

Faculty Senate Executive Council
MINUTES
April 17, 2017

Present: Katherine Ambroziak, Steve Blackwell, Allie Brown, Jennifer Fowler, Lou Gross, Denita Hadziabdic Guerry, Camille Hall, Joanne Hall, Sally Hunter, Sadie Hutson, Beauvais Lyons, Bruce MacLennan, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Pat Rutenberg, Robert Spirko, Micheline Van Riemsdijk, Candace White, John Zomchick

Guests: Rachel Chen, Robert Nobles, Jon Shefner, Dixie Thompson

I. CALL TO ORDER

B. Ownley called the meeting to order at 3:31 p.m.

II. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (B. Davenport)

Chancellor Davenport was unable to attend.

UTIA Chancellor's Report (T. Cross)

Chancellor Cross was unable to attend.

Provost's Report (J. Zomchick)

- K. Sowers announced her retirement as Dean of the College of Social Work. J. Zomchick will meet with the faculty soon to work on an Interim appointment and subsequently launch a search.
- It is unclear as to what the budget will look like for next year. L. Gross asked whether the Provost will be meeting with each of the Chancellors to discuss the budget for the next AY. J. Zomchick said that he was not certain what this process will look like.

President's Report (B. Ownley)

- A. Haynes updated the EC about legislation at our last meeting, and he met with TUFs on April 8. The campus free speech protection act, HB0538/SB0723, as amended (006774), was adopted by the Senate as amended (April 13). It will come before the House soon. This bill was written to protect the University from future first amendment bills. Many will be supportive; it is important that this goes through. There is concern that the proposed audit bill would give legislators some degree of authority in terms of the courses we teach. Not only would this negatively affect accreditation of the university, but it would also affect the ability of our students to obtain federal financial aid if we are not accredited. Our advocacy group is working on this. TUFs is working on a resolution to address the authority of the faculty to be in charge of curricular matters. It will go to TUFs in June and then come forward to the faculty senates this coming fall for approval. The audit bill has been put on "summer study."
- There is continued discussion by the BOT about annual performance ratings of faculty being "too high." Comments by BOT members have indicated that 10% of the faculty should be terminated each year. As faculty, we need to do a better job of informing the BOT about the process of annual reviews, tenure, and promotion. C. White indicated that much of the focus of the conversation was on being "good teachers." There was little mention of research and scholarship. B. MacLennan said that administration should be

educating the BOT on the faculty's behalf. K. High reported that she has looked at some of the faculty data and around 30-35% of them do not earn tenure.

III. APPROVAL OF MINUTES

Minutes of the Executive Council Meeting of March 20, 2017, were presented for approval. B. Lyons moved approval, L. Gross seconded. It was noted that some member names should be removed from the list of those present. These were Jennifer Fowler, Micheline Van Riemsdijk, Chris Cimino, and Marian Roman. The minutes were approved as amended.

IV. UNFINISHED BUSINESS

Faculty Salary Data (L. Gross)

Faculty salaries have increased linearly, but tuition and fees have increased exponentially. In the last decade, the professor rank salaries have increased by approximately 30%. This does not include research faculty, but does include clinical faculty with an instructional role. Take home messages: 1) market forces drive average salaries across units; this does not seem to be as true in other places. 2) UTK is no meritocracy. The objectives of this report were to provide an analysis of the changes in UTK average salaries as compared to the Top 25 Public Universities. In addition, the analysis also done to explore variation across units and ranks in relation to changes in average salaries as compared to those at Top 25 Institutions. This is a 10-year analysis. Certain colleges have done very well compared to other colleges in the same timeframe (i.e. engineering/business). There has been considerable progress toward having salaries that are comparable to most Top 25 institutions. However, progress has been very heterogeneous across UTK, and some units/ranks are not doing as well. The causes of heterogeneity are not clear, given the consistency of salary enhancements across UTK over the past 10 years, nor is it clear whether the heterogeneity was intentional or not. B. Lyons asked if there are any corrective recommendations to distribute salary pools that are different from how it has been done in the past. L. Gross said that under the current mechanism of budgeting, there is no access to information to be able to make recommendations on this. The recommendation would be increased transparency with regard to prioritization about budgeting issues. J. Hall asked if the Budget and Planning Committee had received any information about the Pride Center. L. Gross indicated, "No." He indicated that the FS Budget and Planning Committee tends to request information, but not necessarily be shared information. The full report and a PowerPoint file on the presentation of this report are posted.

Outsourcing (J. Shefner)

There is an administrative meeting on April 18, 2017, to push the outsourcing agenda. There has been a focus to push against outsourcing through legislators. UCW has requested economic impact statements to detail how outsourcing will affect the university. A letter was authored that Senator Dickerson signed and then re-wrote. This was directed to Terry Cowles. There are a number of signatures in the Senate. Dickerson wants to send the letter later this week to organize broad public opposition and knowledge in the general assembly. In addition, a "10 worst things" list about outsourcing is being developed. The hope is to pass a resolution in the House and Senate by expressing strong moral opposition. It is important to recognize that there will be substantial pressure on the Chancellor to adopt the outsourcing "menu" by Governor Haslam. The problem of selecting any option is a snowball effect. If it picks up steam, then future contracts can be pushed. On April 24 at noon at the Torchbearer, there will be an anti-outsourcing rally. The timeline is debatable for the contract. L. Gross said that there is some concern about having the Chancellor turn away any consideration on outsourcing because the

decisions were to be made in collaboration with the campus community based on what the contract looks like. An Outsourcing Forum will also be held in the Library, Room 213 at 3:30-5:00 pm. One idea is to send the existing 2015 Faculty Senate resolution on outsourcing to the Chancellor. Information about the forum and the rally will be sent via the listserv and on the FS website in addition to reposting the resolution. L. Gross will post the outsourcing report on the Budget and Planning Committee website.

Plagiarism and iThenticate (L. Gross, R. Nobles, D. Thompson)

Broader ethics education is being explored, but the role and involvement of different entities (Research Council/Graduate Council/Undergraduate Council) has not been determined. An examination of what our peers are doing about ethics training for students and faculty has been undertaken. The second piece relates to iThenticate workflow, specifically as it relates to who has responsibility for running documents in individual units. There needs to be easy access to the software. From there, the document can be uploaded, reviewed by students and faculty members, and then edits undertaken. The program needs to be accessible to students and faculty.

UTK Data on APR and CPR (B. Ownley)

Data exists for two years, AY 2013-2014 and 2014-2015, for tenured and tenure-track faculty. About 68% of the ratings are *above* meets expectations for 2013-2014, and 58% of ratings are *above* meets expectations for AY 2014-2015. In *falls short* and *falls far short*, there is less than 1% in each category. Some faculty members choose to leave rather than go through the CPR/APR process, or are dismissed. B. Ownley will be meeting with HR on the Ag Campus in order to add that aggregate data. B. MacLennan asked if we can obtain comparative data from other universities. That is unclear but we will have the data from other campuses in the system. R. Prosser said that it is difficult to determine what accounts for the difference in the lower number of appeals over the last two years. It was pointed out that merit raises can be a driver in higher ratings. A question was posed about the rate of utilization of ombudspersons. The ombudsperson reports to the Office of the Chancellor. Billable hours would be a potential indicator of how much they are being consulted.

Survey of Associate Professors – Barriers and Facilitators (B. Ownley)

This will be presented at the FS meeting on May 1. Facilitators are largely relational. Support from mentors and administrators is the key to success. The largest barrier to promotion is service. There is also a lack of mentors for associate professors. The mentoring task force (led by Matthew Theriot) in the Provost's office may be able to address this.

V. REPORTS OF AD HOC COMMITTEES

Task Force on Guns on Campus (B. MacLennan)

Bill SB0339/HB1176, which decreases the fine for carrying a handgun without a permit, is still active. It will be heard by the Senate Judiciary Committee on 4/18/2017 and the House Ways and Means Committee on 4/19/2017.

VI. REPORTS OF STANDING COMMITTEES

Budget & Planning Committee (L. Gross)

Outsourcing Forum will be held on April 26, 3:30 to 5:00 pm, in 213 Hodges Library.

Diversity and Inclusion Committee (B. Lyons)

Tim Woods reported that the UT Office of Financial Aid & Scholarships worked with the College of Engineering to review applicants for the UTK Engineering Diversity Award as required by Public Chapter 1066. Forty students were selected, each to receive \$4,000 per-year, for 4-years. The students will be majoring in 11 different fields within Engineering. There are roughly an equal number of males and females, who represent several racial/ethnic groups, and come from a variety of counties in east, middle, and west Tennessee.

Faculty Affairs Committee (J. Fowler)

- Adjunct and Joint Faculty Resolution (posted). At UT, we do not use the term "adjunct" consistently. There has been a request to insert the wording, "Individuals whose primary employment is outside the UT System or whose primary employment is not in a faculty capacity within the UT System." Discussion ensued regarding the definition of "primary employment" as well as the compensation for joint appointments. S. Blackwell stated that lecturers may give up the "adjunct lecturer title." J. Zomchick said that there are lecturers in some departments who hold adjunct assistant professor titles in order to serve on graduate committees. After significant discussion, it was decided that this item would require further work and will not come to the senate meeting for review.
- Revisions – *Faculty Handbook*, Chapter 4. The NTT Committee wanted to add more specific language about non-TT faculty. Recommendations are presented in the posted document. Although this is not ready for review and vote, advice on action steps is needed. The recommendations will be sent to Deans and Department Heads as a next step. This is not new and different, but rather takes the language that was developed for teaching, and applies it to other areas, i.e., research, scholarship, and service.

Nominations and Appointments Committee (B. Lyons)

- A sign-up form for preferred committee assignments will be emailed to all newly elected senators.
- Elections for 2017-2018. The nominee for Communications Officer is Rob Spirko and the nominee for Secretary is Sadie Hutson. Both nominations were unanimously approved to serve next year. The nominee for President-Elect is Misty Anderson (candidate's statement posted). L. Gross moved approval, A. Brown seconded, and her nomination was unanimously approved.

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

The co-chairs have scheduled a meeting with the Provost on the FYS course requirements. New co-chairs will be appointed to the committee.

Research Council (M. Van Riemsdijk)

On April 12, 2017, Jim Kohlenberger met with the Council via Zoom and presented, "A Federal Update: What does a new Congress, and a new President, mean for federal research and UT?" This presentation was made possible by B. Ownley and Carey Whitworth. The Research Council reviewed proposals for Summer GRA Awards. ORE made awards to the highest ranked applicants. Taylor Eighmy presented ORE's plans for restructuring of the salary allocation to increase UT's total research expenditures. Council will revisit this topic in May. T. Eighmy presented ideas for restructuring the Centers Review procedure. Currently the Research Council reviews all research centers on campus, which is a heavy workload. T. Eighmy proposes that colleges conduct reviews for centers that report only to the college. Paula Brown has generated

a list of all research centers, and T. Eighmy will speak with Associate Deans for Research about reviewing centers in the colleges. We will revisit this issue. On March 8, 2017, Kelly Ellenburg presented to the Council on service learning.

Undergraduate Council (K. Ambroziak)

- Rachel Chen was introduced as the new chair-elect of the UG Council.
- The February meeting minutes were approved by Council, and will be presented on May 1, 2017, for approval by the Senate. A summary of the April 11 meeting (minutes not yet available) was provided.
- The UG Council will have a special meeting on Tuesday, April 18, 2017, to approve the new General Education requirements. The proposed General Education Framework and the UGC General Education documents are posted.

VII. NEW BUSINESS

TUFS Report (B. Ownley)

The report was tabled due to time. It will be presented at the Senate meeting on May 1.

VIII. Adjournment

B. Ownley adjourned the meeting at 5:53 p.m.

Respectfully submitted,
Sadie Hutson, Faculty Senate Secretary