

Faculty Senate Executive Council
MINUTES
April 23, 2012

Present: Vincent Anfara, Ralph Brockett (for M. Zemel), Jimmy Cheek, Phillip Daves, JoAnne Deeken, Scott Gilpatric, Lee Han, Joan Heminway, Greg Kaplan, John Koontz, Beauvais Lyons, Bruce MacLennan, Susan Martin, Carole Myers, Stefanie Ohnesorg, Lloyd Rinehart, Steve Thomas

Guests: Liz Tramm, Sally McMillan, Conrad Plaut, Danielle South

I. CALL TO ORDER

V. Anfara called the meeting to order at 3:30 p.m.

II. REVIEW OF MINUTES

A motion to approve the minutes of the March 12, 2012, meeting was made by B. Lyons and seconded by J. Koontz. Minutes were approved as submitted.

III. REPORTS

President's Report (V. Anfara)

V. Anfara asked for an update on the "Best Colleges" survey which was taken over a year ago.

There is some concern about a culture of "permanent" Associate Professors (not moving or applying for promotion to Full Professor). Anfara asked if there were any data available that documents such a culture. Is there really a problem?

Provost Martin replied that she had received a report (from IRIS) that lists all Associate Professors who have been in that rank 10 or more years. The lists were separated by College and sent to the Deans. It appears some colleges do not have a "culture of promotion" to Professor. This is not acceptable. Deans need to work with people to encourage and help them move towards promotion. Anfara said he would agree to work on this issue. J. Heminway said there was some peril in a university level approach. In the past, some Department Heads had focused on this issue to the extent they "ruffled the feathers" of their faculty members. J. Koontz asked what the value of community service is. Some faculty members feel that service doesn't weigh as much as research. Anfara mentioned that community service is tricky to measure. For instance, all Faculty Senators are required to be on Committees of the Senate. But some have never shown up for a meeting of their Committee. They will place Faculty Senate and the Committee on their vita, but will actually never have done any work. B. Lyons said that one piece of the puzzle is to have each department's/unit's bylaws and criteria clear and clean. A lack of clarity in the bylaws may be part of the problem. Provost Martin said there needs to be a balance between research and service. She is concerned that some areas have a culture where "Associate is OK." Anfara suggested that perhaps the Senate could address this issue next year. Chancellor Cheek said we need to have emphases on service, research and graduate students (mentored to graduation). Long term Associate Professors may not be performing in all three of these activities. It does not help us improve to have people trapped at the Associate Professor level.

Anfara reported that Coley McGinnis (a retired professor from TN State University) had asked to have a couple of minutes at the next Senate meeting to address the Senate. He is the current chair of the Tennessee Conference of the AAUP. Anfara agreed to the request.

Anfara has asked for year-end reports from all Senate Committees. He has received them from the Benefits and Professional Development, the Undergraduate Council, and the System Relations Committees. The reports are due to him by Saturday, April 29, 2012. He then yielded the floor to President-elect Steve Thomas.

S. Thomas reported (and thanked) Stefanie Ohnesorg for agreeing to be the Senate Information Officer for one more year. He is still searching for a nominee for Secretary of the Senate. Dr. Fritz Polite of Sports Management is thinking about the office and will soon notify Thomas of his decision. Election for President-Elect of the Senate for the 2012-2013 academic year will close on Tuesday, May 2. The Faculty Senate Retreat will be held on Friday, September 7, 2012, in the University Center. Thomas took the advice suggested by members of the Board of Trustees and scheduled the retreat for a Friday before a home football game in the hopes of having more Board members attend the retreat.

Chancellor's Report (J. Cheek)

The gun issue has reemerged in the Legislature. The Session is due to end next week. The budget is still not finalized.

Today the Chancellor looked at the Employee Engagement Survey. Rich Boyer will be at UTK on May 8 and will make two presentations: one at 9:30 a.m. and the other at 1:30 p.m. He will come back if necessary. After that date, the data will be disaggregated by College or unit and J. Cheek will ask the Deans and Department Heads to discuss the findings. Some areas of concern are communication, bringing new employees on board, and compensation. Compensation is not what it should be. UTK will be looking at new communication strategies. The focus will be making changes on items now found not acceptable. The idea is to become better, not to point fingers or assign blame.

Provost's Report (S. Martin)

The search for the Vice Provost for Faculty Affairs is underway. S. McMillan is chairing that search. She is asking for input from the faculty. The Graduate School is redoing the admission application process. The project began last year. Last year some of the processes were in place for all digital (online) submissions. Departments can look at application and accompanying materials as soon as they are entered into the system. She has asked the Graduate School how much work is needed. There may not be time to get everything finished for the fall 2012. Getting this finished is important. The biggest complaints received say the system is too clunky. The GA waiver process caused a problem. Unemployment insurance money was withheld from paychecks of GAs who made more than \$5,250 per year. In December, this affected 368 positions. They are reclassifying the positions (in IRIS) to prevent this from happening in the future. The Graduate School and the Office of Finance have spent most of this semester working on the issue. They have identified scholarship money that can be used to reimburse the money withheld.

Anfara is concerned about admissions for International Students. International Students were denied because they missed a deadline. The Provost informed the Graduate School procedures must be better by the fall. We should see a difference in the next two years.

Lyons asked if there would be evaluations of Deans this year. Martin said there would be. L. Han discussed the TOEFL score issue. A student applied to UTK with a TOEFL score of 18 and was denied acceptance at UTK. She subsequently received a full scholarship to Berkeley. He suggested that the TOEFL score be set by major. The Provost has received lots of comments on this from the colleges. Many good students would do fine if they just had a couple of English language classes after arriving. She agreed to look into the English Language Institute. She also pointed out that UTK is in the middle of the pack in requiring the TOEFL score of 20.

Martin said the search for the Dean of the Business School search will continue. The search did not produce a deep pool of candidates. Last semester, the University offered the position for the Vice Chancellor of Research to two applicants who currently work at NSF. Both declined, one for personal reasons. The Chancellor approached that person again. He is in town this week. The position description for the Vice Chancellor for Diversity has been drafted and the search committee has been established. The description should be available once the search committee has had time to review the position description. The search for the Director of the Thornton Center has begun.

IV. OLD BUSINESS

P. Daves said the Faculty Affairs Committee was not able to conclude their work on the proposal on Non-Tenure Track Faculty (NTTF). The issue will be discussed in the fall 2012. Anfara pointed out that some NTTF faculty currently serve on the Senate. We should try to be more inclusive. NTTF constitute 26% of the UTK faculty. Daves proposes the group continue working and have a resolution to the Senate at the October Senate meeting. Daves pointed out that most colleges have the eligibility requirements for being a Senator as those with the rank of Assistant Professor or higher. If the Senate bylaws change, departmental bylaws will also need to be changed.

V. NEW BUSINESS

S. McMillan, Vice-Provost, reported on student learning outcomes as they relate to SACS. There are two committees looking at this matter. Koontz led a group composed mostly of faculty which was tasked with assessing student learning. This group produced a document entitled "Preparing for the Future." This report did a good job of stating why it is important to formalize what we are doing. McMillan is not asking the Senate for action, but is asking for insight in how to communicate to the faculty what the documents say. By August of 2013, UTK will have a more systematic approach to assessing learning outcomes. She hopes there will be computer support for this process. Work is in progress on that area. Some departments do better than others. In general, departments which have accrediting bodies do better on working with learning outcomes.

There is also a Student Forum on Learning. It produced a report entitled "Student Ownership and the College Experience." This report was drafted by a group of undergraduate and graduate students. The Associate Deans will have it this week. The groups believe that students need to be more involved in learning, but they need a better understanding of what expectations are. They produced a chart of specific suggestions including service learning.

Issues highlighted in "Preparing for the Future" include the lack of mandated peer review of teaching; no coordination with state mandated reviews; the process for accreditation if there is no national accreditation. Martin wants to align the review with the Strategic Plan focus on learner outcomes. These are very broad and will need further work. UT needs to create a framework that meshes with accreditation.

Daves asked about a timeline. McMillan hopes to be presenting a plan by August 2013. Daves then asked what the difference was between giving tests in class and learning objectives. Koontz replied that learning outcomes are not just memorization for a test but also what a student can do with the knowledge; how they can employ it to solve a problem. B. MacLennan said a demonstration of the difference could be a student submitting a very good paper late. For a class grade, the student would be marked down, but would be scoring high on assessment of a learning outcome. C. Myers felt learning outcomes should be integrated across campus. Martin will speak on the subject at the May 7, 2012, Faculty Senate meeting.

Thomas introduced a resolution to change the membership list of the Athletics Committee in the *Faculty Senate Bylaws*. The motion passed as presented.

L. Han introduced a resolution for a change in the *Faculty Senate Bylaws* from the Research Council. The motion was amended and passed as amended.

S. Gilpatric and C. Plaut introduced a resolution and a report on Assessment of Non-Academic Programs from the Budget and Planning Committee. Their study shows that the percent of the budget dedicated to instruction has declined. Plaut stated that instruction has been a model of efficiency. The percentage of the overall UT budget directly supporting instruction fell from 44.2% in to 42.1% in 2009. This represents a \$22 million diversion from instruction to other categories. The Committee felt UT needs better control of spending. Koontz suggested sending the analysis to the Top 25 Task Forces. UT needs a system to assess success for each of their suggestions. After three years of no success, the program should be halted. There is no good and valid data collection for initiatives. Provost Martin stated they were in the process of improving assessment. The new director of assessment would work on assessing all programs. Some progress can be measured inferentially, but actual data are better. The Teaching and Learning Center is being assessed by an outside group. Lyons asked if the Committee would consider dropping the first two "Be it resolved..." statements because the data have aged. Gilpatric and Plaut said they partially agreed with removing the second statement, but wanted to include the first and last one. Plaut and Gilpatric want to include the second as a goal. Lyons stated the third was the most important. Gilpatric and Plaut want to present the resolution as written since that is what their committee passed. They would welcome discussion and amendments from the floor. The motion passed unanimously.

Gilpatric reported for the Budget and Planning Committee that 70% of the faculty received a merit increase. Heminway charged them to look at the data again considering gender. There are potentially gender issues in pay on campus.

Lyons introduced a resolution thanking the campus for in-sourcing custodial work. The Senate had supported this issue in the past. The motion passed unanimously.

L. Rinehart brought up the issue of attendance at Senate Committee meetings. The Teaching and Learning Council had 11 members. Only 7 of those 11 were involved in the process of determining the winners of the awards. Four did absolutely nothing. He assumes all 11 include their membership on their vitas. What can be done? Several people recognized this as a problem in many areas. Anfara suggested writing a letter of thanks to those who participated with a copy to the Deans. Some groups have had no meetings since there was no meeting where a quorum was present. Gilpatric asked why people run for the Senate if they do not participate? G. Kaplan asked if groups kept attendance records. Lyons suggested we create a database to list attendance and award top senators. C. Myers said at their last meeting (Library and Technology Committee) staff outnumbered faculty by a factor of three.

Thomas reported that the Committee on Nominations and Appointments had the same problems as the Teaching and Learning Council. Thomas could find no time that a quorum of members could meet. He resorted to doing all work via email. He asked for weekly updates from all members and received one reply in 6 weeks. He would like to see more robust involvement, not just in nominations and elections, but in Senate work in general.

Anfara had hoped to have some resolution from the Graduate and Undergraduate Councils on what to do about courses not taught in four years or more. The groups were not able to reach a consensus. The issue will roll over to next year.

L. Tramm was thanked for her work as GA to the Senate. Danielle South was introduced as the GA for the next academic year, 2012-2013.

Provost Martin thanked the Faculty Senate leadership. It is a good year in and out. That matters a lot to the Administration. It is important that the best faculty serve. The President of the Faculty Senate has a huge impact on campus decision making.

VI. ADJOURNMENT

Adjournment was moved and seconded. The meeting adjourned at 5:10 p.m.