

Faculty Senate Executive Council
MINUTES
January 20, 2015

Present: Deborah Baldwin, Micah Beck, Chris Cimino, Mark Collins, Jennifer Fowler, Patricia Freeland, David Golden, Joanne Hall, Dean Kopsell, Bruce MacLennan, Bonnie Ownley, Jennifer Richards, Robert Spirko, Steven Waller, Candace White, and Kathi Wong

Guests: Jimmy Cheek, Carole Myers, and David Patterson

I. CALL TO ORDER

J. Hall called the meeting to order at 3:30 p.m. and established that a quorum was present.

II-A. ANNOUNCEMENTS AND REPORTS

President's Report (J. Hall)

- J. Hall welcomed everyone and said that we were meeting on this Tuesday to honor Martin Luther King, Jr., and in our own institution to advance diversity as a strength.
- Chancellor Cheek has agreed that the Faculty Senate should recommend faculty members to serve on the Student Program Allocations Committee (SPAC).
- Carole Myers and David Patterson will discuss inclusion of the scholarship of outreach and engagement in the Faculty Handbook, and J. Fowler will discuss revision of the policy on romantic/sexual relationships between faculty and students.
- Due to J. Cheek's schedule, J. Hall recommended that the agenda be altered to discuss the aforementioned issues while the Chancellor was present, and Council members agreed.
- J. Hall reminded all that President Obama's State of the Union address was this evening.

III. APPROVAL OF MINUTES

Minutes of the Executive Council Meeting of November 3, 2014, were presented for approval. D. Golden moved to approve the minutes as written and D. Kopsell seconded the motion. The minutes were approved.

VI-A. NEW BUSINESS

Student-Faculty Romantic/Sexual Relationship Policy Proposal (J. Fowler)

Last year we approved a policy and the Senate voted to include it in the Faculty Handbook. The new policy on sexual violence caused reflection on the romantic relationship policy; consequently John Zomchick has suggested revision to the romantic relationship policy. J. Fowler said that she had received comments via email from members of the Faculty Affairs Committee and they will discuss it next week. The floor was opened for discussion. R. Spirko asked whether the phrase "allied academically" (2.2.6.3.2) is clear. C. White requested that a definition of amorous be included and asked how this policy will be enforced. J. Hall mentioned that it may be difficult to define flirtation and date (2.2.6.4). M. Beck suggested that some of these terms be defined using the legal definition. M. Collins added that sexting should be included and sexual conduct should be defined. J. Hall expressed concerns about reporting violations (2.2.6.7) and wanted to know what level of knowledge one needed to file a report. J. Fowler said that the Office of Equity and Diversity currently investigates these reports and those accused are not assumed to be guilty. J. Hall asked whether the person reporting the violation can be anonymous and J. Fowler indicated that she did not know. Fowler recapped the

discussion to present to the Faculty Affairs Committee. M. Beck stated that the language should be very clear and precise because this could involve termination. The proposed language is posted on the Faculty Senate website (<http://cdn-senate.utk.edu/files/2014/08/Relationships-between-faculty-and-students.pdf>).

Engagement and Outreach in Faculty Handbook (J. Fowler, C. Myers, D. Patterson)

J. Fowler stated that the Faculty Affairs Committee had met with D. Patterson and C. Myers to discuss and revise the proposal, and the committee supports the resolution. D. Patterson explained that the policy will include criteria on outreach and engagement for each level of faculty rank. The broader intention is to recognize outreach and engagement that is currently being done by faculty. Colleges and departments will determine how this will be manifest for their disciplines. C. Myers said that while it is easy to see where this fits into faculty activities in some fields (i.e. a practice discipline like nursing), it will be different for other fields. Faculty from other disciplines were included in the work group. Women and people of color are more likely to be involved in engaged service and will be recognized for it. M. Beck asked for the definition of community, and whether that is meant to be kept vague? C. Myers replied that by having the term be broad-based, it can be interpreted differently by different departments. However, there should be a mutual benefit to community and faculty members. R. Spirko suggested that this resolution be extended to include progression of faculty with non-tenure track titles. C. Myers said that was ultimately their intent. M. Collins suggested that this be done simultaneously due to the large amount of engagement and outreach provided by non-tenure track faculty. J. Hall suggested that it would be better to include non-tenure track faculty in a second resolution so as not to further delay passage of the current resolution. J. Fowler suggested that M. Collins work with the Non-tenure Track Faculty Committee to bring this as a second resolution to the next meeting. The proposed resolution is posted on the Faculty Senate website (<http://cdn-senate.utk.edu/files/2014/08/Outreach-and-Engagement-Resolution-Faculty-Senate.pdf>).

II-B. ANNOUNCEMENTS AND REPORTS

Chancellor's Report (J. Cheek)

- J. Cheek indicated that he approved both of the resolutions discussed previously.
- A Work Culture Task Force has been formed to examine the results of the Employee Engagement Survey and respond to it. Based on the 2011 survey, J. Cheek sponsors an employee cookout in the fall, and has lunches with new faculty and staff hires. He would like more faculty and staff to attend. He will also be hosting lunches for targeted staff members by college unit. S. Martin and J. Cheek meet with all the deans and visit the colleges. J. Cheek stated that there was a 62% response rate to the new survey. Some personnel thought that it was spam and deleted it. An outside group analyzes the data and maintains anonymity of the data. C. White said that some units receive the data at the department level and asked whether it would be possible that aggregate results be shared with everyone. The University Faculty Council is interested in shared governance questions over time (multiple surveys). C. White suggested that results of the survey be posted or presented at a Faculty Senate meeting. J. Cheek said that the presentation would take about one hour, but a short presentation could be done for the Faculty Senate. One issue identified in the 2011 survey was lack of communication. Although there were complaints about it, personnel will generally not attend meetings to engage in dialogue about their concerns. J. Cheek is looking for ideas to improve communications. Discussion followed on data mining and identification of those with

negative views. Concerns were also expressed about the length of the survey. M. Beck mentioned that people are wary of the constant request for evaluations of products or services, and this will make them less likely to fill it out the survey.

- C. White asked about dropping the LadyVol name for women's athletic teams (except basketball). She said that she had heard that this was driven by Nike. J. Cheek responded that Nike required a brand audit, but that their request was very common in their industry. Nike did not mandate, but they made suggestions for marketing. They recommended that we move exclusively to the Power T symbol for all sports to increase our revenues. Athletic Director Dave Hart said that we will not drop the LadyVol symbol for basketball. D. Hart discussed this with other coaches and athletes. They were all supportive of using the Power T for sports other than basketball. Women athletes now have full access to all facilities. There was some concern about the word "Lady". But there are other institutions that have maintained the "Lady" logo for basketball.

Provost's Report (S. Martin)

The Provost was unable to attend.

IV. UNFINISHED BUSINESS

Gender Neutral Family Style Bathrooms (J. Hall)

There are 106 gender-neutral family-style bathrooms on campus. Family style bathrooms will be included in new campus buildings and renovations of older buildings that involve restrooms as financially possible. A letter from J. Cheek on this issue is posted on the senate website (http://cdn-senate.utk.edu/files/2014/08/Chancellor_Letter-to-Commissions-Regarding-Gender-Neutral-Family-Style-Restrooms.pdf).

iMedRIS and IRB concerns update (PRIM&R) (T. Shepardson report given by J. Hall)

- Research Council continues to have problems with obtaining a quorum for meetings. J. Hall strongly encouraged senators to attend committee meetings. Questions were raised as to whether ex officio members should be allowed to vote. For those committee meeting dates that are set before the academic year begins, it was suggested that senators be told of meeting dates before they commit to membership.
- Robert Nobles is securing funding for training by Public Responsibility in Medicine and Research (PRIM&R) on human subject research (full day in April, 24 or 27). C. White stated that a full day session should be arranged during exam week or on a study day, rather than on the proposed dates. B. MacLennan asked, "What are our peers doing in relation to research that must be reviewed?" The interpretation of research required to be registered with IRB has become broader. J. Hall said she did not see much movement on that point by R. Nobles and indicated that conflict has not been resolved. There are also numerous complaints that the process for application approval has become too long. C. White expressed concern that undergraduate students who conduct research and want to participate in the Exhibition of Undergraduate Research and Creative Achievement (EURēCA) competition must have IRB approval and must receive IRB training. Because this must be done in one semester, there is likely not enough time to receive IRB approvals and she was concerned that this new requirement could end the EURēCA program. S. Waller said that there is no 'back' button and if you need to make a change on your application you cannot go back, you must resubmit and this prolongs approvals.

V. REPORTS OF STANDING COMMITTEES

Appeals Committee (R. Prosser)

No report was available.

Budget and Planning Committee (J. Bailey)

No report was available.

Nominations and Appointments Committee (B. MacLennan)

Encourage your colleagues to run for Senate. J. Hall mentioned that volunteers are needed to serve on the Student Program Allocations Committee.

Faculty Affairs Committee (J. Fowler)

J. Fowler presented a resolution to add non-tenure track positions for UT Extension to the Faculty Handbook. Laura Stevenson will come to the Faculty Affairs Committee next week to discuss this proposal. The resolution has been approved by Jimmy Cheek, Larry Arrington, and John Zomchick.

VI-B. NEW BUSINESS

Bylaws Issues Regarding Committees and Elections (B. MacLennan)

B. MacLennan urged committee chairs to examine their committee with a view toward solving quorum issues. Should membership requirements be changed? Do you need tenure-track/tenured and non-tenure track members? What should the criteria be for the committee chair? Can you use technology to encourage attendance? K. Wong asked if we have the committees that we need, compared to our peers. B. MacLennan said that we could examine that issue.

Athletics Budget and Budget and Planning Committee Update (J. Bailey)

No report was available.

Accord on Fire Safety for Garment Workers in Bangladesh (D. Kopsell)

D. Kopsell presented a letter to Council that originated from the Department of Sociology. The letter has 70+ faculty signatures and recommends "that UT require all UT licensees that "sourced, produced, or purchased collegiate apparel in Bangladesh as of January 1, 2013" or anytime thereafter, to sign the Accord on Fire and Building Safety in Bangladesh". D. Kopsell indicated that some of our vendors have not signed the Accord. Signatures from additional faculty are welcome. D. Kopsell suggested that J. Hall contact the Department of Sociology and indicate that it was ready to present to J. Cheek.

Discussion of Proportion of Non-tenure-track Senators (J. Hall)

M. Collins presented data prepared by D. Hadziabdic-Guerry that showed that non-tenure track faculty are 25% of total faculty and 29.1% of faculty in Faculty Senate. Discussion followed on projected percentages for the future. J. Hall said that anyone interested in serving on a task force to examine this issue should contact her or B. MacLennan. K. Wong asked if J. Hall only wanted senators for the task force. J. Hall replied that faculty at large who were interested could be involved. Discussion on apportionment of non-tenure track and tenure-track/tenured senators followed. B. MacLennan stated that he thought that Senate bylaws would need to be changed to apportion senators.

Smoke-free Campus (J. Hall)

J. Hall raised the possibility of a smoke-free campus, based on development of a partnership between UT and the Governor Bill Haslam's Healthier Tennessee Initiative. As we move toward a healthier Tennessee, this issue will be reconsidered.

ELEMENTS (C. White)

C. White expressed concern that the new electronic reporting system for faculty, ELEMENTS, is not designed for those in social sciences. She also thought there is a lack of time and training on using the system. She asked whether this is for reporting or for evaluation. Discussion followed that a committee should be assigned to look into the problems mentioned. K. Wong volunteered the Library and Information Technology Committee, which she chairs. D. Golden indicated that he was on the ELEMENTS steering committee and they were looking for improvements in the system. He added that ELEMENTS has only been implemented in a few Colleges at this time.

VII. ADJOURNMENT

The meeting was adjourned at 5:09 p.m.

Respectfully submitted,

Bonnie H. Ownley,
Secretary