

Faculty Senate  
MINUTES  
September 19, 2016

Absent: Stan Bowie, Allie Brown, Barry Bruce, David Butler, Jiangan Chen, Christopher Cherry, Chris Cimino, Mark Dean, Alex Freire, Stephanie Galloway, Holly Greene, Heather Hartman, Qiang He, Amy Hodshon, Asafa Jalata, Hyun Kim, Nicole Labbé, Lt. Col. Brian Lancaster, Mary Leitnaker, Tomás Martín-Jiménez, Crystal McAlvin, Shelley Newman\*, Catherine Remus, Joe Scogin, George Siopsis, Gary Smith, Cary Staples\*, Dawnie Steadman\*, Jennifer Stokes, Maurice Stucke\*, Pedro Tomas, Ahmad Vakili, Micheline Van Riemsdijk, Margarita Velandia, Christian Vossler, Forbes Walker, Alan Wallace, Stewart Waters, Melanie Wilson, Shellen Wu, Xiaopeng Zhao

Present by Zoom: Dawn Coe, Spencer Olmstead, John Schmisser, Brian Whitlock

\*Alternates: Hillary Herndon for Dawnie Steadman, Silke Hecht for Shelley Newman, Casey Sams for Cary Staples, Wendy Bach for Maurice Stucke

Guests: Donna Braquet, Jon Shefner

### **I. ESTABLISHMENT OF QUORUM**

A quorum was established by E. Bernard.

### **II. CALL TO ORDER**

B. Ownley called the meeting to order at 3:38 p.m.

### **III. ANNOUNCEMENTS AND REPORTS**

#### Resolutions

B. Ownley presented a resolution in honor of Bruce MacLennan for his achievements as past President of the Faculty Senate (2015-2016).

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

*WHEREAS, Bruce J. MacLennan, Ph.D., is a valued faculty member in the Department of Electrical Engineering and Computer Science, in the College of Engineering, and a highly respected colleague, educator, scholar, and citizen within and outside the university community; and*

*WHEREAS, he has served with distinction as President of the Faculty Senate during the 2015-2016 academic year, providing strong leadership to ensure the effectiveness of the Faculty Senate in shared governance in a year that has been challenging for higher education in Tennessee and nationwide; and*

*WHEREAS, he has strenuously represented the views of the faculty and served as an advocate for the value of diversity, and the inclusion of all members of our university community, and he has established a Task Force on Diversity and*

*Inclusion to concretely indicate the Faculty Senate's high value of diversity and inclusion as relevant to higher education and to the prerogatives of a research-intensive university; and*

*WHEREAS, he has guided the Faculty Senate in reviewing and suggesting revisions for the policy on Enhanced Performance and Planning Review; and*

*WHEREAS, he has arduously conveyed the views of the faculty against the need for concealed carry of firearms on the Knoxville campus by faculty and staff to administrators, legislators, and news media; and*

*WHEREAS, he has served the Faculty Senate and the faculty of this campus as a member of the Tennessee University Faculty Senates and the University Faculty Council and as a member and chair of various Faculty Senate, campus, and University committees and task forces;*

*THEFORE, BE IT RESOLVED THAT* The University of Tennessee, Knoxville Faculty Senate expresses its sincere appreciation to

***Bruce J. MacLennan, Ph.D.***

*for his exemplary leadership and service to the Faculty Senate and The University of Tennessee; and*

*BE IT FURTHER RESOLVED THAT* a copy of this Resolution be presented to Dr. Bruce J. MacLennan and that the Resolution become part of the minutes of the Faculty Senate meeting held on September 19, 2016.

---

*Sadie P. Hutson, Ph.D., RN*  
*Secretary*

---

*Bonnie H. Ownley, Ph.D.*  
*President*

B. Ownley presented a resolution to recognize Phyllis Thompson for her contributions as Faculty Senate Secretary (2015-2016).

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

*WHEREAS, Phyllis Lynn Thompson, Ph.D., is a valued faculty member of the College of Social Work, and a highly respected colleague, educator, scholar, and citizen within and outside of the university community; and*

*WHEREAS, she has served with distinction as Secretary of the Faculty Senate from 2015—2016; and*

*WHEREAS, she has provided outstanding service to the Faculty Senate;*

*THEREFORE BE IT RESOLVED THAT the University of Tennessee, Knoxville Faculty Senate expresses its sincere appreciation to*

*Phyllis L. Thompson, Ph.D.*

*for her outstanding and devoted service to the Faculty Senate and the University of Tennessee; and*

*BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Dr. Phyllis Thompson and that the Resolution be made a part of the minutes of the Faculty Senate meeting held on September 19, 2016.*

---

*Bonnie H. Ownley, Ph.D.*  
*President*

---

*Bruce J. MacLennan, Ph.D.*  
*Immediate Past President*

B. Ownley presented a resolution in honor of Donna Braquet for her contributions to diversity and inclusion at UTK.

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

*WHEREAS, Professor Donna Braquet is a valued faculty member in the College of Libraries, and a highly respected colleague, educator, scholar, and citizen within and outside the university community; and*

*WHEREAS, her scholarship has coincided with her commitment to diversity and inclusion through the documentation of queer history and culture; and*

*WHEREAS, she has provided steadfast leadership as an advocate for LGBTQIA+ people at the University of Tennessee, Knoxville and throughout her career; and*

*WHEREAS, she served as a volunteer director from 2010-2013 of the OUTreach: LGBT and Ally Resource Center, with a mission to provide a safe and*

welcoming environment for LGBTQIA+ students and to improve campus climate through awareness, visibility, and education; and

**WHEREAS**, she provided the vision and leadership to expand the impact of the OUTreach Center through partnerships with allied departments on campus and community groups and individuals, and development of educational programs and training to raise awareness of the needs and goals of the LGBTQIA+ University Community; and

**WHEREAS**, she served with distinction as Director of the Pride Center and special assistant to the Vice Chancellor for Diversity during 2013-2016 to further solidify a commitment to diversity by establishing a community space for UT's LGBTQIA+ and ally students, faculty, and staff, as well as anyone who seeks to learn about topics related to sexual orientation, gender, gender identity, and gender expression; and

**WHEREAS**, she was instrumental in the development of a leadership program for LGBTQIA+ students, the Pride Ambassadors, and several programs advancing the cause of equality, human and civil rights, and full inclusion and respect for the LGBTQIA+ members of our UTK community; and

**WHEREAS**, Professor Braquet continues her efforts toward full inclusion of LGBTQIA+ persons in her scholarship and leadership as an outstanding faculty leader who has demonstrated excellence in community engagement;

**THEREFORE, BE IT RESOLVED THAT** The University of Tennessee, Knoxville Faculty Senate expresses its sincere appreciation to

**Professor Donna Braquet**

for her exemplary vision, leadership, and community-building, in service to The University of Tennessee and its commitment to diversity and inclusion of all; and

**BE IT FURTHER RESOLVED THAT** a copy of this Resolution be presented to Professor Braquet and that the Resolution become part of the minutes of the Faculty Senate meeting held on September 19, 2016.

---

Sadie P. Hutson, Ph.D., RN  
Secretary

---

Bonnie H. Ownley, Ph.D.  
President

Chancellor's Report (J. Cheek)

J. Cheek provided an overview of statistics regarding the freshman class of students. The class is the largest class in four decades. This year's freshman class competes with national and aspirational peers with regard to ACT and GPA. Retention continues to be a focus. Graduation rates have increased. The four-year graduation rate has risen to 49%. Attention will be paid to greater investment in graduate assistantships, including commitment to funding for awards. The UG student to tenure-line faculty ratio is 20:1, which puts UTK in the top 25. Faculty salaries: in the category of full professors, progress has been made in light of 6 consecutive years of raises. Professorships/Chairs – Chancellor's faculty support challenge has been successful with \$35.7 million raised and commitments to 92 faculty awards. Research expenditures have gone up, but the gap has widened in the top 25. Infrastructure: construction has a dramatic impact. Facilities services will be moved off campus. Strong Hall is in progress; the Student Union is in phase 2. Tuition and fees are the major driver in addition to state appropriations. Alumni affairs: 3<sup>rd</sup> largest amount of money has been raised. More than 43,000 donors in the past year. Emphasis on gifts of \$100 or less: one gift, any amount, each year. Over 50% of UT employees give back – this is influential to donors. We have significantly improved alumni engagement and giving. Athletics: committed to comprehensive excellence – last year they had the highest ever GPA of student athletes, with 3.06, and 60% had over a 3.0. Several teams have a 100% graduation rate. Andraya Carter- Arthur Ashe award. Legislative priorities include: 1. Fund the formula, 2. Engineering Complex, 3. Interdisciplinary PhD Program, 4. Governors Chairs Positions. Leadership Transition – all Faculty Senators are encouraged to be involved in the process and participate in the open forums. This will happen in the fall term. Implementing VolVision 2020 – J. Cheek encouraged involvement/activity in the strategic plan. Seventeen alumni were presented with awards at a recent recognition dinner. They attributed their successes back to UT.

G. Skolits asked will we have a receptive legislature given the context of the last year? J. Cheek said two requests are for non-recurring monies. A modest investment in Governor's Chairs positions yield a large return on investment. Governor has indicated a commitment to funding the formula.

#### Provost's Report (J. Zomchick)

End of course surveys will be implemented this year. Support of graduate students will be a focus, including raising stipends. Phase Two of Elements will be rolled out. Additional functionalities have been added.

S. Murphy, regarding the new EOC survey, asked how will students be introduced and what resources will be available for faculty to understand how it will be incorporated into annual evaluations? The new version of the EOC has been piloted by students. J. Zomchick is working on a policy statement that will describe how the new course evaluation will be used. It is a single element within a teaching portfolio. It is not a sufficient means of understanding performance of a faculty member in the classroom.

V. Singh asked will faculty be pulling from Elements for annual evaluations? Zomchick said yes, moving forward with expected timeline.

J. Williams asked what is the biggest issue with our student retention rate? Zomchick said financial reasons and fit with the institution seem to be the biggest reasons cited. Pell-eligible students are vulnerable to family financial situations. When fluctuations occur, this becomes problematic for continued enrollment. The university attempts to assist students by counseling them and looking for emergency aid for these situations.

### President's Report (B. Ownley)

On Aug 26<sup>th</sup> the Faculty Senate retreat was held and we had over 100 individuals in attendance. In attending several meetings, everyone has conveyed an investment in UT's continued progress.

#### Faculty Senate Initiatives:

1. Initiatives on Diversity & Inclusion (D&I) – this has been discussed many times, but last year the frequency increased. Task Force on D&I Chaired by B. Lyons – main emphasis was to preserve the Pride Center;

2. Senate requested data on faculty salaries based on gender and rank. L. Gross will provide a report based on data from 2008 and 2015;

3. Students at UT are exposed to new and different viewpoints – we must support civil discourse and respect. If the university is diverse, then we can ultimately prepare students for a diverse world. Employers want culturally-competent employees. The Senate is undergoing an examination on whether we should embark on developing our own free speech statement. The University of Chicago has adopted such a statement via FIRE. We want a civil discourse. We also want an environment where all in the UTK community feel welcome. B. Ownley also encouraged the Senate to work on promotion to Full Professor and retention issues at the rank of Associate Professor.

#### **IV. APPROVAL OF MINUTES**

L. Gross moved to approve the Faculty Senate Meeting Minutes of April 4, 2016. G. Kaplan seconded the motion, and the minutes were approved as written.

S. Blackwell moved to approve the Faculty Senate Meeting Minutes of May 2, 2016. M. Griffin seconded the motion, and the minutes were approved as written.

The minutes of the Faculty Senate Executive Council Meetings of April 18, 2016, and August 10, 2016, have been presented as information items and are posted for review.

The unapproved minutes of the Faculty Senate Executive Council Meeting of September 6, 2016, have been posted for review.

#### **V. UNFINISHED BUSINESS**

##### Summer Actions — Resolutions (B. Ownley)

*Resolution One:* Have the Faculty Senate communicate through its website and listervs information that will be helpful for faculty wishing to accommodate students who use names or pronouns differing from that, which appears on the class roll. "*Name and Pronoun Accommodations*. If you use a name and/or pronouns other than what is in the course roll, please email me with the name and/or pronouns that you would like me to use and I will be glad to accommodate this request." An FAQ was developed and is posted on the Diversity webpage.

*Resolution Two:* In an effort to support the UT Pride Center and to achieve the diversity goals of the Vol Vision 2020 Plan, we request that Chancellor Cheek address the following concerns:

1. Affirm the right of the Pride Ambassadors to select a faculty advisor of their choosing;
2. Make arrangements to allocate additional storage and meeting space for the Pride Center at Melrose Hall;
3. Ensure that the Center will be open at least as many hours during the 2016-17 academic

year as it was previously and make arrangements to staff the Center for regular hours from now through the end of next summer, especially as prospective students make campus visits.

It was noted that the Pride Center to date has been operated amazingly well in the past with a very small budget compared with Top 25 peers. All three of the concerns above have been addressed.

### ***CPR/EPPR***

#### Discussions following Faculty Senate Retreat (B. Ownley)

Enhanced Performance and Planning Review will be a Board of Trustees (BOT) policy. The Faculty Senate has been given opportunity for input; comments have been sent forward to the working group. There were revisions that postponed the item from the June BOT meeting to October 2016. In the EC meeting, comments centered upon: 1) how committees are formed and 2) how individuals are evaluated based on distribution of workload.

L. Gross asked is there a new policy document on EPPR? B. Ownley said when the document is available, it will be posted and sent out to the listserv.

#### College/Department Bylaws (B. MacLennan)

EPPR is now triggered by two events; the process is overseen and managed by the Provost at UTK. In EPPR reviews, there are often people from outside of the unit in question examining whether the faculty member has met expectations. As a result, everyone needs to know, transparently, the expectations of the unit. The *Faculty Handbook* indicates that faculty in the units need to develop the expectations. There should be consistency across the university but it is a fundamental responsibility of the units. Expectations should be communicated clearly to all potential stakeholders — they should be clear, but also flexible enough to avoid “bean counting.” It is important that the bylaws and expectations be published and reviewed. The current bylaws will be housed on the Provost’s website. Senators need to facilitate conversations about how these expectations are being communicated in units/departments/Colleges. B. Lyons mentioned that it is typically expected that bylaws be placed on College/Departmental websites. Senators should encourage this to happen in their respective units/departments/Colleges. Additional comments about EPPR should be sent to B. Ownley as soon as possible.

## **VI. REPORT OF AD HOC COMMITTEE**

### Task Force on Diversity and Inclusion (B. Lyons)

- Summer report is posted on the Faculty Senate website. The website also includes an FAQ on PC1066. On September 20, B. Lyons will present a talk about PC1066 for the kick-off event of the Council on Diversity and Interculturalism.
- The UT Pride Center and its programs are being funded this year through undesignated gift accounts, and uses no state funds. The Pride Center Fund is not being used, and efforts are currently being pursued to grow this fund.
- We have worked to establish the Pride Center Working Group, which is comprised of a number of lesbian and gay faculty and staff and is co-chaired by W. Bach and M. McAlpin. This group is working to advocate for the Pride Center and support D. Glassmann, the Pride Ambassadors and help align the Pride Center with other campus groups such as VolOut and LAMBDA Legal.
- Members of the Task Force are developing plans to design a charrette that involves members of our campus LGBTQ community to construct a free-standing display system for

- Pride Center flags. Until then, it is our understanding that the flags will remain on display.
- Safe Zone training has taken place on our campus for the past ten years, and its history even pre-dates the formation of the Pride Center. A number of members of the Pride Center Working Group have facilitated Safe Zone Training in the past. Through funding from non-state funds, we are working with the campus administration and the Pride Center to ensure we have comprehensive Safe Zone Training that incorporates theories of intersectionality and includes presentation of gender neutral pronouns.
  - For several years the Faculty Senate has been asked to consider adopting the principles of FIRE, The Foundation for Individual Rights in Education. This is a topic, which is also generating some attention by several Tennessee state legislators. With national attention regarding the recent free speech letter issued by the Dean of Students at the University of Chicago, the relationship between speech and diversity are a topic of importance to all universities today. Presently we have a number of campus policies in *Hilltopics* and the *Faculty Handbook* and elsewhere that protect rights of free speech and academic freedom, while also promoting civility and community. Our commitment to free speech by students ensures that Sex Week programming will continue this year, just as it gives a variety of student groups, from UT Diversity Matters to the Pro-Life Collegians to stage demonstrations and displays on campus. I believe we also have a robust history of campus speakers and faculty-lead research, scholarship and creative activity that reflect a commitment to standards of academic freedom. To address these issues, on Monday October 31<sup>st</sup> at 3:30 pm the Faculty Senate and the UTK Chapter of AAUP will host a public forum on free speech and diversity. Speakers will include faculty and students, as well as a representative from the Tennessee ACLU office. Please mark your calendars.

## **VII. REPORTS OF STANDING COMMITTEE**

S. McMillan moved to have standing committee reports moved to the agenda of the next meeting.  
G. Kaplan seconded the motion. The motion was approved.

## **VIII. NEW BUSINESS**

Faculty Senate Gender Salary Report (L. Gross) [attachment]

It was the expectation that OIRA would continue to look at salaries after the last report in 2008, but this was not done. The Budget Committee requested that this be done two years ago, but it was not completed. Last year, the Budget Committee requested it again. The data was ultimately released by OIRA to the Budget Committee in the Spring 2016. L. Gross provided highlights of the attached report, qualifying that FT instructional faculty is the aggregate on whom this data is generated.

The Budget Committee did an analysis of the top 100 highest paid faculty members – 35 faculty members were on the top 100 list (item 5 of report). Data were anonymized – unit numbers used to anonymize units. The report demonstrates higher pay for males than females even when controlling for differences in market value. There will be a suggestion to the Provost's office to continue these analyses.

M. Christian asked is there any data based on breakdown of demographics? L. Gross said no, individual data are not provided.

G. Skolits asked can OIRA provide this as an annual report? L. Gross said yes, this can be communicated with a resolution.



### Outsourcing Update (J. Shefner)

J. Shefner indicated he has great loyalty for the institution; his comments should be contextualized as such. He indicated he is a proud member of United Campus Workers, Tennessee's higher education union, since 2004. State legislators have moved in many ways that are detrimental to the mission of UTK with regard to carrying guns on campus and diversity funding. There is no reason to think that last year is an anomaly. The Governor's drive to outsource facilities work will continue despite heavy opposition. The Governor's office began the process of privatizing facilities workers across state institutions a year ago. Corporations are the leading contenders for the outsourcing. We are now in a moment of vested outsourcing, which allows the potential contractor help set the terms of the contract. Privatization will damage the integrity of our work. There will be limited additional maintenance during times of need, dirtier classrooms, and safety issues in part due to the revolving set of workers. Data on outsourcing is readily available from sources such as the Colorado Center for Policy Studies, Center for Media and Democracy, UC Berkeley Center for Labor Research and Education, and researchers from Rutgers School of Management and Labor Relations. These studies show there are really only two ways to make profit from outsourced facilities work, and that is by limiting pay, benefits, and security of the people who make our work lives possible, or by reducing the quality of work – often it is both.

In addition, the impact on local communities is often quite harsh – privatizing public sector jobs saves little taxpayer money, but hurts workers, increasing inequality and subsequently hurting the communities in which they work and pay taxes. Privatization is a solution in search of a problem. Tennessee economic growth outpaces the nation and has been the strongest recorded since 1990. Your voice can be heard by joining United Campus Workers. This is an opportunity for protection of the University. Many senators are members of UCW. Faculty can be a force in the union. J. Shefner encouraged Senators to become a member and be active. Solidarity with others is important, but increasingly it is our own interests that are threatened. Stand with the union: magnify your voice, and stand with an organization that stands with you and with education workers across the state.

### **IX. ADJOURNMENT**

B. Ownley officially adjourned the meeting at 5:14 p.m.

Respectfully Submitted,

Sadie Hutson, Secretary