Christine Miller, Holly Mills, Ben Mohr, Lachelle Norris, Linda Null, Brian O'Connor, Joseph Ojo, Sally Pardue, Richard Rand, Mohan Rao, Jeff Roberts, Leeann Shipley, Cara Sisk, Troy Smith, Sandi Smith-Andrews, Barry Stein, Holly Stretz, Zac Wilcox, Kim Winkle, Jeanette Wolak

**Members Absent:**

Ismet Anitsal, Jeremy Blair, Ahmed ElSawy, Steven Frye, Stuart Gaetjens, Jeremy Hansen, Ann Hellman, Christy Killman

**Guests:**

Dan Allcott—TTU AAUP  
Cassie Watters—UCW

**Call to Order**

Senate President Smith called the meeting to order at 3:36 p.m.

**Approval of Agenda**

Senator Darvennes made a motion to approve the agenda for today's meeting and Senator Smith-Andrews seconded it. The agenda was APPROVED.

**Approval of Corrected Notes from the faculty retreat on August 20, 2018**

Senator Darvennes made a motion to approve the corrected notes from the faculty retreat and Senator Hinton seconded it.

Some discussion ensued on the following statement on page 2, section E, paragraph 2:  
"President Oldham also stressed that TTU needs a university guideline on faculty workloads, indicating that the average faculty workload per semester is 265 credit hours, which is not heavy." Senator Bryant noted that the "265 credit hours" statement seemed strange and asked for clarification. Senate President Smith will check with President Oldham about his intended meaning. The clarification will be added as an addendum to the notes.

The corrected notes were APPROVED, pending the aforementioned addendum.

**Approval of Corrected Minutes from the Senate business meeting on September 10, 2018**

Senator Darvennes made a motion to approve the corrected minutes from the Senate business meeting on September 10, 2018 and Senator Hinton seconded it.

Senator Stretz asked Senate President Smith to check with Vice President Johnson regarding his statement, "Graduate programs are up 44 students." He agreed to do so and any clarification will be reflected in the minutes.

The corrected minutes were APPROVED, pending clarification from VP Johnson.

### **Approval of Notes from the Senate meeting with the President on September 24, 2018**

Senator Hinton made a motion to approve the notes from the Senate meeting with the President on September 24, 2018 and Senator Darvennes seconded it.

Some discussion ensued on the dialogue regarding where the funds for promotion were coming from and when these funds began to be taken from the general university budget or from the total raise pool (from the past two years or the last eight years). Senate President Smith will ask for clarification from President Oldham. Senators suggested discussing this matter further with the President and recommending that promotion money not come out of the raise pool. It would be beneficial to secure documentation to show that promotion dollars have been taken from the raise pool beginning 3 years ago (including this year) and present this information to the President. Senate President Smith suggested that the topic of promotion funds and raises be a priority topic for discussion this academic year.

The notes from the September 24<sup>th</sup> Senate meeting with the President were APPROVED.

### **NEW BUSINESS**

#### **A. Faculty Representative on the Board of Trustees**

Senate President Smith thanked Senator Geist for serving on the Board of Trustees as the faculty representative. He also added that she has agreed to remain as the faculty representative until a new one is elected, to begin on July 1<sup>st</sup>. An ad hoc selection committee will be formed at the last business meeting of the fall semester and the selection process will occur in January and February.

#### **B. New Senator Orientation**

Senate President Smith asked for an ad hoc committee to prepare a description of the basic structure of the Faculty Senate as well as other pertinent information for incoming senators. This information will be added to the Faculty Senate website by next April 2019. Senator Smith-Andrews agreed to Chair this committee. Other members include Senators Pardue, Wolak, Hinton, and O'Connor.

#### **C. Class Attendance Policy**

Senator Airhart announced that the class attendance policy will be coming to the Academic Council in the future and wanted input. Some discussion ensued on this topic. Most Senators considered that a class attendance policy should be determined at the local level, not university-wide. Policy 266 exists and states that if a faculty member is 15 minutes late, the class can leave. This statement is being removed. Senator Null clarified that Policy 266 is being modified because of the separation of Enrollment Management and Academic Affairs. Dr. Huo consulted with the Director of Military and Veterans Affairs and the Office of Disability Services to ensure that the policy continues to abide by law, especially with issues of absences relating to these offices.

#### D. Possible Points of Collaboration with AAUP and UCW

Professor Dan Alcott, President of the TTU chapter of the AAUP, gave an overview of AAUP and offered some potential areas where AAUP and the Faculty Senate might work together. The TTU chapter holds monthly business meeting on topics ranging from tenure to shared governance to academic freedom that both members and non-members bring to their attention. Their website can be found at [www.tntech.edu/aaup](http://www.tntech.edu/aaup). TTU has approximately 45 members this year. Some current discussion points include:

- the exclusion of AAUP and TEA representatives from the fall faculty meeting
- the faculty pay raise issue
- general advocacy
- explaining what AAUP is/does to the Board of Trustees
- disseminating the results of a faculty survey done in spring 2018

Ms. Cassie Watters, lead organizer for United Campus Workers, introduced her organization and shared the following websites:

- [www.govotetn.com](http://www.govotetn.com) This resource allows users to see their registration status for voting and also lists the State Representatives and Senators of Tennessee.
- [www.capitol.tn.gov](http://www.capitol.tn.gov) is the Tennessee General Assembly website.
- [www.ucw-cwa.org](http://www.ucw-cwa.org) is the United Campus Workers, Tennessee's Higher Education Union website. One can join the union here.

She emphasized the importance of knowing local and State politicians and meeting with them. It is possible to designate a liaison to meet with politicians and inform them on faculty concerns and issues. The members of the UCW consider themselves as stewards of their institutions. The UCW is comprised of faculty, staff, student, and employees. Solidarity is vital to UCW. Ms. Watters suggested that UCW join forces with the Faculty Senate and AAUP to prepare for a possible post-tenure review policy and a fair raise plan (See handout). She announced a cookout on Centennial Plaza on October 30<sup>th</sup>, sponsored by AAUP, UCW, and the TTU College Democrats club (See handout).

Senate President Smith made a few, follow-up comments. He urged the Faculty Senate to not be too diffuse and focus on 4 to 5 specific goals for the academic year. He noted that at the State level, issues are surfacing that will need attention, such as the threat to tenure. Different groups (Faculty Senate, AAUP, UCW) should come together at the local level to work on issues of common interest. He suggested long-range planning and being strategic are in the best interest of the Faculty Senate. He would also like statewide groups of higher education (TUFS, AAUP, UCW) to meet, discuss topics of common concern, and to strategize together. Faculty Senators expressed their support for working with other groups on campus and statewide. Professor Alcott added the importance of creating information about important topics, especially to counter faulty sources. Senate President Smith noted the different strengths of the Faculty Senate, AAUP, and UCW. Faculty Senate represents the entire TTU faculty at the local level. AAUP has connections with the national AAUP organization, which advocates for protecting academic freedom. UCW has incredible lobbying power that will be useful in the future.

Senator Ballou anticipated an issue that will need addressing in the very near future; that is, the disruptiveness of the internet. For example, some universities are offering online

courses for free. In addition, online courses have increasingly higher numbers of enrollment. Smaller institutions, such as TTU, will soon need to justify their existence.

E. Intellectual Property Policy

Senate President Smith distributed by e-mail two versions of the Intellectual Property Policy #732 (2016, a marked-up copy), an article entitled, “Who Owns Course Materials Prepared by a Teacher or Professor? The Application of Copyright Law to Teaching Materials in the Internet Age,” a document on Works Made for Hire, and the TTU online contract. A lengthy discussion ensued. Faculty Senators expressed the following concerns:

- Associate Vice President for Online and Distance Education Patrick Wilson offers a stipend for developing online courses. In order to receive the stipend, faculty must sign over their intellectual property. The Deans must also approve these stipends. There are legal implications for these “work for hire” contracts that stipulate that no copyrightable materials may be used, including books. The Faculty Senate feels strongly that faculty members should not have to sign the “work for hire” contract in order to receive the stipend nor should new faculty members be forced to sign this contract during their orientation. To clarify, if this contract is signed, it is legal.
- E-campus courses are easier than those offered at TTU. This causes grade inflation and difficulties for students when they enroll in a follow-up course at TTU, one that they are unprepared to take.
- Historically, there was a TBR policy that stated that the profits for any production of intellectual property on university property that results in significant income will be shared between the developer and the university 50 / 50. Senators would like to see a revision of this policy at TTU, and a revision of the language of the current “work for hire” contracts at TTU.
- The Director of Online and Distance Education, Kimberly Godwin, has access to all online materials. This access is concerning to academic units and those who have developed these online courses. Furthermore, the enrollment caps for online courses continue to increase without consulting the faculty teaching these courses. There is currently no TTU policy to indicate the appropriate size of online courses. Best practices for online courses should be consulted with regard to issues like enrollment caps.
- Discussion ensued on Policy 732, the TTU Intellectual Property Policy. Senator Sisk referenced the Works Made for Hire document given to her by the University Counsel. Policy 732 has been presented to the Administrative Council and was not approved in its current version. The distributed, marked-up policy is not the current policy because it was withdrawn from Administrative Council last year; it was never approved. Senator Sisk asked the Faculty Senate for feedback regarding this policy. Faculty Senators made the following suggestions:
  1. Who struck out the key elements that safeguarded faculty’s intellectual property?
  2. Remove the struck out items that protect faculty’s intellectual property, such as scholarly works and course materials. Faculty should retain their

intellectual property; the university should share in the profits if the institution contributed in the development of the intellectual property.

3. The Intellectual Property Policy should go to the Administrative Council and the Academic Council.
4. Faculty need to be able to sign away their copyright of their scholarly works to journals, for example, in order to publish.
5. Patent issues should also be addressed, especially taking into consideration the expertise of the faculty.
6. Make sure the contracts reflect what is stated in policy 732. New faculty should not be required to sign away their intellectual property.
7. Reach out to Sharon Holderman for her input.

Senator Smith-Andrews encouraged Faculty Senators to send her or Senator Sisk any further feedback on the Intellectual Property Policy.

F. Gold Parking Ticket Lottery

TTU has raffled off 75 gold parking permits to students. This was done without consulting faculty nor the Parking Task Force that existed a few years ago. This raffle was done to appease students who were upset when they saw so many empty gold spaces at the beginning of the semester. Gold parking spaces were also taken away due to construction. Consequently, faculty have a hard time finding a parking spot, even if they have a gold permit. Senate President Smith would like to inform the President on this issue, especially considering the current construction landscape at the university. The Faculty Senators agreed. Policy 415 (Parking, Traffic, and Safety Enforcement) is under the purview of the Police Chief of TTU. It is currently under review. Faculty and Staff are feeling devalued when they see their pricey parking spaces taken by students. More information will be gathered for a future meeting.

G. Discussion of Priorities for this Academic Year

Senate President Smith proposed Faculty Senators send suggestions to add to the list of proposed priority items he previously sent by e-mail to him by Wednesday, October 17<sup>th</sup>. He will collate the new potential topics along with the ones he already sent and he will send the entire list of possible priorities to the Faculty Senators to select their top three (3) most pressing items for the Faculty Senate to tackle. He would like everyone to send their preferences to him at the Faculty Senate President e-mail address ([facultysenatepres@tntech.edu](mailto:facultysenatepres@tntech.edu)) before the next meeting with President Oldham, by October 29<sup>th</sup>.

The proposed priority matters for the Faculty Senate sent by e-mail and those that came up in today's business meeting include:

1. Untenable faculty participation in Faculty Senate
2. Maternity rules
3. Study abroad
4. Environment (and cost) for international students
5. Faculty development programs / CITL
6. IDEA evaluations and tenured faculty

7. Gender equity
8. Gold parking permits
9. Promotion funds and raises

## **OLD BUSINESS**

### **A. Gender Equity Study**

Senate President Smith read the following e-mail he received from Senator Larimore and forwarded to the Faculty Senators:

"The faculty Senate requests an open and transparent analysis of faculty salaries be conducted by representatives of the university administration with full participation of representative members of the faculty Senate. The analysis should utilize the faculty developed and approved salary equity model to estimate a predicted salary for each faculty member. The model uses legitimate determinants of faculty pay previously approved by the faculty and administration. These legitimate factors include discipline, rank, years in rank, and performance evaluation history (for the last five years normalized by department chair). Salary targets (projections from the model) for all faculty members should be compared with their actual salaries. The discrepancies (differences between projected and actual salaries) should be analyzed for any association with gender, race, and age."

Senator Larimore moved this statement for approval as a resolution to be sent to the Provost and Senator Stein seconded it. Some discussion ensued. Senator Pardue asked that the original salary equitable model document be attached to the resolution.

The resolution was APPROVED, pending the attachment of the original salary equitable model document.

## **OTHER SUCH MATTERS**

Senate President Smith asked Faculty Senators to e-mail him discussion topics with the President, in addition to those that arose at today's business meeting: gold parking permit lottery and clarification regarding the faculty promotion money.

The meeting adjourned at 5:58 p.m.

Respectfully submitted,

Mark Groundland, Faculty Senate Secretary

Supporting documents:

1. 2016 copy of the TTU intellectual property policy
2. Marked-up copy of the TTU intellectual property policy
3. Article, "Who Owns Course materials..."
4. Works made for hire document
5. TTU online contract

6. Fair raise plan
7. Cookout flyer