

Meeting 136 Meeting Minutes

April 21, 2021; Videoconference

4 pm (ET) / 3 pm (CT)

UT Faculty Council Voting Members (Quorum, 5 voting members)

UTHSC Richard Smith (Faculty Senate President)
Martin Donaldson (Campus Representative)

UTK David Patterson (Campus Representative)

UTM Chris Caldwell (Campus Representative)
Sean Walker (Faculty Senate President)

UTC Charlene Simmons (Faculty Senate President)
Beth Crawford (Campus Representative)

Faculty Appointee to Education, Research & Service Committee (Ex-Officio voting)

UTC Christina Vogel (Board of Trustees ERS Committee faculty appointee)

UT Faculty Council Ex-Officio Non-voting Members

UT Linda C. Martin (Vice President, Academic Affairs & Student Success)

Faculty Council Guests

UT Karen Etzkorn, (Director of Academic Affairs)
Stacey Patterson (VP Research, Outreach & Economic Development)

UTHSC Terry Cooper (Campus Advisory Board Member)
Chandra Alston (Associate Vice Chancellor of Human Resources)

Call to Order Beth Crawford, Chair

ORDER OF BUSINESS

Chandra Alston - Discussing reduction in force and hiring freeze at UTHSC

- An email announcement was sent to the campus on March 12, 2021 by Chancellor Schwab
- The announcement was based on and 11-month review of campus workforce needs and considered:
 - Employees working remotely
 - Students learning virtually
 - These factors shifted the needs of campus substantially

- News media were present for the announcement
- Reduction in Force (68 Facilities Services, 2 non-facilities services)
 - Meeting with impacted employees on March 12 (all employees will be paid through June 30, 2021 with insurance coverage through July 31)
 - 17 new positions were posted in facilities services (streamlined the positions and refocused the roles)
 - The employees were offered assistance with updating resumes and job searching
- The announcement came concurrently with a campus hiring freeze – initiated a process to screen positions required to continue campus operations
- Job Fair was conducted on April 9, 2021
 - 15 local businesses with open positions were present
 - Employees met with employers
- Outcome
 - 11 people were offered positions
 - One person turned the offer down
 - 10 people elected to retire
 - Six positions remain to be filled
- Questions/Comments:
 - Martin: We will come out of COVID to a different world
 - Chandra: We have to prepare our campuses for change
 - Martin will update UFC

Linda Martin

- Preparation for Board of Trustees Meeting (6/24 – 6/25 in Memphis)
 - Cindy Moore is working on the schedule for the meeting with Randy Boyd and John Compton
 - Lunch will be included and a breakfast with the Board if possible
 - Topics on the agenda – new academic units, unit name changes, authorization for confirmation of degrees, academic program modifications, tenure on initial appointment and early tenure (the BOT approves early tenure and tenure on initial appointment and the president approves all other tenure)
- Linda Martin spent time at Martin Methodist College (MMC) / TU Southern, reviewing the dossiers of tenured faculty
- Diplomas – the BOT is looking to establish uniformity for all UT diplomas while respecting individual campuses
- New programs – 4 at UTM, 1 at UTHSC, and 1 at UTC
- Special thanks to Karen Etzkorn regarding conducting the student survey
- UT online now in Phase 2

Karen Etzkorn

- System is exploring an agreement with Quality Matters, which is currently in use at UTHSC and UTC. This will all for course review of online courses
- System is developing the educator prep program, which will be called *UT Learn* (Literacy, Evaluation, Assessment, and Research Network). This program is designed to improve early literacy across the state

Questions: and response by Linda Martin

- Richard Smith ask if there will be a survey of individuals who have had the coronavirus vaccine who will be attending the BOT meeting
 - Cindy Moore will be coordinating that
- David Patterson asked is there will be a reexamination of Banner
 - A committee is being formed to study that and the committee will be headed by David Miller
- David Patterson asked if there would a way to promote and incentivize covid vaccinations, especially for students.
 - The Chancellors and President Boyd have been discussing that topic and will provide guidance for the fall semester.
 - David expressed concern about student vaccination rates
 - Beth said that this could be a topic at the next UFC meeting
- David Patterson asked about Quality Matters
 - Beth responded that QM is a platform to review course material, both online and hybrid

Stacy Patterson

- Her preparation for the Board meeting
 - Research – Stacy will present for 10 minute on research throughout the campuses, including research accounts, diversity profile research and the impact of the research
 - There will be a two-minute presentation by each of the Vice Chancellors of Research which will highlight a specific research project on that campus
- Announced that UT received two awards from the Association of University Technology Managers (AUTM)
 - Legend award – M95 mask development
 - Gene Pool Award – Development of covid vaccines

At this point Linda, Karen and Stacey left the meeting

Other Business

- The minutes of the March meeting were approved with minor revisions

- Beth said that she was unable to email the TUFs report of Nine-Month Faculty because of the size of the file
- Charlene Simons joined the meeting after UTC graduation and discussed the TUFs survey
 - Wants to establish a mechanism for sharing the survey results with all campuses. Each campus senate president received results for his/her campus
 - Is working on an executive summary for the BOT meeting so that the entire survey can be presented to the Board
 - Discussed comments regarding the survey by Terry Cooper, Christina Vogel and David Patterson
 - Terry asked for clarification of the level of support of the survey by faculty
 - Christina commented on word editing
 - David suggested including comments about response rate
 - A vote was taken and the survey was approved with minor revisions
- A request was made by Christine Simons and Christina to speak before the Board regarding the survey and paid family leave
- Beth suggested that there be a discussion between the four faculty senate presidents regarding the survey
- Beth announced that she has been appointed to be the UFC representative to the System HR group to replace George Cook of UTHSC who served on the committee for years
- Charlene Simons would like to have further discussion of the topic of searches for Presidents and Chancellors at the next UFC meeting
- Martin Donaldson asked the process for searches on the UTHSC campus and Terry Cooper responded that the searches have been closed until after the announcement of three candidates and then there is an invitation sent to the faculty senate president to participate
- Martin asked that we have comments from legal counsel regarding the impact of the change in the law on UT searches
- Beth suggested that we have a dinner on Thursday for UFC members

The meeting ended at 5:30 ET