

Faculty Senate Executive Council  
MINUTES  
January 23, 2017

Present: Katherine Ambroziak, Steve Blackwell, Allie Brown, Chris Cimino, Jennifer Fowler, Lou Gross, Denita Hadziabdic-Guerry, Joanne Hall, Sadie Hutson, G. Kaplan for S. Newman, Bruce MacLennan, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Robert Spirko, Micheline Van Riemsdijk, John Zomchick

Guests: Jimmy Cheek, Tim Cross

## **I. CALL TO ORDER**

B. Ownley established that a quorum was present and called the meeting to order at 3:34 p.m. UTIA Chancellor Tim Cross was introduced and welcomed to the FSEC.

## **II. ANNOUNCEMENTS AND REPORTS**

### UTK Chancellor's Report (J. Cheek)

As we look to the Feb. 15 transition, J. Cheek encouraged the faculty and EC members to communicate with Chancellor Davenport and develop a good relationship with her.

### UTIA Chancellor's Report (T. Cross)

No Report.

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

No Report.

Question: A Governor's hire (Easo George) was made recently, but there is confusion about the source of funds for the hire. Provost Zomchick will check on this issue as it was communicated that the system did not have funds. J. Cheek answered that this is a system hire and an individual was proposed and hired. Funds for Governors Chairs have now been fully expended. There may be a budget proposal for additional positions.

Question: Chancellor-elect Davenport and many of the new hires are being hired at higher salaries than their predecessors were. Given that this is a recurring cost and there has not been an increase in the budget, what is the source of funds? J. Cheek answered that in the SEC, UT paid the second lowest salary for the Chancellor's position. The highest is 1.2 million. In order to attract competitive people, competitive salaries must be offered. C. Cimino indicated that some of these position increases are planned in advance. Budget projections have been made that will help with the increased costs. Discussion ensued.

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

There are initiatives on campus to look closely at our mentoring process for assistant and associate professors. M. Theriot contacted B. Ownley to join a group to examine best practices. Associate professors need to be mentored so that they are on track for promotion to full professor. B. Ownley also reported that she has had discussions with A. Haynes on potential legislative initiatives that would affect higher education in Tennessee and elsewhere.

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

A motion was made and seconded to approve the minutes of the Executive Council Meeting of November 7, 2016, as written. The minutes were unanimously approved.

### **IV. UNFINISHED BUSINESS**

#### Faculty Senate Issues of Concern for Chancellor-Elect Davenport (B. Ownley)

A number of items have been prioritized for Chancellor-elect Davenport: 1) Funding for a Pride Center; 2) Gender pay equity; 3) Guns on campus; 4) Grad school metrics will need a funding commitment; 5) Freedom of speech; and 6) Importance of shared governance.

#### Pride Center Report (M. McAlpin)

A report was distributed prior to the meeting. Activities emphasized in the accompanying brochure were not all carried out this year due to constraints in funding and staffing. The hope is for the Faculty Senate to pass a resolution at the next meeting to fund a Pride Center. M. Shivers and V. Carilli have expressed agreement to have the Pride Center as part of Student Life. AAUP is planning a roundtable on 2/27 on diversity at UT, which will feature the items in the report. Wendy Bach will be going to the SGA and GSS with the report. B. Lyons asked about the best reporting lines for the Pride Center as a resource to LGBTQI faculty and staff. Members expressed that the student population is the biggest concern at present because they are potentially more vulnerable as a group. The more vibrant Pride Centers are the ones that have associated academic programs oriented toward diversity. The more the academic mission is tied to the Pride Center, the more successful it will be. L. Gross moved that that the Executive Council of the Faculty Senate formally thank the Pride Center Working Group for their outstanding effort, accept the report, and encourages the Faculty Senate to approve the proposals and recommendations in the report at the next Senate meeting.

#### Guns on Campus (B. MacLennan)

An open-carry bill has been introduced, but it is unclear how this will affect public universities. There was a Policy briefing on Nov. 28 by Moms Demand Action for Gun Sense in America. This group has had success in campaigning for a veto by the Governor of Georgia by leveraging support from stakeholders. To learn how to participate, there is a Facebook page and email: [educators@momsdemandaction.org](mailto:educators@momsdemandaction.org). Getting as many professionals involved as possible is critical and should be done now. The workgroup is developing a fact sheet about gun violence. The SGA has indicated that they will conduct a survey to poll students about student campus carry. The TUFSS resolution was passed and sent to members of the education committee in the house and senate. ETSU did a press release, which was published in *The Tennessean*.

#### Role of Faculty in Advocacy (B. Ownley)

How can we communicate concerns and remain in compliance with UT policies and state law? B. Ownley is talking with members of general counsel and UT advocacy about this. Clearly, we are free to advocate as private citizens. Service to the Senate is part of our job and communicating with faculty about issues that will affect the university is our responsibility.

#### Proposed UTK Resolution on Monitoring APR, CPR, & EPPR (C. White)

This will be proposed as a concurrent resolution by each of the campuses. This resolution applies specifically to the UTK (including UTIA and UTSI) campus. The resolution will go to Katie High and the President's office. Similar resolutions have been passed at UTHSC and UTC. An examination of the data will better determine whether the new EPPR policy is having an

impact. L. Gross asked a wording question regarding the breakdown by tenured and non-tenure track faculty. Is the new policy resulting in big changes in how faculty members are being reviewed or terminated? Discussion ensued; there was agreement that it will be useful to know whether or not there are major differences in how the Colleges are evaluating the faculty. J. Zomchick said data have not been collected until this year on non-tenure track faculty. This is the first time data has been collected on this group through the online faculty system. On the UTIA campus, the same system for TT has been used for NTT. L. Gross made a friendly amendment that "aggregate number of faculty by college receiving...". B. Lyons seconded. There was further discussion. J. Zomchick indicated that some colleges only have a few TT lines and faculty could potentially be identified. B. McLennan asked does the Office of General Counsel have an opinion on this regarding confidentiality? J. Zomchick is willing to release the review data unless instructed otherwise. Friendly amendment to now read, "1) Aggregate number of faculty by college receiving "Far exceeds expectations for rank," "Exceeds expectations for rank," "Meets expectations for rank," "Falls short of meeting expectations for rank," and "Falls far short of meeting expectations for rank" ratings in their APRs, with years 2014-2015 and 2015-2016 serving as base lines for future comparisons, and 2) Aggregate number and outcomes of EPPR and CPR reviews conducted during the preceding academic year, with years 2014-2015 and 2015-2016 serving as base lines for future comparisons. B. Ownley called the question. It was unanimously approved.

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

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

In December, B. Ambroziak and B. Lyons met with several for the Pride Ambassadors to present our idea for a charrette process to create a flag display feature adjacent to the Center. They expressed concern about the use of any funds for such a project, asserting that they have more immediate and pressing funding needs. There is a need to build more buy-in for the idea before proposing it to the Ambassadors. The proposal will remain as part of the minutes and reports for our task force with the hope that it may be of use at a future date.

1. Tennessee Representative Ragan has proposed bills (SB30, HB33) that will have an adverse impact on LGBT Tennesseans. The bill seeks to narrow the definition of "husband," "wife," "mother," and "father," which appear frequently in Tennessee legal code. An initial inquiry to the Office of General Counsel indicates that state statutes that address UT-related employee benefits use the terms "spouse," "parent," and "family" rather than the terms identified in the bills. If that is still the case, then Rep. Ragan's bill would not directly impact UT.
2. Presentation of Senate bylaws proposal:

#### Diversity and Inclusion Committee

Membership shall consist of eight faculty members. The committee chairperson is appointed by the Faculty Senate President. Three members will be committee *liaisons* appointed by the chairs of the Faculty Affairs Committee, the Teaching and Learning Council and the UT System Relations Committee. The other four members will be appointed by the Faculty Senate President and will reflect diverse campus constituencies. The charge of the committee is to actively support diversity and inclusion at UTK.

This will be presented in February at the FS meeting and voted upon for adoption in March.

L. Gross moved that the motion be accepted and P. Rutenberg seconded. The motion was approved unanimously.

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

Appeals Committee (R. Prosser)

No report.

Athletics Committee (S. Hunter)

i. *Regarding Search for New Athletics Director (AD)*

- Current AD Dave Hart will retire June 30, 2017.
- Chancellor-Elect Beverly Davenport announced on January 20, 2017, that she has hired Turnkey Sports and Entertainment to assist with the search process.
- The search committee, tasked with advising Chancellor-Elect Davenport throughout the hiring process, was also announced on Friday, January 20, 2017. The committee will include: former UT quarterback great Peyton Manning; Senior Associate Athletics Director Donna Thomas; UT Trustee and alumnus Charlie Anderson; Jimmy Haslam, alumnus, CEO of Pilot Flying J and owner of the Cleveland Browns; and Professor Donald Bruce, UT's faculty representative for the SEC and the NCAA. Chancellor-Elect Davenport has asked Raja Jubran, alumnus and vice chair of the UT Board of Trustees, to chair the search committee. (source: <http://www.knoxnews.com/story/sports/college/university-of-tennessee/2017/01/20/ut-hires-firm-ad-search-announces-search-committee-members/96847086/>)
- The hiring of the new AD is a campus-level, not a system-level or BOT, appointment.
- Inquiries about the process should be directed to Jacob Rudolph, Vice Chancellor for Communications.

ii. *Regarding COIA [Coalition on Intercollegiate Athletics]*

- On their website (<http://sites.comm.psu.edu/thecoaia/>) the Coalition on Intercollegiate Athletics (COIA; the Coalition) describes their organization as "an alliance of faculty senates from NCAA Football Bowl Subdivision (FBS) schools. COIA's mission is to provide a national faculty voice on intercollegiate sports issues. Areas of concern include academic integrity and quality, student-athlete welfare, campus governance of intercollegiate athletics, commercialization, and fiscal responsibility."
- The COIA organization appears to meet once per year; their last meeting was February 2016.
- Their membership lists 63 University Faculty Senates, including the University of Tennessee, and was last updated in 2014.
- Their most recent white paper "Framing the Future: Reforming Intercollegiate Athletics" was published in 2007.
- Message recently sent to B. Ownley (**From:** Martin Crimp at Michigan State) suggested that COIA is in the midst of seeking changes to their Bylaws; however, they have not done an adequate job of getting information out to the campus senates. We have not

seen the proposed changes, and the current Bylaws do not appear to be posted on the COIA website.

- According to various sources with the UT Athletics Department, our student-athletes are well supported by the Thornton Athletics Student Life Center, under the leadership of J. Scogin, Senior Associate Athletics Director & Assistant Provost.

B. Ownley will look into this further and possibly attend.

#### Benefits and Professional Development Committee (G. Kaplan for S. Newman)

Update on Survey to Faculty about Sick Leave Benefits - The committee is awaiting the release of the medical leave survey to all faculty with emphasis on 9- and 12-month differences. S. Newman is working with C. Springer and hopes to launch as soon as possible. The committee will not likely meet again until after there are results to review.

#### Budget & Planning Committee (L. Gross and C. Cimino)

- i. L. Gross and C. Cimino – there are programs that were planned that are being affected by new legislative changes that ban state-supported travel to four states (TN, NC, MS, and KS) for enacting discriminatory laws. This will impact athletics as well, which will be the most likely avenue for leveraging action.
- ii. Forum to discuss outsourcing the numbers- there are assumptions about the implications of outsourcing. An open gathering for discussion can be held, but it is not yet clear whether that will happen. B. Ownley stated that East TN legislators have signed a letter to indicate that they are not in favor of outsourcing.

#### Faculty Affairs Committee (J. Fowler)

- i. J. Fowler indicated that Faculty Affairs will meet to discuss changes to the *Manual for Faculty Evaluation* as a result of the new end of course surveys for students. A handout was distributed to show layout of evaluation questions.
- ii. D. Hadziabdic-Guerry indicated that revisions have been made to Chapter 4 on NTT guidelines. This will be sent forward to Faculty Affairs for review.

#### Graduate Council (M. Roman)

Update on Nov. 10 meeting (minutes not yet approved). Academic Policy was major topic of Nov. 10 meeting. A discussion ensued about retaking a course to improve an already passing grade. More about this topic will be forthcoming. Another topic included defining what a graduate certificate is- credit versus non-credit. Mary Albrecht provided a rationale based on SACS and Federal regulations. Graduate appeals -One graduate student appeal was reviewed by the GC Appeals Committee and the student's appeal was upheld.

#### Library and Information Technology Committee (H. Greene)

Upcoming OIT Strategic Plan- B. Ownley will be attending.

#### Nominations and Appointments Committee (B. Lyons)

Elections for 2017-2018 - All Caucus Chairs have received information on the number of open seats in their caucus based on our January report from the Office of Institutional Research. They also have a sample memo to use, and are in the process of initiating elections with the goal of assembling ballots by February 15. We have a report from the Payroll Office to identify all eligible voters that we are preparing for OIT to generate electronic ballots for caucuses wishing to ballot on-line. Please make a point of encouraging Faculty Senate service with our

colleagues and at our department and college faculty meetings.

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

- i. Updates to Chapter 4 of the Faculty Handbook (see above).
- ii. FYS 129 - a distinguished lecturer put forward a proposal to teach 3D printing, but was denied to teach an FYS class as these are currently designated only for TT faculty. J. Zomchick will look into the policy (<http://fys.utk.edu/fys-129/teaching-129/>). Rationale for the original FYS proposal was to expose students to senior faculty earlier since many are taught by lecturers or GTAs. At the time the policy was introduced the position of "distinguished lecturer" did not exist.

Research Council (M. Van Riemsdijk)

- i. Concerns about iMedRIS have been conveyed to Robert Nobles.
- ii. December 14, 2016, meeting:
  - Kimberly Eck provided an overview of the activities of the Research Development Team (RDT) and shared recent accomplishments. In 2015, the RDT supported 32 proposals. They requested \$171M total and \$5.5M was won. RDT is expanding its activities to understand the mission of the granting agency and weekly monitoring of funding opportunities. RDT is exploring 2017 Summer Faculty Fellow opportunities in the Office of Research and Engagement (ORE). It has not yet been finalized how these fellows will be selected and how they will contribute to ORE.
  - Kimberly Eck explained the strategic selection for the limited submission process, creating 3 types of exceptions to the standard process. Exception 1 would be an open competition based on priorities. Exception 2 would be a closed competition with a clear UT project/PI identified. Exception 3 would be an early identification process that includes establishing a team prior to the announcement. It was proposed that the RDT consider creating an advisory group of Governor's Chairs and Distinguished Fellows to provide input and support for early identification process.
  - Bob Muenchen presented on the Research Computing department, which helps UT researchers use information technology and analytic methods to acquire, manage, visualize, analyze, archive and share data and assist with disseminating results.
  - A staff of 6 works on over 100 projects each to assist researchers on structuring effective surveys; managing data to determine potential errors, missing data; data visualization and analysis including qualitative and content analysis; and effective visual graphics, tables and results reports for dissemination. They have over 30 software programs for data acquisition, numbers, text, images, and audio/video.
- iii. January 11, 2017, meeting:
  - The Centers Review Committee reviewed a new proposal to establish a National Institute for STEM Evaluation and Research. The Office of Research and Engagement denied the request to establish the new free-standing institute because it already exists and functions under the wider NIMBioS umbrella. The Review Committee also submitted reviews for the Construction Industry Research and Policy Center, the Corporate Governance Center, and the Institute for Nuclear Security.
  - Taylor Eighmy provided an update on the Vol Vision 2020 strategic plan for the Office of Research and Engagement. He presented the key goals in research and engagement, and related metrics. He will present the strategic plan in the May 2017 meeting of the Research Council.

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

For teaching awards, there were over 45 nominations for 32 faculty. The committee reviewed the materials and narrowed it to 9. Observations are occurring this month. Recommendations will be forwarded at the beginning of March. The process for advising awards is also moving forward. It was noted that there are fewer nominations in the last few years than there used to be 4-5 years ago.

Undergraduate Council (K. Ambroziak)

No meeting since Oct 18 - no report.

University System Relations Committee (S. Blackwell)

Looking into EPPR related matters to see how others in the system are handling the EPPR process.

**VII. NEW BUSINESS**

First Amendment Planning and Programming Committee (B. Ownley)

There is a group on campus led by J. Rudolph to plan events this semester focused on the First amendment. B. Ownley is a member.

**VIII. ADJOURNMENT**

L. Gross moved to adjourn. J Hall seconded. B. Ownley adjourned the meeting at 5:26 p.m.