Faculty Senate Executive Council MINUTES October 5, 2016

Present: Katherine Ambroziak, Allie Brown, Chris Cimino, Susan Edmundson (for Steve Blackwell), Jenny Fowler, Holly Greene, Lou Gross, Denita Hadziabdic-Guerry, Joanne Hall, Sadie Hutson, Bruce MacLennan, Samantha Murphy, Shelley Newman, Bonnie Ownley, Rebecca Prosser, Robert Spirko, Micheline Van Riemsdijk, John Zomchick

Guests: Jeff Gerkin

### I. CALL TO ORDER

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

### **II. ANNOUNCEMENTS AND REPORTS**

<u>Chancellor's Report</u> (J. Cheek) No report.

<u>Provost's Report</u> (J. Zomchick) No report.

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

As part of a Southeastern Conference Academic Leadership Development Program project, B. Ownley, Jeff Fairbrother, Andrew Kramer, and Carole Meyers developed a survey to examine the reasons for dissatisfaction among faculty at the associate professor rank. The survey includes four open-ended questions to identify factors related to advancement from Associate to Full Professor rank and from Assistant to Associate Professor rank. The survey will also address demographics. The goal of this survey is to develop a list of actionable factors to improve matters for Associate Professors.

Highlights - Commission for Women. There was much interest in teaching about diversity in the classroom even if it is not the focus of the class. This was followed by a discussion on developing training opportunities for faculty on diversity. M. Lucal provided an information sheet on numbers of women.

Highlights – Commission for Blacks. There was a discussion on involvement of minority owned companies and their involvement in providing services to the university, especially in light of the large number of construction projects on campus.

Highlights - Commission for LGBTQ+. A survey was conducted to identify concerns on campus. The concerns centered upon: 1) the Pride Center, Pride Ambassadors and Programming, including financial security and staffing for the Center and 2) improving communication. Other points of discussion included developing a central source for information for LGBTQ+ faculty, staff, and students as well as trying to unify the commission with other groups on campus.

Highlights – Tennessee University Faculty Senates (TUFS – 10 public universities in Tennessee) - B. Ownley and M. Griffin went to Nashville to attend this meeting (Sept. 23-25). Primary discussion point at that meeting was the concern about the campuses that will be freed up from the TBR system. The schools will respectively need to organize a board of trustees for their schools. The UFC passed a resolution against campus carry for students.

Senates co-sponsored voter registration day. Early voting - October 19 to November 3.

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

Minutes of the Executive Council Meeting of <u>September 6, 2016.</u> S. Murphy made a motion to accept, B. MacLennan seconded the motion, unanimous approval.

### **IV. UNFINISHED BUSINESS**

<u>Update – Criteria for Minority Scholarships for Engineering</u> (J. Gerkin)

\$436K was diverted from diversity for use towards minority scholarships. The program is housed in the Office of Financial Aid & Scholarships and will go to students majoring in engineering programs in the College of Engineering or Biosystems Engineering program. Awards will begin Fall 2017 for those who are (1) students from socioeconomically challenged backgrounds (2) 1<sup>st</sup> generation college students; (3) veterans or their dependents; or (4) students from underrepresented college-going or rural high schools. The criteria were developed in consultation with OGC, legislative liaisons, and the Chancellor. Established levels will be set so that funds are fully expended in 4 years (27-30 students will receive in the initial year). L. Gross indicated that there are strict rules regarding carryover of funds and asked if carryover of funds is possible from year-to-year. C. Cimino indicated that a dedicated carryover procedure for certain items is possible. Funds will be awarded and carried over for 4 years until spent. L. Gross would like to see communication to colleges and units about instructions for dedicated carryover procedures. Discussion ensued regarding the four characteristics. In particular, there were questions about whether scholarship monies can be expended on the basis of demographic characteristics like race or gender per EEO and whether a specific underrepresented group could be missed who does not meet one of the four criteria above. This will be taken back to OGC and the Chancellor to re-examine. The document will come back to the EC at a later meeting.

<u>Discussion/Recommendations – Faculty Senate Gender Salary Report</u> (L. Gross) A summary report was circulated (Attachment A). The following recommendation was proposed to the EC: Based upon the variety of reports on gender and salary at UTK (i) the FS Executive Council encourages the Provost to carry out a similar analysis of gender as it impacts faculty salary at least every two years and provide this report to the Faculty Senate; (ii) the FS Executive Council encourages the Provost to pay particular attention to those units identified as the greatest contributors to the statistic measuring gender inequity in allocation of future equity and merit components of any raise pool. J. Hall made a motion to approve; D. Hadziabdic-Guerry seconded the motion. Recommendation unanimously approved.

#### Update - Chancellor's Transition Team (L. Gross, B. Ownley)

J. Cheek met with B. MacLennan, B. Lyons, and B. Ownley. Preference was for the transition team to be comprised at the UTK campus rather than UT System level. Eight names have been provided as recommended members of the Transition Team.

#### <u>Update – Guns on Campus</u> (B. MacLennan, B. Ownley)

A conference call occurred three weeks ago with Lee Harris and Rob Wilcox. There is strong suspicion that the law will be extended to include student carry laws on campus. Significant

work needs to be done in advance with key stakeholders to stop this action. It is suggested that faculty and specifically faculty senators talk with key members of the BOT, president, and chancellors, as well as the government relations team—all of these individuals need to be talking with legislators about strong opposition. A no compromise approach was suggested with the rationale that the opposition will demand that it's a second amendment right for students to carry guns. Some have suggested that the cost of implementation on campus could be ten million dollars. Economics faculty will be needed to assist in making a case for what it will cost to carry out any extension to student carry laws. Further, it will be helpful to engage law faculty who can talk about 2<sup>nd</sup> amendment laws. Suggestion is to work on this now and engage Chief Lane in the discussion. TUFS asked if we would work with SGA to do a survey about the students' thoughts about guns.

Resolution from TUFS - (Attachment B). Recommendation brought forward to change the language to dangerous environment rather than hostile environment. Further, the first statement in the resolution is echoing a statement by another group and should be changed. B. Ownley will take this to Chief Lane and then send it back to TUFS. An additional suggestion was to re-examine the White paper written by C. Myers and T. Boulet and update it. B. Ownley will send this forward to the EC.

<u>Update – College/Departmental Bylaws, Faculty Senate Demographics</u> (B. Ownley) The Faculty Senate website will be reviewed to examine whether the Departmental bylaws are current and then proceed with contacting the Colleges/Departments to provide most recent bylaws.

#### <u>Update – Final Draft of EPPR</u> (B. Ownley)

Peer review committee charge - expectations for faculty performance may be commonly held to the standard of the discipline or specific to college (see EPPR revisions). R. Prosser encouraged that bylaws are revised and made explicit and available.

#### Conferencing SOP (S. Hutson)

Discussion ensued about the best ways to encourage participation in Faculty Senate meetings via web-based conferencing technology. A wording change was suggested to include that senators "ideally" request participation in Faculty Senate meetings by Zoom one week in advance. R. Spirko and S. Hutson will continue to work to refine the process for conferencing for senate meetings (Attachment C).

#### <u>Update – Safe Zone Training</u> (B. Ownley)

Discussion with M. Shivers who conveyed that the students have expressed that they would prefer to have D. Glassman's time working with them, rather than working on the training, which is geared more for allies. The working group will meet and discuss the recommendation and this will be readdressed at a future meeting. L. Gross asked whether there other available resources to assist with this work and/or increase the percentage of time that D. Glassman is spending on any one initiative. J. Hall reported that UT Diversity Matters has concerns about Safe Zone Training. There are different groups with different perceptions. Groups are requesting the training on campus. A. Brown asked about the possibility of implementing a train-the-trainer model for Safe Zone.

## V. REPORTS OF AD HOC COMMITTEES

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

A proposal to hold a design charrette to create a flag display system for the UT Pride Center has been sent to Chancellor Cheek. The task force hopes that this will be a creative and symbolically important project for the campus and can help to forge consensus in support for the Pride Center and help to repair relations. A forum on Free Speech and Diversity is planned for Monday October 31<sup>st</sup> at 3:30pm in Stokely Management Center room G2. A flyer for the event was handed out. Vandalism of flag - T. Lane repeated the information that individuals need to step forward who may know more about who committed the act.

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

<u>Appeals Committee</u> (R. Prosser) No report.

<u>Athletics Committee</u> (S. Hunter). No report.

### Benefits and Professional Development Committee (S. Newman)

First meeting was held the week of 9/26. Approximately three meetings will be held per semester. Greg Kaplan is acting as co-chair as needed. Goal of the committee will be to conduct more traditional meetings with an agenda and minutes and work with the Non-Tenure Track Issues Committee (we have had one joint chairs meeting). Priority will be to address the perceived concern about sick leave accruement for 9-month faculty employees. The committee is working to collect data from other TBR and southern colleges. The NNTI committee is going to poll the Faculty Senate and faculty with the goal of having some results by the November Faculty Senate meeting.

<u>Budget & Planning Committee</u> (L. Gross). No report.

Faculty Affairs Committee (J. Fowler) No report.

<u>Graduate Council</u> (M. Roman) No report.

<u>Library and Information Technology Committee</u> (H. Greene) No report.

Nominations and Appointments Committee (B. Ownley, B. Lyons) No report.

<u>Non-Tenure Track Issues Committee</u> (A. Brown, D. Hadziabdic-Guerry) No report.

<u>Research Council</u> (M. Van Riemsdijk) No report. <u>Teaching & Learning Council</u> (S. Murphy, P. Rutenberg) No report.

### Undergraduate Council (K. Ambroziak)

The Undergraduate Council met on September 13, 2016. Minutes (unapproved) are posted on the Council's webpage.

- Chris Lavan, Experience Learning Director, presented an update regarding the implementation of Experience Learning R-(research) and S-(service learning) designation courses, which will begin their pilot phase this fall. Comments from the Council related primarily to the make-up of the Advisory Groups, which act as sub-committees to the Curriculum Committee and who will be reviewing submissions for compliance with designation requirements. The Council stressed the importance of faculty representation. Operational guidelines are being drafted to clarify this representation.
- Erin Hardin presented an update from the General Education Taskforce, giving a general outline of the proposed changes. A final version of the proposal is expected to be submitted and reviewed in spring 2017.
- Committee reports were heard from the Academic Policy, Advising, Curriculum, and General Education. Actions taken include the approval of updated policy text for the catalog and procedures for phasing out general education courses, approval of curricular consent items and curricular proposals from the College of Communication and Information, and approval of three courses that satisfy general education requirements.

### University System Relations Committee (S. Blackwell)

Would like to meet with Noma Anderson. Can bring 12 Faculty Senators together for a meeting with her in November.

# **VII. NEW BUSINESS**

<u>Parking Issue</u> (B. Ownley) C. Cimino will address a recurring parking issue.

<u>Resolutions from Tennessee Universities Faculty Senates</u> (B. Ownley) A resolution against campus carry for students was circulated.

# VIII. ADJOURNMENT

B. Ownley adjourned the meeting at 5:12 p.m.