

FACULTY SENATE
Minutes
March 2, 2015

Absent: Mary Albrecht, Benjamin Auerbach, Rob Blitt, Marianne Breinig, Allie Brown, Jason Brown, Barry Bruce, Courtney Childers, Chris Cimino, Mark Dean, Ray Degennaro, Mary Derrington, Ian Down, Sebastien Dubreil, Neal Eash, Dan Flint*, Alex Freire, Michael Fry, Hansjoerg Goeritz, Iris Goodwin, John Haas, Irene Hanning-Jarquin, Terry Hazen, Christy Hickman, Derek Hopko, Jacqueline Johnson, Gregor Kalas, Rebecca Klenk, John Koontz, Dean Kopsell, Dayton Lambert, Lt. Col. Brian Lancaster, Fran Li, Jeanie Lim*, Susan Martin, Angela McClure, Larry Miller, Shelley Newman, Agricola Odoi, Jessica Poore, Andy Puckett, Catherine Remus, Ragan Schriver, Vandana Singh, Steve Smith, Olya Smrkovski, Marlys Staudt, Paul Terry, Kris Tobin, Pedro Tomas, Micheline Van Riemsdijk, Forbes Walker, Micheline Westfall, Philip Ye, Kenton Yeager

*Alternates: Jeremy Whaley for Jeanie Lim, Leigh Mutchler for Dan Flint

I. ESTABLISHMENT OF QUORUM (J. Hall)

Quorum was established by J. Hall.

II. CALL TO ORDER (J. Hall)

J. Hall called the meeting to order at 3:33 pm.

III. ANNOUNCEMENTS

Chancellor's Report (J. Cheek)

- Information on the number of sexual assaults on campus and how these cases are being handled by the University was distributed to UT personnel last week. An increase in the number of assaults was anticipated due to increased education about the problem and subsequent increased reporting. The Sexual Misconduct Task Force, chaired by J. Richter, has submitted a new policy document, which will be implemented in August 2015. It was recommended that a 1-page document be created to explain the new policy. The University has developed several resources for victims. It was also emphasized that all students are entitled to due process. In many cases, victims do not move forward with criminal charges, which is the main reason that many of these cases are not adjudicated.
- At the Board of Trustees meeting, President J. DiPietro talked about the projected financial status of the university for the next several years. He emphasized that UT must remain financially stable. J. Cheek's priorities for the Knoxville campus include fair compensation for faculty. Costs must be reduced, but we cannot continue to increase tuition. We also need resources to provide what students need. We are expecting a larger, more talented freshman class in 2015.
- A news release sent by UT system administration on post tenure review was released and the word "detenure" was included in the press announcement. System administration did indicate that it is their intent to review the processes for tenure and post-tenure review for all units, but use of the term "detenure" was an unfortunate miscommunication. J. Cheek stated that on the Knoxville campus these processes are governed by the *UT Faculty Handbook*, and the UT Board of Trustees policies. C. White stated that J. DiPietro has not said anything to suggest that the tenure system was in jeopardy or was the cause of our budget problems. The floor was opened for questions, but there were none.

- J. Cheek recognized Nick Place (Dean and Director for Extension at the University of Florida), who is visiting UT and participating in a leadership program.

President's Report (J. Hall)

- Faculty reported that it was dangerous to have the University open when ice was not cleared from sidewalks and stairs.
- C. Gilroy attended the Executive Council meeting to discuss issues with IRB applications. She indicated that more personnel have been added to address the backlog of applications. She reported that R. Nobles had indicated that another person would likely be added to assist with review of IRB applications.
- J. Hall stated that she applauded the University's efforts to inform everyone about sexual assault reports.
- J. Hall invited faculty to voice their concerns about changes being discussed due to impending budget issues at the University.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

Consent Agenda (for approval) (J. Hall)

- Graduate Council Minutes (September 11, 2014 - http://gradschool.utk.edu/GraduateCouncil/Minutes/Graduate%20Council%20Minutes_%2009-11-14.pdf; November 20, 2014 - http://gradschool.utk.edu/GraduateCouncil/Minutes/graduate_council_minutes_11-20-14.pdf; January 29, 2015 - http://gradschool.utk.edu/GraduateCouncil/Minutes/graduate_council_minutes_01-29-15.pdf)
- Undergraduate Council Minutes (October 21, 2014 - http://web.utk.edu/~ugcouncil/public_html/docs/minutes/Minutes.10.21.2014.pdf; January 27, 2015 - http://web.utk.edu/~ugcouncil/public_html/docs/minutes/Minutes.1.27.2015_UGC.pdf)
- Faculty Senate Meeting Minutes (October 20, 2014 - http://cdn-senate.utk.edu/files/2014/08/October-2014.min_.pdf; February 2, 2015 - http://cdn-senate.utk.edu/files/2014/08/February-2015.min_1.pdf)

A motion was made to approve the consent agenda. The motion was seconded and approved. The Faculty Senate Executive Council Meeting Minutes of February 23, 2015 have been posted for review (<http://cdn-senate.utk.edu/files/2014/08/Exec.-Minutes-February-2015.pdf>).

V. UNFINISHED BUSINESS

Faculty Handbook Changes Regarding Faculty Relationships with Students (J. Fowler)

Proposed changes in the policy on faculty relationships with students were presented at the Faculty Senate meeting of February 2, 2015. A motion to approve the final version (<http://cdn-senate.utk.edu/files/2014/08/Relationships-Between-Faculty-and-Students-4.pdf>) was brought forward from the Faculty Affairs Committee. The motion was seconded and passed, and the revised policy was approved.

Graduate Student Residency Resolution Update (J. Hall)

The resolution on Residency from the Graduate Student Senate (http://cdn-senate.utk.edu/files/2014/08/Residency-Bill_final_FacultySenate1.pdf) was referred back to them for development of a more formal resolution. A question was raised about a possible conflict with efforts by system administration to increase revenue from out-of-state tuition. C.

White suggested that residency issues were a matter of state law and likely could not be changed by the Faculty Senate. T. Shepherdson responded that the graduate students proposing the resolution had indicated that it was a matter of the UT Board of Trustee policy. J. Hall indicated that the Executive Council would consider whether there was a Faculty Senate committee to which this matter could be referred for further consideration.

Undergraduate Research Fee Update (D. Golden, T. Shepardson)

The Executive Council has received a resolution

(<http://sga.utk.edu/transparency/legislation/senate-bill/?id=73>) from the Student Senate, which recommends a new fee be imposed on undergraduate students entering UT in or after the fall of 2015 to support undergraduate research. They have suggested a \$5 fee per student, which will provide funding for summer research stipends and student travel to conferences (with no more than 25% of funds collected be designated for travel). It was recommended that they contact V. Carilli (Vice Chancellor for Student Life, and Dean of Students). The resolution will be considered by the Research Council and Executive Council. C. Cherry requested more information on the timeline of review and T. Shepardson responded that she did not have that information.

Elections Process Update (B. MacLennan)

A sufficient number of candidates have been identified in most caucuses. B. MacLennan anticipates that we will hold some of the elections for Faculty Senate next week. He will be sending information to the caucus chairs on how to set up the election for online voting.

VI. REPORTS OF STANDING COMMITTEES

Research Council (T. Shepardson)

- Council has submitted nominations for the Chancellor's Awards.
- Funds are available for summer graduate research assistantships. More information can be found at (<http://research.utk.edu/funding/sarif/summer-gra-fund/>).
- A request has been made for a second internal review IRB compliance officer.

Graduate Council (P. Freeland)

P. Freeland reported on activities of the Graduate Council Curriculum Committee. Curriculum changes from the meeting of October 23, 2015

(<http://gradschool.utk.edu/GraduateCouncil/CurrComm/Curriculum%20Committee%20Report%20of%2010-23-14.pdf>) are as follows:

- Law – One course and a new degree program (MS in Business Law – LL.M.) were added;
- Nursing – Courses were added (2), dropped (9), and revised (2). Student learning outcomes were added for the MSN, DNP, and PhD degrees;
- Social Work – Four courses and the Trauma Treatment Certificate were revised;
- Courses (64) not taught in four years or more – 31 courses were dropped and 33 were retained.

Curriculum changes from the meeting of January 22, 2015

(http://gradschool.utk.edu/GraduateCouncil/CurrComm/curriculum_comm_report_for_1-22-15_meeting.pdf) are as follows:

- Agricultural Sciences and Natural Resources – Courses were added (6), dropped (10), and revised (29). Program additions were a 5-year BS-MS in Animal Science; PhD in Entomology, Plant Pathology, and Nematology; Bioinformatics and Genomics

concentration to the MS major in Entomology and Plant Pathology; and an accelerated 5-year BS-MS in Food Science.

- Architecture and Design – Courses were added (12) and dropped (7). Revisions were made to the Landscape Architecture major, MALA, MLS, and MSLA.
- Arts and Sciences – Courses were added (25), dropped (5), and revised (38). Minor revisions to three programs and certificates were made.
- Communication and Information – Courses were added (7) and dropped (1).
- Education, Health, and Human Sciences – Courses were added (17), dropped (9), and revised (15). A major, Public Health, and degree, Doctor of Public Health, were added. A major in Education and PhD in the concentration of Department of Public Health were dropped. Four concentrations were added to the Teacher Education major, and one concentration in the Teacher Education major and the certificate in Public Health Leadership were dropped.
- Engineering - Courses were added (31), dropped (12), and revised (35). The certificate in Sustainability Science was dropped.
- Law – Courses were added (1) and revised (1).
- Nursing – Courses were dropped (7) and revised (49). One concentration and two certificates were dropped, and one concentration (Nursing Administration to the Nursing major, DNP) was added.
- Social Work – Courses were revised (10) and requirements for the Trauma Treatment Certificate were revised.
- Veterinary Medicine - Courses were added (8) and revised (3). An accelerated dual DVM-PhD (Comparative and Experimental Medicine) was added.
- Haslam College of Business – Courses were added (33), dropped (2), and revised (12). Two concentrations were added; Information Management to the accounting major (MAcc), and Analytics to the Management Science major (PhD).
- Intercollegiate – Comparative and Experimental Medicine - Courses were added (5). A concentration in Forensic Odontology (MS), and an accelerated dual DVM-PhD were added in Comparative and Experimental Medicine.
- 145 courses were added, 53 were dropped, and 192 courses were revised.

VII. NEW BUSINESS

University Faculty Council (UFC) Report (C. White)

- The budget gap will grow to \$377M over the next 10 years. The UFC is focusing on 1) program realignment and consolidation, and 2) tenure and post-tenure review processes. The latter will be done at the system level. It is thought that the post-tenure review process that we currently have is not very effective. J. DiPietro received full endorsement of the Board of Trustees to pursue these issues.
- The UFC will pursue a joint system resolution that concerns top down policies that are not in the *Faculty Handbook*. For example, on the Memphis campus there are sanctions for faculty, other than termination, that are outside their *Faculty Handbook*. The UFC wants to consolidate the policies.
- The UFC are discussing the dis-incentivizing of service. Administration will have the most ability to change this culture.
- Questions followed. Information was requested on the out-of-state tuition plan. C. White responded that the plan is to increase the proportion of students paying out-of-state tuition to 25%, and develop a hybrid tuition policy for some campuses. A question was raised about the make-up of the UFC. C. White responded that it is comprised of current

senate presidents, one elected member from each campus, and two Board of Trustee members. More information was requested concerning the post-tenure review process. C. White answered that underperforming faculty drain the system and the review process takes 5 years to implement. A comment was made that to say that the post-tenure review process is ineffective means that the true criteria have not been met or revealed. C. White responded that this is being examined at the system level.

ELEMENTS program Q & A (J. Zomchick, H. Mercer)

- Question and answer session – All UTK faculty members have a profile in ELEMENTS, which is a repository of faculty information and activities. ELEMENTS will enable administrators to put together reports without going back to the faculty for information. Current annual review documents are in a format from which we cannot mine data. ELEMENTS will allow use of modern technology to make reports without creating additional burdens on faculty and immediate administrators. Publications and teaching modules have been activated. Teaching modules will be expanded to include research supervision, professional development in teaching, etc. Professional activities modules will be added. The Provost office is working with the Office of Information Technology to create reports that faculty can use to create their end-of-year reports.
- H. Mercer said that if your publications are not being brought into ELEMENTS automatically the library staff is available to help you. A question was raised about whether ELEMENTS will replace the Faculty Reporting form. J. Zomchick responded that you would be able to pull data from ELEMENTS to populate the Faculty Reporting form. ELEMENTS will eventually be linked to Tenure and Promotion. A question was asked about whether NTT faculty members are using ELEMENTS. Several commented that they did not think that NTT are using ELEMENTS in their unit. J. Zomchick responded that ELEMENTS has not been well publicized; they will be sending out more information soon, linked from the Provost website. Questions were raised on how the ELEMENTS data will be used, who is going to review it, etc. The Haslam College of Business requires all faculty to have an updated publication profile for 5 years to be used for evaluation and accreditation. J. Zomchick recommended that 3 years of data be maintained. Based on the *Faculty Handbook*, all faculty are reviewed annually, both tenured and non-tenure track faculty. SACS accreditation requires it as well. It is not known where NTT research faculty fit into this. J. Zomchick also met with UTIA department heads and they were reluctant to add a third evaluation system.

New Luncheon with Faculty Program (M. Shivers)

- M. Shivers (Associate Vice Chancellor for Student Life and Dean of Students) gave an overview presentation on the Dean of Students and new initiatives (<http://cdn-senate.utk.edu/files/2014/08/DOS-Faculty-Senate-March20159MSFINAL3-2-15.pdf>). Her program has several initiatives. These are 1) Lunch Hours – Students can pick up free lunch passes for themselves and a faculty member on specific days during spring semester (<http://cdn-senate.utk.edu/files/2014/08/Message-from-Melissa-Shivers-for-March-2.pdf>); 2) Vol Talks and Walks – she visits with different student groups every Wednesday; 3) Smokey Sofa – students are selected to sit on the sofa for a courtside experience; 4) Bias Response Protocol – respond to bias incidents; and 5) Student Absence Notification Procedure and Policies.
- A question was asked about the biggest complaint that students have. M. Shivers responded that first year students have problems getting connected and understanding

the university environment. It is also hard for them to hear 'no' for the first time. As for upper class students, it is challenging to keep them engaged.

STRIDE Program and Implicit Bias (S. Sorenson)

Due to time constraints, this report will be rescheduled for the next Faculty Senate meeting in April.

VIII. ADJOURNMENT

The meeting was adjourned by J. Hall at 5:00 p.m.

Respectfully submitted,

Bonnie H. Ownley,
Secretary