

FACULTY SENATE
Minutes
September 21, 2015

Absent: Mary Albrecht, Barry Bruce, Vincent Carilli, Margaret Casado, Courtney Childers, Chris Cimino, Matthew Cooper, Mark Dean, Ray DeGennaro, Neal Eash, Dan Flint, Alex Freire, Michael Fry, Jennifer Gramling, Heather Hartman, Terry Hazen, Qiang He, Melissa Hines, Derek Hopko, Sharon Jean-Philippe, Jacqueline Johnson, Gregor Kalas, Jacob Latham, Fran Li, Judy Li, Susan Martin, Laura Miller, Kevin Moulton, Shelley Newman, Agricola Odoi, Spencer Olmstead, Suzy Prentiss, Karin Pringle, Cindy Raines, Arthur Ruggles, John Schmisser, Mark Schimmenti, John Schwartz, George Siopsis, Gary Smith, Dawnie Steadman, Jennifer Stokes, Paul Terry, Margarita Velandia, Forbes Walker, Micheline Westfall, Shellen Wu, Xiaopeng Zhao

Guest: Cassie Watters: United Campus Organization: Organizer for Union

I. ESTABLISHMENT OF QUORUM (E. Bernard)

Quorum established by E. Bernard.

II. CALL TO ORDER

B. MacLennan called the meeting to order 3:32 pm.

III. ANNOUNCEMENTS

E. Bernard introduced P. Thompson who volunteered to fill the position of Faculty Senate Secretary, which was vacated when B. Ownley became President-Elect. She filled in as secretary during this session until a motion could be voted on during New Business.

Provost's Report (R. Hinde for S. Martin)

- A policy for scheduling classroom space has been approved by the Chancellor and is available for review on the website. All scheduling will take place through Ad Astra, which is a single scheduling tool that provides visualization to see what is available across campus. The task force is continuing to look at availability of all academic and non-academic spaces.
- Questions are currently being piloted for standardization for programs that are undergoing their 10-year Academic Program Review. The Provost will send pdfs to academic units by Halloween.
- The goal for next academic year's enrollment is 16,000 continuing students. Current undergraduate enrollment is between 22,100–22,300. Attention to meet next year's goals will be paid to returning and continuing students, first year and full time students (estimating ~3% growth), and ~1400-1500 transfer students. They want to keep retention numbers where they are and the Provost will be working with Deans offering undergraduate programs.
- A transfer task force has also been created to look at recruiting, admitting, and enrolling for *Tennessee Promise* scholarship students in order to ensure success at UT.
- Questions from Senators followed: L. Gross asked what spaces on campus are not currently included in AdAstra. R. Hinde stated, that the spaces that are registered as classrooms have been in the system for the past 2 or 3 years. He noted more spaces would be rolled in when there is evidence that there are vacant spots and explained that this is a centralization of the unit authority. L. Knox asked if AdAstra allowed people to see what kind of spaces are available in order to be able to match the physical construction with what was required to

happen within the space (i.e. type of course). She requested that this information to be included. Knox also inquired how task forces are created in relation to the Senate. R. Hinde stated that the task forces go through the Provost and that this particular task force was created 18 months ago. He was unsure if any Senators were currently serving on the task force.

President's Report (B. MacLennan)

- B. MacLennan presented a resolution honoring Joanne Hall for her contributions as past President of the Faculty Senate (2014-2015).

*The University of Tennessee, Knoxville
Faculty Senate*

WHEREAS, Joanne Hall is a valued member of the College of Nursing faculty, advocating for the health needs of marginalized groups and for greater diversity and inclusion in the nursing profession; and

WHEREAS, she has served with distinction as President of the Faculty Senate during the 2014-2015 academic year, providing her leadership to ensure the effectiveness of the Faculty Senate in shared governance; and

WHEREAS, she has assiduously advocated for effective and efficient review of human-subjects research to facilitate faculty and student research; and

WHEREAS, she calmly and transparently represented the faculty views in serving on the Sexual Assault and Misconduct Task Force, helping to develop and implement an improved policy; and

WHEREAS, she has guided the Faculty Senate in reviewing and revising the policy on relationships between faculty and students; and

WHEREAS, she worked to maintain effective procedures for faculty evaluation of administrators and Faculty Senate involvement in employment decisions, as mandated in the Faculty Handbook; and

WHEREAS, she has served the Faculty Senate and the faculty of this campus as a member of the Tennessee University Faculty Senates and the University Faculty Council and as a member and chair of various Faculty Senate, campus, and University committees and task forces;

THEREFORE, BE IT RESOLVED THAT The University of Tennessee, Knoxville Faculty Senate expresses its sincere appreciation to

Joanne M. Hall

for her exemplary leadership and service to the Faculty Senate and The University of Tennessee; and

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Joanne Hall and that the Resolution become part of the minutes of the Faculty Senate meeting held on September 21, 2015.

Bonnie H. Ownley, Ph.D.
Secretary

Bruce J. MacLennan, Ph.D.
President

- B. MacLennan presented a resolution honoring Bonnie Ownley for her contributions as past Secretary of the Faculty Senate (2013-2015).

***The University of Tennessee, Knoxville
Faculty Senate***

WHEREAS, Bonnie Ownley, is a highly respected colleague and researcher; and

WHEREAS, she has served with distinction as Secretary of the Faculty Senate from 2013 – 2015; and

WHEREAS, she has provided outstanding service to the Faculty Senate;

THEREFORE BE IT RESOLVED THAT the University of Tennessee, Knoxville Faculty Senate expresses its sincere appreciation to

Bonnie H. Ownley

for her outstanding and devoted service to the Faculty Senate and the University of Tennessee; and

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Professor Ownley and that the Resolution be made a part of the minutes of the Faculty Senate meeting held on September 21, 2015.

Bruce J. MacLennan
President

Joanne M. Hall
Immediate Past President

L. Gross called for approval of the resolutions and M. Collins seconded the motion. Resolutions approved.

- B. Ownley expressed her appreciation.
- B. MacLennan reported that he learned at the Tennessee Universities Faculty Senates (TUFS) meeting that shared governance does not always work as well at other institutions as it does here at UT. Despite some problems, it could be worse.
- A revision of the UT Policy on Misconduct in Research and Service has been proposed and it is currently under the review of the Research Council. R. Nobles shared a presentation and answered questions at the Faculty Senate Executive Council meeting.
- There are new IRB procedures in place and the Senate would like to hear from people involved with human subjects research on how the new process is going.
- A recent suggestion to refrain from using gendered pronouns elicited a negative response from the Legislature after misinterpreting the suggestion as policy. The suggestion was taken down from the website by a decision by the UT President and UTK Chancellor. B. MacLennan suggests the need for continuing to dialogue about the option.
- The previous report that Arian Foster, former UT football player, was being forced to participate in religious activities has been investigated and there is reassurance that this is not the case any more.
- According to the Chancellor and President, outsourcing continues to be an issue.
- A post tenure committee that includes an administrator and faculty member from each campus has been appointed. Toby Boulet, a Senate Past President, is representing the UTK. Recommendations are supposed to be made by end of the semester.
- A new Program Consolidation Committee has been created. Information about the committee has not yet been disseminated.
- **University Faculty Council Report (UFC)** Compliance hotline — Will be staffed by outside vendor. Anyone can report issues of noncompliance and money. Also discussed privacy issues. Senate can be involved in making sure it is up to par.
- Met at Health Science Center in Memphis. Met with Chancellor Peter Schwab, TN Senator Reginald Tate, and Russ Deaton (Interim Exec. Dir. THEC). Discussed issues related to validation with teaching evaluations such as SAIS instruments and other mechanisms so we can measure what is really effective in the long run.
- Question from Senate: L. Gross asked if the administration has been in touch with president of the Senate to provide names for task forces and B. MacLennan said yes.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

S. Murphy moved to approve the Faculty Senate Meeting Minutes of May 4, 2015. M. Collins seconded the motion, and the minutes were approved as written ([http://cdn-senate.utk.edu/files/2014/08/May-2015.min .pdf](http://cdn-senate.utk.edu/files/2014/08/May-2015.min.pdf)). The unapproved minutes of the Faculty Senate Executive Council Meeting of September 8, 2015, have been posted for review.

V. MINUTES OF THE GRADUATE COUNCIL

S. Kania reported that the Graduate Council is currently discussing the possibility of adopting the undergraduate grading system for the graduate school. There were no questions. S. Edmundson moved to approve the Minutes of April 16, 2015, for the Graduate Council and M. Collins seconded. Acceptance of the minutes was approved.

VI. REPORTS OF STANDING COMMITTEES

Benefits and Professional Development Committee (M. Beck)

The committee had their first meeting with seven people in attendance. M. Beck was not able to attend but noted that notes were taken and he has a couple of issues to report. Beck reported that the committee is willing to take up and do some work but would like input from the Senate about "what we care about in terms of equity as a whole." Some of the options the committee has discussed:

- 1) Benefit equity was taken up two years ago and memory serves that the Senate unanimously passed a resolution to support providing benefits to same-sex couples. This benefit is now provided and enforced by federal law. Subsequently we now have people with partners who are being pushed into marriage. Thus, the question posed is, "Do we care if we want to have something that would allow partners who aren't married despite gender? Or, are we good with what we have now?"
- 2) There is a concern that the increased number of non-tenure track employees may not have access to professional development and are possibly not being served in an institution that was not initially designed for them. M. Beck pointed out that professional development is a difficult area because there are so many different areas of development when considering all the different professions. The committee however is happy to address this issue but wants to hear from Senate.
- 3) Another major issue that is being pursued is transparency.

Questions from Senators followed: S. Bowie inquired if the unmarried couple's benefits barrier is a university problem or an insurance company issue. M. Beck was unsure. L. Gross noted there is a partner accommodation program on this campus. He also raised the concern that there is also a benefit inequity related to retirement between new employees and those hired a long time ago. J. Hall expressed she is still concerned for benefit equality for partners and supports continuing to work towards that endeavor. M. Beck asked the Senate to email him with their thoughts.

Library and Information Technology Committee (K. Wong)

The end of the contract with Blackboard will occur in May 2016. K. Wong reported that the university is currently looking at different learning systems. She emphasized that Blackboard ultimately affects all faculty that teach and she asks the Senate to ask their constituents, at whatever level, to take the survey, which can be found on their Blackboard site. Aside from cost, there are also issues that have to do with learning a new system and considering how the system interfaces with other current technology. There will be a committee to look at learning management systems and anyone who is interested in volunteering should email K. Wong.

Questions from Senate: P. McArthur asked if there was a transition plan, and K. Wong said the process would take at least two years. Senators asked what other learning management systems there are, and K. Wong identified *Candice* and *Desire to Learn*, which are two examples that are cloud based. A question was raised about how much the decision will be weighted on faculty recommendations versus the opportunity to cut costs? K. Wong noted the difference in money between systems is not as much as it was before. Another point that was shared by the Senate was that faculty supported keeping Blackboard last time the contract was up and the contract was renewed.

Research Council (R. Kalyanaraman)

The first Research Council meeting was held with 20 people making a quorum attending on September 9, 2015. R. Kalyanaraman reported that a Board of Trustees action item was reviewed. Additionally the Chancellor has said that the misconduct policy is currently out of date and that they are looking at changing the policy. He explained that what is defined as research misconduct has been narrowed and there is a need to keep up with federal guidelines. Lela Young and Robert Nobles have spoken to the committee and invite emails by the end of this month. Senators can direct questions and comments to Lela Young or to R. Kalyanaraman.

VII. NEW BUSINESS

Vote for Senate Secretary, Phyllis Thompson (B. MacLennan)

L. Gross moved to approve, and S. Bowie seconded the motion. The motion passed.

Approval of Senate Committees (B. MacLennan)

L. Gross moved to approve, and M. Collins seconded. The motion passed.

Approval of Appointment of At-large Faculty Senate Executive Council Members (B. MacLennan)

L. Gross moved to approve M. McAlpin and S. Waller as At-large members of the Faculty Senate Executive Council, and M. Collins seconded. The motion passed.

New SAIS (J. Morrow)

The presentation consisted of a quick overview due to time restraints. J. Morrow asked Senators to please look at the PowerPoint presentation as she will come back to it during the October 19, 2015, meeting. She stated that a task force was created last year and they have looked at what other universities are using for their system. They have also looked at literature to better reflect what faculty members are doing in the classrooms, the distance education courses, and online. She noted that all of this information is in the report.

J. Morrow is tasked with meeting and gathering information from constituents. She explained they are moving to an online platform and will be gathering survey data as part of a pilot study over the next two semesters. The survey will allow faculty to select supplementary items. For example, there are now questions designed that are better suited for online courses. Questions were also created to address labs, while others are focused more on hybrid courses. J. Morrow noted there is still a need to create questions for courses that include a service-learning component. She asks that Senators ask their colleagues to think about their courses and what the task force is still missing. A Senator asked if any of the survey questions address study abroad. She noted that she was unsure because she was not on the taskforce and she encouraged forwarding it.

J. Morrow pointed out that a big problem is low response rates and she needs faculty and student suggestions for how the survey rates can be increased. Their goal is to get surveys out in October 2015 so they can test the 11 items that the task force created at the end of this semester. She noted she also needs to know which instructors would be best to pilot these items as they can only be clinical or tenured faculty. The task force's final recommendations will be submitted to the Provost summer 2016. The selected questions will roll out fall semester 2016. Morrow invites Senators to email or to go and see her if there are any questions. She will also forward feedback to the Provost.

Questions and comments from Senators: Several Senators expressed a need for more time for the Senate body to consider the plan. S. Murphy noted that there is information available on OIT. M. Collins asked what the rationale was for not including the tenure track faculty in the pilot. J. Morrow explained that the evaluation has not been developed yet. Another Senator noted that they are not including tenure track faculty because the questions have not been validated. M. Beck asked what was meant by validation and she said that they want to look at predictive validity, current validity. Another Senator asked if there was a focused effort to get student input and Morrow said she was unsure because she was not on the task force.

Presentation from United Campus Workers (UCW-CWA) (C. Watters)

C. Watters presented information about the mission and goals of United Campus Workers (UCW) and offered an invitation to join. She noted that UCW-CWA discovered the recent documents that broke the news for Governor Haslam's state privatization plan, the decommission and destruction of historic buildings, and trends of densification (cramming more people into less space) and reductions of staff support. She further provided information on how UCW contributed to looking at the living wage study and expressed concern that maximum adjunct rate has not changed since 1998, that there have been many campuses that have been outsourced already, and that there is an expectation that there is going to be an assault on academic freedom. She requested the Senate to consider a resolution for the outsourcing plan to put these concerns on the record.

C. Watters reported that there are also several additional ways to participate. 1) An upcoming meeting at Circle Park — Rally with the College of Business; 2) Lobby Day occurs every March, and 3) a meeting with Representatives Joe Armstrong and Eddie Smith next week on outsourcing.

Questions from Senators: S. Bowie asked if she was aware of any specifics regarding the areas that she discussed that might be under attack, and she said they do not know any specifics at this point. G. Skolits commented that we are a right to work state and asked her to explain how the state relates to her organization. C. Watters stated that employers do not have to officially recognize the Organization and the State does not allow unions. They however have over 1500 members who currently pay dues and they operate as a union.

VIII. ADJOURNMENT

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

Respectfully submitted,

Phyllis L. Thompson, Secretary