Faculty Senate Business Meeting Minutes
October 6, 2025

Location: 1205 Lab Science Commons

Present: M. Allen (Board of Trustees Faculty Rep.), M. Atkinson (Senate President-Elect), J. Baier, C. Brown, S. Browning, W. Carroll, R. Chitiyo, S. Christen, M. Comer, K. Craven (Senate President), M. Creter, A. Donadio, J. Field, J. Gannod, K. Grimes, R. Hall, S. Hasan, A. Hill (Senate Secretary), C. Hill, J. Jenkins, A. Kalyanapu, C. Killman, R. LeBorne, J. Mabry, T. Majors, A. Manginelli, D. Mann, M. Nattrass, L. Null, B. O'Connor, J. Ojo, M. Olsen, H. Park, M. Rajabali, L.A. Shipley, T. Smith (past-president), A. Spears, L. Suters, D. Tennant, T. Timmerman, K. Trent, S. Wendt, B. Wilson, K. Winkle (Chair, Academic Council), K. Xu

Absent: B. Carver, M. Hu, K. Kennedy, Y. Peng, S. Seiler

Guests Speaker: K. Vedder (Guest speaker)

Visiting Student: S. Kleiss

Time Called to Order: 3:36 p.m.

Presiding: M. Atkinson (President-Elect, in place of K. Craven until she arrived)

1. Approvals

- Agenda Approved – Mabry/Hall
- Minutes Approved:

  September 8, 2025 Business Meeting – Passed (no first/second)
  September 15, 2025 Meeting with President Oldham – Mabry/Baier Passed

2. Project Talon Update (VP Kevin Vedder)

- Go Live Date: January 26, 2026
- Training: November 2025–January 2026; includes open labs and multiple modalities
- Functionality: Replaces Banner Finance; includes HR, payroll, leave reports, search applications
- Faculty Access: Via Tech Express; Banner Student remains unaffected
- Town Hall: Scheduled for October 22, 2025

3. Board of Trustees Report (Dr. Mike Allen)

- Board Composition: 10 members (8 appointed, 1 faculty, 1 student non-voting)
- President's Pay Raise: 3.5% proposed by Executive Committee; not disclosed prior to meeting
- Faculty Raises: Projected average 2.6%; median 2.2%
- Policy Discussion: Faculty can suggest changes via Policy Central; campus evaluations of the President are reviewed by the Board
- Funding: Tied to THEC quality scores; raises may require tuition/fee increases

4. TUFS Update (Dr. Craven)

- Meeting Held: Austin Peay University
- Accreditation Concerns: University of Florida exploring CPHE as alternative to SACSCOC
- THEC Strategic Plan: Includes credit for military/dual enrollment and Quality Assurance Funding
- TUFS Website: Updated membership and constitution; school reports outdated

5. Faculty Representation on Search Committees

- Positions: Provost and VP for Student Affairs
- Volunteers: Christen, Gannod, Killman, Winkle
- Next Steps: Executive Committee to meet with Search Firm; Cabinet meets next week

6. Discussion Topics

- Summer Work for 9-Month Faculty
    - Concerns raised about unpaid mandatory summer duties (advising, meetings, accreditation tasks)
    - Mixed views on contractual obligations vs. fairness
    - Committee formed to investigate; Majors volunteered to lead and build a Qualtrics survey
- Salary Inversions
    - Ongoing issue across departments; recent compensation study did not resolve all cases

  - Faculty encouraged to report inversions to chairs/deans
  - Suggestion to invite deans to next meeting with the President
  - Proposal to add this topic to next meeting agenda for further action

7. Adjournment

- Motion to adjourn: Atkinson/Baier – Passed. Meeting adjourned at 5:12 p.m.

8. Action Items

- Faculty Senate Executive Committee to meet with Search Firm regarding Provost and VP for Student Affairs searches
- Majors to lead committee and develop Qualtrics survey on summer work expectations
- Faculty to report salary inversions to department chairs and deans
- Add salary inversion topic to next meeting agenda with the President
- Invite deans to next Faculty Senate meeting for discussion on salary inversions