

Faculty Senate Executive Council
MINUTES
October 5, 2015

Present: Bruce MacLennan, Chris Cimino, Micah Beck, Richard Bennett, Ernest Bernard, Steve Blackwell, Jennifer Fowler, Lou Gross, Joanne Hall, Ramki Kalyanaraman, Stephen Kania, Dean Kopsell, Mary McAlpin, Rebecca Prosser, Jennifer Richards, Robert Spirko, Phyllis Thompson, Candace White, Kathi Wong

Guests: Jimmy Cheek

I. CALL TO ORDER

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

II. ANNOUNCEMENTS AND REPORTS

President's Report (B. MacLennan)

- Attended Commission for Women (CFW) meetings twice. There is concern that we can't have access to faculty, staff, and graduate student salary comparisons. There is also concern that taking down the gender pronoun blog looked reactive. The need for more education for everyone, including those who teach. It was noted that Vice Chancellor of Diversity and Inclusion, Rickey Hall, says there are some good education resources online. There is also a new UT video about diversity.
- Recently attended Commissions for Blacks (CFB) meeting.
- Knoxville News-Sentinel reported Representative Martin Daniels criticized the amount of money the University has spent on diversity. Responses to Representative Daniel's criticism pointed out that there are states currently requiring graduates to have diversity training as well as some companies. Another response emphasized greater diversity as a consequence of social justice, which is the primary goal. Consideration of making a resolution on the importance of diversity in our students' future lives was raised.
- Vice Chancellor of Diversity and Inclusion, Rickey Hall, is addressing the issue of establishing diversity metrics for UTK and a task group has been formed. A question was raised about developing metrics to evaluate STRIDE.
- The possibility of outsourcing is currently a significant issue that is being discussed with state officials.
- Won't be able to attend next CFB due to the Board of Trustees (BoT) meeting.
- There is continuing discussion of support for service of Faculty Senate and UFC on the senate faculty video.
- Melissa Shivers provided overview of the Office of Dean of Students, which was similar to the previous Senate presentation.
- Attended TUFs meeting from Sept. 11-13 at UTHSC. Had the opportunity to meet with Russ Deaton, Interim Executive Director THEC, Senator Reggie Tate, Vice Chair Education and Communication, and Peter Schwab, Chancellor, UTHSC.

The issues addressed included unintended consequences of THEC formula (no quality metrics), validation of teaching evaluations, and "Unfit for duty" and mental health issues. UTK will tentatively host the spring meeting, which is tentatively scheduled the first weekend in April.

- Participated in workshop on writing expectations at first Department Heads Forum on September 24, 2015.
- Participated as member of Alumni Board of Directors at business meeting and awards dinner on October 2, 2015.
- D. Hughes discussed a new database that searches for alumni by degree. The database might also be good for advising.
- M. Theriot presented on QEP and Experiential Learning. Questions were asked about assessment and the importance of diversity and inclusion were stressed during the discussion.
- UCW-CWA suggested drafting a resolution on outsourcing. The assignment was forwarded to the Budget and Planning Committee for consideration.
- A friendly reminder to post committee minutes.
- A question that faculty has raised is if the current cost formula will change for future 2-year college transfer students who may not be as prepared. A question was raised about this potential possibly changing the cost formula.
- There is a current initiative examining strategies for how to control textbook costs.
- There is a new database that is able to track graduated students by their degree and what they are doing with the degree.

Chancellor's Report (J. Cheek)

- The Chancellor recently attended the Alumni Board Awards Dinner.
- Four Distinguished Alumnus/Alumna awards were presented at the Alumni Board Awards Dinner to Senator Bob Corker; Alan Wilson, President and CEO of McCormick & Company; Kim Bush, Sr. Vice President of the Bill and Melinda Gates Foundation; and Amy Miles, CEO of Regal Entertainment Group.
- The Black Cultural Center is being renamed the Frieson Black Cultural Center in honor of the alumni Frieson brothers who gifted the center with a million dollar donation.
- Chancellor Cheek recently took a bus tour to meet people all over TN and let them know that UT is interested in them. During the trip, Chancellor Cheek personally delivered acceptance letters to some of the best and brightest high school students across TN.
- Diversity is an important and critical and will be added to the University's strategic plan, #6. A review of the metrics shows that the university is done fairly well and we are doing better than some of our peers.
- There is an upcoming meeting with the senate education committee scheduled for October 14, 2015. A concern that has been raised is the amount of money spent on diversity. UTK is 60% of the system figure. Currently, we are underinvested as compared to peers. A question was raised about what the

Senate could possibly do as a response about the diversity issue. It was expressed that the senate needs to assist with this issue. A decision was made to wait until after the meeting on the 14th to gather more information and to be able to think about this more.

- An important issue to be addressed at the BoT meeting on Friday is the Code of Student Conduct. The BoT is supportive of the changes. Will be presented on Friday: The major objector of the Student Conduct Code is Martin Daniel. Two of his objections include the plan for eliminating the Greek Judicial Board and requiring a preponderance of evidence required by the DoE for sexual misconduct.
- The possibility of the state outsourcing remains a concern. The university currently outsources about 40 services such as food so the practice is not new to the administration. The governor continues to state that we can opt out.

Provost Report (S. Martin)

The Provost was unable to attend.

III. APPROVAL OF MINUTES

E. Bernard moved to approve the Executive Council meeting minutes of September 8, 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)

- Shared information about the VoLeaders Academy. Athletes have been reaching out to the community in order to provide services for organizations like Big Brothers and Big Sisters. The athletes will also be going to Brazil for the program's first service immersion experience in 2016.
- L. Gross noted that he has seen golf carts around handing out food. According to D. Kopsell, the athletes require a large number of calories throughout the day so they don't lose weight from their training regiments. A nutritionist is also being consulted.

Benefits & Professional Development Committee (M. Beck)

- Continuing to figure out if benefit for equality for unmarried people is something faculty wants the committee to focus on. The committee is currently looking at peer institutions. The second option is to examine professional development for non-tenured faculty. The committee is also looking at other universities to

examine what they are doing. M. Beck notes this may be a good option because there are tenured faculty concerns related to the increase of non-tenured faculty. C. White advised that there are a lot of legalities involved regarding benefits across states that can negatively impact efforts.

- R. Kalyanaraman inquired about the current 50% reduction off academic tuition benefit for family and if there has been a comparison with other institutions. Beck said this question has not come up before and it could be examined. It was noted that many institutions have provide a 100% benefit for kids. R. Prosser noted that with the HOPE Scholarship tuition is basically free.

Budget & Planning Committee (L. Gross)

- There is a meeting with Chancellor Cheek on Thursday and there will be a discussion about administrators meeting their responsibility to follow the faculty handbook when introducing new policies. There have been some policies put into place that affect faculty but they were not implemented according to the process published within the *Faculty Handbook*.
- Committee decided not to do a living wage assessment this year.
- C. White asked if gender equity pay was going to be examined. L. Gross stated this item is currently on hold because Institutional Research advised the Provost that these kinds of studies are best done by an independent evaluator that is not affiliated with the university. White asked if salaries aren't public data and Gross explained that the data wouldn't distinguish between different contracts so it wouldn't be helpful. The committee will continue to work on this.

Faculty Affairs Committee (J. Fowler)

No report.

Graduate Council (S. Kania)

- No report. L. Gross requested data on total number of graduates here because there is some concern that there are less assistantships. Total number of stipends is going up because of external support. It was noted that some departments have lessened the positions in order to up the stipend. Gross noted that there has been a reduction from \$800,000 in athletic support to \$550,000. He stated that C. Cimino reports the money that athletics was giving was never permanent and it is no longer there. However, other money has been put in its place. The money for graduates is given to each department and they decide what to do with it. S. Kania stated he would look at data for GTAs and Graduate Assistants.

Library & Information Technology Committee (K. Wong)

- There seems to be a disconnection between which classrooms faculty are being assigned and what they need a classroom to contain in order to teach the class. The need for two-way communication system was emphasized.

Nominations and Appointments Committee (B. Ownley)
No report.

Research Council (R. Kalyanaraman)

- A task force headed by Robert Nobles has been formed to look at software. Policy and procedures about biosafety and hazards will be provided by October 1, 2015, and feedback is requested by October 30, 2015.

Teaching and Learning Council (J. Richards)

- Currently examining textbook prices and the other options that students have besides textbooks. M. Beck mentioned that he was recently approached by a Pearson representative about making texts available to students through Blackboard. A question was raised about if this is something professors have to do. Something should be presented faculty.
- A question was raised regarding accessibility policies and there was agreement that they need to be reviewed.
- Importance of diversity for education was raised for discussion.

Undergraduate Council (R. Bennett)
No report.

Non-Tenure Track (NTT) Faculty Committee (M. Collins)
No report.

University System Relations Committee (S. Blackwell)
No report.

VI. NEW BUSINESS

Invitation from the Foundation of Individual Rights in Education (FIRE) (J. Fowler)

- J. Fowler shared an invitation from the Foundation of Individual Rights in Education (FIRE) to endorse the 2014 University of Chicago's Report of the Committee of Freedom of Expression (<http://senate.utk.edu/archives/senate-reports-minutes-publications-2015-2016>). The policy was read aloud and since then Perdue and Princeton have signed on to it. C. White noted that academic freedom is only for tenured track not non-tenured faculty. B. MacLennan sees this as a tension between academic freedom and civility. There is a debate across the country and it was noted that too much freedom could make it hostile for some. Another point was made that no one wants a place where people are denouncing others. A concern was raised that the *Faculty Handbook* addresses this issue adequately and an important question that needs answering is where the line needs to be drawn. S. Kania stated that this sounds more like a statement than a policy. Fowler asked if this is something we want to look at? Consider it for inclusion in the *Faculty Handbook* or support. J. Hall suggested we should look at if we want to support this statement and encouraged that we

might want to create our own statement that fits with us. After discussion that involved specific examples of when a statement/policy may have been helpful, agreement was reached to examine the possibility of creating a custom statement to fit UT's faculty.

University Faculty Council (UFC) Report (C. White)

- University Faculty Council videoconference on September 16, 2015. Four campuses passed a joint resolution on shared governance. The resolution emphasizes faculty involvement in determining policies affecting faculty. *Faculty Handbook* as collaborative effort of faculty & administrators, which should be followed consistently.
- UTHSC resolution to system against UTHSC using unilaterally changed documents for faculty evaluation.
- Will send letter of appreciation to President Joe DiPietro thanking him on the progress for mandatory training of Deans & Department Heads.
- Continuing discussion of financial and credit support for senate service, which is often informal and varies between campuses.
- There is a need to draft an accessibility policy for system. Library & Information Technology Committee will look at this.
- The issue for how to provide support for transfer students was raised and how faculty currently handles underprepared students.
- Next UFC meeting is Thursday in conjunction with the BoT.

Attendance at Senate Meetings (B. MacLennan)

- There has been a problem meeting the required quota during Senate and committee meetings. Following discussion about reasons Senators may not be attending, suggestions including sending an email to Senators to come, setting committee meetings up a year in advance, reinforcing that they need to send alternates if they can't make it, and creating an official time for committee meetings.

Student Code of Conduct (B. MacLennan)

This subject was previously covered (see Chancellor's report).

Possible Resolution on Outsourcing (B. MacLennan)

- A discussion regarding a resolution is on the agenda for the next Budget and Planning Committee meeting. It was mentioned that UTK staff are already experiencing a decrease in morale and there is much more difficulty to hire due to concerns of outsourcing.

VII. ADJOURNMENT

The meeting was adjourned at 5:07 pm.