

FACULTY SENATE  
Minutes  
October 20, 2014

Absent: Rob Blitt, Barry Bruce, Vincent Carilli, Margaret Casado, Guoxun Chen, Courtney Childers, Chris Cimino, Ray Degennaro, Ian Down, Neal Eash, Alex Freire, Hansjoerg Goeritz, Iris Goodwin, John Haas, Denita Hadziabdic-Guerry, Irene Hanning-Jarquín, Christy Hickman, Melissa Hines, Derek Hopko, Jacqueline Johnson, Mike Jones, Ramki Kalyanaraman, Lt. Col. Brian Lancaster, Fran Li, Judy Li, Susan Martin, Crystal McAlvin, Angela McClure, Gichingiri Ndigirigi, Shelley Newman, Agricola Odoi, Spencer Olmstead, Michael Palenchar, Yvonne Pelletier, Jessica Poore, Andy Puckett, Cindy Raines, Catherine Remus, Jennifer Richards, Ragan Schriver, John Schwartz, Vandana Singh, Steve Smith, Olya Smrkovski, Marlys Staudt, Dawnie Steadman, Paul Terry, Kris Tobin, Micheline Van Riemsdijk, Forbes Walker, Micheline Westfall, Kenton Yeager, Xiaopeng Zhao

Guests: Margie Nichols, Jenny Richter

### **I. ESTABLISHMENT OF QUORUM**

Quorum was established by J. Hall.

### **II. CALL TO ORDER**

The meeting was called to order by J. Hall at 3:33 p.m.

### **III. ANNOUNCEMENTS**

#### Chancellor's Report (J. Cheek)

- The new Fred Brown Residence Hall has been dedicated. Fred D. Brown, Jr. came to UTK 42 years ago and established the Minority Engineering Scholarship Program, which became the Engineering Diversity Program. Large numbers of students have been through that program. Fred Brown was devoted to establishing diversity in Engineering, especially African Americans. Facilities such as the new residence hall are critical to student recruitment.
- The Board of Trustees approved the first 'naming' of a college. The James A. Haslam II College of Business has been named to honor Jim Haslam and his family, generous supporters of the university. The family has pledged a gift of \$50 million. We would like to name all of the colleges in the future.
- The Big Orange Give, a fund raising campaign in its second year, has been very successful. Approximately \$800,000 was raised and all colleges met their goals. About 75% of gifts were less than \$100.

#### Branding update (M. Nichols)

- A new 'brand' for the UTK campus is being developed. The new logo is the 'Power T' in white lettering on an orange block. The symbol was selected with input from an advisory group and focus groups that included faculty, staff, students, administrators, and alumni. Focus group participants were shown various logos and they had stronger recognition of the Power T symbol than the Athletic Department uses. The symbol was associated with positive attributes, including national recognition. M. Nichols is beginning to share this information with different groups on campus. An email from

Chancellor Cheek will be sent soon. Implementation will take time and the new logo will be rolled out in four blocks.

- Questions from Senators followed. D. Fox asked if this was a 'done deal' and M. Nichols responded that it was. Fox indicated that she was in one of those groups and felt that the PowerT was the only option offered. M. Nichols said that before the process, it had been suggested that the PowerT be used as the logo. With the focus groups, they really wanted to know if anyone disliked it strongly. J. Koontz asked if Nichols could address metrics that will be used to determine effectiveness of the new logo. The response was that they had looked at perceptions of the suggested logo (which were positive), and they would follow up after it is rolled out to see if perceptions and attitudes toward UT change. Koontz pointed out that the symbol is closely associated with athletics, and revenue in sports has declined. He added that if sports become more successful, how will you tease out the reputation of the two? Nichols stated that they are tied together, and hopes that all boats rise. She stated that the logo is everywhere, and we should take advantage of it.

#### President's Report (J. Hall)

- Ebola Guidelines – A handout has been prepared for release.
- Senate committees should review their bylaws, are they too cumbersome? Would less members work? How many tenure track and non-tenure track members would be appropriate? J. Hall reminded committees that minutes of each committee meeting should be posted, and that members should consider virtual meetings to accommodate more members. She urged committees not to wait until the end of the academic year to meet.
- New issues: Personnel benefits may be affected by new court rulings. The Sexual Misconduct and Relationship Violence Policy will affect faculty responsibilities <http://cdn-senate.utk.edu/files/2014/08/Sexual-Misconduct-and-Relationship-Violence-Policy-UTK-4844-5950-8507.pdf>. A follow-up on the Academic Freedom statement approved last spring by Faculty Senate is needed. It is time for a new study on gender equity at the university.
- Faculty lines are important in the face of lack of budget resources; we should support all education in Tennessee.

#### **IV. MINUTES OF FACULTY SENATE AND EXECUTIVE COUNCIL**

J. Hall presented the minutes of the Faculty Senate Meeting of September 15, 2014, for approval. J. Deeken made a motion to approve the minutes, D. Harper seconded the motion, and the motion passed. The unapproved minutes of the Faculty Senate Executive Council Meeting of October 6, 2014, have been posted as an informational item.

#### **V. MINUTES OF THE GRADUATE AND UNDERGRADUATE COUNCILS**

Minutes of the Undergraduate Council Meeting of September 9, 2014 have been posted for review

([http://web.utk.edu/~ugcouncil/public\\_html/docs/minutes/UG%20Council%20Minutes.9.9.2014.pdf](http://web.utk.edu/~ugcouncil/public_html/docs/minutes/UG%20Council%20Minutes.9.9.2014.pdf)).

## **VI. UNFINISHED BUSINESS**

### Bylaws Change for Research Council (for vote) (T. Shepherdson)

T. Shepherdson brought forth a motion for changes to the bylaws of the Research Council. The changes included updating titles of ex-officio members, adding the past-chair as an ex-officio member, new requirement for the position of Chair of Research Council, inclusion of lecturer and clinical instructor in the titles of potential Council members, and clarification of the role of Research Council in providing periodic review of University research centers and units. The suggested changes can be viewed at <http://cdn-senate.utk.edu/wp-content/blogs.dir/2/files/2013/08/RC-ProposedBylawsChanges-tracked1.pdf>. D. Fox offered a friendly amendment to correct minor typos, which was accepted. Shepherdson called for a vote to accept the bylaws changes and the changes were approved.

### Senate Bylaws Change Regarding Information Officer (for vote) (R. Spirko)

Bylaws amendments related to the Senate Communication Officer included change of the title from Information Officer to Communication Officer, and specific duties of the Officer. The suggested changes are posted at <http://cdn-senate.utk.edu/files/2014/08/communication-officer-bylaws-changes.pdf>. S. Hutson made a motion that the changes to Article IV, Section 5 be accepted as written, M. Collins seconded the motion, and the motion was approved.

### Communications Update Regarding the Website (R. Spirko)

Please bring your ideas and suggestions to him. He is working on determining the best medium to use for communications, such as SharePoint. A new Classroom Search Tool is now available on the web (<https://oit.utk.edu/instructional/tools/tec/Pages/search.aspx>). It includes information about the technology options available in the classroom.

## **VII. REPORTS OF STANDING COMMITTEES**

### Undergraduate Council Update (M. Palenchar)

There was no report from the Council at this time.

### Graduate Council Update (P. Freeland)

There was no report from the Council at this time.

### Teaching and Learning Council (J. Richards, report given by J. Hall)

Council was asked by the Provost Office for recommendations for reporting of SAIS departmental means. Council gave three recommendations: 1) Departmental means should be calculated and available to all faculty and administrators. 2) Faculty, administrators, and staff should have userid and password to login for access; this information should not be publically available. 3) Departmental, college, and university means should always include the standard deviation when reported.

M. Collins asked why would we want to have to login for departmental means when individual means are available? The response was that SAIS is changing and it is not a perfect system. M. Breinig asked if students could see departmental means. S. Murphy said that no one has access to departmental means at this time. D. Gardner (Director of the Office of Institutional Research and Assessment (OIRA)), stated that OIRA does not control posting on Tennessee 101, but her office would like to see communication between SAIS and Tennessee 101.

## **VIII. NEW BUSINESS AND ANNOUNCEMENTS**

### At-large Faculty Executive Committee Members Appointments (J. Hall)

Steven Waller and Deborah Baldwin have been appointed as the At-large Faculty Senate Executive Council Members.

### University Faculty Council (C. White)

The UT System will need to make their brand different from UTK and other schools in the system.

Regarding the Sexual Misconduct Policy, the policy developed at UTK will be used by other campuses in the system. We know that underreporting of these acts is a problem, but there is also concern that due process is needed for protection of those who may be falsely accused.

State appropriations have declined to the point that the trajectory over 10 years is a deficit of \$155 million. J. DiPietro has stated that this is not sustainable. We cannot continue to apply short term thinking to long term problems. We need to pay attention to ever expanding programs, return on investment, course demand, and centrality of programs to the university. We need baseline data to do this. We cannot continue to make up the difference for reduced funding from the state. Anthony Haynes from UT Advocacy has stated that too much of what is happening in the state is due to the agendas of out-of-state Super PACS. Names of Faculty Senators will be signed up automatically to receive information from UT Advocacy, but senators can opt out if they choose. Support for the university through UT Advocacy can make a difference. The question was raised about how UT Faculty Senators can get through to legislators? C. White said that we should support UT Advocacy - <http://advocacy.tennessee.edu/>.

### Approval of Jennifer Gramling for membership on Faculty Affairs Committee (J. Fowler)

A motion to approve J. Gramling as a member of the Faculty Affairs Committee was brought forward from the committee, and the motion was approved.

### Presentation on Interim Policy on Sexual Misconduct and Relationship Violence by Jenny Richter, Chair of the Task Force

- J. Richter indicated that she first worked at UT with students (Student Conduct) who had accused others of sexual misconduct. There are always two parties, both the victim and the accused are entitled to fairness.
- The issue comes down to whether consent was given. Sometimes alcohol is involved. There have been many discussions on the task force and at other universities on the meaning of consent.
- In 2011, policies and procedures were prescribed by the Office of Civil Rights, but they do not fit all campus environments.
- Campus Save Act and the White House became involved and a summit was held on the issue this past summer. The groups involved do not always agree.
- Various campus groups have been looking at this for several months. It started with creation of a website to provide information. An interim policy was developed and approved by Chancellor Cheek. A large task force is now working on this policy. Open meetings are held and the meeting schedule is published.
- The policy must define which employees a student may go to for reporting – these employees are termed 'responsible employees'. The policy addresses how 'responsible

employees' should react. Victims should be given comfort and information, and they should be directed to the appropriate offices for further help. We must respond to students.

- Regarding confidentiality – do not promise it because the university has an obligation to respond. To find out who you should refer the students to for additional help, view the sexual assault website (<http://sexualassault.utk.edu/>).
- When the student is informed that you cannot provide confidentiality, let them know that the Sexual Assault Center of East Tennessee is a totally confidential assistance group. They do not report to the university. Students can also use them.
- S. Hutson asked if we have a sexual assault nurse examiner and J. Richter responded that we did not. She explained that if a student goes to Student Health, they are triaged to a local hospital. There are many individual interests and the issue of confidentiality in these situations. We are not at the point where we can give confidentiality. She added that most incidences are not reported to the Knoxville Police Department.
- A question was raised about whether the age of the student matters. J. Richter said that they want the final policy to take that into account. It is especially important if they are minors.

## **IX. ADJOURNMENT**

The meeting was adjourned by J. Hall at 4:59 p.m.

Respectfully submitted,

Bonnie H. Ownley,  
Secretary