

FACULTY SENATE  
Minutes  
October 17, 2016

Absent: Stan Bowie, Barry Bruce, Vincent Carilli, Christopher Cherry, Chris Cimino, Mark Dean, David Dupper, Islam El-Adaway, Mark Farley, Alex Freire, Stephanie Galloway, Jennifer Gramling, Denita Hadziabdic-Guerry, Heather Hartman, Qiang He, Amy Hodshon, Sharon Jean-Philippe, Hyun Kim, Nicole Labbé, Lt. Col. Brian Lancaster, Mary Leitnaker, Judy Li\*, Beauvais Lyons\*, Srinivasan Mahadevan, Lisa Muller, Lisa Mullikin, Marian Roman, John Schmisser, Vandana Singh, George Siopsis, Gary Smith, Kimberly Smith, Soren Sorensen, Cary Staples\*, Dawnie Steadman, Jennifer Stokes, Maurice Stucke\*, Pedro Tomas\*, Ahmad Vakili, Christian Vossler, Brynn Voy, Forbes Walker, Alan Wallace, Stewart Waters, Brian Whitlock, Shellen Wu, Ling Zhao, Xiaopeng Zhao

Present by Zoom: Dawn Coe, Margarita Velandia

Alternates: Ashley Maynor for Judy Li, Casey Sams for Cary Staples, Loneka Battiste for Beauvais Lyons, Wendy Bach for Maurice Stucke, Hillary Herndon for Pedro Tomas

### **I. ESTABLISHMENT OF QUORUM**

A quorum was established by E. Bernard.

### **II. CALL TO ORDER**

B. Ownley called the meeting to order at 3:33 p.m.

### **III. ANNOUNCEMENTS AND REPORTS**

Chancellor's Report (J. Cheek)

J. Cheek was not available.

Provost's Report (J. Zomchick)

- At the recent Board of Trustees meeting, Enhanced Post-Tenure Performance Review (EPPR) was passed and is now BOT policy. The College of Engineering was named after John D. Tickle, a generous benefactor of the college. The Capital priorities for the UT System are 1) UT-Martin STEM Classroom, 2) UTK Engineering Fundamentals Building, 3) UTIA Environmental Engineering Building, and 4) Melrose Hall.
- The new end of course survey (EOCS) will be launching this fall with new questions. The new survey includes 14 core questions—eight to be answered with 1-to-5 ranking, two open-ended, and four multiple-choice questions to provide demographic information about the student. Short lists of additional questions will automatically be added for online courses, labs, courses with a teaching assistant or peer mentor (if they appear in Banner), and courses with a discussion or recitation component. The Faculty Senate Executive Council was presented with a draft on the new EOCS procedures, which is available for review and comment. The guidelines include recommendation for administration of EOCS; use in annual performance and planning review; use in the tenure and promotion process; and peer review of teaching. Please provide comments by 11/21, which is the next Faculty Senate meeting. The instrument itself will not change based on these comments, however, the comments will be used to improve the draft policy. S. Murphy asked about the phasing out of SAIS in tenure and promotion portfolios. J. Zomchick responded that there should be

five years of teaching surveys in portfolios, which means that for a few years, both SAIS and EOC will be included until SAIS is phased out. Questions were raised of how SAIS and EOCs should be compared, or whether they should be. J. Zomchick indicated he would explore this.

- The Vol Vision 2020 Strategic Priority Diversity and Inclusion Working Group, chaired by Tyvi Small and Angela Batey, are interested in hearing feedback about your faculty and staff experiences at UT. Your feedback will help shape the action plan for this university strategic priority. Sessions will be held on: Monday, October 24, 3:30-4:30 p.m., Haslam Business Building, Room 530, and Tuesday October 25, 12-1 p.m., Haslam Business Building, Room 440.
- MicNite will be held on October 26, 5:30 p.m. at the Relix Variety Theatre.
- The Faculty Pub will be held on October 27, 4:00 p.m. West Club Neyland Stadium.

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

- B. Ownley reported on the SEC ALDP program project. Last year, the COACHE survey was conducted for work satisfaction. In the ranks of professors, Associate Professors were the most dissatisfied. Gender differences also existed. As a result, the group decided to comprise a 4-question open-ended survey (plus demographics). It will be emailed to faculty at the associate professor rank with the intention of providing the Provost with a list of actionable items.
- B. MacLennan is serving as a liaison to certain groups and legislators regarding guns on campus. He will be heading up a taskforce to work on student carry issues. If you would like to volunteer, please contact B. Ownley or B. MacLennan. On 11/21, A. Haynes will be coming to discuss his prediction regarding the legislative session.
- The Chancellor has accepted the recommendation to form an administrative transition committee and B. Ownley was asked to provide names of individuals to serve.

#### **IV. APPROVAL OF MINUTES**

S. Murphy moved to accept the minutes of the Faculty Senate Meeting of September 19, 2016, S. Edmundson seconded the motion, and the minutes were approved as written.

The unapproved minutes of the Executive Council Meeting of October 5 are posted for information only.

#### **V. UNFINISHED BUSINESS**

##### Final draft of EPPR (B. Ownley)

The UT Health Science Center Faculty Senate passed a resolution opposing EPPR (which replaces CPR). They are concerned that the new policy will be used to summarily dismiss individuals. About 15% of the faculty have PhDs, while the other 85% are physicians or dentists. The latter group generates funds from clinical services. The PhDs rely on external grant funding and NIH funding is becoming increasingly more competitive; the faculty are required to pay for their lab space. As such, if there is no grant, there is no ability to pay for lab space. The system will be monitoring what happens with EPPR by collecting data from the Chancellors. They will explore aggregate data yearly, by campus, in order to identify any potential problems at each campus. They will also look at the results of the EPPRs. The hope is that if a faculty member is in trouble, that EPPR will result in getting people back on track rather than dismissing them. C. Magra asked, is the College of Law in opposition to EPPR? B. Ownley responded that comments were elicited from senators and incorporated. Discussion

ensued and reflected that the College of Law faculty may still be dissatisfied about EPPR policy; they may not necessarily understand the justification for changing the current policy. It was pointed out that the number of faculty affected is very low. There have been 25 CPRs in 10 years across the system. The final EPPR policy is now posted on the Senate website. If there are additional comments, they can be sent to S. Hutson ([shutson@utk.edu](mailto:shutson@utk.edu)). Those will be collated and sent to S. Blackwell who will communicate with the system.

#### Zoom Conferencing SOP (B. Ownley)

Zoom capabilities are now functional. See attachment for the Faculty Senate SOP for web-based conferencing.

### **VI. REPORT OF AD HOC COMMITTEE**

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

Posters on the Free Speech and Diversity Open Forum to be held on October 31, 3:30-5:00 p.m., are available for distribution. J. Hall stated that the working group is working with the Pride Ambassadors. The task force wants to remain focused on all types of diversity matters. If there are items to be discussed, please forward all diversity related matters to B. Lyons.

### **VII. REPORTS OF STANDING COMMITTEES**

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

The committee held its first meeting during the week of 9/26. Approximately three meetings will be held per semester. G. Kaplan is acting as co-chair as needed. The goal of the committee will be to conduct more traditional meetings with an agenda and minutes and work with the Non-Tenure Track Issues (NNTI) committee. Priority will be to address the perceived concern about sick leave accrual for 9-month faculty employees. The committee is working to collect data from other TBR and southern universities. The NNTI committee is going to poll the Faculty Senate and faculty with the goal of having results by the November Faculty Senate meeting. The goal is to put out a survey to explore these issues. J. Hall suggested that they consider an anonymous comment box for eliciting comments about medical issues.

#### Budget and Planning Committee (L. Gross)

Recommendation on FS Gender Salary Report (Attachment). The following recommendation was proposed to the Executive Council:

Based upon the variety of reports on gender and salary at UTK, (i) the Faculty Senate 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; and (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.

The Budget and Planning Committee is in the process of collecting information about how endowed chair positions are awarded in different colleges.

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

The committee made a recommendation on the Revision to Student Conduct document related to Title IX (Attachment). The revision concerned not having students serve on the conduct

board for sexual assault cases. The Faculty Affairs Committee indicated that the process had worked well with students serving on the board, and they did not think that students should be prohibited from serving. The revised Student Code of Conduct was discussed at last week's Board of Trustees meeting and will come up for a vote at the next BOT meeting in March 2017.

#### Graduate Council (S. Kania for M. Roman)

*Grading scale change.* Colleges of Law and Veterinary Medicine had provisions for different scales and grade descriptions. Language was adopted to clarify further that different colleges have different language. Another topic of discussion is underway regarding whether graduate students can retake courses to improve GPA. M. Griffin asked if the drop down boxes in myUTK will reflect the new grading scale. S. Kania responded that there will be a hybrid system that describes the differences in the grading scale. The Summary of Graduate Council Actions – Graduate Council Meeting Minutes of April 28, 2016 (<http://senate.utk.edu/wp-content/uploads/sites/16/2016/08/GC-Council-Notes-4-28-2016.pdf>) was approved unanimously.

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

B. Ownley presented the list of committee appointments to the Senate for approval (<http://senate.utk.edu/committees/>). L. Gross moved to approve, the motion was seconded, and committee membership list was unanimously approved.

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

If you are 12-month faculty, tenure-track or non-tenure track faculty, sick/leave time is accrued. If on 9-month appointment, no leave is accrued. The survey will concern all faculty; NTTI will work closely with the Benefits and Professional Development Committee on this. Evaluation tools vary tremendously across colleges for non-tenure track faculty; the committee is going to examine these. Please forward any additional items to A. Brown for consideration.

#### Undergraduate Council (K. Ambroziak)

Summary of Undergraduate Council Actions – Undergraduate Council Meeting Minutes of September 13, 2016 (<http://senate.utk.edu/wp-content/uploads/sites/16/2016/08/09-13-16-Undergraduate-Council-Report.pdf>). The Undergraduate Council met on September 13, 2016. Minutes (unapproved) are posted on the Council's webpage. The highlights of the meeting were the following.

- Chris Lavan, Experience Learning Director, presented an update regarding the implementation of the 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.

- A motion was made and seconded to approve the report on the minutes of the Undergraduate Council meeting of September 13. The motion passed and the report was approved.

### **VIII. NEW BUSINESS**

U.S. News and World Report College Rankings – Qualitative metrics (J. Rudolph)

The presentation (<http://senate.utk.edu/wp-content/uploads/sites/16/2016/08/Faculty-Senate-USNWR-Assessment-of-Excellence-2016-10-17.pdf>) was focused on how the US News and World Report measures the process of ranking colleges. The content is difficult to understand as the process was done in a way that is supposed to measure UT's reputation (the qualitative portion of the rankings). This is the report that tends to hit the headlines. It is just a small piece of the overall methodology. There is often very little movement on the reputation assessment, at all metrics across institutions. Response rates are often sub-standard. L. Gross asked if there is a correlation between the number of high-quality departments (earning distinction in their fields) and institutional rankings in the US News and World Report rankings. J. Rudolph stated that the data currently does not exist to support this.

### **IX. ADJOURNMENT (B. Ownley)**

B. Ownley adjourned the meeting at 4:51 p.m.

Respectfully Submitted,

Sadie P. Hutson,  
Secretary