

## Faculty Senate Meeting with the President

October 30, 2023

via TEAMS

### Members Present:

Michael Allen, Sean Alley, Megan Atkinson, Teddy Burch, Scott Christen, Melissa Comer, Kris Craven, Mark Creter, April Crockett, Andrew Donadio, Dennis Fennewald, Mary Lou Fornehed, Steve Frye, Syed Hasan, Samantha Hutson, Krystal Kennedy, Christy Killman, Matthew Langford, Richard Le Borne, Jane Liu, Jeannette Luna, Jennifer Mabry, Twanelle Majors, Ann Manginelli, Lori Maxwell, Holly Mills, Wendy Mullen, Michael Natrass, Linda Null, Brian O'Connor, Hyewon Park, Steven Seiler, Lee Ann Shipley, Scott Smith, Troy Smith, Sandi Smith-

There will be a lot of moving of appropriations. We are  
with budget issues. The state is in a good funding position.  
of the Tennessee General Assembly regarding safety and security;  
will get to further secure our campus

Next fall, and Preview Day went well with approximately 2,000 in  
"u" events are being initiated in coordination with Admissions.  
Klin have gone very well.

More about the budget help, and he stated that some capital projects  
increase since outlay, and plans are in the works to address this.

Senate:

**Do we have a plan to improve ranking/visibility? Can faculty**

in context as they are sometimes fickle and hard to explain.  
groups we have learned those who know about us are already  
those who don't know about us, rankings can help with visibility.

We made a jump in the annual U.S. News & World Report rankings. We continue to

recurrence is infrequent.

We would not necessarily be in trouble without the fund balance, but in an emergency, we often have unfilled position money that could be used. Money budgeted and unused will not automatically stay where it was budgeted if it is needed elsewhere, but we adjust based on what we have and what we need.

**5. Hiring bonuses: are these being offered? If so which employee categories are seeing offers and what criteria are the offers based on? Are hiring bonuses included in the compensation study?**

In some cases, there are moving allowances, but neither the President's Office nor HR is aware of any hiring bonuses. There may be competitive offers that drive a salary offer higher, but no hiring bonuses that we are aware of.

**6. Health insurance for graduates: update?**

The proposal would have a \$.5 million impact on the budget. It is still an ope(es)-56 (n ope(es)-56 (n ope

A: There are new initiatives, but not as much as I'd like. There is approximately \$8 million in revenue in the revised budget (including salary money). Revenue is up, but so are costs. Of the \$8 million, \$5 million was salary and \$2 million is held for the Mercer study outcome. We must grow revenue every year or make cuts. We have had two large freshmen classes, but a lot of graduations, too. The goal is to bring at least 2,000 freshmen per year.

Q: We have emeriti faculty working on externally-funded projects, but they have to buy a parking permit. Isn't it odd that emeriti don't get free parking? We want to encourage them to keep sharing their experience, but we don't make it easy for them.

A: Departments and colleges can pay for parking permits for their faculty if they wish. It's an equity issue, too – if emeriti do not pay, why do others have to pay?

A brief discussion of STEM/STEAM initiatives was shared between Senator Creter and President Oldham. The President suggested the STEM center leaders would be a better place to start the conversation on how all disciplines can be involved and what it means.

The meeting was adjourned at 4:58 p.m.

**Approved:** 01/29/2024