

FACULTY SENATE
Minutes
April 13, 2015

Absent: Mary Albrecht, Joe Bailey, Micah Beck, Rob Blitt, Marianne Breinig, Barry Bruce, Margaret Casado, Christopher Cherry, Chris Cimino, Mark Dean, Ray Degennaro, Mary Derrington, Sebastien Dubreil, Gerd Duscher, Neal Eash, Patricia Freeland, Hansjoerg Goeritz, Iris Goodwin, Jennifer Gramling, John Haas, Joanne Hall, Melissa Hines, Derek Hopko, Noriko Horiguchi, William Jennings, Jacqueline Johnson, Mike Jones, Laurie Knox, John Koontz, Dayton Lambert, Lt. Col. Brian Lancaster, Bob Legg, Fran Li, Judy Li, Jeanie Lim*, Crystal McAlvin, Angela McClure, Larry Miller, Shelley Newman, Agricola Odoi, Gina Owens, Michael Palenchar, Andy Puckett, Cindy Raines, Catherine Remus, Jennifer Richards, Amadou Sall, Ragan Schriver, Vandana Singh, Steve Smith, Olya Smrkovski, Marlys Staudt, Dawnie Steadman, Paul Terry, Pedro Tomas, Micheline Van Riemsdijk, Forbes Walker, Micheline Westfall, Kenton Yeager, Xiaopeng Zhao

*Alternates: Jeremy Whaley for Jeanie Lim

Guests: Taimi Olsen, Soren Sorensen

I. ESTABLISHMENT OF QUORUM (E. Bernard)

Quorum was established by E. Bernard.

II. CALL TO ORDER (B. MacLennan for J. Hall)

B. MacLennan called the meeting to order at 3:36 p.m.

III. ANNOUNCEMENTS

Provost's Report (S. Martin)

- Progress of the Milestones Review Committee. The committee, chaired by Steve Smith, has been reviewing progress on five priority areas: undergraduate education, graduate education, faculty, research and engagement, and infrastructure and resources. The committee will be discussing goals for the next five years, and with input from the university community, will be updating the strategic plan.
- SACS Review. The review team visited two weeks ago. Their report was very positive with one minor issue, transcribing course credit for students engaged in pre-professional programs.
- Sex Week. The annual student event occurred last week without controversy.
- Sally MacMillan. Vice-Provost for Academic Affairs, S. MacMillan will be stepping down after five years in this position to return to a faculty position. The Provost Office is currently searching for the next Vice Provost for Academic Affairs.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate Meeting Minutes of March 2, 2015, were presented for review and comment ([http://cdn-senate.utk.edu/files/2014/08/March-2015.min .pdf](http://cdn-senate.utk.edu/files/2014/08/March-2015.min.pdf)). There was a motion to accept the minutes. The motion was seconded and minutes were approved. The Faculty Senate Executive Council Meeting Minutes of March 30, 2015, have been posted as an information item (<http://cdn-senate.utk.edu/files/2014/08/Exec.-Minutes-March-2015.pdf>).

V. UNFINISHED BUSINESS

STRIDE Program and Implicit Bias (S. Sorensen)

S. Sorensen gave a presentation about the work of STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) at the University of Tennessee. The committee is supported by the Provost Office. Members study diversity and bias issues based on peer-reviewed academic research papers and reviews. They have engaged in peer-to-peer instruction about the academic research on bias and diversity through several workshops with faculty and administrators. In the future, search committee chairs will meet with the Office of Equity and Diversity, and search committee members will participate in STRIDE Workshops every 3-4 years. The aims are to better understand the value of diversity in organizations, and to raise awareness about implicit bias and how it affects decision making, particularly in regards to faculty hiring, with the goal of increasing diversity at the University of Tennessee.

VI. REPORTS OF STANDING COMMITTEES

Nominations and Appointments Committee (B. MacLennan)

One round of Faculty Senate elections has been completed. A second round of elections will be held for those caucuses that were still seeking candidates. The two candidates for President-elect will give their statements later in the meeting, and those elections will start very soon.

Non-Tenure-Track Issues Committee (M. Collins)

The committee researched and reported on the percentage of Non-Tenure-Track (NTT) faculty at the University of Tennessee and in Faculty Senate. The committee is considering a proposal that will look at equivalency for NTT and Tenure-Track positions, if those are not already considered in the Faculty Handbook. After studying the issue, if there is anything to propose, the committee plans to make a joint proposal with the Faculty Affairs committee to the Faculty Senate. K. Wong asked about the status of the Family and Medical Leave Resolution for NTT faculty. M. Collins said that he did not know because that was passed last year. D. Fox stated that they are waiting to hear from administration on the resolution.

Research Council (T. Shepardson)

Most subcommittees (Centers Review, SARIF Equipment, and Chancellor's Awards) have completed their work. The SARIF GRA subcommittee will have their recommendations ready soon. R. Nobles has facilitated an IRB workshop on conducting human subject's research within the regulatory framework. The workshop will be given by a private company, PRIMR (Public Responsibility in Medicine and Research). R. Kalyanaraman will become Chair of the Research Council for 2015-2016.

VII. NEW BUSINESS

Presentations from President-elect Candidates (B. Ambroziak, B. Ownley)

Candidates' statements are posted at <http://cdn-senate.utk.edu/files/2014/08/FSP-Candidate-Statement-Ambroziak.pdf> and <http://cdn-senate.utk.edu/files/2014/08/Candidates-statement-Bonnie-Ownley.pdf>.

Resolution Regarding Bangladesh Worker Safety (B. MacLennan)

The resolution (<http://cdn-senate.utk.edu/files/2014/08/accord-resolution-Executive-Council-Meeting-3-30-2015.pdf>) was presented to the Faculty Senate Executive Council, where it was approved. The resolution comes as a seconded motion to the Faculty Senate. The resolution calls for the University to show support for worker safety in Bangladesh apparel factories, and

'adopt a policy that requires all UTK licensees that "sourced, produced or purchased collegiate apparel in Bangladesh as of January 1, 2013" or any time thereafter, to sign the Accord on Fire and Building Safety in Bangladesh'. The resolution also calls for a "letter to this effect" be sent to the Chancellor to demonstrate support by faculty, students, and other campus leaders. A question was raised on whether licensees have responded. Nike is not sourcing from Bangladesh. The university's largest licensee, Knights Apparel, has already signed the Accord. The motion to approve the resolution passed.

Bill Regarding Student Fees for Undergraduate Research (T. Shepardson)

The resolution (<http://cdn-senate.utk.edu/files/2014/08/Undergrad-Fee-Bill-Resolution.pdf>) was presented by the Research Council to the Faculty Senate Executive Council, where it was approved. The resolution comes as a seconded motion to the Faculty Senate. The resolution originated with the Student Government Association. The proposal calls for adding a \$5 fee per semester to the tuition and fees of every undergraduate student entering the university in or after fall 2015. The funds will go to the Office of Undergraduate Research to support funding of the Undergraduate Summer Research Internship program and provide travel grants to undergraduates to attend and present research or creative achievement at a conference. Only 25% of the funds will be directed towards travel grants. There was a call for a vote and the resolution was approved.

Presentation on a Revision of the Student Conduct Code (V. Carilli)

A presentation on the Revised Student Code of Conduct was given by V. Carilli. The written document (<http://cdn-senate.utk.edu/files/2014/08/New-Student-Code-of-Conduct.pdf>) is available for comment. Text in black is the current language, text in red is the new language, and blue texts are reminders to check on something more thoroughly. The revised code of conduct is a more educational and less legalistic process, which gives students an opportunity to learn from sanctions, rather than being punitive. Procedures have been streamlined to allow for a more timely resolution of conduct violations. There is an amnesty statement, and options for educational sanctioning have been added. The Student Life Council has been eliminated from the appeals process to allow for a less intimidating environment. A flow chart for the proposed student conduct process was presented (<http://cdn-senate.utk.edu/files/2014/08/Proposed-Student-Conduct-Process-FlowChart-2015-04-07.pdf>). Multiple levels of review are possible: Educational Conference, Administrative Hearing, Student Conduct Board Hearing, and Administrative Procedures Act (APA) Hearing. An Appellate Review is possible following a Student Conduct Board Hearing. Students can generally choose which hearing process to use, but the choice has to be in line with the seriousness of the infraction. Changes are suggested for the composition of the Student Conduct Board. Discussion followed. M. Collins asked about the make-up of the Student Conduct Board. V. Carilli replied that there were students, faculty, staff, and a nonvoting chair. M. Collins asked who are the potential staff members and V. Carilli responded that they are typically exempt staff. He added that a best practice is to include members of the community. Questions continued - Are there provisions for students being accused of something for which they may need a lawyer? V. Carilli explained that a lawyer may act as an advisor to a student, but they cannot speak on their behalf, or represent the student. Family members cannot serve as advisors. V. Carilli was asked how important he considered incidents of dishonesty to be, and he replied that it is important. It was suggested that an easier system be implemented for reporting misconduct. V. Carilli suggested that faculty report any sanctions in order to create a record of student misconduct, even if they are not going to go beyond a faculty student conference. The

question of whether a student could drop a class if they were given an F for cheating was raised. V. Carilli stated that he wanted to think through the options if that occurred. He added that multiple appeals do not lead to timeliness of decisions. V. Carilli requested that faculty contact him if they had additional concerns.

SAIS Task Force Results (T. Olsen)

The Task Force was charged to streamline the SAIS survey and develop something that was more manageable. A summary of task force activities is posted (UTK SAIS Task Force 2014-2015; <https://oira.utk.edu/sais/task-force>). Eleven different SAIS forms and 100 questions were reduced to five categories with nine different factors. Nine core questions were developed. The Task Force is asking for comments on the system developed. A new software system will be developed. A survey will be posted in the summer. Discussion followed. A question was raised about whether there was any provision for students to add questions or comment on questions? T. Olsen replied that there were undergraduate and graduate student members on the Task Force. There will be more dialog with students, and student input will be sought as the process goes forward. The Task Force wants to take their time on this project to get this right.

VIII. ADJOURNMENT

The meeting was adjourned by B. MacLennan at 5:00 p.m.

Respectfully submitted,

Bonnie H. Ownley,
Secretary