

FACULTY SENATE
Minutes
October 21, 2013

Absent: Mary Albrecht, Joe Bailey, Rob Blitt, Stan Bowie, Jason Brown, Gregory Button, Cuoxun Chen, Chris Cimino, Jim Conant, Matthew Cooper, Wanda Costen, Ray Degennaro, Ian Down, Gerd Duscher, Neal Eash, Alberto Garcia, Lauren Gellar, Hansjoerg Goertiz, Iris Goodwin, John Haas, Tom Handler, Tricia Hepner, Donald Hodges, Wonjae Hwang, Ramki Kalyanaraman, Kurt Lamour, Lt. Col. Brian Lancaster, Bob Legg, Fangxing Li, Bruce MacLennan, Joseph Majdalani, Angela McClure, Gichingiri Ndigirigi, Stephanie Noble, Agricola Odoi, Suzy Prentiss, Nathan Preuss, Susan Ratliff, Eleanor Read, Lloyd Rinehart, Olya Smrkovski, Rob Spirko, Marlys Staudt, Curtis Stewart, Mark Windham, Kathi Wong, Philip Ye, Songning Zhang, Mary Ziegler

I. CALL TO ORDER

D. Golden called the meeting to order at 3:33 p.m.

II. WELCOME

D. Golden introduced Dr. Larry Arrington, Chancellor of the UT Institute of Agriculture (UTIA). The meeting was held in Hollingsworth Auditorium on the UTIA campus and Dr. Arrington welcomed Faculty Senate members and provided a brief overview of UTIA.

- Chancellor Arrington stated that it had been a transition year on the UTIA campus in regards to completion of building renovations. Brehm Animal Science and the adjoining Food Science buildings were completed earlier this year. In addition, the new Large Animal Hospital had been completed in the College of Veterinary Medicine (CVM). The new hospital helped resolve accreditation issues based on facilities.
- At CVM, 85 students, of 740 applicants, were admitted this fall. CVM currently has 110 faculty. Veterinarians graduating from the program pass the certifying board exam at a rate of 97.5% on the first try, with 100% passing on the second attempt.
- The College of Agricultural Sciences and Natural Resources (CASNR) is increasing student numbers. CASNR currently has 414 freshman, 1,250 undergraduate students, and 275 graduate students. This year the incoming class of freshmen was 75% female. Increased enrollments are needed as there continues to be a deficit of personnel across the country to fill positions in the agricultural and related sciences.
- AgResearch, the discovery/research arm of UTIA, continues to encourage partnerships with industry, and places a high value on moving intellectual property to the market place. This year, they facilitated \$55M in extramural funds by faculty.
- UT Extension, the outreach component of UTIA, has personnel in every county in Tennessee. Their programs benefit adults and youth. This year 300,000 youth in Tennessee participated in 4H programs developed by UT Extension.

III. ANNOUNCEMENTS AND REPORTS

Quorum was established by J. Poore.

Provost's Report (S. Martin)

- The new Vice Chancellor for Student Life, Dr. Vincent Carilli, will begin duties in January 2014.
- The UT Board of Trustees was hosted on the UTIA campus last week. Several faculty gave presentations to highlight programs and promote UT.

- Mic/Nite was held October 10, 2013 and was a great success. Another Mic/Nite will be held in March 2014 and faculty are encouraged to submit proposals for participation.
- Administration will continue to invest \$200,000 for graduate student travel to promote student research. Applications are handled through the Graduate Student Senate. Chancellor Cheek is looking for funds to award "top offs" for graduate funding. Several new faculty lines are also anticipated for this coming year. T. Shepardson asked for more information on the timeline for new faculty lines. S. Martin responded that the deans have already received information for requests.
- Questions were posed to Provost Martin concerning recent administrative actions regarding Band Director, Dr. Gary Sousa. T. Shepardson asked if Provost Martin would distinguish between Sousa's role as a faculty member versus his role as the Band Director. More specifically, what rights does he have as a faculty member to speak out, versus his role as the Band Director? S. Martin replied that all faculty have the right to speak out as private citizens, and as leaders in their research fields. She indicated that when one is in an administrative position, you have to operate within the lines of authority. Difficulties can occur when disagreements arise. The question is more about conduct within an administrative role, rather than Dr. Sousa's rights as faculty member and freedom of speech. D. Braquet said that students had indicated that they were told not to speak out. S. Martin indicated that she had no knowledge of that, but, that it may be due to policy in their Band Handbook. J. Hall stated that given that someone in administration should try to work through a process for resolution, current decisions may appear knee-jerk. S. Martin responded that administration had followed the processes needed. D. Fox asked why G. Sousa is not allowed on campus, and has been restrained from talking to others. S. Martin stated that there are gateway avenues where Dr. Sousa can communicate with those on campus. Since there is a review in progress, they do not want to muddy the review process. A question was raised concerning whether the needs of the band students were being met, and who was providing leadership. Provost Martin indicated that the associate (D. Ryder) and assistant (M. Stewart) band directors were taking care of students and providing leadership for the band. D. Golden indicated that he had received questions from faculty. Specifically, they wanted to know whether the actions taken thus far have hindered G. Sousa's ability to make a case for himself. S. Martin indicated that she did not believe that they did.
- T. Shepardson posed a question concerning benefits for same sex couples. She wanted to know if UT is making any movement on partnership benefits, given that the City of Knoxville has now offered same sex benefits to employees and the State of Tennessee is being sued by a couple whose marriage in another state is not being recognized in Tennessee. S. Martin indicated that there is an ongoing conversation in administration about this, and they will work with the Faculty Senate Benefits and Professional Development Committee.

President's Report (D. Golden)

- Senate members were reminded of their responsibilities to serve on standing committees and councils. Members were asked to please respond to committee chairs for meeting dates and other requests.
- D. Golden indicated that the construction plan for the site of Stokely Management Center includes a parking garage and two practice fields. The plan included demolition and rebuild of Gibbs Hall. Only 49% of the students housed in Gibbs will be athletes. Funds for the practice fields are being provided by private donors. A. Sachs indicated that the master

- plan actually called for an academic building. However, the planning committee was asked to remove the academic building, and eventually they voted to remove it from the plan. D. Golden stated that the area is supposed to have more green space. A. Sachs suggested that inclusion of a parking garage may defeat the intent of creating more green space.
- D. Golden noted that the change in procedures suggested by the deans on the annual retention vote for probationary faculty did not prevent a vote by the tenured faculty, but it no longer made the vote mandatory. M. Green asked for more information about the process. D. Golden stated that a narrative of faculty opinion would still be required, but no vote would be required unless requested by a tenured faculty member. J. Hall asked if a tenured faculty member could request that a vote be taken on a single individual being considered for retention, rather than all persons under consideration for retention. She suggested that singling out individuals may cause problems. D. Golden responded that this issue is not addressed in the current language of the proposal. J. Zomchick agreed that it is not addressed in the current language, but he had thought that a tenured faculty member could request a vote on individuals, rather than request a blanket vote. J. Hall asked if there will still be a faculty vote on enhanced review, and J. Zomchick replied in the affirmative. K. Yeager asked if the faculty member under consideration for retention can request a vote, and it was suggested that the probationary faculty could ask a tenured faculty member to request a vote. J. Koontz asked why was the policy changed? D. Golden stated that the deans had received requests from newly hired departments heads and faculty that the change be made because probationary faculty found it very stressful to go up for a retention vote every year. Discussion followed on the possibility that if there was no vote by the faculty, could a dean decide not to retain the probationary faculty member, and disregard a recommendation for retention from tenured faculty. It was also pointed out, that if there was no vote, it may be more difficult for the probationary faculty member to receive specific feedback on improvements needed. M. Griffin noted that even if the current process causes stress, all faculty go through this, and if one individual faculty member is singled out for a vote, they could be more stressed than if a vote is taken on all probationary faculty. T. Shepardson stated that the narrative would become the evaluation instrument and that this would also cause stress. S. Dubreil suggested that narratives can be murky, and having to wait until the year of enhanced review for a faculty vote to be taken may be more stressful. K. Yeager pointed out that the faculty vote represents shared governance. B. Mehra indicated that supporting this change in policy may be giving more power to the deans. J. Hall suggested that if the narrative is structured by a small group of faculty, they may not capture the correct assessment. She continued, that if faculty vote, they must state why they abstain or vote no, which provides feedback for the faculty member being considered for retention. J. Zomchick stated that the *Manual for Faculty Evaluation* indicated that the narrative must capture the discussion of the entire tenured faculty. No probationary faculty could be "non-renewed" without a vote of the tenured faculty. He stated that the proposed policy change is not trying to remove the safeguards afforded the tenure-track faculty. J. Hall responded that a change in policy comes at a very difficult time in the timeline of the annual retention process. D. Kopsell indicated that he supported the supposition that it may be even more stressful for probationary faculty if a retention vote by the tenured faculty is not taken until the year of enhanced review.

IV. MINUTES OF FACULTY SENATE AND EXECUTIVE COUNCIL MEETINGS

J. Koontz made a motion to accept the minutes of the Faculty Senate Meeting of September 16, 2013, as written. The motion was seconded, there was no discussion, and the motion passed.

The unapproved minutes of the Faculty Senate Executive Council meeting of October 7, 2013, have been posted for review. These will be approved at the next Executive Council meeting (November 4, 2013).

V. UNFINISHED BUSINESS

Resolution on Romantic Relationships between Faculty and Students (J. Fowler)

J. Fowler made a motion to accept the resolution regarding the revised policy document on romantic relationships between faculty and the students whom they advise and mentor. She explained that the policy statement was formerly in the appendix of the Faculty Handbook, and if approved, will be moved to Chapter 2. She reminded everyone that the policy is focused only on relationships between faculty and students. Discussion followed. J. Hall offered a friendly amendment to the motion. She suggested that in the phrase "poison the academic environment," the word "poison" be replaced with "compromise." J. Fowler accepted the friendly amendment. A typo was found and corrected in the phrase "about-students with whom," to "about students with whom." J. Fowler pointed out that the last sentence in the policy refers to the Office of Equity and Diversity, which will handle violations of the policy and take appropriate action. J. Fowler called for the vote and the resolution was approved as amended.

VI. REPORTS OF STANDING COMMITTEES

There were no reports from standing committees.

VII. NEW BUSINESS AND ANNOUNCEMENTS

International Travel Policy (D. Golden)

D. Golden stated that the International SOS program is not an insurance policy. The program facilitates medical help or evacuation for faculty and staff on university business abroad. To be eligible, you must purchase an International Faculty ID card for \$25. The card does carry some insurance for returning to the USA, and is good for one year. Participation in the International SOS program requires a little more planning on the part of the faculty member, and you may not know the answer to all of the questions in the online questionnaire at the Center for International Education (CIE). D. Golden indicated that a slide presentation, which P. Wood gave to the Faculty Senate Executive Council on International SOS, is available on the Faculty Senate website. C. Cherry asked how much time is needed to set this up and D. Golden responded that it requires a 6-day lead time. C. Cherry asked what happens if there is a warning for that country? S. Martin replied that more time is required, but that will change as we become familiar with the system. C. Cherry asked if the committee overseeing International SOS will have the authority to not approve a trip, and S. Martin responded that they will have the authority to deny reimbursement. Faculty in Physics noted that they must be able to respond quickly to opportunities from collaborators because facilities are outside the USA. S. Martin stated that in the past we have not had an adequate level of risk management for faculty and staff and the International SOS program was needed. She also indicated that they are very willing to work with faculty and departments who have special needs or requests.

Compensation Advisory Board Appointment (R. Pierce)

We are not prepared to move forward with the compensation advisory board appointment today.

Academic Advising (D. Golden)

D. Golden indicated that Academic Advising at UTK is currently undergoing an audit to find out how the system can be improved. This is an initiative for undergraduate advising.

Administrative Leave, Director of Bands (D. Golden)

D. Golden invited discussion about recent events involving Dr. Sousa, the Director of Bands. T. Shepardson asked whether this is an issue that the Faculty Affairs Committee could consider. D. Golden responded that a request for review would be welcomed. J. Fowler indicated that the Faculty Affairs Committee was going to address the issue of academic freedom, and this situation may be part of it. B. Mehra asked whether a report developed by the Faculty Affairs Committee would receive a response from administration. D. Golden indicated that administration had started a review of the situation, and he thought that they would be amenable to an open dialog.

VIII. ADJOURNMENT

The meeting was adjourned at 4:34 p.m.

Respectfully submitted,

Bonnie H. Ownley,
Secretary