

FACULTY SENATE
Minutes
May 2, 2016

Absent: Micah Beck, Teresa Berry, Stan Bowie, Allie Brown*, Barry Bruce, Vincent Carilli, Margaret Casado, Christopher Cherry, Chris Cimino, Dawn Coe, Mark Collins, Matthew Cooper, Mark Dean, Ray Degennaro, Neal Eash, Dan Flint, Stephanie Galloway, Jennifer Gramling, Terry Hazen, Christy Hickman, Sally Hunter, Jacqueline Johnson, Hyun Kim, Rebecca Klenk, Laurie Knox*, Dayton Lambert, Lt. Col. Brian Lancaster, Fangxing Li (Fran), Judy Li, Jeanie Lim, Crystal McAlvin, Karla McKanders*, Laura Miller, Shelley Newman, Agricola Odoi, Spencer Olmstead, Gina Owens, Christian Parigger, Yvonne Pelletier, Suzy Prentiss, Cindy Raines, Catherine Remus, Pat Ruttenberg, Amadou Sall, John Schmisser, Joe Scogin, Vandana Singh, George Siopsis, Gary Skolits*, Gary Smith, Olya Smrkovski, Micheline Van Riemsdijk, Forbes Walker, Micheline Westfall, Xiaopeng Zhao, Steven Zinkle

*Alternates: Jennifer Morrow for Gary Skolits, Katherine Newnam for Allie Brown, Beauvais Lyons for Laurie Knox, Michelle Kwon for Karla McKanders

I. ESTABLISHMENT OF QUORUM (E. Bernard)

Quorum was established by E. Bernard.

II. CALL TO ORDER

B. MacLennan called the meeting to order at 3:30 p.m.

III. ANNOUNCEMENTS

L. Gross made a motion to accept a resolution from the Faculty Senate for Provost Susan Martin, S. MacMillan seconded the motion, and the motion was approved. The resolution read as follows.

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

Resolution Honoring Provost Susan Martin

Whereas Professor Susan Martin has served the University of Tennessee, Knoxville (UTK) with distinction over many years through teaching, excellent scholarship, service and administrative leadership, consistently meeting goals and responsibilities; and

Whereas she has devoted great effort as Provost to maintain and enhance the quality of education at UTK and to foster strategic planning to meet institutional goals; and

Whereas she has encouraged and supported many efforts to improve the undergraduate experience for many students at UTK; and

Whereas she has been a highly successful chief academic officer who has brought to UTK an outstanding group of Academic Deans; and

Whereas she has effectively supported efforts to improve and enhance the scholarly activities of the UTK Faculty; and

Whereas *Provost Martin has contributed with vision and collaboration to dialogue in the Faculty Senate and the Faculty Senate Executive Council;*

Therefore Be It Resolved That *the University of Tennessee, Knoxville (UTK) Faculty Senate:*

1. *notes with great appreciation her long contributions to UTK; and*
2. *thanks her for her long service as the primary advocate for academic and educational excellence at UTK.*

Bruce J. MacLennan
President

Joanne M. Hall
Immediate Past President

Chancellor's Report (J. Cheek)

- The budget was approved and provided increases for health insurance and \$10.5M more than last year for formula funding. More was also provided for maintenance. However, the new proposed Engineering building was not funded. Raises for faculty and staff have been proposed to the Board of Trustees. Promotion raises are also in that pool. The bill regarding diversity is on the Governor's desk for his signature, and we are trying to make plans if the bill should be passed. S. Rabenold indicated that we raised \$160M for development. This is the third largest amount raised in history and the greatest amount in 10 years. The current fundraising campaign is 4.5 years old, and we have raised more than \$600M.
- J. Hall asked when the campus carry gun bill would go into effect, if it is not vetoed. J. Cheek replied July 1, but added that implementation would take time. It was suggested that the Faculty Senate Executive Council meet with Chief Lane to discuss implementation strategy.

Provost's Report (S. Martin)

- May 1 was the confirmation deadline for undergraduate students to commit to UTK, and there were 5,138 confirmations. However, we will lose 6-7% over summer because some students confirm to several schools. Our in-state and out-of-state student numbers increased this year. The Task Force is working on improving services to transfer students who may come in 2017 through the Tennessee Promise program. For example, they have been working on equivalency tables for courses and entering (digital) approvals that have been granted to students.
- Validation of the new SAIS is underway. There are 400 sections participating in validating sets of questions, and there has been a 47% response rate. There have been fewer problems with the platform than last year. Currently the SAIS committee is working on developing a policy document, with plans to have it ready by fall semester 2016. The goal will be to focus less on numbers and more on a holistic approach to improve teaching.

President's Report (B. MacLennan)

- The poll to faculty about concealed guns on campus had a 42% response rate, with most responses received within the first few hours. There was overwhelming opposition to handgun carry on campus, 87% strongly disagreed that allowing guns on campus would be in the best interest of the campus community, 88% strongly disagreed that they would be comfortable with guns in their classrooms, and only 6% strongly agreed with these two statements. There were 283 open-ended statements and 22% said they would resign or retire. This raises a concern about the effects of the gun bill on

recruitment and retention of faculty. The poll results were distributed to legislators prior to the vote, but it passed by a large margin. Even if the Governor vetoes it, it is likely that a veto would be overturned.

- Legislators also passed a bill that defunded the Office of Diversity and Inclusion for one year and redirected that funding (\$436M) to minority engineering scholarships. The bill also stated that state funds could not be used to promote gender-neutral pronouns, to promote or inhibit celebration of religious holidays, or to support Sex Week. The Governor will consider the bill next.
- Discussions continue with state government on outsourcing of facilities management. UT continues to be assured that it will be able to opt out if it determines that it is in the university's best interest.
- We have been gathering faculty comments on the draft of the new CPR policy. These will be assembled and sent to K. High. The CPR committee will meet to review comments and develop revised recommendations. Please send any additional comments before May 5th.
- The Tennessee University Faculty Senates (TUFS) met in Knoxville in April. B. MacLennan and M. Griffin represented UTK. Discussions included the FOCUS Act, which reorganizes the TBR system, weakening of shared governance, corporatization of the academy, evaluation of administrators and access to those evaluations, faculty salaries, teaching evaluations, unintended consequence of the funding formula and the attack on diversity programs.
- The Senate office will be moved to Dunford Hall. Meeting space can be scheduled through S. Winston.
- Immediate Past President Joanne Hall will be running for AAUP president.
- We continue to strongly support diversity and inclusion, it is the sixth priority of UTK's strategic plan.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

- L. Gross moved to approve the Faculty Senate Meeting Minutes of February 1, 2016. M. Beck seconded the motion, and the minutes were approved.
- J. Hall moved to approve the Faculty Senate Meeting Minutes of March 7, 2016. The motion was seconded and the minutes were approved.
- The unapproved minutes of the Faculty Senate Executive Council Meeting Minutes of February 22, 2016, and March 21, 2016 are forthcoming (information items).

V. MINUTES OF THE GRADUATE COUNCIL

- S. Kania presented a summary of the Graduate Council Meeting minutes of February 25, 2016. There were two policy changes. Graduate students who enroll in 600 (dissertation hours) are required to enroll unless they are taking an approved internship. The approval process includes the major advisor, department, and Graduate School. An embargo on a thesis or dissertation can now be requested for up to 36 months. The new chair of the Graduate Council will be M. Roman and the chair elect will be J. Morrow. The request to approve came as a seconded motion from the Graduate Council, and the Senate voted to approve the report.
- R. Bennett presented a summary of the Undergraduate Council minutes of April 12, 2016. Curricular changes were distributed on the consent agenda of the meeting because most involved correcting mistakes. The concept of designating service learning courses with an "S" was approved. K. Ambroziak will be the new chair and R. Chen will be the chair-elect. The request to approve came as a seconded motion from the Undergraduate Council, and the Senate voted to approve the report. R. Bennett asked

that the Senate remember our colleague J. Levin, professor of physics and director of the undergraduate physics program, who passed away on April 9.

VI. STANDING COMMITTEE REPORTS

Library and Information Technology Committee (K. Wong)

The online platform will be changed from Blackboard to Structure Canvas.

Nominations and Appointments Committee (B. Ownley)

A nomination of R. Spirko for Information Officer was presented from the Faculty Senate Executive Council. The Senate voted to approve this nomination. A nomination of P. Thompson for Secretary was presented from the Faculty Senate Executive Council. The Senate voted to approve this nomination also. B. Ownley also brought forward the nomination of B. Lyons for president-elect. The election will be conducted via Qualtrics.

VII. NEW BUSINESS

Presentation from President-elect Nominee (B. Lyons)

B. Lyons presented his candidate statement for president-elect.

Revision to Faculty Evaluation Manual (J. Fowler)

J. Fowler met with M. Theriot (Associate Provost) and C. Lavan (Director of Experience Learning) to discuss potential change of language in the Manual for Faculty Evaluation in regards to the 2015 QEP (experience learning). This was discussed with the Executive Council, and decided that it was not in the best interest to change language in the manual, it was better to remove mention of QEP from the manual. Participation in the previous QEP (Ready for the World) is encouraged. M. Albrecht pointed out that Ready for the World has become part of our fabric, which is the intention when QEPs are chosen. This proposal came as a seconded motion from the Faculty Affairs Committee. J. Fowler called for the vote, and the motion passed.

Review of Draft CPR Policy by College of Law (R. Blitt)

R. Blitt presented a review of the draft CPR policy. The main points are the following.

1. Inadequate justification provided for revising the policy (only 25 cases and reference to the system being complicated and difficult). Revision remain complicated.
2. Draft sought to make the system more efficient, with faster triggers. The triggers are 1 unsatisfactory or 2 needs improvement in 4 years. The resulting CPR committee recommendation could be termination. It does not address the annual review system or the process after CPR. It is not an instrument to improve faculty performance. Many schools have built-in protections and an opportunity to remediate.
3. More CPR committees would be anticipated, and questions were raised about the structure of CPR committees. Questions of conflict were raised in cases with no department head where the dean initiates the process and seats the committee. There was also concern that the 75-day period for review is too short.
4. The second bullet makes it sound adversarial, rather than a remediation process.
5. There was a question of who is required to establish the burden of proof. There is no language related to this in the draft.
6. Regarding administration of the CPR improvement plan, there is no consensus buy-in for the CPR plan. Will there be situations where the CPR vote cannot be obtained and the committee must opt for a CPR improvement plan. If the new improvement plan is not met, then 3 of 5 committee members can vote to terminate. In addition, faculty members from the department do not have a vote.

7. The law faculty passed a unanimous resolution at their last faculty meeting stating that they did not approve the draft. B. Lyons pointed out that department and college bylaws should provide metrics for rank and these are not referred to in the document.
8. R. Blitt proposed a resolution to not approve the draft CPR. J. Zomchick said that the CPR document does not relate to termination. This is a different policy-chapter 3.12. Once the Chancellor receives a vote for termination, the tenured faculty must vote to terminate. Unsatisfactory votes are very rare in annual reviews. The UTK *Faculty Handbook* has given more protections to faculty than BOT policy. J. Hall made a motion to accept the resolution, and D. Fox seconded the motion. L. Gross pointed out that the Senate has no vote on the draft, but can point out concerns. The resolution was stated as follows:

Be it resolved that the Faculty Senate encourages President DiPietro to withdraw the current draft CPR policy.

M. Fry suggested that the committee would revise the policy based on comments received. S. Martin said that considerable revision would likely occur based on the resolution and comments. B. Auerbach said that perhaps it would be better not to revise the policy, if it is not broken. S. Martin said that the current policy is poorly drafted. R. Blitt called for the vote, there was 1 opposed, 2 abstentions, and all other votes were approvals. The resolution passed.

VIII. ADJOURNMENT

The meeting was adjourned by B. MacLennan at 4:47 pm.

Respectfully submitted,
B. Ownley, President-elect