

FACULTY SENATE
Minutes
May 4, 2015

Absent: Benjamin Auerbach, Joe Bailey, Micah Beck, Marianne Breinig, Barry Bruce, Vincent Carilli, Christopher Cherry, Chris Cimino, Matthew Cooper, Ray DeGennaro, Ian Down, Gerd Duscher, Neal Eash, Susan Edmundson, Jennifer Fowler, Diane Fox, Alex Freire, Michael Fry, Hansjoerg Goertiz, Iris Goodwin, John Haas, David Harper, Melissa Hines, Derek Hopko, Noriko Horiguchi, Sally Hunter, Jacqueline Johnson, Mike Jones, Ramki Kayanaraman, John Koontz, Lt. Col. Brian Lancaster, Bob Legg, Fran Li, Jeanie Lim*, Crystal McAlvin, Angela McClure, Shelley Newman, Agricola Odoi, Spencer Olmstead, Yvonne Pelletier, Andy Puckett, Jennifer Richards, Pat Rutenberg, Amadou Sall, Ragan Schriver, John Schwartz, Olya Smrkovski, Marlys Staudt, Paul Terry, Pedro Tomas, Micheline Van Riemsdijk, Micheline Westfall, Philip Ye, Xiaopeng Zhao

*Alternates: Jeremy Whaley for Jeanie Lim

Guests: Jimmy Cheek, Jenny Richter

I. ESTABLISHMENT OF QUORUM (E. Bernard)

Quorum was established by E. Bernard.

II. CALL TO ORDER (J. Hall)

J. Hall called the meeting to order at 3:32 p.m.

III. ANNOUNCEMENTS

B. MacLennan reported that B. Ownley had been elected President-Elect.

Chancellor's Report (J. Cheek)

- Metrics for UT. The number of faculty at UTK is higher than it has been in several years, and we have significantly increased the number of minority faculty. Since 2007, enrollment and degrees awarded in STEM (Science, Technology, Engineering, and Mathematics) have increased also. The total number of degrees awarded has increased by 15% since 2006. Additional details can be found in the report, which is available at <http://cdn-senate.utk.edu/files/2014/08/Metrics-Charts-2014-Activity-Rpt.pdf>.
- Recognition of M. Albrecht. M. Albrecht was recognized for her work with re-accreditation by the Southern Association of Colleges and Schools (SACS).
- Questions. A question was raised about whether the increase in faculty numbers was due to an increase in non-tenure track faculty. J. Cheek replied that the increase in total faculty included tenured, tenure-track, and non-tenure track faculty, and that the increase was balanced.

Provost's Report (S. Martin)

- SAIS Task Force. The SAIS Task Force has developed new questions that they will be proposing and a platform to administer the evaluation for instructors by students. They are moving forward with validation for core of nine questions. A committee will be appointed from the task force to complete validation of the proposed questions. Although peer evaluation of teaching was mandated in 2009, policy had not been developed. Efforts of the Task Force will help to develop good practices.

- QEP Task Force. The QEP Task Force has developed several components to help teachers incorporate experiential learning in the classroom. They are moving forward with the implementation phase and will have a retreat in two weeks.

President (J. Hall)

- J. Hall expressed thanks to members of the Senate and administrators for working with her this past year.
- She suggested that the role of the STRIDE Committee in educating faculty and staff about implicit bias be expanded beyond gender and race to address more minority and underserved groups, including LGBTQ.
- She stated that there will be challenges for the coming year related to review of policies on tenure and promotion, just as there had been challenges for faculty and staff when new procedures and policies were implemented by IRB this past year.
- J. Hall stated that the Senate should “take back its time,” with the exception of reports by the Provost and Chancellor. Faculty Senate meetings should be reserved for important issues.
- To those rotating off the Senate, she told them that, “once a senator, always a senator.” She urged them to keep up with senate issues, provide assistance to caucus members, and urge peers to run for Senate. She reminded everyone that the senate is the faculty’s voice, and stated that we should be loud and be proud.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate Meeting Minutes of April 13, 2015, were presented for review and comment ([http://cdn-senate.utk.edu/files/2014/08/April-2015.min .pdf](http://cdn-senate.utk.edu/files/2014/08/April-2015.min.pdf)). J. Deeken made a motion to accept the minutes and M. Collins seconded the motion. The minutes were approved as written. The Faculty Senate Executive Council Meeting Minutes of April 27, 2015, have been posted as an information item (<http://cdn-senate.utk.edu/files/2014/08/Exec.-Minutes-April-2015.pdf>).

V. MINUTES OF THE UNDERGRADUATE COUNCIL

M. Palenchar presented the Undergraduate Council Minutes of April 14, 2015, for approval (http://web.utk.edu/~ugcouncil/public_html/docs/minutes/04-14-2015_UGCminutes.pdf). Items of note were the following: 1) The “60 hours rule,” which stated that students must have earned at least 60 credit hours at UT Knoxville in order to qualify for honors categories will be waived; however, students must meet other residency requirements; 2) Two 4+1 degree programs (BS+MS) for the departments of Animal Science and Food Science were approved; and 3) The details of credit awarded for Advanced Placement (AP) exams have changed. Students with scores of 4 or 5 on the AP Literature and Composition exam will receive credit for ENGL 101 only, not 101 and 102. Students with a score of 3 on the AP American Government and Politics exam will not be awarded credit for POLS 101; students must receive a score of 4 or 5 to receive credit. The date for when these changes in AP exam policy will take effect is under review. The motion to accept the minutes of the Undergraduate Council was seconded by M. Dean, and the motion was approved.

VI. UNFINISHED BUSINESS

Elections Report (B. MacLennan)

B. MacLennan indicated that he had not yet received the election results from the College of Arts and Sciences. A message will be sent out soon to the caucuses to elect new caucus chairs.

VII. REPORTS OF STANDING COMMITTEES

Budget and Planning Committee (J. Bailey)

The committee worked with administration and developed a more effective calendar for budget reviews. J. Bailey stated that the Budget and Planning Committee had reengaged with the Provost and Chancellor. He indicated that there are challenges regarding faculty salaries in relation to our peer institutions, especially for assistant professors. The committee wanted to examine gender equity in salaries this past year, but were not able to obtain the data for analysis. When this issue was examined last in 2007, there was clear gender bias. A published model, which was developed by L. Gross, is in place to analyze the data. The committee will continue to work on obtaining the data for the coming year to determine if there has been a change. This will be a priority for the committee. J. Bailey was asked why they did not receive the data. He responded that there were a variety of issues involved, including that the data had not been requested for the past 7 years; he did not think that it was a refusal to give the committee the data. He stated that it was clearly something that should be provided in the coming year.

The committee also examined Graduate Teaching Assistant (GTA) salaries. Across our peer institutions we offer \$2,000-\$2,500 less. J. Bailey stated that he was raising concerns rather than making recommendations about this issue. He also indicated that the Chancellor had made increases to GTA salaries. J. Bailey was asked whether the committee had examined NTT salaries. He responded that they had not, but they would try to obtain this data. M. Collins indicated that the NTT Committee will work with them on this issue.

Nominations and Appointments Committee (B. MacLennan)

We have nominees for the Student Programming Allocation Committee and Honorary Degrees Nominating Committee. B. MacLennan asked that senators contact him if they are interested in serving on these committees. Nominees are needed also for the Traffic, Parking, and Transportation Committee. He announced that E. Bernard has agreed to serve as parliamentarian for the Faculty Senate. A nomination for secretary is still needed. A recommendation will come from the Executive Council of the Faculty Senate, and will be presented and voted on by senators at the next Faculty Senate meeting. The Executive Council recommends that R. Spirko continue as Information Officer. The motion was seconded and passed.

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

M. Collins stated that a report from the committee was presented at the previous Faculty Senate meeting. A year-end report is posted at <http://cdn-senate.utk.edu/files/2014/08/NTTI-AY-14-15-Summary.pdf>.

Research Council (T. Shepardson)

The year-end report for Research Council is available at <http://cdn-senate.utk.edu/files/2014/08/Research-Council-Report-2014-2015.pdf>.

Links to additional year-end committee reports can be found at <http://senate.utk.edu/archives/senate-reports-minutes-publications-2014-2015/>.

VIII. NEW BUSINESS

VolVision/Top 25 Milestones (S. Smith)

S. Smith gave a presentation on the first five years of VolVision/Top 25 and where we are headed for the next five years of this 25-year journey (<http://cdn-senate.utk.edu/files/2014/08/MilestoneReviewFacultySenate-2.pdf>). He stated that UTK will be a better university for the journey (pursuit of excellence, continuous improvement and comprehensive improvement). We have advantages because we are a land grant institution and the flagship institution of Tennessee. We also have Oak Ridge National Laboratory and the Great Smoky Mountain National Park in close proximity. Our undergraduate students are already in the top 25 in ACT scores. We have challenges, but we are in a great position to move forward.

S. Smith said that the objectives of VolVision/Top 25 are the following: engage stakeholders; adopt strategic directions for 2020; and develop a clear high-level summary plan. After the milestone review, the committee will have a strategic planning document. There are five priority elements: undergraduate education, graduate education, research, faculty/staff, and infrastructure/resources.

They have learned that there are opportunities for improvement in the following areas:

- Clear messaging for campus; clearly define Top 25 goal to External stakeholders/public;
- Better alignment of mission, vision, values, priorities, and metrics;
- Better top-down/bottom-up balance; allow flexibility and empower Colleges/Divisions to progress;
- Identify and build on what makes us unique and special;
- Diversity, outreach engagement, scholarship creative activity vs. sponsored research, staff/non-tenure track faculty, and globalization/international.

The next steps are to complete the strategic assessment and develop a strategy for campus engagement. S. Smith asked for ideas for faculty engagement. A question was asked on what the committee is doing to increase diversity, and whether diversity only meant race and gender. A committee member responded that members have a broader definition of diversity.

Faculty Annual Review Rubrics (B. Ownley)

A resolution from the Faculty Affairs Committee on revision of the rating rubrics for annual faculty reviews was presented by B. Ownley. The resolution is posted at <http://cdn-senate.utk.edu/files/2014/08/Revision-to-rating-rubrics-Resolution-5-4-15.pdf>. J. Zomchick worked with the committee to develop changes in language needed for the *UT Faculty Handbook* and the *Manual for Faculty Evaluation*. Essentially, the 1 to 5 rating scale will be replaced with verbal descriptors of performance ratings that are based on expectations for rank. The new performance ratings will be: Far exceeds expectations for rank; Exceeds expectations for rank; Meets expectations for rank; Falls short of meeting expectations for rank; and Falls far short of meeting expectations for rank. The Faculty Affairs Committee brought this resolution forward as a motion to approve. J. Deeken seconded the motion, and the motion was approved.

Joint Resolution on Shared Governance and Faculty Handbooks (C. White)

A joint resolution supporting shared governance from the University Faculty Council (UFC) was presented by C. White. The resolution is posted at <http://cdn-senate.utk.edu/files/2014/08/joint-resolution-UTK.pdf>. The resolution has been passed by the Senate at UT Martin (UTM), the Executive Council of the UT Faculty Senate, and will be presented at the UT Health Science Center (UTHSC) Senate on May 12th. There have been two resolutions at UTM and UTHSC about policies that have arisen outside of the model of shared governance. At this time, this issue is not as urgent on our campus, but is for two other campuses. M. Collins seconded the motion and the motion was approved.

Sexual Misconduct, Relationship Violence and Stalking Policy Update (J. Richter)

An update on the sexual misconduct policy was presented by J. Richter. She thanked J. Hall for her contributions on the committee that developed this policy. Faculty members are "mandatory reporters." When you receive a report of sexual misconduct, dating violence, etc., you must report it to J. Richter, a Title IX Coordinator, a Deputy Title IX Coordinator, a member of the Sexual Assault Response Team (S.A.R.T.), a department head, or a dean. If the student says they want to handle it confidentially, if they have explained the situation to you, it is no longer confidential. If they have not explained it yet, faculty can refer them to confidential resources, such as the UT Student Health Center, the Sexual Assault Center of East Tennessee, UT Medical Center, or another local hospital. Students who have these experiences may take time to make a decision to report the incident. Sometimes they are reluctant at first, but are ready to do something later – it takes time. Students can often be helped with interim measures, and these can involve faculty. M. Scoggins and J. Richter are developing short videos to spread the message. The new policy will take effect August 19, 2015. A question was posed on what preventative measures were being taken on campus. J. Richter stated that the policy and resources are being discussed at orientations for students and faculty. UT also has a sexual assault website (<http://sexualassault.utk.edu/>), which has policy and resource information. A question was raised about what to do if a student appears to have problems at home. J. Richter said that domestic violence and stalking often start at home. Students should be referred to A. Blamey at the Center for Health Education and Wellness. J. Richter was asked if teachers would be notified if something happened to a student and she responded only if there was a need for an interim measure. A question was raised about whether local bar owners had been engaged because alcohol is often involved in these situations. J. Richter said that bar owners were more attentive to underage drinking, but that students could acquire alcohol in many ways.

IX. ADJOURNMENT

The meeting was adjourned by J. Hall at 4:50 p.m.

Respectfully submitted,

Bonnie H. Ownley,
Secretary