

## **FACULTY SENATE MINUTES**

### **UTHSC Faculty Senate Meeting**

Zoom Monthly Meeting  
October 10, 2023

*Attendance:* (senators, administrators, and faculty)

*Attending:* PJ Koltnow, Tayebah Pourmotabbed, Karen Derefinko, Shelley White-Means, Tracy McClinton, Christopher Brett, Jayc Sedlmayr, Ayman Abdul H Aldayeh, Michelle Lynn Abramovitz, Brett Wilson, Sharon Little, Terrance Cooper, Kimberly Morris, Kevin Freeman, Rajashekhar Gangaraju, Ronald Rafael Espinal, Ji Min Yochim, Jeff Staack, Laxmichaya Sawant, Mary Erickson, Leo Lamsen, Sanjay Mohan, Cheran Elangovan, Myra M Meekins, Emma Murray, Ranjit Philip, Tyler Melton, Ashton Brooks, Zheng Fan, Ted Cory, Helmut O Steinberg, Laura T Reed, Rebecca B Reynolds, Jess Newman McDonald, Kristen Bettin, Kim Carter, Nina K Sublette, Fatima Ahmed, Twisha Oza, Sunbal Ashraf, Thaddeus Wilson, Chris Wood, Steven Doettl, P. Roger DeVersa, Jeffry Bieber, Hassan Almoazen, April Hilsdon, Rachel Barenie, Jaqueline D Venturin, Hitesh Sandhu, Yanhui Zhang, Ioannis Dragatsis, Jeff Kalmowicz, Lucien Nedzi, Wen Lin Sun, Lisa Beasley, Ramesh Krishnan, Chalet Tan, Heather Moss, Yi Lu, Santosh Kumar, Richard Smith, Laurentia Nodit, Jane Zhou, Spencer Fogelman, Dan Young, Lee Weaver, Valarie Fleming, Anthony Berryhill, Cynthia Russell.

Meeting was called to order at 4:00 pm CST/5:00 pm EST

### **Faculty Senate Meeting**

**Presiding: Mr. Paul J. Koltnow, President**

**Approval of September 12th, 2023 minutes**

- The floor was opened for discussion of the September 12<sup>th</sup>, 2023 meeting minutes. No edits were recommended. Dr. Beasley motioned to accept the minutes as written. Motion was seconded by Dr. Cooper.
- Brief instructions about how to use Poll Everywhere.
  - Poll Everywhere vote:
    - Accept: 98% (50/51)
    - Do not accept: 0% (0/51)
    - Abstain: 2% (1/51)

### **Chief Anthony Berryhill**

- There has been an increase in car theft on campus
  - This reflects what is happening in Shelby County
  - Infinitys, Hyundais, Kias most targeted
  - Security has beefed up patrols
  - Many cameras on campus that also monitor activity
  - Also monitor Regional One and LeBonheur
  - Have also given out carlocks for steering wheels
- Assault on campus
  - Faculty member was walking from Regional One to “R” lot
  - Was assaulted by homeless person
  - Another faculty member saw this and yelled, and helped her get to her car
  - Cameras were not helpful in identifying the perpetrator of the assault
  - R lot is utilized by security, and is frequented by officers
  - Concerns about safety in garages, such as the SAC garage that has a malfunctioning gate
- Questions
  - Activity at the “H” lot
    - Individuals in stolen cars entered a lot, then left the cars on foot
    - Shelby County Police were called, individuals were arrested and cars and two guns were retrieved
  - Discussion of Ring like interactive microphones

- Discussion of public notification of incidents and whether this causes panic
- Rave Guardian App, available to faculty, staff, and students

### **Senior Vice Chancellor Valarie Fleming**

- Aspects of Dr. Fleming's position:
  - CHIPS
  - Faculty Affairs
  - Health Science Library
  - International Affairs
  - Teaching and Learning Center
- Post Tenure Review
  - Mandated by Board of Trustees in 2020
  - Post Tenure Review 2022
    - 27 faculty under review
    - 4 Chairs received memos identifying deficiencies
  - Post Tenure Review 2023
    - 30 faculty were selected and are now under review
- COACHE
  - Timeline had to be adjusted
  - College received descriptive data in the spring
  - College work groups were established in summer 2023
  - Faculty Senate workgroup was established
  - Institutional Taskforce "Faculty Success Taskforce" nearly assembled
- Additional Involvement opportunities
  - Committee on Academic and Student Affairs (CASA)
  - Faculty Affairs Workgroup (FAWG)
  - Council of Academic Program Leaders (CAPL)
- Faculty Handbook
  - Ensure it is completely updated
- Multi Year Appointments - is a win, but is not automatic
- New Director of Faculty Affairs
- Questions:
  - COACHE survey timeline has been delayed but want to do this correctly and get good data out of this endeavor

## New Business

- Dr. Terrance Cooper on Multi Year Appointments (Addendum 1 and Addendum 2)
  - Path for Faculty Handbook Revisions Diagram described
  - Multi Year Non-Tenure Track Faculty Appointments
    - **Who is eligible**
      - Non-Tenure Track appointments may be made for up to 3 years for existing and newly hired faculty (instructor, assistant, associate, and professor levels) with dean's approval.
    - **Basis of appointment**
      - Research and Clinician Educator appointments may be made for up to 3 years based on:
        - Need mutual interest
        - Satisfactory performance
        - Available funding
    - Non-renewal notification
      - No less than 3 months for a 1-year appointment
      - No less than 6 months for 2-year appointment
      - No less than 9 months for 3-year appointment.
      - However, if administration fails to provide specified notice of non-renewal, faculty member is guaranteed only 3 months' notice (combination of notice &/or salary equivalent)
    - Multi-year appointments available
      - Non-Tenure Track Research faculty appointments may be made for up to 3 years for existing and newly hired faculty

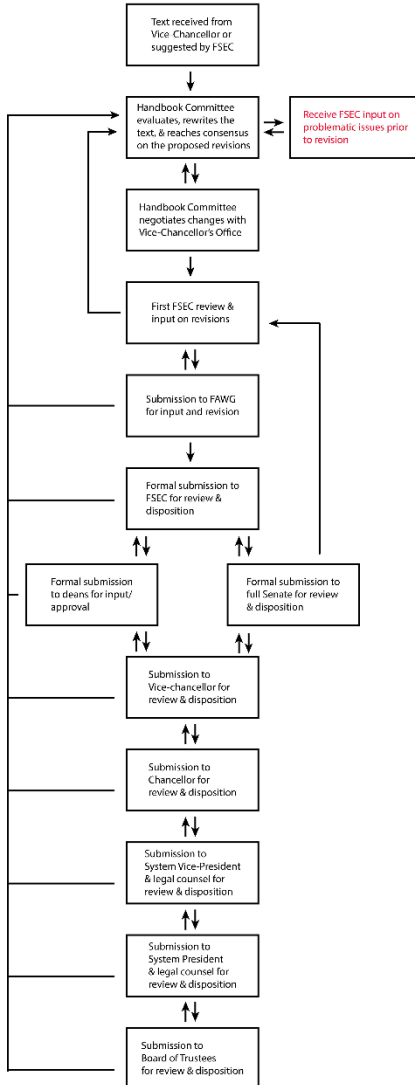
- (instructor, assistant, associate, and professor levels) with dean's approval
- Research faculty on soft funding – Termination notification
    - Termination notice increases from one to 3 months irrespective of the length of the appointment
  - Suboptimal performance
    - Required performance improvement plan after receiving a negative performance rating (does not meet expectations or unsatisfactory) with those in possession of a multi- year appointment.
  - Alternatively, chair may recommend non-renewal at conclusion of the multi-year appointment

The meeting was adjourned at 5:05 pm CST/6:05 pm EST.

Respectfully Submitted,  
Dr. Karen Derefinko  
Faculty Senate Secretary

## Addendum 1

### Path for Faculty Handbook Revision Approval



## Addendum 2

### **Multi-Year Non-Tenure Track Faculty Appointments**

#### **Who is eligible**

NTT appointments may be made for up to **3 years for existing and newly hired faculty** (instructor, assistant, associate, and professor levels) with dean's approval.

#### **Basis of appointment**

Research and Clinician Educator appointments may be made for up to 3 years **based on:**

- need mutual interest**
- satisfactory performance**
- available funding**

#### **Renewal process**

**Consists of two components** – one **automatic** + one requiring **positive action**

**Normally in absence of action**, automatic renewal is for one year

**Required positive action by administration** Additional time (2- or 3-year renewal)

A 3-year appointment would be renewed for one year if no action is otherwise taken.

#### **Non-renewal notification**

No less than **3 months for a 1-year** appointment

No less than **6 months for 2-year** appointment

No less than **9 months for 3-year** appointment.

**However, if administration fails to provide specified notice of non-renewal**, faculty member is **guaranteed only 3 months' notice** (combination of notice &/or salary equivalent).

## **Multi-Year Non-Tenure Track Research Faculty Appointments**

### **Multi-year appointments available**

NTT Research faculty appointments may be made for up to **3 years** for **existing and newly hired faculty** (instructor, assistant, associate, and professor levels) with dean's approval.

### **Research faculty on soft funding – Termination notification**

Termination notice increases from one to **3 months** irrespective of the length of the appointment.

### **Suboptimal performance**

Required performance improvement plan after receiving a negative performance rating (does not meet expectations or unsatisfactory) with those in possession of a multi-year appointment.

Alternatively, chair may recommend non-renewal at conclusion of the multi-year appointment.

**THANK YOU SO MUCH!!**

**Chancellor Buckley**

**Vice-Chancellor Russell**

**Kristi Forman**

**UTHSC Senate Handbook & NTT Committees**