

## FACULTY SENATE MINUTES

### UTHSC Faculty Senate Meeting

Zoom Monthly Meeting  
February 13, 2024

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

*Attending:* PJ Koltnow, Jillian McCarthy, Karen Derefinko, Tracy McClinton, Alina Cernasev, Keith May, Anne Zachry, Jayc Sedlmayr, P. Roger DeVersa, Andrea L Sebastian, Imran Quraishi, Ayman Abdul H Aldayeh, Terrance Cooper, April Hilsdon, Helmut O Steinberg, Nikki Zite, Jason A Yaun, Laura Reed, Kimberly Morris, Tayebeh Pourmotabbed, Rajashekhar Gangaraju, Ronald Rafael Espinal, Laxmichaya Sawant, Mary Erickson, Ava Saidian, Laurentia Nodit, Stephen Pishko, Leo Lamsen, Myra M Meekins, Tyler Melton, Ashton Brooks, Zheng Fan, Ted Cory, Steven M Doettl, Donna Lynch-Smith, Kim Carter, Heather Moss, Christie Manasco, Jeff Staack, Nina K Sublette, Phyllis Richey, Hitesh S Sandhu, Fatima Ahmed, Chris Wood, Brett Wilson, Chris Fuchs, Tauheed Ishrat, Jill Tichy, Jeffrey Bieber, Hassan Almoazen, Rachel Barenie, Jacqueline D Venturin, Wen Lin Sun, Chalet Tan, Yi Lu, Richard Smith, Karine Guerrier, Vickie Baselski, David W Petersen, Emma Murray, Twisha Oza, Scott Hollis, Fuming Zhou, Shelley White-Means, Thaddeus A Wilson, Ben Maddox, Bobby Bellflower, Ioannis Dragatsis, Elisha McCoy, Ramesh Narayanan, Cheran Elangovan, Carrie Harvey, Jess Newman McDonald, Maunil Bhatt, Ramesh Krishnan, Mike McDonald, Sunbal Ashraf, Lisa Beasley, Michelle Lynn Abramovitz, Maria Carrillo, Sharon Little, James M. Lewis, Valarie Fleming, Cynthia Russell, Lee Weaver, Dan Young, Anesha Jones, Michael Alston, Chandra Alson, Damon Davis.

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 the January 9, 2024 minutes.**

- The floor was opened for discussion of the January 9th, 2024 meeting minutes. No edits were recommended. Dr. Richard Smith motioned to accept the minutes as written. Motion was seconded by Dr. Tracy McClinton.
- Poll Everywhere Vote:
  - Approve: 100% (44/44)
  - Do not approve: 0% (0/44)
  - Abstain: 0% (0/44)

### **Presentation and Q&A with Dr. Chandra Alston, Vice Chancellor of Human Resources**

- With additional guests
  - Dr. Michael Alston, Associate Vice Chancellor for Access and Compliance and Title IX Coordinator
  - Damon Davis, Deputy Human Resources Office Compensation Director
  - Anesha Jones, Director of Employment and Records How to handle concerns about supervisors
- Question: A staff member has come to you with problems with their supervisor
  - Consider what the actual challenges are, identify points of intervention
  - If protected population concern, or ADA accommodations, direct to Office of Access and Compliance
- Question:
  - How come we can't pay staff competitive salaries?
    - There is a market value assessment that is conducted
    - Known that we do not pay competitive salaries
    - Equity does dictate the higher range of salary

- Related question: Grant funded positions are often budgeted higher than what we can offer the potential candidate
- Question:
  - Why does it take so long to hire someone?
  - Background checks take a long time
  - Candidates often provide incorrect materials
- Question:
  - Is there a way to expedite hiring when quick employment is needed?
  - Contingent hire can happen if background check is taking too long (greater than 15 days)
- Question:
  - Why can't we see all of the candidates, instead of HR screening potentially eligible candidates out?
  - Some candidates are put on the potential list
  - You can ask HR to include those who are on the border of eligibility
- Question:
  - Attracting under-represented groups – how are we reaching out?
  - HR is always advertising positions
- Question:
  - Hiring faculty positions
  - Faculty are employees like other positions, but HR will work to get the resources needed

### **Dr. Terrance Cooper, Multiyear Appointments**

- Update on Multiyear appointments and how to ask for them
- Board of Trustees makes a policy possible
  - We are at the beginning of this process now
- Who is eligible?
  - Existing or newly hired faculty, part or full time, any rank, with the Dean's approval
  - Based on mutual interest, performance, and funding

- Two components, one automatic and one requiring a positive action
  - A 3-year appointment would be automatically renewed if no action is otherwise taken
  - No less than 3 months non renewal notification for 1 year
    - 6 months for 2 year
    - 9 months for 3 year
  - If admin fails to provide notice of non-renewal, faculty members is guaranteed only 3 months' notice
- Check off box in digital measures for evaluators
- Research appointments
  - Now have 3 months notification of non-renewal
- Suboptimal performance:
  - Performance improvement plan
  - Or
  - Chair may recommend non-renewal

### **Faculty Feedback Action (FFA) Survey**

- Faculty Feedback Action survey will be disseminated this week
- You have an opportunity to pick who you want to evaluate
- When you get to the end of the survey for that administrator, two questions have been added:
  - Do you have concerns about this administrator?
  - Has this administrator contributed to your success?
- There is a final question that asks if you know of any opportunities to improve the environment for faculty, share that here
- Issues should be reported to Allen Dupont
- Chancellor is expected to endorse this survey

### **Announcements**

- None

The meeting was adjourned at 5:11 pm CST/6:11 pm EST.



**Faculty Senate**  
faculty@uthsc.edu

**Memphis**  
**Knoxville**  
**Chattanooga**  
**Nashville**

Respectfully Submitted,  
Dr. Karen Derefinko  
Faculty Senate Secretary