

Faculty Senate Executive Council
MINUTES
January 19, 2016

Present: Bruce MacLennan, Micah Beck, Richard Bennett, Ernest Bernard, Steve Blackwell, Chris Cimino, Mark Collins, Jennifer Fowler, Lou Gross, Joanne Hall, Stephen Kania, Susan Martin, Karla McKanders, Bonnie Ownley, Rebecca Prosser, Robert Spirko, Phyllis Thompson, Candace White, Kathi Wong

Guest: Jimmy Cheek

I. CALL TO ORDER

Meeting was called to order at 3:32 p.m. and a quorum was established.

II. ANNOUNCEMENTS AND REPORTS

President's Report (B. MacLennan)

- In April 2014 the Faculty Senate passed a resolution in favor of family care leave for non-tenure track (NTT) 9-month faculty. In November 2015 the Provost brought the information before the Council of Deans. There was a discussion about why family care leave is possible for tenure-track faculty (TTF) and not NTT faculty. They explained TTF workload can be modified from teaching, to service, and research. Thus, when TTF are not on leave, there is still 100% effort. NTT faculty, however are (typically) 100% teaching and there is no other type of effort to use for their time. Therefore, the decision is to keep the language as "mutually agreeable terms" between the unit head and NTT faculty member. M. Collins noted that there are possibilities that NTT faculty may have service they can use to negotiate for release of teaching.
- There is an agreement to lift the limit on use of childbirth/adoption policy.
- At nine out of thirteen SEC schools and all TBR schools, all 9-mo faculty will accrue sick leave and can enroll in the sick-leave bank. John Zomchick has volunteered to talk to Benefits and Professional Development Committee about this.
- All 9-month faculty (TT and NTT) are eligible for the Family Medical Leave Act.
- In November, the SGA endorsed gender-neutral pronouns (the original article) and is asking that Banner allow students to enter preferred pronouns.
- A special meeting on diversity with President DiPietro, Chancellor Cheek, Provost Martin, and Vice Chancellor Hall is scheduled for 10:00 am January 29, 2016, in the Ray Mears Room in Thompson-Boling Arena. Anyone who has questions can submit them online until close of business, Tuesday, January 26, 2016.
- There are several bills that have been introduced in the state legislature. Bills that can affect the university will be posted on the Senate website for easy access to review. A few that affect the university include:
 - HB1451 Kane/SB1923 Niceley – Requires all intercollegiate women's athletic teams at the University of Tennessee at Knoxville to be called the "Lady Volunteers" or "Lady Vols" for all official school purposes.
 - HB1736 Holt/SB2376 Bell – Permits full time employees to carry permitted handguns on any state public college or university.

- HB1696 Brooks/SB1762 Briggs – Requires UT BoT to appoint CEOs of institutions upon recommendation of the president of the system.
- SB1483 Green/HB1748 Matheny – Permits handgun carriers w/o permits to carry same places as permit holders.
- HB1644 Goins/SB1559 Bell – Requires chief admin officer of a private school to implement policy either permitting or prohibiting permitted carriers from carrying on the grounds or buildings of a private K-12 school or private university.

Chancellor's Report (J. Cheek)

- The deadline for introduction of legislative bills is approaching. Although there was a previous plan for discussion between systems funding, TBR funding, and diversity and inclusion activities, however a recommendation was made for a committee to study the issue. Speaker of the House, Beth Harwell, agreed to the request. A committee has not yet been formed.
- In addition to Diversity there are other initiatives:
 - Inclusion Initiatives.
 - Civility Initiatives.
 - Other reports from other colleges.
 - Report would be due March 30, 2016, to the House and the Senate.
- In response to an earlier question about what senators can do to help, suggestions were to encourage faculty to get actively involved, to think about what to say to legislative committees, and to have some members from the Faculty Senate, students, and alumni attend legislative sessions. J. Cheek will also be meeting with students and staff.
- We are waiting for the Governor's State of the State Address. J. Cheek hopes the governor will fund raises.
- C. White asked if there was a reason for creating an Associate Vice Chancellor for Public Safety Administration position. J. Cheek noted that there was an increase in Mr. Lane's responsibilities and this move did not increase the number of administrators. He further explained that Mr. Lane is the central point of contact when it comes to safety and the police department. C. Cimino stated that this move really had to do with creating a better alignment with responsibilities.
- L. Gross suggested providing studies on benefits of diversity outcomes showing more success. He also asked what studies are available for major companies in TN, in terms of the BoT, and alignment with the businesses' policies in the state (e.g. increases in productivity and creativity). J. Hall stated that committee members serving on STRIDE uses data on diversity and has identified studies that show the benefits. J. Cheek added that a businessperson from Pepsi Company once said that UT needs more diversity.

Provost's Report (S. Martin)

- Currently the search committee is preparing to interview candidates for the Dean of the Graduate School position. S. Martin requests participation and asks for people to share feedback using the online link or sharing information with her personally.

- The Vol 20/20 process is moving forward and is on track to go to the BoT meeting this spring. During the constituent process of gathering data, 1,400 individuals participated from across campus. She extended her thanks to everyone. L. Gross asked about access to the finalized version and S. Martin said the report is not yet been finalized. On February 15, 2016, the report goes to committee for final approval and sign-off. It will then go through the process of iteration to get it ready to go to the Board. She does not mind the Executive Council viewing the report. L. Gross and B. MacLennan asked for the document to be forwarded.
- J. Fowler asked about the status of SAIS and S. Martin said she has a meeting with the head of the committee tomorrow.

III. APPROVAL OF MINUTES

E. Bernard moved to approve the Executive Council meeting minutes of November 2, 2015 (<http://senate.utk.edu/archives/senate-reports-minutes-publications-2015-2016>). L. Gross seconded the motion, and the minutes were approved.

IV. UNFINISHED BUSINESS

None.

V. REPORTS OF STANDING COMMITTEES

Appeals Committee (R. Prosser)

No report.

Athletics Committee (D. Kopsell)

Absent- No report

Benefits & Professional Development Committee (M. Beck)

No report.

Budget & Planning Committee (L. Gross)

- The Budget and Planning Committee has begun meeting with the Vice Chancellors regarding policies and budgeting. They are planning to meet with Taylor Eighmy (VP for Research and Engagement), Dave Hart (Director of Athletics) and Provost S. Martin.
- The committee has requested data for a faculty salary analysis. L. Gross is currently writing the IRB application so there is approval to obtain and analyze the data.
- The committee will hold an informal forum of the budget on February 15, 3:30-5:00.

Nominations and Appointments Committee (B. Ownley)

- Donald Cunningham is providing information to assist with determining how many senators need to be elected.
- Space Institute did not hold elections this year. They wrote their own bylaws and there is now work underway to assure that their bylaws are consistent with those of the Faculty Senate.
- B. MacLennan asked the Executive Council to begin thinking of nominees for President-elect. Suggestions should be sent to B. Ownley.

Faculty Affairs Committee (J. Fowler)

- J. Fowler asked how SAIS evaluations will be used to evaluate faculty. B. Ownley reiterated that L. Gross had previously mentioned the evaluations were never to be used as a measure for tenure and promotion. Gross asked if anyone has gotten any results from the previous survey. Fowler said they had not received anything and thinks there is a need to ask for it. B. MacLennan concurred with other senators that the results need to be requested.

Graduate Council (S. Kania)

- Graduate Council is proposing to adjust grading and point structure. S. Kania noted that the Graduate Council minutes have been posted on the Council's webpage - (http://gradschool.utk.edu/GraduateCouncil/Minutes/GC_Council_Minutes_11-19-15.pdf)

Library & Information Technology Committee (K. Wong)

- The contract with Blackboard is nearing an end and a committee has been formed to look at Blackboard and other companies to provide online services for teaching. A decision will be made in February or March on which company will be selected. J. Fowler noted that there is some competition.

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

No report.

Research Council (R. Kalyanaraman)

Absent – No report.

Teaching and Learning Council (J. Richards)

Absent - No report.

Undergraduate Council (R. Bennett)

No report.

University System Relations Committee (S. Blackwell)

No report.

VI. NEW BUSINESS

Proposed Executive Senate Ad Hoc Diversity Committee ([click here](#)) (J. Hall)

- A copy of the motion was passed out to the senators. J. Hall noted she welcomed friendly amendments to the proposal and noted that she thinks this committee may turn into a council later.
- The motion:
The UTK Faculty Senate shall establish an ad hoc committee to focus on diversity and inclusion issues affecting our faculty roles and the well-being of the University community, including students, faculty, staff, and visitors to

campus. The following is a (suggested) list of potential members of this committee:

Senate President-Elect or designee as chair

3 at-large Senators

Chairs or their designees of Faculty Affairs, Budget and Planning, Teaching and Learning, and University Faculty Council

Ex officio representatives from:

Office of Diversity and Inclusion

STRIDE

Commission For Black People

Commission for Women

Commission for LGBTQ People

SGA

The establishment of this committee will concretely indicate the Faculty Senate's high value on diversity and inclusion as relevant to higher education, and to the prerogatives of a research-intensive university. It would underscore our support for autonomy of the university in specifically making efforts and using resources in the service of improving diversity and inclusiveness of UTK. It will provide a forum for discussing the role of diversity and inclusion in the curriculum. The charge of the ad hoc Diversity Committee is to proactively support diversity and inclusion at UTK, to plan responses to legislative or other developments related to diversity and inclusion, and to decide over the rest of this academic year whether there should be a standing committee, that is, a Senate Diversity and Inclusion Council. If so, the committee would develop bylaws language to codify it. (This motion is open to friendly amendment in the details provided.)

- C. White commended J. Hall on a great start for bringing commissions closer to the senate. She also noted that there is a lot of work for people who already have a lot of responsibility. J. Hall said that this would be the first step to establish the ad hoc committee. L. Gross asked if there is a need for a motion like this or if they should suggest a task force or ad hoc committee is a good idea, and asked B. MacLennan to establish it as quickly as possible.
- B. MacLennan proposed making a motion to establish this committee so he could then appoint per the bylaws. L. Gross made the motion and M. Collins seconded. All were in favor of the motion. None opposed.

Senate Response to "Guns on Campus" Bill (B. Ownley)

- In order to access current bills going through the legislature people can go to TN.Gov. Click the Government tab and then click on the Legislative Bill link. You will then be able to browse bills by subject.
- Two examples of the bills that have been introduced to the house include: 1) requiring each school board for public and private schools K-12 and higher education

institutions to explicitly say guns can or cannot be carried on campus/school grounds; 2) doing away with permits for carrying.

- B. Ownley stated she recently learned that a group named "Students for Concealed Carry" is already organized on UT's campus. The main organization can be accessed through www.students.org. Their website provides common arguments that are used for concealment.
- Texas has already passed gun carry laws for public institutions. Some Texas faculty members have resigned and others have said they will not hold class if a side arm is brought to class.
- Carole Myers and Toby Boulet previously created a white paper that included the Faculty Senate views for the legislature and a senate resolution was passed approximately 5 years ago. Administration and the BoT also supported the resolution. C. Myers is currently updating the white paper and will forward the document when it's finished.
- M. Beck stated that one thing senators need to do is be loud. L. Gross suggested asking students about how they feel about others coming to class with guns. B. Ownley recommended partnering with the police chief and legislatures who are against it. C. Cimino commented that there has been more and more pressure each year for allowing guns on campus. S. Kania expressed concern about the safety of students and asked what the response time is. M. Beck asked about any studies on guns on campus. J. Hall asked if anyone is anxious to get a gun and carry on campus or if there is solidarity in favor of not bringing firearms to school. B. Ownley stated that there are faculty and staff who do want to have guns, but they are likely in the minority.
- A national organization to be aware of is www.keepgunsoffcampus.org.

Proposed Senate Bylaws Changes (B. Ownley)

- The proposed changes in the bylaws related to Graduate and Undergraduate Council meeting minutes means that the Faculty Senate will be approving the report that they present at the Senate meeting, rather than approving their minutes. She asked that all Committees and Councils review Senate bylaws that pertain to them to determine if revisions are needed.
- C. White stated that the Graduate Council's bylaws are not in alignment with the Faculty Senate's bylaws despite being a standing committee of the Faculty Senate. This demonstrates a disconnection between the Council and Faculty Senate. S. Kania emphasized the need to look carefully at changes. L. Gross concurred and moved to forward the report to the next senate meeting for review. C. White seconded.
- B. Ownley explained the main thing this does is focus on approval of Council reports. The Senate or Executive Council can stop something from being implemented. J. Hall stated that she is in favor of L. Gross' motion to move this forward to the Senate for approval. B. Ownley stated that the chairs of the Councils should attend the meeting to answer questions.
- B. MacLennan said to send the entire electronic version to the Faculty Senate and this would therefore be the first reading.
- The vote was called; 17 voted in favor to bring the report to the Senate. One person opposed.

Proposed Amendments to Senate Bylaws (B. Ownley)

- An amendment on electronic voting was tabled.

Proposed Senate Calendar (B. Ownley)

- The proposed Senate meeting calendar was distributed for everybody's review. B. Ownley stated the Executive Council meeting on October 3, 2016, might need to be changed because the date conflicts with Rosh Ha'Shana. She noted that the meeting would need to be scheduled for Wednesday October 5, 2016, to keep the 2-week format. B. MacLennan stated that the calendar would need to be brought to the full senate for approval. L. Gross made a motion to accept the proposed calendar with the change to October 5, and S. Blackwell seconded. All voted yes. None opposed.

Proposed Senate Meeting Calendar AY 2016-2017

- **Senate Retreat**
Friday, August 26, 2016
- **Senate**
September 19, 2016
October 17, 2016
November 21, 2016
January 9, 2017 (reserved if needed per Senate Bylaws)
February 6, 2017
March 6, 2017
April 3, 2017
May 1, 2017
- **Executive Committee**
September 6, 2016
October 5, 2016
November 7, 2016
January 23, 2017
February 20, 2017
March 20, 2017
April 17, 2017

Office on Violence Against Women FY 2015 Grant (J. Hall)

- J. Hall requested a volunteer for a committee that has been formed as part of a grant to help reduce violence against women across campus. The effort fits within the Title 9 aspect of campus. There is a signed Memorandum of Agreement in place. P. Thompson agreed to serve on the committee.

Faculty Senate Diversity (K. McKanders)

- A question was raised about how we can increase the diversity of the Senate with the upcoming elections. C. White suggested going to caucus leaders to get them on

board. She also stated that an African American colleague was asked in her college, but this person was also being asked to join everything. L. Gross suggested that B. Ownley could formally go to the commissions as B. MacLennan is on all of them. He noted, "We need to walk the walk" and many of the commissioners are not on the Senate.

- K. McKanders stated that Vice Chancellor Hall might have a list of diverse faculty across the campus. J. Hall reminded everyone that when the senate has leadership positions open we need strong leaders. The senate has some power and we want everyone represented.
- S. Blackwell noted another problem is that diversity is insufficient and the diverse professionals who are here tend to be over-burdened.
- M. Beck stated the diversity on campus is not evenly distributed. There are areas that have less diversity than others do, which makes it hard to get diverse representatives from some units. Those units with less diversity are going to have much less representation.
- B. MacLennan reported that there are some caucuses that cannot get enough people for elections and it is a challenge to get anyone to fill these positions.
- L. Gross asked if there are some whose first language is not English since 20-30% of faculty members are not US citizens.
- S. Kania reminded everyone that there are other forms of diversity that need to be considered including age, language of origin, ethnicity, generations, public/private schools. Diversity includes more than what can be seen. L. Gross stated that some of this is college dependent.
- K. Wong noted that are Federal standards established for race/ethnicity.

VII. ADJOURNMENT

The meeting was adjourned at 5:23 p.m.