Faculty Senate Executive Council
MINUTES
March 20, 2017

Present: Katherine Ambroziak, Ernest Bernard, Steve Blackwell, Allie Brown, Lou Gross, Denita Hadziabdic Guerry, Joanne Hall, Sally Hunter, Sadie Hutson, Beauvais Lyons, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Pat Rutenberg, Robert Spirko, Candace White, John Zomchick

Guests: Tim Cross, Anthony Haynes, Ashley Maynor, Carey Whitworth

I. CALL TO ORDER

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

II. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (B. Davenport)
Chancellor Davenport was unable to attend.

UTIA Chancellor's Report (T. Cross)
The federal budget is being watched very closely as a result of the proposed USDA budget. The search for the UT Ag Extension Dean position has been announced. UTIA just finished a two-day grant workshop with the University of Central Florida and University of Kentucky that was very successful; the hope is to open up multi-state, multi-institution grant funding opportunities. A team of faculty members will be recruited to serve on a strategic planning committee to develop a strategic plan for UTIA; this plan will dovetail with VolVision 2020. The team will include faculty, staff and two department heads. B. Lyons asked what were the obstacles to fostering collaboration across the two campuses. T. Cross responded that one problem was the way students are counted in interdepartmental degree programs. If students reside in more than one unit, there are potential problems. For example, there are programs that are budgetarily-based in one department, but faculty teach across programs from various departments. There are models at other universities on how to facilitate interdepartmental programs and allow students to be counted for specific departments, rather than in an interdepartmental program alone. Regarding dissemination of faculty scholarship, J. Hall asked whether the County Extension Offices were a conduit for community contact. T. Cross responded yes. He added that there is a cultural challenge regarding education as a value. Greater outreach and engagement above and beyond the traditional areas should be considered further.

Provost's Report (J. Zomchick)

- Chancellor Davenport announced at the Council of Deans that the Provost search will begin in Fall 2017. A committee will likely be assembled before spring term ends. Searches for the VC for Communication and Marketing, and the VC for Development and Alumni Affairs will be underway soon. A new budgeting model for the campus will be explored (as opposed to historical budgeting of the units) and there is likely to be a hybrid approach to management. This will open up the potential for cluster hires and growing the UG population by 5%. Chancellor Davenport is very interested in getting out the "UT Story."
- The General Education Committee will be giving a report at a senate meeting on a proposal to redesign General Education. Priority 6 (Diversity) of Vol 2020 is almost ready

to be released. It has been shared with the Chancellor's Cabinet and Council of Deans. C. White asked if our aspirational peers have a higher proportion of graduate to undergraduate students than we do. She asked if there were plans to grow the graduate student population. J. Zomchick responded that one reason to grow the undergraduate population involves the budget implications of tuition. There is an emphasis on growing the undergraduate population by returning funds to the units who are growing their programs, particularly in the online arena. We need more space and faculty to be able to do this. We are only expecting $500,000 of additional funds next year. Having an enrollment model whereby we grow at 1% a year for the next 5 years is important. R. Spirko asked if there has been any comment on the accessibility plan. J. Zomchick responded no. There was a question about whether there will be faculty input into cluster hires. J. Zomchick responded that there has been little discussion thus far on this issue, but it appears that there will be faculty participation. Timing on this will not be this year, but possibly next year.

- L. Gross asked if there have been any changes to the budget processes that have occurred over the last few years. J. Zomchick responded no. J. Hall asked if there has been any discussion about retreat salaries of administrators. J. Zomchick responded that retreat salaries of the Chancellor and the President were BOT matters and were determined by the BOT. Compensation of provosts, vice provosts and deans are campus matters. There will probably be discussion about this at the BOT meeting. The standing budget for the Faculty Senate has been proposed and submitted to J. Zomchick. Disincentives to serve as FS president must be removed. B. Lyons asked what was the timeline for this proposal to be considered? J. Zomchick responded that in the past, the Office of the Provost would put this forward as a budgetary request to the Chancellor. It is difficult to determine how this will be handled with the new Chancellor, but it is a robust proposal.

President's Report (B. Ownley)
Comments from B. Ownley will be integrated throughout the agenda as necessary to save time.

III. APPROVAL OF MINUTES
Minutes of the Executive Council meeting of February 20, 2017, were presented for review. B. Lyons moved approval of the minutes; C. White seconded, approval was unanimous.

IV. UNFINISHED BUSINESS
Pride Center Report (B. Ownley)
A budget proposal for the Pride Center was submitted. It was noted that faculty salaries must include fringe benefits. In addition, there may be facilities charges that need to be included. This is an operating budget only.

Plagiarism and iThenticate (B. Ownley, M. Roman)
There was a call for comments on Dean Thompson's draft of language to require all theses and dissertations to be submitted to iThenticate. L. Gross reported that he has been unable to use iThenticate. He sent a dissertation forward to be run through the software, but it has been 3 weeks. There may be significant time involved in getting results, depending on the College/Department/Unit. There was a reminder that the Graduate Council was a standing committee of the Faculty Senate. The actions of the Graduate Council cannot be implemented until approved by the Senate with a vote. It was suggested that at the Senate meeting, M.

Roman present the graduate curriculum items as one item and the iThenticate issue as a separate item. J. Hall asked what the process was used for selection of this software package. A. Maynor responded that the library had a subscription to iThenticate. We pay for the software, but the cost to the institution will increase with more users. P. Rutenberg asked whether other institutions use this software? Is it an industry standard? A. Maynor indicated that it is commonly used across the country. iThenticate does keep the scanning of documents in-house whereas other software can cause the information to be vulnerable to being lifted.

EPPR Resolutions (C. White)
The annual performance review (APR) ratings of the majority of UTK and UTIA faculty are "meets expectations" or above; very few faculty had lower ratings. This data was for AY13-14 (UTK and UTIA) and AY14-15 (UTK) data. UTHSC is putting together a letter to accompany the resolutions that were passed by each campus senate regarding transparency of APR, CPR, and EPPR data. The letter and resolutions will be presented to President DiPietro.

Retreat salaries (C. White)
C. White noted that administrators who return to the faculty and who are on retreat salaries will be held to the same standards as other faculty.

V. REPORTS OF AD HOC COMMITTEES

Task Force on Guns on Campus (A. Maynor)
It would be helpful for folks to call House members as it is possible that the vote will be very close. The hope is that the gun bills will die in committee. There are three bills that will be heard on March 22: HB493, HB884, and HB653. D. Guerry asked if calling is more effective than other means of contact based on data. A. Maynor responded that state legislators anecdotally report that this is true, but there is also national research that demonstrates that phone calls are more effective.

VI. REPORTS OF STANDING COMMITTEES

Benefits and Professional Development Committee (S. Newman)
The survey to faculty on sick leave and family medical leave benefits has been completed. Data is being analyzed in committee now. There was some confusion on the part of faculty about the difference between medical leave and sick leave. C. White asked what was the impetus for this survey? It had been explored about ten years ago. S. Newman responded that much of it was an exploration of where we fit in comparison with top 25 institutions. The hope was to explore whether a group of employees may have been underserved. We need to determine if this is an issue in terms of attracting strong faculty. HR may need to do a better job of explaining the difference between sick leave and medical leave.

Budget & Planning Committee (L. Gross)
The Committee is working on the annual Faculty Salary analysis for comparison to peers to be presented to the Senate at the April meeting. This report will include the changes in relative ranking of faculty salaries compared to peer groups over the past decade. Additionally, the Committee is planning a Forum on Outsourcing Facts and Figures with the objective to analyze reductions in potential "savings" by considering issues that the current State analysis does not take into account.

Faculty Affairs Committee (J. Fowler)

Revisions to Chapter 4 of the *Faculty Handbook* are in progress. One item is the term adjunct vs joint faculty appointments. Proposed language changes are in blue in the handout that was available. These revisions will include review by the Office of the General Counsel because this would be a BOT policy. The Provost's Office must also be included. Under the second bold heading there was a suggested change: "or involve non-UTK entities" rather than "research units."

Nominations and Appointments Committee (B. Lyons)
Most elections have been completed, and all newly elected and continuing senators will receive a survey to determine their committee selections for next year. B. MacLennan (Department of Electrical Engineering and Computer Science, College of Engineering) and P. Daves (Department of Finance, Haslam Business College) will stand for election for the campus representative to the UT Faculty Council for 2017-2020. This will be on the agenda for the April 3rd Faculty Senate meeting. Electronic ballots will be sent just after the meeting. Efforts are currently underway to recruit two qualified candidates to stand for election as Faculty Senate President-Elect with presentations to take place at our May 1st meeting. Electronic ballots will be sent just after the meeting.

Research Council (M. Van Riemsdijk)
Jim Kohlenberger will give a presentation about the federal budget in relation to research and scholarship at the next Research Council meeting at 4/12/17 at 3:30 p.m. in A004 Blount Hall.

Undergraduate Council (K. Ambroziak)
The minutes of the February 28, 2017, meeting were presented. Minutes are not yet approved and the first page of the minutes provides a summary. The highlights included Advising 2020, General Education requirements, and existing WC courses that do not have pre-requisites. This will be added to the next round of proposals.

VII. NEW BUSINESS
Legislation Update (C. Whitworth, A. Haynes)
The government relations office provided an update on bills and amendments that have been proposed by state legislators. These include a bill to protect the free speech of faculty and students and academic freedom. Many gun bills are no longer active, including one that would allow part-time faculty and staff to carry guns on campus. C. White asked about the advocacy role of Moms Demand Action against Gun Violence. C. Whitworth indicated that it is difficult to determine the extent of their influence. This is not an election year, and this bill will not move forward. A. Haynes summarized another issue whereby a proposed efficiency audit committee would take a look at academic courses and whether they have value to the campus/constituents. This will come up in sub-committee on 3/21. There was discussion of an amendment, but it is unclear what effect it will have. Another proposed bill is a smoking bill—this would essentially give the university chancellors the ability to decide where and if individuals can smoke on campus. B. Lyons asked where the bathroom bill stands. A. Haynes responded that he is not sure this will get anywhere. On the issue of outsourcing, the Knox delegation is still posturing around what will or will not work. The decision has been moved to the Chancellor level for the campuses. Legislation on this will come as soon as next week if it happens. At the Federal level, NIH, USDA, NSF, OMB function code 250, NASA, and DOE budgets are being examined closely. It does not appear that there is anyone embracing the budget proposal presently. ACA is a bigger issue because there are many attempting to save it.

There may need to be budget offsets made in other areas as a result. The Office of Government Relations remains very aware of the things that fuel the research engine of the university.

University Faculty Council (C. White, B. Ownley)
The UFC is meeting next week. C. White said there was an issue in the BOT Executive Compensation Committee that affects our faculty. President DiPietro called a meeting with VPs and UFC. There are 15 executive employees that together earn $4.5M. They also receive incentive bonuses given by the BOT based on 26 metrics, including student retention and closing the gap between faculty salaries and those of our peers and aspirational peers. Faculty and staff salaries need to be brought closer to the median. There is a $41M gap. It was proposed that this metric be removed as an incentive bonus standard because the campuses and institutes had not calculated it the same way. The UFC protested removal of this metric. The issue was tabled for a 1-year study period. At the next UFC meeting in April, there will be discussion about devising a metric. Another metric is student retention. However, that benchmark is averaged across all four campuses together.

Survey of Associate Professors (B. Ownley)
Data from the survey has been analyzed. The survey included four open-ended questions about barriers and facilitators to promotion of Associate Professors (from Assistant to Associate, and move from Associate to Full Professor). The biggest barrier is service load. The greatest facilitators are the relationships with department head/dean, senior faculty, and mentor. Approximately 25% of the faculty are associate professors.

VIII. ADJOURNMENT
B. Ownley adjourned the meeting at 5:16 p.m.