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**Faculty Senate**

**Minutes of the Executive Committee**

**Presiding:** DeAnna Owens-Mosby **Date:** November 21, 2023

**Secretary:** Jeni Loftus

**Members Present:** DeAnna Owens-Mosby (President and President-Elect), Mark Sunderman (Parliamentarian), Genae Strong (At-Large), Leah Windsor (At-Large), Pat Travis (Past President)

Guests: Jeff Marchetta (Faculty Trustee), Sara Bridges (Omdubsperson), Stephanie Huette (Administrative Policies), Edith Gnanadass (Academic Policies)

**Members Absent:** Jeni Loftus (Secretary)

The meeting was held on Tuesday November 21st, 2023, via Zoom.

11.21.23.01 Call to Order

President DeAnna Owens-Mosby called the meeting of the Faculty Senate (FS) Executive Committee (EC) to order with a quorum at 2:40.

11.21.23.02 Approval of Agenda

The agenda was approved after a typo was corrected.

11.21.23.03 Approval of Minutes

The minutes of the October 24th, 2023, Faculty Senate Executive Committee (EC) meeting were approved.

11.21.23.04 President’s Report

Elevators are not up to code. They will need two-way speaking systems and cameras installed on them. This will take place once TN has passed the law.

Final fire inspection of Wilder Tower will take place after the repair of one device on the 10th floor. Also completing roof and window repairs.

Discovered a structural problem on the 4th floor of the Smith Chemistry Building. Bracing will go up as a precaution during the necessary repairs. A structural engineer has designated the building is safe for occupancy.

The University will participate in a College Tour TV Show that will be filmed in February.

<https://www.thecollegetour.com>.

11.21.23.05 Old Business

Articles of Authority Revisions

No new movement on this, but will begin in the new year, and ideally have our revisions completed at the end of February.

**11.21.23.06 New Business**

Driven By Giving – Jack Callahan (Guest)

Jack Callahan not present due to illness. The Executive Committee reviewed his materials in his absence and approved the presentation for the Faculty Senate meeting next week.

External Advisory Board – Leah Windsor

There is no current set of guidelines or best practices for External Advisory Boards.

Presented on External Advisory boards, and proposes a framework for such boards.

Annual Faculty Evaluations-Leah Windsor

President Hardgrave asked the EC to evaluate and come up with some suggestions to improve the annual performance review process. Windsor presented on the current status of our performance reviews, including historic data of scores across colleges and provided some suggestions.

There was a discussion over the report and suggestions. Emphasis is placed on training evaluators and faculty rather than reinventing the evaluation metric. Discussion on whether we would like some sense of consistency and unity across colleges, such that faculty in one college are no more or less likely to receive high scores? Or does it not matter if each college is given a pot of money, and can allocate merit pay within that college, so it does not matter if one college has more high scores than another? It matters more that the metrics are clearly communicated, transparent, and equitably applied across departments and schools.

This is an exercise in making this process less subjective and more objective, so that the process is uniform across units and colleges.

Motion to Discontinue the Faculty Evaluation Survey of Deans and Directors – Stephanie Huette, Chair, Administrative Policies

Administrative policies committee has been looking into improving the survey that faculty are sent to review their dean, the provost and president each year. The biggest issue with this survey is that the respond rate is incredibly low. The committee has been working on making changes, but ultimately the decision they came to was that working through the center for research in educational policy, who has been administering the survey for us, we are unable to see any data produced by this survey, even de-identified data. Because the senate does not have good access to the data, and because the response rate is so low, the decision was made to make a motion to discontinue this current process, with the intention of working towards an alternative.

Discussion over why the response rate might be so low. Discussion over whether it is a good idea to eliminate an evaluation process that may be hard to reinstate later, even if the current process is deeply flawed. The COACHE survey may be able to cover some of these questions.

One priority is to increase lines of communication between faculty and their deans. The current survey does not appear to be facilitating this, but keeping and increasing that communication, in both directions, is a priority.

EC approves this report and motion going to the floor.

Report on AI – Edith Gnanadass, Chair, Academic Policies

Academic Policies was charged with looking at the impact AI might have on the university, and propose policies that can address any issues that might arise. Academic Policies has put together a report with information, recommendations including suggested syllabi statements, and resources.

Motion for AI – Edith Gnanadass, Chair, Academic Policies

Academic Policies has produced a proposed policy.

Discussion over whether and how the senate should create an ad hoc technology committee to deal with this ever-changing issue.

EC approves this report and motion going to the floor.

Motion for Ombudsperson – DeAnna Owens-Mosby

Motion to approve Sara Bridges as the faculty ombudsperson for a second term from January 2024-January 2026. Discussion over proper wording of the motion.

Discussion of what constitutes a quorum and what to do about senators who do not attend and do not send a proxy.

**11.21.23.07 Announcements**

11.21.23.08 Adjourn

The meeting adjourned at 5:22 pm.