

Faculty Senate Executive Council
MINUTES
March 21, 2016

Present: Bruce MacLennan, Bonnie Ownley, Ernest Bernard, Phyllis Thompson, Chris Cimino, Lou Gross, Micah Beck, Steven Waller, Jennifer Fowler, Steve Blackwell, Stephen Kania, Ramki Kalyanaraman, Allie Brown, Candace White, Dean Kopsell, Kathi Wong, Joanne Hall, Mary McAlpin

Guests: Jimmy Cheek, Matthew Theriot, Associate Provost for Teaching and Learning Innovation and Chris Lavan, Director for Experience Learning

I. CALL TO ORDER

Meeting was called to order at 3:31 p.m. and a quorum was established.

II. ANNOUNCEMENTS AND REPORTS

President's Report (B. MacLennan)

Attended rally sponsored by University Campus Workers (UCW).

- March 8, 2016, went on bus to Nashville and attended session on outsourcing issues. Also had the opportunity to meet with Senator Richard Briggs.
- Appeared on *Tennessee this Week* to talk about diversity and inclusion initiatives and consequences for defunding.

Chancellor's Report (J. Cheek)

- Sent out a memo about sexual assault to faculty and campus. Emphasized that the university administrators spend a lot of time on these issues and the memo is most current information. There have been significant changes since 2011 that were put in place to strengthen our response. Stated faculty would get to hear the response to the allegations that have been made against UT in the next few weeks.
- Update was provided on some of the decisions that were made at last week's Legislative General Assembly. Reconstituting the Board of Trustees was taken off notice. Tuition Stability Act was defeated in subcommittee. A Good Samaritan clause was introduced and was sent to summer study. UT objected to supporting the clause because our new Code of Conduct already addresses the issues that were being introduced. Senate Free Speech Protection Act was taken off notice.
- The House passed a budget and the \$8 million dollars that UT was at risk of losing was not taken. An amendment was added where they allocated \$100,000.00 for the next 3 years out of \$2.5 million that would be used to add decals to police cars.
- L. Gross extended thanks to Chancellor for all his work.
- K. Wong asked if he would talk about guns on campus. C. Cimino stated that most gun bills were defeated but there are a few still out there and there is a possibility that one could pass. Most likely it would be the bill that allows faculty and staff with a permit to carry on campus. Currently working with the UT police to come up with language that would allow some

oversight. Work is also being done that would assure guns would be concealed and not open carry. K. Wong brought up concerns about the children who are on campus and if one of them got hold of a loaded gun. C. Cimino stated that they have had this discussion with General Council. C. White asked if UT could have a campus policy and noted that there is a policy that says we cannot have wine on campus. C. Cimino responded that they are working on this now and hopes that UT will be able to have language that allows more restriction in such areas.

III. CONSENT AGENDA ITEMS

Minutes of the Executive Council Meeting of February 22, 2016, are forthcoming.

IV. REPORTS OF STANDING COMMITTEES

Appeals Committee (R. Prosser)

None.

Athletics Committee (D. Kopsell)

None.

Benefits and Professional Development Committee (M. Beck)

None.

Budget and Planning Committee (L. Gross)

Currently working on getting data regarding lottery scholarships.

Faculty Affairs Committee (J. Fowler)

Committee met on 2/29/16 and invited Dr.'s Theriot and Lavan to meet. The committee helped them rewrite their proposal and this will be covered under new business.

Graduate Council (S. Kania)

- Minutes of the Graduate Council's meeting held on January 28, 2016, have been posted on the Council's webpage (http://trace.tennessee.edu/utk_gcminutes/76) .
- B. Ownley asked if the embargo on dissertations is going to change to 3 years. He stated that after getting input from graduate students, faculty, and other stakeholders, everyone thought this was a good time to make this change. He added that it provides copyright protection. B. Ownley noted that in the stem area dissertations were intellectual property. She added that a patent application protects you now and it takes quite a while for getting those. S. Kania said the other side of the argument was to make sure that work by our students does become accessible to the public; thus 36 months. L. Gross asked, if someone is working on their own time why should we insist they publish? M. Beck noted that he always tells students that if they are not paid on a grant or otherwise, they [students] own their classwork. He then asked, How about classwork? Doctoral work is an extension of that. L. Gross added that for creative work (e.g. novel) students have a right not to publish or make it public. L. Gross asked what

the current contract is that the University has as he thought there was one with a for-profit company. S Kania noted contracts were not considered in this discussion. He added that among graduate students and deans this is a popular policy.

Library and Information Technology Committee (K. Wong)

None.

Nominations and Appointments Committee (B. Ownley)

- Elections are ongoing. There have been a few problems that are being addressed or have resolved.
- Currently have three nominations for President-Elect for next year. Asked others to think about if there is anyone they think should be considered and to let her know.

Non-Tenure-Track Issues Committee (A. Brown and D. Hadziabdic-Guerry)

- Continuing to go through the *Faculty Handbook* to make it more uniform.
- Likely that family leave will come up again as an issue.

Research Council (R. Kalyanaraman)

- A summary document of activities, items, and requests from ORE and/or RC members was distributed to senators.
- Recommendations to ORE for the Chancellors' Awards and the Centers review committee activities are completed. The summer SARIF GRA recommendations to ORE are currently ongoing.
- Research Council's Speaker Activities: February 10, 2016, RC meeting: Louis Gross, NimBIOS Director, presented, *Building successful major research programs: The Mathematical Biology example from UTK*. Jean Mercer, Assistant Vice Chancellor for Research, Director, Office of Sponsored Programs and Louise Nuttle, Director, Faculty Development team presented on March 9, 2016.
- Centers committee working on identifying differences between Centers, Bureaus, and Institutes for purpose of streamlining ORU applications.
- Based on request from Vice Chancellor for Research & Engagement Eighth, Chancellor's awards committee looked into and suggested changes to eligibility criterion for Chancellor's awards. They are presently looking into this further as Chancellors awards for non-tenure track faculty need to be identified and considered as part of the overall discussion.
- Research Council's (RC) chairs discussion with various engineering faculty (tenure-track and senior) suggests that some faculty have the impression that the concept of 'tenure' (permanency) is being slowly eroded. RC chair requested Provost's office for statistics on tenure-track and tenured faculty retention data. Vice Provost Zomchick is presently working to provide this by the next RC meeting on April 13, 2016. B. Ownley asked if there has been any word on the tenure task force. He stated that at the last meeting there was a list of elements (not specific language) that goes into policy. They were going to be finalized and given to President DiPietro. At some point there was an agreement for Senate to review. They are supposed to be

given to BoT. C. White stated that was the last she'd heard; that the Senate must approve it. L. Gross stated that the data he's gotten on the total number of tenure has stayed consistent. There certainly has been an increase for non-tenured faculty from 60 to 380 over the last 25 years.

- Selection of a new head for the JIAM is underway and present head, George Parr, is stepping down and leaving UT.

Teaching and Learning Council (J. Richards and K. McKanders)

None.

Undergraduate Council (R. Bennett)

- A document of the major changes affecting departments was distributed to senators (<http://senate.utk.edu/wp-content/uploads/sites/16/2015/11/Undergraduate-Council-Summary-3-21-16.pdf>).
- M. Theriot and C. Lavan briefly discussed service learning.
- Received an overview of the recruitment, admissions, and enrollment management processes from Kari Alldredge.
- A small task group presented recommended changes to the UG Council operating guidelines. These were minor changes.
- Removed conflicting statements in the Responsibilities of the Chair and in the individual committees in terms of how members were appointed.
- A section was added to the Operating Guidelines on proxies that documents what our practice has been.
- Changed from specific numbers of members on committees to a small range. This helps in making appointments and balancing membership.
- Clarified that the chair is a non-voting ex-officio member on committees.
- Corrections made to match current titles (Vice Chancellor for Academic Affairs changed to Vice Provost, Academic Affairs; Minority Affairs to Multicultural Student Life).
- Currently recommending two small changes to the Faculty Senate bylaws, which govern the operation of the UG Council. If they cannot be presented, he would recommend deferring until next year.

University Systems Relations Committee (S. Blackwell)

None

V. UNFINISHED BUSINESS

Faculty Evaluation Manual and QEP (J. Fowler)

- Last Faculty Senate Executive Council meeting, J. Fowler brought a request to incorporate language from the new QEP into the *Faculty Evaluation Manual* from Associate Provost for Teaching and Learning Innovation, Dr. Matthew Theriot. She was asked to take the matter back to the Faculty Affairs Council for further consideration. The Council is now proposing new language instead (<http://senate.utk.edu/wp-content/uploads/sites/16/2015/11/Faculty-Evaluation-Manual-Language-Proposal-for-EL-QEP-2-29-16.pdf>). J. Fowler read both the current language and the proposed language changes to the *Faculty Evaluation Manual*. Dr.

Theriot, who was also in attendance, shared that the proposed changes are meant to emphasize the importance of experiential learning. Concern from senators included that some directors use the *Faculty Handbook* as a primary policy document for faculty evaluations and that the changes could potentially harm faculty during their evaluations. Another concern senators raised was that experiential learning is not possible for some fields. Dr. Theriot explained that experiential learning is a very broad term and the intentions behind the changes were to encourage more ways to teach other than lectures. He also emphasized that the proposed language changes was to recognize faculty not to penalize them.

M. McAlpin asked if the language from the previous QEP is still being used, and Dr. Theriot said it is still in place and is being used for small grants. M. McAlpin stated that she does not see the need for having the QEP language in the *Faculty Evaluation Manual* and sees adding it as a mistake. She further does not think that language regarding the last QEP should have been put in the Faculty Evaluation handbook before and maintains her concern about the potential for faculty getting penalized on their evaluations even though it would not be meant to affect their one's score. Dr. Theriot noted that the QEP is a big part of SACs for accreditation. So experiential teaching is a mechanism. M. Beck shared that there is also danger for faculty when supervisors do not value a certain approach as much, which can also negatively impact affect junior faculty. He emphasized the need to be very careful with anything that has to do with evaluation. Dr. Theriot again shared the proposal is not meant to be used in a punitive way – but to reward.

L. Gross made a recommendation to send the matter back to Faculty Affairs to formally consider taking out any language from the prior QEP. C. White seconded. Discussion was opened up and J. Hall offered that if these are things faculty have to be protected from as legitimate parts of his or her workload then we should change it there. She agrees that faculty should be protected and that faculty could be harassed. This language should not be part of evaluation. C. White added that QEP is great for the university; it just does not belong in the *Faculty Evaluation Manual*. J. Fowler asked for a point of clarification from L. Gross in that the recommendation is to bring back policy without any QEP language in the *Faculty Evaluation Manual*, and L. Gross said, yes. The vote was called and the motion passed unanimously.

VI. NEW BUISNESS

Feedback on SAIS Faculty Survey (B. MacLennan)

- Provost Martin is requesting input on the faculty survey.
- A discussion related to the pros and cons of SAIS ensued. It was noted that the goal is to use more than the SAIS to evaluate teaching. D. Kopsell asked if the students are trained to complete the evaluation as freshman. B. MacLennan stated that there has been some discussion and there is supposed to be training. K. Wong asked what happens if a Graduate Teaching Assistant teaches the majority of the class. She noted that the

professor is still being the person judged on the evaluation. M. Beck noted that most people asked say we have to do something. A question was raised if there is any data showing a correlation with student learning. B. MacLennan said that there is some old data showing a correlation and he will look for it and share it. There was some discussion about making the evaluation mandatory. C. White stated that it is illegal to make it mandatory.

Possible Resolution on Diversity and Inclusion (L. Gross)
Tabled.

UG Council Bylaws Revision (Alternate for R. Bennett)

- Proposed Changes to Faculty Senate Bylaws Governing the Undergraduate Council was distributed to Senators (<http://senate.utk.edu/wp-content/uploads/sites/16/2015/11/UG-Council-proposed-changes.pdf>).
- The following changes are being proposed to the Faculty Senate Bylaws governing the Undergraduate Council. If approved by the UG Council, these changes would be submitted to the Faculty Senate Executive Council for their endorsement, and then the Faculty Senate for adoption. A summary of the changes is:
 - Delete the phrase “designated by the Undergraduate Academic Council” with regard to student members. There is no such thing as an Undergraduate Academic Council.
 - Change the membership to be based on the average number of degrees granted over the past three years. This reduces the effect of year-to-year fluctuations in membership.
 - This discussion was deferred.

Faculty Senate Budget (B. MacLennan)

- The Faculty Senate budget update was distributed and discussed. K. Wong stated that she would like to see something regarding budget at least once a year.
- K. Wong stated that seven faculty senators zoomed in at the last full Faculty Senate meeting. The meetings are being recorded and put on the Faculty Senate website. A reminder will be sent out that if senators are on campus their physical presence is expected. C. Cimino stated that the camera set up Zoom and OIT’s time to record will acquire a cost. A suggestion was made that other institutions could be asked to pay if they are using Zoom. M. Beck shared that some faculty have not had a good experience. J. Hall supports having Zoom so others off of campus will have access to the meetings.

VII. ADJOURNMENT

The meeting was adjourned at 5:12 p.m.