

FACULTY SENATE
Minutes
October 19, 2015

Absent: Brian Ambroziak, Benjamin Auerbach, Micah Beck, Richard Bennett, Rob Blitt, Stan Bowie, Barry Bruce, Vincent Carilli, Margaret Casado, Christopher Cherry, Chris Cimino, Mark Collins, Matthew Cooper, Ray DeGennaro, Neal Eash, Alex Freire, Michael Fry, Terry Hazen, Qiang He, Christy Hickman, Melissa Hines, Derek Hopko, Jacqueline Johnson, Gregor Kalas, Hyun Kim, Laurie Knox, Lt. Col. Brian Lancaster, Fran Li, Judy Li, Karla McKanders, Shelley Newman, Agricola Odoi, Spencer Olmstead, Suzy Prentiss, Rebecca Prosser, Cindy Raines, Arthur Ruggles, Pat Rutenberg, John Schmisser, Mark Schimmenti, John Schwartz, Vandana Singh, George Siopsis, Gary Smith, Olya Smrkovski, Dawnie Steadman, Jennifer Stokes, Paul Terry, Brynn Voy, Forbes Walker, Micheline Westfall, Xiaopeng Zhao, Steven Zinkle

Guests: Toby Boulet, Brian Gard, Melissa Shivers

I. ESTABLISHMENT OF QUORUM (E. Bernard)

Quorum was established by E. Bernard.

II. CALL TO ORDER

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

III. ANNOUNCEMENTS

Chancellor's Report (J. Cheek)

- A previous \$10 million gift from the late Ken and Blaire Mossman, UT alums, recently matured and supports the inaugural Mossman Distinguished Lecture series. The first lecture will be held on October 29, 2015, at 7 p.m. in the Thompson-Boling Arena and will feature Bill Nye the Science Guy.
- Alums Ron and Don Frieson donated a \$1 million dollar gift for multicultural programming to the Black Cultural Center, which has been renamed the Frieson Black Cultural Center.
- Attended a State Senate Higher Education Subcommittee meeting last week to address the subject of gender pronouns. The focus however turned to the university's budget for diversity, which appears to be becoming an issue with the House. The Chancellor highlighted the importance of diversity. B. MacLennan will send out a link to share a video of the State Senate Higher Education Subcommittee meeting.
- The annual Big Orange Give has been launched. Previous campaigns have averaged \$100 million a year annually. Last year's fundraising efforts increased to \$235 million dollars.

Dean of Students (M. Shivers)

- Invited us to join in efforts to support South Carolina residents due to recent flooding disaster. The residents are currently in need of canned goods with tops that open, hygiene items, cleaning supplies, and monetary donations. The Chancellor is supporting this initiative and the goal is to present a check and the supplies in November when the Vols play South Carolina. The plan is to run this event until 11/5/2015 and a link with more information will be provided soon.

Provost's Report (S. Martin)

- Currently working hard on recruiting high ability students.

- A termination of tenure task force is currently working through the cumulative performance review process to see if it can be streamlined.
- Have also been looking at the mechanisms that trigger an academic program review. SAIS will have a new platform: Campus labs will administer the process for courses the first half of the semester. The goal is to implement the new evaluation at the end of fall semester. Provost Martin emphasized that she wants to have a good system of peer review evaluation that encompasses self-reflection, peer evaluation, and feedback. All three of these components need to be included. L. Gross asked what the purpose of SAIS is because there are two objectives: 1) one to evaluate, and 2) to assist the professor. He noted that these are two very different objectives that are using the same tool. Provost Martin stated that students rightly want to evaluate professors and acknowledged that SAIS is not a comprehensive evaluation. Student evaluations are useful in sending up red flags – a broad brush – a first sense of outliers. For example, a professor receiving all fives is an outlier, which can then lead to further evaluation if they are outstanding. Provost Martin also stated that if a faculty member is rated poorly, it does not mean that is so, but allows for the further examination. She asked, what extent do we rely on evaluation for the tenure and promotion process and went on to state that we want a better system of assessment and reflection that will be more meaningful. A concern was raised that the Provost had mentioned the term “tenure” twice and she was asked if a group is investigating this. Provost Martin stated that the group was initially instructed to take a broad look, then was focused and narrowed to the cumulative review processes. C. White stated that she was on the first task force and tenure was never on the table to be evaluated at that time. The Provost clarified that the process that is being discussed is about an individual person being terminated with tenure.
- Asked not to miss Mic Night, which will be held on October 28, 2015, at the Relic Theater from 5:30-8:00 p.m.

President’s Report (B. MacLennan)

- Welcomed the Board of Trustees to campus for their fall meeting two weeks ago. Attention was called to faculty’s common goal of preparing students by teaching skills that will help them to do well in their first jobs after graduation and to prepare them for an unpredictable future. Explained that students will need to function well in a world of increasing diversity and that a functioning democracy requires thoughtful citizens who can think critically about themselves, deeply examine society and its institutions, and act wisely on their conclusions. Further explained that achieving these ends requires the active involvement of a faculty who are experts in their disciplines and directly involved with the students, and it requires effective shared governance like we have here. Afterwards several Board members expressed their support for diversity education in spite of the recent criticism of it.
- The Board considered the proposed Student Code of Conduct, which Vice Chancellor Carilli presented to us last year. There was some discussion about standards of evidence and the composition of the student conduct board, including the elimination of the Greek Judicial Board. In the end the Board approved the Code unanimously. It will now go to the legislature for final approval, but some legislators have expressed concerns.
- Outsourcing remains a concern of faculty, students, and staff. There are questions about whether it would save the state money, questions about the quality of service, safety concerns from students and others, and concerns about whether it serves social justice. Moreover, the discussion itself is hurting staff morale. It now appears that the outsourcing decision will be made for the UT system as a whole, not on a campus-by-campus basis.

President DiPietro has been gathering evidence, which shows that outsourcing is not a good strategy for the UT system. The Faculty Senate Budget and Planning Committee is drafting a resolution to express our concerns about outsourcing, and the University of Tennessee Faculty Council will be considering a joint resolution. As citizens we can also advocate individually for the university to be allowed to make the best decision for itself.

- Senator Mike Bell of Riceville is drafting legislation that would require state universities to allow permit-holding faculty and staff to bring their guns on campus. Five years ago, this senate passed a resolution expressing faculty support for current state policy prohibiting guns on campus and urging that the policy not be changed. The faculty has supported the administration of the UT and TBR systems in arguing that armed defense is a matter best entrusted to skilled professionals, and that we will all be safer if the use of deadly force is left in the hands of those trained to use it. Unfortunately, this issue will not go away, so we should prepare again to defend our right to work and teach in a safe environment, free from lethal weapons. Several senators expressed concern and a question was raised about forming a committee to begin working on this matter. B. MacLennan will send out information about this.
- Jennifer Morrow was scheduled to complete her presentation on the new SAIS today, but she has asked to postpone her presentation until November when she will be able to provide a more substantial update based on recent feedback from stakeholders. The 2014-2015 SAIS Task Force Report has been posted to the Senate website with the agenda for this month to provide background and recommendations on establishing validity and reliability.

University Faculty Council (UFC) (C. White)

- *Outsourcing*: President DiPietro is completely committed to keeping things as they are. C. White noted that this is a system issue and that one campus will not be able to opt out. He will be requesting that an outside assessment team look at this.
- *Diversity*: Sees the current differences as values issues. Concern was expressed that the legislature needs to look at the bigger picture. We currently have a \$20 million budget for diversity. \$16 million goes for scholarships, \$2 million covers policy mandates, and \$2 million is left for everything else.
- *Salaries*: BoT agreed to a 3% pay-raise, as well as gave retention bonuses to the president, executive vice president, and the chancellors. Additional details about the raises and bonuses can be found at <http://bot.tennessee.edu/resources/2015-10-09-materials.html>. It was noted that administration salaries are growing faster than faculty.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate Meeting minutes of September 21, 2015, were presented for review and comment. L. Zhao asked to be removed from the absent list as she was in attendance. B. MacLennan moved to approve the minutes with the correction. No one opposed and the minutes were approved.

The Faculty Senate Executive Council Meeting Minutes of October 5, 2015, were not available but will be posted on the Senate website as an information item when they become available (<http://senate.utk.edu/archives/senate-reports-minutes-publications-2015-2016/>).

V. MINUTES OF THE GRADUATE COUNCIL

S. Kania presented the Graduate Council Minutes of August 27, 2015 (<http://gradschool.utk.edu/Grad%20Council%20Minutes%208-27-15.pdf>). B. MacLennan moved to approve the minutes. No one opposed and the minutes were approved.

VI. UNFINISHED BUSINESS

J. Morrow will conduct her presentation on SAIS at the next Senate meeting in November.

VII. NEW BUSINESS

Office of Emergency Management (Brian Gard)

- Mr. Gard reported that the goals of this office include:
 1. *Resilient Community*: To have a robust campus response and resilient community.
 2. *Recovery*: The phase in which the campus is able to get back to responsibilities.
 3. *Standard of Care/Compliance*: Complying with the federal and state mandates. Also try to meet the standard of care.
 4. *Focused investment*: Focus on awareness and training related to safety.
- The office provides materials for most things faculty need to know about emergency on their website including shelter and active shooters.
- Recently updated the UT alert system that can now provide computer displays from "Client" software. For example, you can now get UT alerts put over billboards. C. White asked for clarification about Client software and suggested that this software be put on every SMART computer on campus. Mr. Gard stated his office is currently working on this. There is a link on the website of Office of Emergency Management that you can download. P. McArthur noted she received an alert phone call this past Saturday night and Mr. Gard said that was a mistake. Typically the alerts are not sent to phones. They typically text and email.
- Recently conducted a campus survey to find out how good the awareness level is: 72% of faculty were interested in emergency training.
- Mr. Gard and his office are willing to give training to any department that requests it.
- J. Hall asked what the attitude is in the office of emergency management about guns being on campus and whether that will make us safer. Mr. Gard emphasized that he is not supportive of the idea. Research shows people are unpredictable and campuses are not the same. A question was asked about whether the university gives up control and lets other authorities (i.e. local, state) take over in an active shooter situation? Mr. Gard said they would not give over their responsibility or handle the situation by themselves. They would work together with local and state authorities.
- The Office of Emergency Management PowerPoint presentation can be accessed at <http://senate.utk.edu/archives/senate-reports-minutes-publications-2015-2016> for complete information.

Tenure/Post-Tenure Review (T. Boulet)

- Cumulative Performance Review (CPR Team) can lead to the termination of a faculty member for cause. There are 11 total members for this team– one faculty and one administrator, from each campus – and one Board of Trustee member.
- The current charge of the team is to ascertain effectiveness and satisfaction of the processes.
- According to the policy there will either be five or seven people (dependent on interpretation) on a committee once a review is triggered. The process for review is vague as there is not anything written in policy that the team has to consider. Once evaluated, the

Committee, Department Head, and Dean have to come to consensus on one of three outcomes. However, there is not anything operationalized as to what is considered a consensus. One major issue with the process is that there is no timeline. Thus the process can move very slowly and take up to 5 years.

- L. Gross asked how many cases have gone through the CPR process for each of the possible outcomes over the last 10 years from all campuses and if the committee has discussed the issues with the people going through the process. T. Boulet stated that they have asked about the data and Provost Martin says she has the data for our campus. They will be asking for it. He noted, "This is not our charge. Our part is the process." A suggestion was made to include the opportunity to negotiate retirement instead of remediation if a review is triggered. Another person agreed that the process needs clarity, suggested time-lines (not too quick but not 4 -5 years either), and policy. J. Hall encouraged getting the data and noted that there is no transparency between different private meetings, (e.g. appeals). C. McAlvin asked how a decision is made regarding which pathway will be chosen once a review is triggered. T. Boulet replied that the Committee decides. He further noted that the Dean can disagree with the Committee about a person meeting expectations and force the person into remediation or termination. Then the Provost and/or Chancellor can consider the case. D. Flint asked about the right for faculty to appeal a decision. T. Boulet said faculty are able to appeal under certain circumstances.
- The Cumulative Performance Review PowerPoint presentation can be accessed at <http://cdn-senate.utk.edu/files/2015/07/CPR-FS.pdf> for information about the process and procedures of the review.

Vol Vision 2020 Update (S. Smith)

- *Strategic Planning:* The current committee is looking at progress and setting direction for future. Over the next few months they are only going to be in listening mode. So far the committee has held two open forums. There will be two more in November. Specific dates will be announced. S. Smith encouraged everyone to Google Vol Vision 20/20 where there is a draft outline of the work done so far. A list of committee members, which is half faculty, is posted. A feedback form is also available or you can email S. Smith.
- The Vol Vision 20/20 PowerPoint presentation can be accessed at <http://senate.utk.edu/archives/senate-reports-minutes-publications-2015-2016> for complete information.

VIII. ADJOURNMENT

The meeting was adjourned by B. MacLennan at 5:04 p.m.

Respectfully submitted,
Phyllis L. Thompson, Secretary