

FACULTY SENATE MINUTES

UTHSC Faculty Senate Meeting

Zoom Monthly Meeting
November 12, 2024

Attendance: (senators, administrators, and faculty)

Attending: Anna Bukiya, April Hilsdon, Ashton Brooks, Ayman Abdul H Aldayeh, Ben Maddox, Carrie Harvey, Chalet Tan, Chelsea Peeler, Christopher Brett, Cindy Russell, Dan Young, David W Petersen, Donna Lynch-Smith, Fuming Zhou, Hassan Almoazen, Hitesh Sandhu, Ioannis Dragatsis, heran Elangovan, James M. Lewis, Jaqueline D Venturin, Jeffry Bieber, Jess Wesberry, Jill M. Maples, Karen J Derefinko, Karine Guerrier, Katherine L March, Kevin William Freeman, Kim Carter, Laura T Reed, Laurentia Nodit, Laxmichaya Sawant, Lee Weaver, Lisa Beasley, Mahmoud Hassouba, Myra M Meekins, Nikhil Gopal, nina sublette, Paul C Gahn, Paul J Koltnow, Phyllis Richey, qi wang, RAAJKUMAR S KURAPATI, Rachel Barenie, Rajashekhar Gangaraju, Ramesh Krishnan, Randall Watts, Ranjit Philip, Reginald Frye, Ron Espinal, Sandeep Chilakala, Sarah J Rhoads, Scott Hollis, Sharon Little, Shaunta' Chamberlin, Shelley White-Means, Stephen Rauls, Steven M Doettl, tayebeh Pourmotabbed, Ted Cory, Terrance G Cooper, Thaddeus A Wilson, Tracy McClinton, Twisha Oza, Tyler Melton, Valarie Fleming, Vickie Baselski, Yanhui Zhang, Yi Lu, Zheng Fan

Faculty Senate Meeting

Meeting was called to order at 4:01 pm CST/5:01 pm EST

Presiding: Dr. Tracy McClinton, President

Business Discussion with Dr. Tracy McClinton

Discussion and Approval of the October 8, 2024 minutes

- The floor was opened for discussion of the October 8, 2024 meeting minutes. No edits were recommended. Dr. Karine Guerrier motioned to accept the minutes as written. Motion was seconded by Dr. Nina Sublette.
- Poll Everywhere Vote:
 - Approve: 40
 - Do not approve: 0
 - Abstain: 0

Discussion on COACHE survey with Senior Associate Vice Chancellor Valarie Fleming (addendum A)

- Collaborative on academic careers in higher education, research (COACHE) survey
 - Faculty only survey
 - Can track longitudinally
 - Is run for all UT campuses
 - Was launched in 2022, changes made in 2023-2024
 - Next launch will be in 2025
- Strengths include nature of work, teaching, service, collaboration, P&T, work and life balance, appreciation, Department engagement, and recognition
 - Overall mean >4 on 5 point scale
- Opportunities include research, resources and support, collaboration, institutional governance/shared governance, department engagement, recruitment and retention
 - Overall mean <3
 - Mentoring of tenured associate professors, institutional governance, shared governance
- 73% of faculty agree/strongly agree that they would choose to work at this institution
- Overall high satisfaction with the institution as a good place to work

- Institutional initiatives: emphasis on communication, update of faculty handbook, promotion and tenure celebration, leadership development, employee wellness, and including faculty leadership on institutional level groups
- College initiatives: Training for administration, grant writing workshops, faculty writing groups, college newsletters, faculty mentorship, all college meetings
- Next steps: COACHE 2025 launches in February, with additional questions related to wellbeing
 - Goal is to increase response rate >31%
 - Partnership with Faculty Senate, Faculty Success Taskforce
- Questions
 - How do we compare to leading institutions?
 - Have not compared ourselves to all institutions, need to look to institutional College/University peer programs
 - Deficiencies in reporting the results/timing
 - Considerable turnover in office since 2022, but there is more stability now, goal is to get results out in a timely manner
 - What additional analysis was done for satisfaction/dissatisfaction?
 - Will be doing additional focus groups on results, but some is difficult to ensure anonymity of people participating in the survey.

Discussion on Capital Projects, Funding Formula, and COM Executive Dean Search with Executive Vice Chancellor Raaj Kurapati

- Capital improvements
 - \$100 million to be invested on campus in the next few years
 - Gross anatomy lab, goal to complete in 2-2.5 years

- Roof replacements on a number of buildings, goal to complete Jan 2026
- Nash building including basement vivarium and 4th floor
- Jefferson building, to be used for office space
- Hotel demolition on 955 and 959 Madison buildings, goal is by February 2026
 - May be parking in the short term, other long term goals
- Campus elevators throughout campus
- Projects in Dunn Dental building, including student lounge, lighting, lockers
- Fencing around campus
- Renovations of multiple floors of 920 Madison building
- Campus security and lighting and cameras
- Questions
 - How to reconcile capital funding and institutional financial pullbacks
 - Multiple different sources of funds, will continue to make investments as opportunities present themselves
- Space utilization study
 - Currently in data gathering stage, will be completed by end of December
 - Next steps to analyze and develop near and long-term options
 - Will have dashboards on Colleges: Who is where and what resources do they have
- New Capital Projects and the MSB sale
 - MSB building in negotiation with Regional One for sale, BOT has approved master plan amendment. With goal for funding for other spaces on campus
 - COM building

- Steering committee to identify needs for space
- Goal is to build a ~\$350 million building. Will include Medicine, health professions, and graduate health studies
- Will include relocating people from 910/920 Madison buildings
- Goal is to break ground in 2028
- Capital planning next steps
 - Review of capital masterplan to be launched spring 2025
 - Will ensure recognizing statewide mission
 - Proactive posture for capital maintenance
 - Strategy for parking needs
 - Questions:
 - What about plans to recruit students to West Tennessee, including potentially housing
 - Continue to build relationships for groups who have housing, next campus plan is ongoing
 - Space allocation for students with accreditation
 - Both part of long term and short term goals

New Business

- None

Announcements

- None

The meeting was adjourned at 4:58 pm CST/5:58 pm EST.

Respectfully Submitted,
Dr. Ted Cory
Faculty Senate Secretary



Faculty Senate
faculty@uthsc.edu

Memphis
Knoxville
Chattanooga
Nashville

Addendum A

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Actions as a Result of COACHE 2022

- **College Initiatives**
 - Trainings for administrative functions
 - Grant writing workshops and resources for faculty
 - Faculty Writing groups
 - College newsletters to promote engagement
 - Faculty mentorship
 - All college meetings to discuss topics of interest across the college

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Next Steps

- **Preparation for COACHE 2025**
 - Launches in February
 - Additional questions related to wellbeing
- **Goal: Increased response rate >31%**
- **Partnership with Faculty Senate**
- **Partnership with Faculty Success Taskforce**

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- ### **Actions as a Result of COACHE 2022**
- **Institutional Initiatives:**
 - Emphasis on communication, collaboration, and Be ONE UT from the highest levels of administration
 - Updated and published 2024 Faculty Handbook
 - Relaunching of Promotion and Tenure Celebration
 - Creation of additional leadership development across the institution at various levels
 - Employee Wellness Group
 - Inclusion of faculty leadership on various institutional level groups
- UT HEALTH SCIENCE CENTER.**

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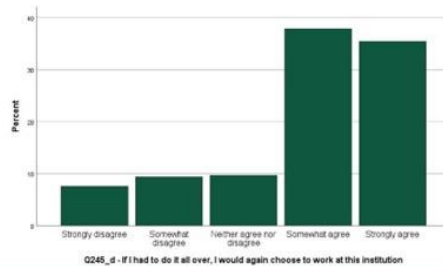
Example Areas of Global Opportunities*

1. **Engagement**
 - Dept. faculty conversations about undergraduate student learning
2. **Mentoring**
 - Mentoring of tenured associate professors
3. **Institutional Governance and Leadership**
 - Dean or division head provides sufficient support in adapting to the changing mission
4. **Shared Governance**
 - Important decisions are not made until there is consensus among faculty leaders and senior administrators

*overall mean <3 on 5-pt Likert scale

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Q245_d – If I had to do it all over, I would again choose to work at this institution.



Q245_d - If I had to do it all over, I would again choose to work at this institution

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Example Areas of Global Strengths*

1. **Interdisciplinary Work, Collaboration, & Mentoring**
 - Mentoring: Effective within department
2. **Tenure and Promotion**
 - Clear criteria for tenure and promotion
3. **Nature of Work: Overall; Nature of Work: Teaching**
 - Time spent on teaching
4. **Nature of Work: Research**
 - Faculty influence over focus of research

*overall mean ≥4 on 5-pt Likert scale

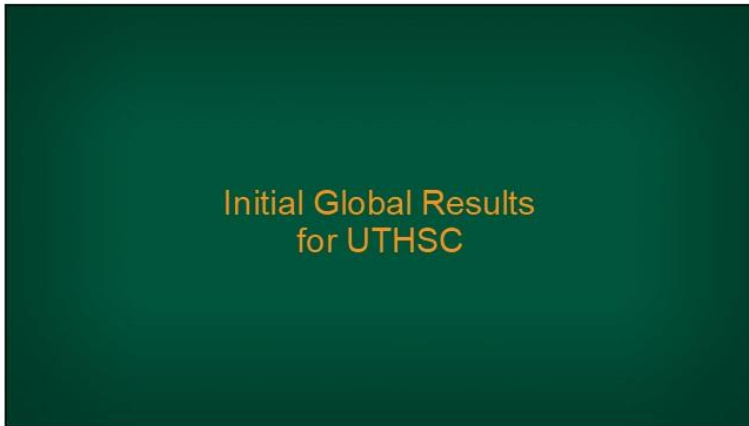
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Global Opportunities by Theme Area

Nature of Work Overall	Nature of Work Teaching	Nature of Work Research	Nature of Work Service
Resources & Support	Interdisciplinary Work, Collaboration, & Mentoring	Tenure & Promotion	Institutional Governance & Leadership; Shared Governance
Department Engagement, Vitality, Productivity, & Effectiveness	Work & Personal Life Balance; Climate	Appreciation & Recognition	Recruitment & Retention

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Survey Branching and Programming

- Respondents were presented with only questions that directly related to their background and experience, including
 - Rank: Instructor, Assistant Professor, Associate Professor, Professor
 - Tenure status: Non-tenure track, Tenure-track, Tenured
 - Clinical appointment type: Clinical faculty
- Most items used a five-point Likert scale
 - Satisfaction | Agreement | Importance | Effectiveness | Clarity | Frequency | Seriousness
 - Example: Very satisfied, Satisfied, Neither satisfied nor dissatisfied, Dissatisfied, Very dissatisfied
 - Time frame: Frequently, Regularly, Occasionally, Seldom, Never
 - Additional options of a) decline to answer, b) not applicable, c) I don't know

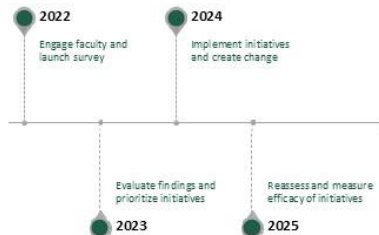
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Horizon Timeline

UTHSC launched the COACHE survey in 2022.

The COACHE survey process is designed to span a 3-year period, moving from

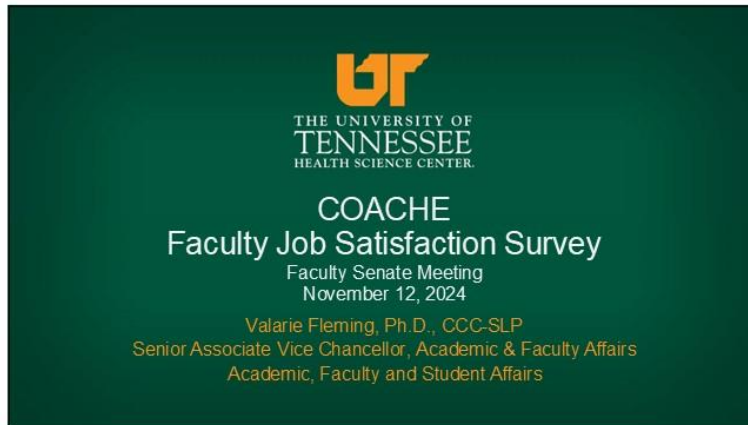
- survey launch to
- evaluating findings and prioritizing initiatives to
- implementing initiatives and creating change
- culminating in reassessment.



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The slide features a dark green background with the University of Tennessee Health Science Center logo at the top center. Below the logo, the text reads: "COACHE Faculty Job Satisfaction Survey", "Faculty Senate Meeting", "November 12, 2024", and "Valarie Fleming, Ph.D., CCC-SLP, Senior Associate Vice Chancellor, Academic & Faculty Affairs, Academic, Faculty and Student Affairs".

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The slide has a white background with a dark green footer containing the University of Tennessee Health Science Center logo. The title "Survey Background" is in orange. The content consists of four bullet points: "COACHE (Collaborative on Academic Careers in Higher Education) is a research-practice partnership based in Harvard Graduate School of Education", "UT Board of Trustees recommended using this regularly as a faculty survey (UTK has participated for several years)", "UT System managed the COACHE contract for all UT institutions", and "Vice Chancellor AFSA, Office of Faculty Affairs, and the Office of Institutional Research coordinated the survey and analyses".

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Questions?