

Faculty Senate Executive Council  
MINUTES  
September 6, 2016

Present: Katherine Ambroziak, Allie Brown, Chris Cimino, Jenny Fowler, Lou Gross, Denita Hadziabdic-Guerry, Joanne Hall, Sally Hunter, Sadie Hutson, Beauvais Lyons, Bruce MacLennan, Bonnie Ownley, Rebecca Prosser, Marian Roman, Pat Rutenberg, George Siopsis, Rob Spirko, Candace White, John Zomchick

Guest: J. Cheek

## **I. CALL TO ORDER**

Quorum was established. B. Ownley called the meeting to order at 3:30 p.m.

## **II. ANNOUNCEMENTS AND REPORTS**

Chancellor's Report (J. Cheek)

Three major legislative priorities:

1. *Fund the formula*. This year we received about \$10.5 million from formula.
2. *New interdisciplinary PhD program in Data Analytics, Big Data, Cyber Security*. This will be done jointly with ORNL. The energy sciences program has graduated 15 students. There are over 100 enrolled now. This is an innovative program that has done well in the five years since inception. UT is asking the governor for 6 years of recurring funds.
3. *Governor's Chairs*. The UT System will ask for 3-6 Governors Chairs in the amount of 1-2 million dollars.

There is a tremendous amount of momentum on campus with renewed excitement and energy as a result of the new academic year. New faculty have come from great places. Students – largest freshman class to date. UTK has reversed the recruiting trend that resulted in UA, Ole Miss, Miss State, and South Carolina recruiting away native Tennessee students. The freshman class is of very high quality. Graduate students indicated that they are coming to UTK because of great faculty. Graduate Assistant positions are similar to the numbers in previous years, but there is an increase in pay by about 30% since 2010. UTK had a great year financially with major Development Office successes as well as a balanced budget. It will be critical for the Senate, faculty, and staff to be involved in the hiring of administrative positions.

*Strategic Planning*: Diversity and Inclusion is the 6<sup>th</sup> component of Vol Vision 2020. A D&I workgroup has been created and is working on the implementation plan. J. DiPietro discussed marketing the UT System and UTK Campus at the Faculty Senate retreat. It will be important to ensure that the UT System is marketing the system and that the UTK Campus is marketing the campus. The Top 25 initiative is a UTK initiative. Questions remain about the strength of the UT Brand. However, for the first time, UTK has seen a rise of 17% in the number of out-of-state students in the freshman class. This is a possible indicator that the UT brand is strong in its totality.

B. Ownley asked, "With the hiring of Governor's Chairs positions, is diversity a priority?" J. Cheek said that diversity should be a priority for all hires. Diversity has improved in the TT and non-TT faculty positions. ORNL and UTK are jointly responsible for the hiring as each pays 50%

of the salary. It is important to have agreement regarding the type of person we are trying to recruit and then strategically working to hire the right individual.

L. Gross asked, "How will the management of the hiring of the Governor's Chair positions occur?" J. Cheek said there is nothing written specifically that guides the hiring process, but the Provost, Dean, Dept. Head, and ORNL will take part in hiring for these positions. There was some disagreement as to how these offers have been made to GC hires in the past; discussion ensued.

**Action:** Questions/Concerns about the management/hiring process for Governor's Chairs positions will be forwarded to J. Cheek and followed up as needed.

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

This year we will be implementing new end-of-course evaluations as a replacement to SAIS. Non-TT faculty will be added to annual faculty review system. Departmental contact train-the-trainer sessions for the Elements System are underway (elements.utk.edu).

Question from C. White: Are Elements and Annual Review separate and if so, how will this evolve? J. Zomchick replied that Elements will eventually be used to produce the annual review reports. Once template is created, it will be shared with campus.

C. White stated that Elements is a system that requires additional time for faculty to maintain. J. Zomchick said the hope is that Elements will become the system of record for faculty activity. ORE will start to pull in information from Cayuse. Other activities will ensue to try to populate activities such as juried shows, other creative works, etc.

B. Ownley asked whether there will be coordination with Ag Campus and the Elements System? J. Zomchick replied that the Ag Campus will not use Elements.

L. Gross stated that a renewed emphasis on graduate education was discussed by S. Martin at the end of AY 2015-2016. Are there new initiatives for graduate education and data science? J. Zomchick said that the Graduate School is being reorganized under a new dean. New performance reviews are proposed for graduate, undergraduate, and other programs similar to that of faculty reviews in order to see where funds/resources could be distributed to assist programs better. Graduate stipends and fee waivers at the graduate level will continue to be explored.

Question from J. Hall: Any further movement on eliminating out-of-state tuition requirement? J. Zomchick said this will be reexamined as the workgroup on this topic faced significant challenges with how distance and online courses are coded in Banner, making financial decisions regarding tuition challenging.

**Action:** C. Cimino indicated the workgroup on out-of-state tuition waivers will be reconvened/re-examined.

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

Recommendations are needed for individuals to represent the Faculty Senate on SPAC (Student Programming Allocation Committee) and the Technology Fee Advisory Board. Open call for

names for SPAC and Technology Fee Advisory Board. Please send suggestions to B. Lyons and/or B. Ownley.

This summer S. Hutson was appointed to serve as Faculty Senate Secretary following the resignation of P. Thompson. L. Gross made a motion to nominate S. Hutson. J. Hall seconded. EC members unanimously approved.

The Faculty Senate will vote on the nomination of S. Hutson to serve as Secretary at the next Senate meeting.

### **III. APPROVAL OF MINUTES**

*Minutes of the Executive Council Meeting of March 21, 2016* – B. Lyons made motion to accept. J. Hall seconded the motion. EC unanimously approved these minutes.

*Minutes of the Executive Council Meeting of April 18, 2016* – L. Gross: Second bullet correction- Boyd Center for Business and Economic Research. Under new business- J. Zomchick—hiring policy- second bullet noted that the Bredesen Center now awards degrees; remove clause, “separate from UT.” L. Gross moved approval of the minutes as corrected. B. Lyons seconded the motion. EC unanimously approved the minutes.

*Minutes of the Executive Council Meeting of August 10, 2016* – L. Gross moved approval of these minutes as drafted, J. Hall seconded the motion. EC unanimously approved the minutes.

### **IV. UNFINISHED BUSINESS**

Summer Activities – Resolutions (B. Ownley)

The previous EC passed two resolutions on July 25, 2016, and sent them forward to the Chancellor.

- a) *Resolution One*: Have the Faculty Senate communicate through its website and listservs 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.”

**Action:** An FAQ was developed and is posted on the Diversity webpage.

- b) *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 2016-2017 academic year as it was previously (57 hours per week) 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.

- 4) Continue Safe Zone Training for students, faculty, and staff without compromising its quality.
- 5) Ensure that students will have opportunities to conduct internships and practicums through the Center.
- 6) Allocate resources for the operational budget of the UT Pride Center at a level consistent with other top-25 public universities.

**Action:** It was affirmed that the Pride Ambassadors could choose their own faculty advisor. Additional space was made available for the Center in Melrose Hall. The Center is staffed and open for 57 hours/week. D. Glassman will assist with updating the Center website. In response to a question from Beauvais Lyons, Chancellor Cheek indicated that they have plans for Safe Zone Training to resume in October. Pride Center Working Group will be a support system to encourage those opportunities.

Funding at the top-25 rate is an aspirational goal. B. MacLennan suggested that this objective be a part of the Vol Vision working group with regard to the benchmarks that will be proposed for D&I. B. Lyons: Web portal for feedback for Vol Vision 2020. Feedback mechanism is very effective/useful.

#### CPR/ EPPR

##### 1. *Discussions from Senate Retreat* (B. Ownley)

K. High talked with Senators at the retreat about CPR/EPPR. One comment for consideration was that the performance of the faculty member under review should be viewed relative to other faculty at their same level in the same unit. The task force was going to discuss how this suggestion could fit within the current draft. The Faculty Senate will not vote on this policy, but the task force will hear concerns/comments.

A second concern is about the composition of the committee conducting the review. EC members indicated interest in seeing revisions. Discussion ensued. Need to get out the word about the new process for EPPR to Deans/Department Heads.

##### 2. *College/ Department bylaws* (B. MacLennan)

B. MacLennan will be talking about this at the next Faculty Senate meeting. Departments/Units/Colleges will need to make certain that annual expectations for faculty are part of their respective bylaws. Question posed to the EC: How does one write robust faculty expectations? There needs to be multiple models in most units; they do not have to be exhaustive, but rather, encompassing. This may be something for UFC to discuss with K. High. Department Head training may also need to be implemented around how to work effectively with faculty to develop robust departmental/unit expectations.

**Action:** Members of the Faculty Senate Executive Council wish to review the CPR/EPPR document in its most current form to examine whether or not there will be a relative evaluation of the faculty member undergoing review.

J. Hall commented that a possible consideration in the policy is to allow for an assessment related to health or mental well-being. C. White stated in previous discussions it was clear that we cannot write anything about being fit to work in this policy (per HR). There is a fitness for duty policy ([http://policy.tennessee.edu/hr\\_policy/hr0338/](http://policy.tennessee.edu/hr_policy/hr0338/)).

Discussion followed on availability of Unit/Department/College bylaws on their websites.

## **V. REPORTS OF AD HOC COMMITTEES**

Task Force on Diversity and Inclusion (B. Lyons)

Working group examines issues broader than that of the Pride Center. Various individuals who are part of the working group are planning a free speech and diversity event. Sex week will be supported; there is a commitment to be proactive regarding the objectives that will be written as part of Vol Vision 2020. The working group may become a standing committee.

## **VI. REPORTS OF STANDING COMMITTEES**

Appeals Committee (R. Prosser)

No report.

Athletics Committee (S. Hunter)

There is a push from faculty to be accepting of all kinds of diversity. Athletes are a diverse group on campus. Committee will try to bring forward information about the various types of training that athletes undergo.

Benefits and Professional Development Committee (S. Newman)

No report.

Budget & Planning Committee (L. Gross)

Concerns about administrative transition were distributed (Attachment A). This included a request for the Senate to coordinate open budget and planning discussions for UTK. Motion proposed to examine this memo further. Discussion ensued. R. Spirko suggested that more communication/reassurances should be articulated in a transparent way to reduce faculty anxiety and improve trust between administration and faculty.

**Action:** We will have a period of time available to collect thoughts by email before sending this to J. DiPietro.

Faculty Affairs Committee (J. Fowler)

*UTK Student Code of Conduct.* See language in Attachment B. Revision to Proposed Student COC document related to Title IX.

Discussion: See feedback from FA Committee (Attachment C). Continuity in the SCB hearings is important. The students would develop expertise.

C. White moved that J. Fowler advance Attachment C to V. Carilli. L. Gross seconded. Unanimously passed.

**Action:** J. Fowler will send the Faculty Affairs committee feedback (Attachment C) to V. Carilli.

Graduate Council (M. Roman)

Deferred report to next EC meeting.

Library and Information Technology Committee

Holly Greene has agreed to be chair.

Nominations and Appointments Committee (B. Ownley/B. Lyons)

Caucus leaders secured. Some committee chairs will have a half of a vote if there are co-chairs. May be able to move to Chair/Vice-Chair model for better management of the committee issues for committees that have a great deal of work.

Non-Tenure Track Issues Committee (A. Brown/ D. Hadziabdic-Guerry)

No report.

Research Council (G. Siopsis)

No report.

Teaching & Learning Council (S. Murphy/P. Rutenberg)

Need additional members for teaching awards.

Undergraduate Council (K. Ambroziak)

First meeting on 9/13. Subcommittee meetings have begun, and there will be presentations about new GenEd and experiential learning requirements.

University System Relations Committee (S. Blackwell)

Multiple expectation models for CPR/EPPR. B. MacLennan stated that we need to know what the training will be for Deans and Department Heads.

**VII. NEW BUSINESS**

Accessibility—Audio improvements for Senate meetings (B. Ownley/R. Spirko)

Zoom for Senate meetings. Need to have a better setup for Zoom. (Attachment D)

Faculty Senate Gender Salary Report (L. Gross)

The gender salary report was distributed (Attachment E) and revisions were requested. None were noted at the meeting.

**Action:** L. Gross will present Gender Salary Report at the next Faculty Senate meeting.

Proposal for Bylaws Revision (B. Lyons)

Withdrawn. (Attachment F)

Guns on Campus Update (B. MacLennan)

Legislators and national non-profit organizations against gun violence have contacted us to discuss gun legislation affecting the University. B. Ownley added that T. Lane has indicated that he will consider all questions about the new legislation to expand on the FAQ that his office released.

Statement on Expression of Free Speech (B. Ownley)

Links sent out of items to read. The Chancellor has been involved in sending out links to papers as well. This needs to be approached carefully with substantive deliberation about what we want to do (Attachment G).

Resolutions for Recognition of Contributions (B. Ownley)

Resolutions to honor the work of individual faculty, which will be given at the Faculty Senate meeting.

List of Committees and Membership (B. Ownley)

Distributed for approval by the EC (except nominations for Graduate and Undergraduate Councils). (Attachment H)

### **VIII. ADJOURNMENT**

B. Ownley adjourned the meeting at 5:19 p.m.