

The University of Tennessee Faculty Senate  
MINUTES  
November 16, 2015

Absent: Brian Ambroziak, Micah Beck, Rob Blitt, Stan Bowie, Marianne Breinig, Barry Bruce, Vincent Carilli, Chris Cimino, Mark Collins, Ray DeGennaro, Neal Eash, Dan Flint, Jennifer Franklin, Stephanie Galloway, Denita Hadziabdic-Guerry, Qiang He\*, Derek Hopko, Sadie Hutson, Jacqueline Johnson, Gregor Kalas, Stephen Kania, Dayton Lambert, Lt. Col. Brian Lancaster, Fran Li, Chris Magra, Susan Martin, Crystal McAlvin, Polly McArthur\*, Karla McKanders, Kevin Moulton, Shelley Newman, Agricola Odoi, Spencer Olmstead, Yvonne Pelletier, Suzy Prentiss, Cindy Raines, Arthur Ruggles, John Schmisser, Mark Schimmenti\*, John Schwartz, Joe Scogin, Vandana Singh, George Siopsis, Gary Skolits, Kimberly Smith, Olya Smrkovski, Soren Sorensen, Dawnie Steadman, Jennifer Stokes, Paul Terry, Forbes Walker, Micheline Westfall

Alternates\*: Mark DeKay for Mark Schimmenti, Kimberly Carter for Qiang He, Deb Chyka for Polly McArthur

Guests: Assistant Vice Chancellor & Chief Information Officer Joel Reeves; Associate Vice Chancellor Mary Lucal; Director of Records & HR Call Center Connie Walden; Manager of HR Call Center Dan Trentham

**I. ESTABLISHMENT OF QUORUM** (E. Bernard)

Quorum established by E. Bernard.

**II. CALL TO ORDER**

B. MacLennan called the meeting to order 3:31 pm.

**III. ANNOUNCEMENTS**

Chancellor's Report (J. Cheek)

No report.

Provost's Report (S. Martin)

No report.

President's Report (B. MacLennan)

- Diversity and inclusion have been in the news recently. The president and chancellor of the University of Missouri have resigned for not being sufficiently proactive in dealing with racial issues on campus. The Dean of Students at Claremont McKenna College has stepped down for insensitivity to ethnic diversity. There have been student-led protests at the University of Oklahoma, Wesleyan University, Ithaca College, and Yale. Last week Chancellor Cheek and Vice Chancellor Hall held an open meeting addressing diversity and inclusion issues on this campus. On the other hand, members of the Tennessee Higher Education Subcommittee have objected to UT spending one-quarter of one percent of its budget on diversity and inclusion, much of that for scholarships, and they have asked "How much diversity is enough?" and "How do you know when you are done?" Recent events show we are far from being done.

Universities have the task of leading the way to the future, through both education and research. Therefore, Senate President MacLennan believes that we are obliged to strive for a standard of behavior that is a model for the future, and this will be a future of greater diversity: racial, ethnic, sexual, and religious. This is the world in which our students will live and, we hope, thrive. We all have our biases, and the most insidious biases are unconscious. Those in positions of authority or power, including majorities, have the greatest obligation to compensate for their biases, for they can do the most damage. Therefore, the goals of diversity and inclusion remain as guiding beacons. To ask, "When will we have enough diversity?" is like asking "When will we have enough health?" or "When will we have enough fairness?" I'm happy to report that the Teaching & Learning Council have proposed a resolution on the importance of diversity and inclusion in education.

- Committee Nominations: Senate President MacLennan thanked everyone who agreed to be nominated or have suggested nominees for the University Space Committee and the Residency Appeals Committee.
- A procedural note for approving the Minutes of Undergraduate and Graduate Councils: Senate President MacLennan explained that for several years, members of the Senate have remarked on the odd fact that the Senate body votes to approve the minutes of the Graduate and Undergraduate Councils, in spite of the fact that most of us were not at their meetings. However, according to our bylaws, this is the mechanism by which the Senate approves the actions of these bodies so that they take effect. We are currently looking at revising the language of the bylaws to make it clear that the Senate is approving the actions of these Councils, not their minutes. This will take some time so in the interim, we will treat the minutes of these Councils as a seconded motion to approve their actions.

#### **IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL**

- L. Gross moved to approve the Faculty Senate Meeting minutes of October 19, 2015. M. DeKay seconded the motion, and the minutes were approved as written.
- The unapproved minutes of the Faculty Senate Executive Council Meeting on November 2, 2015, (information item) have been posted for review.

#### **V. MINUTES OF THE UNDERGRADUATE COUNCIL**

- Undergraduate Council Minutes for September 8, 2015, and October 20, 2015, have been posted online and the changes are up for discussion. R. Bennett, Chair provided a brief overview of the recent actions of the Council. Please see [http://web.utk.edu/~ugcouncil/public\\_html/docs/minutes/09-08-2015\\_UGCminutes.pdf](http://web.utk.edu/~ugcouncil/public_html/docs/minutes/09-08-2015_UGCminutes.pdf) (September) and [http://web.utk.edu/~ugcouncil/public\\_html/docs/minutes/10-20-2015\\_UGCminutes.pdf](http://web.utk.edu/~ugcouncil/public_html/docs/minutes/10-20-2015_UGCminutes.pdf) (October) for curriculum and catalog changes.
- R. Bennett also provided the following information to assist the Senators' understanding of terms and process. Curricular changes are categorized as: 1) Consent Agenda, which refers to changes to the catalog that only affects the department. For example, changing the credit level of instruction or changing the description; 2) Major Agenda, which consists of adding new courses. Major agenda items trigger automatic discussions with the Council. This past month only had consent changes. L. Gross asked if the long list of SAIS revisions

is up for approval and R. Bennett stated that it was not was not up for approval and is informational.

- B. MacLennan called for a vote for approving the Undergraduate Council's actions. All voted yes. No one opposed. The actions of the Undergraduate Council were approved.

## **VI. UNFINISHED BUSINESS**

None.

## **VII. STANDING COMMITTEE REPORTS**

Library and Information Technology Committee (K. Wong)

- Refer to section C under New Business.

## **VIII. NEW BUSINESS**

A. Resolution on Outsourcing (B. MacLennan)

- B. MacLennan introduced the resolution on outsourcing that was recently approved by the Executive Council. The resolution was read into the Senate minutes.

Proposed Outsourcing Resolution from the  
Budget and Planning Committee of the UTK Faculty Senate

WHEREAS, Governor Haslam recently initiated a call to examine potential benefits to the State of Tennessee by outsourcing the management and operations of virtually every state-owned facility, including college and university buildings; and

WHEREAS, The University of Tennessee at Knoxville has in the past and has continued to outsource a variety of operations to meet campus requirements while constraining costs; and

WHEREAS, President Joe DiPietro has repeatedly stated his objective to make decisions regarding outsourcing that are appropriately chosen to meet the needs of the various units of The University of Tennessee; and

WHEREAS, the University of Tennessee at Knoxville has been well-served over recent years through the closing of outsourced contracts of certain campus services and the hiring of regular, full-time employees to provide these services; and

WHEREAS, there has been no evidence provided to support the benefits to campus life or any significant cost savings of further outsourcing of facility and management services; therefore, be it

RESOLVED, That the UTK Faculty Senate opposes the potential additional outsourcing that could be forced upon the UT System due to State actions, supports President DiPietro's position that outsourcing of services at the various University of Tennessee campuses be decided by the University community rather than by a central State authority, and encourages all members of the University community who are concerned about this issue to contact their legislators to voice their concern.

Approved by UTK Faculty Senate Executive Council 5 November 2015.

- The floor was then opened for discussion. M. Fry raised concern about using the word “opposed” in the resolution. He stated his concern was initially raised at the Budget and Development Committee meeting. He recommended striking the phrase “*Senate opposes the potential additional outsourcing that could be forced upon the UT System due to State actions*” because it seemed a little too broad or to rephrase the statement.

M. Fry suggested rephrasing the phrase to read: **RESOLVED, That the UTK Faculty Senate opposes the state forcing additional outsourcing upon the UT System**, supports President DiPietro’s position that outsourcing of services at the various University of Tennessee campuses be decided by the University community rather than by a central State authority, and encourages all members of the University community who are concerned about this issue to contact their legislators to voice their concern.

M. Fry called a motion for the resolution to be amended and M. DeKay seconded it. A vote was called and the majority voted in favor for the resolution to be amended. One person opposed. Thus the motion to amend the resolution was passed.

- B. MacLennan next called for a vote on the amended resolution. All Senators voted in favor of passing the resolution. None were opposed. The amended resolution on outsourcing passed.
  - R. Spirko shared a website with the Senate in order to access more background information on the state’s outsourcing initiative prior to calling their government representatives.  
<http://senate.utk.edu/diversity-at-tennessee/>
- B. Resolution on Diversity and Inclusion (B. MacLennan)
- B. MacLennan read the resolution on Diversity and Inclusion into the Senate’s minutes.

**RESOLUTION FROM THE TEACHING AND LEARNING COUNCIL  
OF THE FACULTY SENATE  
PROPOSED FOR ADOPTION AT A MEETING OF THE FACULTY SENATE TO BE HELD  
ON NOVEMBER 16, 2015**

WHEREAS, under Article III, Section N of the Bylaws of the Faculty Senate, the Teaching and Learning Council of the Faculty Senate “*works to advance excellence in teaching and academic advising at UTK and areas of concern for the Teaching Council include incentives for recognizing quality instruction and advising, methods for improving instruction at a campus and departmental level, guidelines for routine and disciplinary evaluation of teaching, academic advising, and curriculum. For example, the Teaching Council examines policy issues related to teaching on the UTK campus and works with the chief academic officer to recognize excellence in teaching and advising. The Teaching Council works with the Center for Undergraduate Excellence to run a yearly campus-wide program that involves faculty and staff in addressing issues central to improving instruction and advising. The Teaching Council works with both the Graduate School and the Center for Undergraduate Excellence to develop practical means of improving and rewarding instruction and advising on campus;*” and

WHEREAS, the University of Tennessee-Knoxville actively supports equality of educational opportunity; and

WHEREAS, the University of Tennessee-Knoxville is committed to creating a vibrant multicultural, multi-ethnic community where diverse students, faculty and staff are recruited and retained, and where diversity scholarship is valued; and

WHEREAS, the educational benefit of diversity and the importance of preparing students to live, work and lead in an increasingly diverse and global world is a primary goal of the faculty, staff and students at the University of Tennessee; and

WHEREAS, the University of Tennessee-Knoxville seeks to develop graduates who can effectively work across differences and who are prepared to live and work in a global society; and

WHEREAS, the Teaching and Learning Council wishes to call attention to the University of Tennessee's identity as a richly diverse and inclusive land-grant university striving for excellence in a framework of academic freedom and respect; and

THEREFORE, BE IT RESOLVED that the Faculty Senate supports the University System-wide Diversity Statement approved in June 2014 and supports the University's Office of Diversity and Inclusion in its efforts to create an inclusive and diverse campus environment; and

BE IT FURTHER RESOLVED, that this Resolution be disseminated to faculty, staff and students so that we may endorse by adding our signatures to the Resolution and thereby convey the commitment of the University's faculty, staff and students to the goals of 1) making the University of Tennessee-Knoxville a diverse and inclusive campus, as expressed in the University of Tennessee's Diversity Statement (below) and 2) publicizing this commitment by including the statement in all university publications where appropriate.

### **University of Tennessee's Diversity Statement**

One of the principal missions of The University of Tennessee is to provide quality educational opportunities for the people of this state. One measure of the quality of an educational experience is the extent to which it enables the recipient to compete and be productive in society and contribute to the quality of life. The Board of Trustees recognizes that diversity in the educational environment, including an outstanding and diverse student body, faculty, and staff, and an environment conducive to learning, adds value to the educational experience and the degree earned. Interacting with people from diverse backgrounds and perspectives augments the curricular experience and affords every student the opportunity to gain the knowledge and skills necessary to be a productive and contributing citizen of this state and nation, capable of competing in a global society. Thus, diversity is fundamental to a sound twenty-first century education.

The Board affirms the educational value of a diverse and fully inclusive campus community, one that is enriched by persons of different backgrounds, points of view, cultures, socioeconomic status, and other diverse characteristics. The Board expects the University to engage in a variety of initiatives to advance diversity in all aspects of University life.

*Drafted by Faculty Senate Member, Karla McKanders, Associate Professor, College of Law & Laurie B. Knox Senior Lecturer in ESL & Linguistics*

- The floor was then opened for discussion. L. Knox provided explanation that the timing for this resolution is due to the fire that the Office of Diversity and Inclusion has been under. Senate hearings were held in October to see if the money that is being allocated is being spent appropriately. More hearings are also scheduled for December. Members of the Teaching and Learning Council decided that this resolution should come out of their committee. She explained that teachers are witnesses and diversity is more than numbers. It takes an ongoing commitment. They are currently examining how the second half of resolution –Endorsements– can be disseminated so people can sign it.
- L. Gross noted that this is currently board policy and asked if they are being asked to vote on if they agree with board policy – which everyone is bound to. He further wanted to confirm that the proposed resolution could also have signatures on it. He expressed the Senate does not control publications and voiced concern about the wording and putting it forward.
- R. Spirko expressed that he sees the proposed resolution meeting a need to do something about the current culture. L. Gross suggested framing the document to address the legislators, not the BoT. M. Fry stated, sometimes we need to consider if we want to do this as a faculty or as private citizens. He further cautioned taking on something with legislators. B. MacLennan concurred with L. Knox that they need to think about where they need to mobilize. He also agreed with his Teaching and Learning Council colleagues that they need to do this as a faculty; particularly when considering what just happened at the university in MO. J. Hall spoke in favor of the resolution noting the spirit and timing is good. She further stated that the proposed resolution does not say they do not know that they have this as a policy.
- S. Murphy offered an amendment to delete the description from the committee work. (Everything after UTK whereas). L. Gross seconded. A vote was called and all of the Senators voted in favor of the proposed resolution to be amended. None were opposed.
- The floor was opened for discussion on the amended resolution. A member asked how the resolution would be disseminated. L. Knox stated that they have not decided yet. S. McMillan thanked the committee for their work. A recommendation was made that the proposed amended resolution should go back to the Executive Council to get more input and be more focused. L. Gross seconded. A vote was called and the Senate unanimously voted to refer the amended proposal back to the Executive Council. None were opposed.

C. Blackboard vs. New System (J. Reeves)

- Tomorrow there will be a bid meeting with representatives from Blackboard. The contract with Blackboard ends in 2016. L. Gross asked what the current cost is per year. J. Reeves stated that Blackboard Collaborate costs \$140,000.00 annually but they are dropping the system in January and going to Zoom, which is only 10% of that cost. The total cost after dropping Blackboard Collaborate will total about \$160,000 per year.
- Wednesday there is a meeting with representatives for Civitas.
- A recent survey resulted in 300 faculty responses: 70% were "somewhat pleased or better" with using Blackboard; 56% wanted an easier and nicer interface; 54% of the respondents said changing from Blackboard would be worth the time and pain of transition. When asked what the expected timeframe for transition would be, he said about a year. One member of the Senate emphasized that we have to tell our colleagues about these meetings because many of them do not even know this is happening.

D. Human Resources Call Center (D. Trentham)

- Introduced Mary Lucal, Associate Vice Chancellor, and Connie Walden, Director of Records & HR Call Center
- Presentation on Human Resources Call Center (<http://senate.utk.edu/wp-content/uploads/sites/16/2015/11/FACULTY-NEW.pdf>)
- Highlights from the presentation: They are moving to campus at the beginning of the year; Q/A – 1-800-444-UTHR, Hours: Monday-Friday 8:00 am-6:00 pm. (Statewide). They average 87 calls a day and are able to answer questions 85% of time. Most calls are about employment verification, beneficiary, insurance, and retirement information, and where to find the Fee waiver and discounts form.

**VIII. ADJOURNMENT**

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

Respectfully submitted,  
Phyllis L. Thompson, Secretary