
Members Present – M. Arndt, C. Beauchamp, S. Boyd, J. Brickey, T. Brinhaupt, N. Brooks, L. Burriss, N. Callender, B. Canak, L. Clark, R. Clark, C. Cooper, L. Craig-Unkefer, L. Dubek, T. Farwell, G. Freeman, C. Harris, M. Hinz, R. Hoffman, P. Kelly, C. Li, A. Lutz, S. Mangrum, J. Maynor, J. McCormick, A. McCullough, W. Means, F. Miyakawa, M. Nichols, K. N. Nofsinger, D. Patterson, S. Roberts, C. Rosenmuller, B. Rushlow, L. Selva, C. True, P. Wall, J. Wasik, M. Weller, P. West Osterfield, A. Williams

Members Absent – K. Darby, M. Fleming, G. Pisut, C. Stephens, D. Winborn,

Members Excused – M. Knight, K. Mathis, G. Zlotky

Additional Attendees – B. Bartel (Provost), J. Cain, T. Johnston

Agenda

1. Roll Call – The meeting was called to order at 4:30PM.
2. Approval of August 22, 2012 Minutes – A motion was made, seconded and passed to approve the minutes.
3. Treasurer's Report:
 - a. Travel: \$-203.53
 - b. Operating Expenses: \$2,236.55
 - c. Foundation Account: \$379.16
4. Old Business
 - a.
5. New Business
 - a. Brad Bartel, Provost:
 - i. Clarification of Promotion and Tenure Guidelines: Dr. Bartel presented clarification on the transition from Associate to Full Professor. He stated that the exemption rule to be promoted early requires an exceptional record/reputation. He shared that faculty members should be able to become a candidate for Full

Professor in their fifth year. He would like a task force of Senators to look into several issues. He would like simultaneous granting of tenure and promotion to Associate Professor. He would like clear language regarding when Tenure Track Faculty (TTF) could go up for tenure. He stated that TTF could become a candidate in their fifth year. Room for exceptions was discussed. Dr. Bartel shared that a rule for exceptions is in place. Special circumstances can be dealt with through a committee. The incorporation of external review of the tenure process was discussed. Dr. Bartel would like to address the verbiage first. Qualifications for international recognition were questioned. The importance of the inclusion of faculty on the committee to address these issues was highlighted.

- ii. Departmental Retention Plans: Dr. Bartel shared that Chairs should have shared information with faculty pertaining to this issue. Retention of students from the freshman to the sophomore year is currently targeted; however, this retention plan is targeted towards retaining juniors and seniors. He would like departments to discuss the improvements which could be made. He stated that the President would like to fund retention programs. He referred to the most recent National Survey of Student Engagement (NSSE) data which revealed a lack of perceived rigor from recent graduates when compared to the national average and within our group of peer institutions. The link to the Complete College Act was questioned. Dr. Bartel shared that regardless of the Complete College Act, improvements concerning retention should be investigated. He shared that our enrollment is down more than any state institution. Dr. Bartel shared his desire for the Senate to invite the new Director of Recruitment to speak to the Senate. Availability of scholarship funds for incoming freshmen in addition to upper classmen was questioned. Dr. Bartel suggested that Joe Bales should be invited to the Senate to share the progress with the centennial fundraising initiative. Focus on transfer students was questioned. The ability to give out-of-state tuition waivers was questioned. Dr. Bartel shared that this is an area where more work could be done. A suggestion was made to target companies with tuition assistance programs. Waivers for out-of-state, online students were questioned. Dr. Bartel shared his desire to share the retention data on a best practices website. He reiterated that the President would like to provide funding for retention programs and potentially for retention awards. He shared that the President has agreed to funding for limited numbers of new clerical positions. This could also affect retention as a result of a positive student experience.
- b. Director of the Military Center, Jimmy Cain and Tony Johnston: The Department of Defense projects that 100,000 veterans will return to live within Tennessee in the years to come. The lack of an individual to coordinate veterans' affairs on campus is the focus of the proposal. Tony shared his desire for the administrator called for in the proposal to have grant writing responsibilities. Jimmy proposed the possibility of

giving an existing faculty member, with military experience, a load reduction to handle these duties. The University of Tennessee Chattanooga has recently hired a military center director. The VA representative on campus only has responsibility for VA programs. The space requested for the military affairs office is located adjacent to Disabled Student Services. This individual was requested to participate on appropriate campus committees. This individual may become the focal point for assistance in many areas to include veterans' family assistance. Individuals from many offices on campus will occupy the military affairs space to be a one-stop-shop for veterans' issues. Tony suggested that the Senate vote on the resolution within the proposal. He also suggested that this be brought up in the President's Liaison committee. Tony shared that this individual is desired to be full time. A motion was made, seconded and passed to support the resolution presented in the proposal.

- c. TUFS Resolutions, Alfred Lutz: The Senate has already voted to support academic freedom speech within TBR policy. This was recently voted down. The current resolution calls for TUFS to write a letter of support for the previous policy change and send it to Chancellor Morgan. A motion was made, seconded and passed to support the submission of the letter. Alfred also shared that faculty sometimes receive knowledge of finalists for administrative positions too late. He presented a resolution that would provide for ten working days between the deadline for application submission and any hiring decision. A motion was made, seconded and discussed. High level administrators are the focus of this motion. The motion passed.

6. Action Items

- a. Michael will look into a date and time for a proposed party with the President.

Respectfully submitted,

Nate Callender
2012-2013 Faculty Senate Recording Secretary

Edited: