

Faculty Senate Executive Council
MINUTES
February 20, 2017

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

Guests: Tim Cross, Beverly Davenport, Veerle Keppens, Robert Nobles, Dixie Thompson

I. CALL TO ORDER

B. Ownley called the meeting to order at 3:34 p.m. and welcomed Chancellor Davenport.

II. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (B. Davenport)

No Report.

UTIA Chancellor's Report (T. Cross)

There are new and innovative programs on the UTIA campus, including a Level I Veterinary and Emergency center for small animals. Animals adversely affected by the wildfires in Sevierville were treated at the new center. New programs for beginning farmers have been developed because of renewed interest in farming. The Beef Heifer Development program is a 12-month education and research program and is expected to generate revenue. The Farmers Market Fresh program was developed because the number of farmers markets across the state is increasing rapidly. The primary objective of this program is to encourage fresh fruit and vegetable consumption through farmers' markets. Family and Consumer Sciences is providing nutrition and menu information. For UTIA, there are 1450 students enrolled, and 70 are involved in international/study abroad programs. International production is important; it demands an appreciation of diverse cultures. Question from B. Ownley: Who may join the Tennessee Animal Disaster Response Team (DART). T. Cross indicated that DART is a statewide program that is open to anyone. The program serves the needs of animals that are in immediate danger, but also when people have animals and do not know what to do with them when they are displaced from homes due to natural disasters, etc. DART will set up shelters for the animals.

Provost's Report (J. Zomchick)

UTK is a member of the National Center for Faculty Development in Diversity. Membership is jointly sponsored by ORE and the Provost. Membership includes resources for professional development for tenure-track and tenured faculty and graduate students. The Associate Vice Provost for Student Success search has launched. Enrollment update: Up 89 confirmed for first time graduates and 111 for transfers. Graduate applications: currently 500 below where we were this time last year, but about 150 up in admissions. The biggest declines are 150 out-of-state and 350 non-resident aliens. Glitches have been reported in the Campus Labs EOCS survey: 1) Campus Labs has not been able to amalgamate all of the lab sessions into one report for the lecturers, and 2) Department heads were previously able to print reports for their entire units, but this is not currently possible. J. Morrow will report results of the faculty survey about EOCS. Questions followed. S. Murphy asked if they were unable to print the numeric portion of

the EOCS. J. Zomchick will check to see if this is available. B. Lyons: Are the trends related to the decline in graduate applications unique to UTK, or is this a national trend? D. Thompson responded that this seems to be consistent across the country. C. White asked if there has been an increase in the number of international applications in relation to domestic applicants. D. Thompson replied no.

President's Report (B. Ownley)

Information will be integrated throughout the agenda for brevity.

III. APPROVAL OF MINUTES

L. Gross stated that a correction was needed in the minutes of the Executive Council Meeting of January 23, 2017. In the Budget and Planning section, it should read, "L. Gross and C. Cimino- there are programs that were planned that are being affected by new legislative changes in California that ban state-supported travel to four states (TN, NC, MS, and KS) for enacting discriminatory laws." B. Lyons moved approval of the minutes as amended. J. Hall seconded. The minutes were unanimously approved as amended.

IV. UNFINISHED BUSINESS

Pride Center Report (M. McAlpin and W. Bach)

A resolution to support re-institution of the Pride Center was presented. J. Hall spoke in favor of the motion. Very little has occurred in the last year to grow the Pride Center. This would be a statement of support to faculty and students if the Pride Center could be institutionally funded and supported. Discussion followed. C. White suggested that UTK and faculty be added to the RESOLVED section. B. Lyons spoke in favor of the resolution. The Task Force on Diversity and Inclusion was charged with looking at Diversity and Inclusion. Although much of the focus was on the Pride Center, the charge to the working group was to look at peer institutions and best practices to ensure that the Pride Center could be sustainable. B. Lyons congratulated and thanked the Pride Center Working Group. D. Thompson asked if the list of institutions in the resolution could be misinterpreted as a comprehensive list. W. Bach said that the list was not comprehensive. C. White suggested adding a number to provide clarification [29]. L. Gross added that in many years of being in the Senate there has never been a report that has been done so well across so many stakeholders. Professional Development and Benefits Committee developed a similar comprehensive report on partner benefits, but it did not gain traction.

The resolution now reads as follows:

"We, the UTK Faculty Senate, pass this resolution in support of an institutionally supported, funded, and staffed Pride Center.

WHEREAS, the University of Tennessee-Knoxville has added Diversity & Inclusion as a 6th strategic priority to its Vol Vision 2020; and

WHEREAS, twenty-nine (29) of UTK's target peers have institutionally supported LGBTQ+ Centers, including Texas A&M University, Indiana University, University of Georgia, Michigan State University, Purdue University, Rutgers University, University of Cincinnati, and University of Minnesota; and

WHEREAS UTK's LGBTQ+ students deserve a university that respects them, supports them, and celebrates them; therefore be it

RESOLVED, that the UTK Faculty Senate fully supports the recommendations given in the January 20, 2017 report of the Pride Center Working Group."

J. Hall seconded the motion for the revised resolution, and it was unanimously approved.

EPPR (C. White)

Data from the UTK campus includes a breakdown of faculty by department. A meeting with the Office of General Counsel will take place to determine reporting of human resources-related evaluation data. The idea is to evaluate EPPR for two (2) years to look for inflations and deflations and to see what actions have been taken. Small colleges may be combined to promote confidentiality but we also need to balance with transparency. Data collected will include individuals and percentages for CPR plus outcomes and each category for APRs. Information will be collected for EPPR after July 1, 2017.

COIA meeting (B. Ownley)

B. Ownley attended the COIA meeting on 2/18-19. Presentations were given by two Faculty Athletic Representatives (FARs). COIA has a different role than the FARs. In recent years, there have been conflicts between the two groups. COIA is unique in that it represents faculty senates. COIA is proposing to change their bylaws to go to a steering committee structure because they have had problems with representatives not getting the work of the organization done. C. White provided a handout of organizations that are COIA members. This organization has been around a long time and deals primarily with NCAA policy. One of the top priorities of COIA is the welfare of the student athlete. There will be an examination of how FARs are chosen. C. White supports remaining a member of this organization. The group has some documents that are being circulated. B. Ownley will attend an upcoming Athletics meeting. S. Hunter suggested that the Athletics Committee recommendation be tabled until additional information is gathered.

V. REPORTS OF AD HOC COMMITTEES

Task Force on Diversity and Inclusion (B. Lyons)

B. Lyons will be reporting on behalf of the Task Force at the AAUP forum. There is an effort to bring allies together from various groups across campus to share experiences. J. Hall indicated that the event was labeled a "roundtable" because the hope is that there will be a dialogue. There is encouragement for students, faculty, and administration to attend.

Task Force on Guns on Campus (B. Ownley)

Moms Demand Action against Gun Violence is going to Nashville on March 1. They are watching several bills related to open-carry. There is a short white paper on gun violence that the task force worked on that is presently in draft form. This will come forward to Senate on March 6. B. Lyons asked since Chief Lane has publicly indicated that he opposes student carry laws. What prevents us from sending Chief Lane on March 1? Moms Demand Action against Gun Violence has organized that is as a day to meet with legislators. C. Cimino will talk to Associate Vice Chancellor Lane about making a statement or writing a letter opposing guns on campus for students.

VI. REPORTS OF STANDING COMMITTEES

Appeals Committee (R. Prosser)

No report.

Athletics Committee (S. Hunter)

COIA Report and Recommendations. Bylaws from 2007 and 2017 were sent to the Athletics Committee. Perception is that much power seems to be given to a steering committee (9 people), and there is no transparency in who the nine individuals are including their respective agendas. The committee achieved consensus that they are hesitant about continuing to be members of the organization. The Athletics Committee wishes to table any decisions about remaining a member organization until B. Ownley can provide more information to them at an upcoming meeting.

Benefits and Professional Development Committee (B. Ownley for S. Newman)

The survey to faculty about sick leave benefits will be going out soon.

Budget & Planning Committee (L. Gross)

The committee is moving forward with an open campus forum entitled, "Facts and Figures about Outsourcing" that the Chancellors may use to support their decisions about outsourcing. This may happen sometime in March. There is a misconception about the timing of the decision on this. There will not be a contract to evaluate until May/June. Implementation would occur in July. There is not an immediate need for action by the Senate at this time. L. Gross cautioned against a report prior to review of a contract. B. Lyons asked where the annual faculty salary data review stands L. Gross said that it should come forward by April.

Faculty Affairs Committee (J. Fowler)

Teaching Evaluation Summary. There are eight questions instead of four on the EOCS. There is a need for a new summary table. It is possible that some faculty will need to use both formats. See online attachment. The EC unanimously approved a motion to include table in the appendices.

Manual for Faculty Evaluation. Work is being done to remove sentences containing implicit bias, such as the examples of qualifications of external evaluators. For example, "He is one of the patriarchs of medical..." "...One of the lions of the field." The EC unanimously approved a motion to remove these sentences. These changes need to go into the workflow as the BOT currently oversees the *Manual for Faculty Evaluation*. J. Fowler will follow through on the changes.

Graduate Council (M. Roman)

Minutes of February 2, 2017. The first week of April is Graduate Student Appreciation week. There are discussions on graduate certificates. They are exploring how credits are attributed in each department and looking for clarification regarding hours that can be counted toward a degree and certificate. L. Gross encouraged EC members to try using iThenticate to see how it works. Further discussion about iThenticate is below.

Library and Information Technology Committee (H. Greene)

No report.

Nominations and Appointments Committee (B. Lyons)

Elections for 2017-2018. Most caucuses have candidates and elections will be held soon.

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

A resolution was proposed pertaining to FYS 129. The money was initially allocated to have senior tenured faculty in front of freshman for earlier exposure in their educational journey. There were questions about the source of the money and restrictions on its use. It is possible that this needs to be tabled until someone is hired in Student Success. This proposal is being taken to J. Zomchick for further input. Chapter 3 and Chapter 4 changes will be made by the March 1 deadline. The hope is that these are considered administrative changes and do not have to go through the BOT for approval.

Research Council (M. Van Riemsdijk)

Proposed bylaws changes. L. Gross indicated that the senate could not obligate an office to take minutes and provide staff. The wording should be changed to "has agreed to provide..." there was a motion to approve the bylaws changes as amended, the EC unanimously approved. This document will go forward as a first reading to the senate.

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

Awards update. Recommendations are due on March 6. Both committees are assessing nominations and collecting observation data.

Undergraduate Council (K. Ambroziak)

The minutes of the January 31, 2017, meeting were discussed. On EL and Service Learning designations, there were 16 courses approved; 28 courses were proposed, but ultimately withdrawn by the Colleges. Regarding the Peace Corps prep program, the University is working with the Peace Corps on an initiative that would allow certification of our students by the Peace Corps that would give them an advantage in applying for a position upon graduation. The courses were approved by the UG Council, but the Peace Corps did not approve as only two of six sectors were covered. The motion was to approve the report as amended (removal of Peace Corps courses). The EC unanimously approved the report on the minutes.

University System Relations Committee (S. Blackwell)

No report.

VII. NEW BUSINESS

Plagiarism and iThenticate (D. Thompson)

When a thesis is accepted and a degree is awarded, if plagiarism is detected, revocation of the degree must be considered. There are a number of these situations currently before the Graduate School. The intent is to support the faculty and student in mitigating this problem. Training must occur but it does not look to be onerous. It will not delay publication. This should not affect the manuscript dissertation option. Faculty have reacted to the word "certifying". Discussion ensued and this will be re-examined. J. Hall asked, will there be consequences for individuals who intend to plagiarize. D. Thompson said that we need to change the culture regarding plagiarism. R. Nobles commented there is a new policy that the scholarly work in theses and dissertations are held to the same standard as the rest of the university. L. Gross said we should be encouraging the university to invest in the training of staff to assist students in ensuring that this is taken care of with students at the head of the responsibility. K.

Ambroziak mentioned there is another program in Canvas. What software programs have been vetted? We need to encourage all students at the university to use the resources available to them. R. Nobles said that iThenticate is the national standard. If there is material that is being scanned by the software, then the software has it in the national repository. M. Van Riemsdijk asked can the person who is trained be at risk of being liable for reviewing a report that suggests plagiarism but that the major professor did not address? D. Thompson answered this is unclear. C. White said whatever document comes forward from the Graduate Council should articulate the role and liability of the faculty advisor. P. Rutenberg asked can one use iThenticate to scan chapter by chapter. The response was yes.

ADVANCE Grant (V. Keppens)

The grant is aimed at improving recruitment and retention of female faculty in STEM disciplines. How can we help them be more successful on our campus? The grant has been submitted previously but has been unsuccessful despite favorable reviews. Proposed activities will require faculty buy-in and we will need to provide assurance that faculty will buy-in; perhaps by attending STRIDE training? B. Lyons asked where does mentoring tie-in? V. Keppens stated we may need to transform mentoring context. L. Gross stated if you were to institute a number of campus programs around implicit bias and implement them, then you have already done what you said you want to do, which might cause reviewers to turn down the application. Chancellor Davenport has offered to talk with Dr. Keppens to review the grant application. This is about institutional change. The proposal needs to find a niche area that promotes institutional change. Assessment plan must be clear.

VIII. ADJOURNMENT (B. Ownley)

The meeting was adjourned at 5:30 p.m.