

FACULTY SENATE
Minutes
February 6, 2017

Absent: Brian Ambroziak, Ernest Bernard, Monica Black, Stephen Blackwell, Stan Bowie, Marianne Breinig, Barry Bruce, David Butler, Qing Cao, Vincent Carilli, Jiangang Chen, Harry Dahms, Mark Dean, David Dupper, Islam El-Adaway, Mark Farley, Dan Flint, Alex Freire, Stephanie Galloway, Millie Gimmel, Jennifer Gramling, Holly Greene, Terry Hazen, Qiang He, Amy Hodshon, Asafa Jalata, Juan Jurat-Fuentes, Nicole Labbé, Lt. Col. Brian Lancaster, Mary Leitnaker, Tomás Martín-Jiménez, Sally McMillan*, Laura Miller, Kevin Moulton, Lisa Muller, Shelley Newman, Marian Roman*, Joe Scogin, George Siopsis, Gary Smith, Soren Sorensen, Rob Spirko, Cary Staples, Dawnie Steadman, Jennifer Stokes, Maurice Stucke, Ahmad Vakili, Brynn Voy, Stewart Waters, Brian Whitlock, James Williams, Shellen Wu*, Xiaopeng Zhao, Steven Zinkle

Present by Zoom: Spencer Olmstead, Cindy Raines, John Schmisser, Phyllis Thompson, Margarita Velandia

*Alternates: Michael Kent for Sally McMillan, Mehmet Aydeniz for Marian Roman, Casey Sams for Shellen Wu

Guests: Jimmy Cheek

I. ESTABLISHMENT OF QUORUM (B. Ownley)

A quorum was established.

II. CALL TO ORDER

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

III. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (J. Cheek)

Last month the Chancellor attended his first faculty meeting since 1992. He is looking forward to returning to the faculty and will be taking a sabbatical. The Governor's budget was overall very positive for UTK. The budget includes over \$90 million for the Engineering building, \$5.5 million for HVAC, and \$6.2 million for salary increases. There is \$5.3 million in the formula as well as non-recurring money for launch of the Data Science interdisciplinary PhD program. An additional \$2 million has also been included to offset health insurance increases. The legislators and governor should be thanked for these positive budget changes. Question: Will there be a tuition increase to account for the portion of salary increases not funded by the budget? J. Cheek: No decisions have been made pertaining to tuition increases as yet, but UTK will need to stay competitive.

Provost's Report (J. Zomchick)

Class enrollment update: for the first time, first year applications exceeded 18K. We continue to accept applications despite the deadline for financial aid passing. The expectation is to admit 4500 students. L. Gross asked about the *Priorities* report: Why did the report fail to include information about graduate education. Are there plans for graduate education? J. Zomchick said as of 2/1, there were 700 incomplete applications for graduate school. The deadline was

extended to 2/15. D. Thompson sent emails to those who had incomplete applications and began a new initiative to offer graduate fellowships. When Chancellor Davenport arrives, there will be a focus on graduate education, particularly stipend increases.

President's Report (B. Ownley)

- There are several faculty mentoring initiatives underway on campus, particularly to help mentor Associates to Full Professor. A task force has been assembled out of the Provost's office; the first meeting is on 2/21.
- The role of faculty in advocacy: please advocate for policies that support the university and higher education.
- Immigration ban: we are in a state of flux. The EC reached out to graduate students and met with them last Monday, January 30. The concerns students raised were: 1) What if a graduate student is working on a project that has its funding cut by the government. Might they be deported? 2) Might the travel ban cause potential friction between students and their faculty advisors? B. Ownley reached out to administrators to assist with identifying resources for students. 3) There were reports of grad students who had job offers rescinded the day after the travel order was issued. 4) Family members of students were trapped in limbo in home countries while visiting. The CIE will organize and post an FAQ when we have more info.
- A UT Alumni Association meeting was arranged by A. Haynes. President DiPietro was there as well as state reps and alumni from across the state. The BAG (budget advisory group) had a projected funding gap of \$377 million over the next 10 years, which we have been able to cut by about 30% (\$118M). We are using the higher education price index to keep tuition low and those increases were 3% or lower over the past two years. They are going to continue to emphasize investing in programs, buildings, and new initiatives. They will continue to talk with legislators about funding for the non-formula units, such as UTIA, UTHSC, IPS, and UTSI. The formula-units are the campuses with large undergraduate student populations, and funding is related to a formula that includes student metrics. There are years when a 3% faculty pay raise has been mandated, but less than 3% is given for those raises to the non-formula units, and the additional amount must come from operating. In essence, this creates a budget reduction for that year. There were two buildings in the governor's budget, both engineering buildings in Martin and Knoxville. The governor has also proposed \$30M for system maintenance, of which \$20M is recurring. This has never been done before. J. DiPietro talked about challenges on campus including sexual assault, free speech, academic freedom, diversity, and guns on campus.
- At the federal level, our consultant, Jim Kohlenberger pointed out that a large increase in the federal deficit has been projected due to conversations around defense and infrastructure spending, as well as tax cuts. It is possible that there will be deep cuts to science in the discretionary budget, up to 22%. Some of the initiatives and institutions that have been discussed for budget reductions include the following: DOE Office of Energy Efficiency and Renewables, future of the National Labs, Manufacturing Extension program, Cancer Moonshot Initiative, Precision Manufacturing Initiative, Brain Research Initiative, and Super-Computing Research. Congress has the ability to save these programs and appears to be supportive of cancer and brain research initiatives. We need to strengthen and improve our relationships with the media so that they can assist us. There were two state representatives present, who discussed their initiatives. Both were supportive of higher education, and their initiatives addressed a lack of "soft skills" among college graduates. High school diplomas have increased and teen pregnancy has decreased. Opioid

problem is very complex and this is being addressed. There was a bill introduced to cap tuition for students for three years. Legislatures are concerned about the salaries of our administrators. Those salaries make up 11% of the budget, but this rate has been stable since 2001. Tenure conversations – A. Haynes group does not know if an initiative will gain traction.

- We must do better at getting the word out about what we do, and we need to reinforce the importance of the tenure and promotion process with the trustees. Chancellor-elect Davenport arrives on 2/15 and she needs to be on the hill on 2/21. There may be more competition for funding with the TBR schools since each will have their own individual board of trustees. The PAC supports higher education in Tennessee. The senate may need a social media site to exchange information more rapidly.

IV. APPROVAL OF MINUTES

B. Lyons moved to approve the minutes of the Faculty Senate Meeting of November 21, 2016. M. Griffin stated that on page 4, it should be corrected to reflect that TUFS does not take a political stance on the **second** amendment. B. Lyons accepted this as a friendly amendment; the corrected minutes were unanimously approved.

The Faculty Senate Executive Council Meeting minutes of November 7, 2016, and January 23, 2017, are posted as information items.

V. UNFINISHED BUSINESS

Update on Outsourcing (C. Cimino)

As part of the BAG initiative, the university was challenged to cut \$35 million; this was exceeded. Although there have been questions, in December three requests were made to qualified international vendors. The call was for them to offer proposals to conduct facilities management for the entire state. Vendors have until the end of Feb to submit proposals. There have been site visits. One was to UTK in January. They toured the campus to learn about what they needed to do to take care of our facilities. The state has a committee and will select a single vendor. A contract is expected by the end of the semester, which will be a master agreement. Each Chancellor will be able to select (as a menu approach) in the areas of custodial, grounds-keeping and maintenance services. They will have these options in May or June and will then need to decide if this is the best financial approach for the university. The Chancellors have the option to outsource or not. We are looking into other ways to quantify these decisions. We already outsource several services to local and regional business and the university wants to quantify its impact on those businesses. Question: Is the 'opt out' available for any/all parts? C. Cimino said yes, but will need to show strong justification. The BOT will want to see that we have done our due diligence on analyzing this. Cost will be a big factor. The companies will have to advertise savings over the entire life of the contract; it is not clear what the length will be. B. Lyons asked if there is a relationship between the recurring maintenance costs and this outsourcing proposal. C. Cimino is unaware of a relationship at this time to the RFP process. We are one of the only universities in the country that assumes maintenance costs. President DiPietro stated the decision would be up to the Chancellors of the various campuses and not the BOT, but there will need to be justification that accompanies it. L. Gross asked who decides whether the justification is appropriate. What can we as a faculty do to assist the process of providing an analysis that may help provide a justification? C. Cimino stated that faculty from the Haslam College of Business will be asked to assist in the economic impact analysis; other faculty will be welcomed to provide feedback. L. Gross offered the

assistance of the Budget and Planning Committee and encouraged others with expertise to reach out to contact him. S. Murphy asked is there any sense for how many individuals may lose their jobs in these three areas? C. Cimino said no, when the proposals are submitted, they must protect the employees assuming they are qualified for the position and in good standing. They must be provided a similar job with the same or higher pay/benefits (insurance, education). Compensation will have to be equal to or better than their current salary. Those jobs will be safe until the employee terminates the relationship with the firm. An example was provided about Aramark – when Aramark came to UT, we leased the employees. They were offered a job and could switch to Aramark OR, they could stay with UT and be leased to Aramark; 90% stayed with UT. This happened in 2007. We only have two employees left. B. Lyons asked what percentage of understaffing do we currently see as a result of the uncertainty of outsourcing? C. Cimino said recruiting employees in this area is very challenging. The rate is more than double our current vacancy rate. G. Skolits asked is there a state statute limiting contracts to 5-year lengths? C. Cimino said at UT the limit is 5 years and we can approve exceptions. C. Cimino is unaware of any statutes related to length. Another question asked who is involved in vetting the contracts. The subcommittee at the state level, which had representation from higher education and the state procurements office, selected these three firms. S. Murphy asked for new employees, will the firm be required to maintain the same salary/benefits rate? No.

Pride and Diversity Roundtable AAUP and TN Diversity Now (J. Hall)

A round table will be held on Monday, February 27 at 3:30 pm in 1210 McClung to discuss the Pride Center Working Group Report. A poster was provided.

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

This resolution comes from the University Faculty Council. This is a concurrent resolution from all campuses in the system, but we all worded it specifically for each campus. The idea behind this is to establish baselines including possible inflations and deflations in the way faculty are evaluated. The Provost's office is agreeable for providing the data. UFC feels it is important to have a resolution to show solidarity with some of the other campuses. One positive thing that has come is that department heads need to be trained in order to demonstrate that faculty are being evaluated in an equitable fashion across departments and colleges. One of the best ways to ensure evaluation fairness was to sit with the faculty member and explore goals jointly. This would inform subsequent evaluation. A forum was also instituted for Department heads to discuss related issues. All departments should have something in the bylaws denoting standards that apply expectations according to rank. C. Magra asked, pertaining to tenure, is there a way to leverage the work that has been done, particularly by addressing how we handle underperformance? C. White answered yes. This will go forward to President DiPietro and Katie High. There is a commitment for the data to be available, by college, for examination. The resolution was unanimously approved.

VI. REPORTS OF AD HOC COMMITTEES

Task Force on Campus Carry (B. MacLennan)

Two bills were introduced: House Bill 170 would add military veterans (students) to the full-time employees allowed to carry on campus, and Senate Bill 131 would strike higher education from TCA 39-17-1309 and thus allow weapons on campus completely. We would like to get this information sent out to students and parents of students before there is a survey to assess how students feel about campus carry laws.

Policy briefing of Nov 28 – B. MacLennan – Moms Demand Action for Gun Sense in America – this group has had success in campaigning for a 40-day veto by the Governor by leveraging support from stakeholders. To learn how to participate, there is a Facebook page/email: educators@momsdemandaction.org. Getting as many professionals involved as possible is critical and should be done now. This information needs to be sent to faculty and staff. The workgroup is working on a fact sheet written by Carole Myers that can be sent out to students, faculty, parents of students, and alumni. The students have promised to conduct a survey to poll students about extending the campus carry law to students. There is a helpful report from Johns Hopkins that will be posted on the senate website.

Task Force on Diversity and Inclusion (B. Lyons)

One of the charges was to determine whether we should bring bylaws forward to this committee that would make the task force a standing committee. This requires a first reading prior to a vote. 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 has been presented as an opportunity to solicit input. The resolution will come forward to the senate as an action item in March.

VII. REPORTS OF STANDING COMMITTEES

Athletics Committee (S. Hunter)

- Dave Hart is retiring in June. Chancellor Davenport appointed the search committee, which includes Peyton Manning, Donna Thomas, Charlie Anderson, Jimmy Haslam, and Don Bruce. Raja Jubran is Chair of the committee. Turnkey Sports & Entertainment is the executive search firm that was hired.
- The Coalition on Intercollegiate Athletics (COIA) requested a review and vote of their revised bylaws. The bylaws have been changed extensively and short notice was given for the requested review. An editorial appeared in yesterday’s paper asking if there was any discussion about the gender makeup of the search committee. Athletics committee will meet next week.

Graduate Council (Mehmet Aydeniz for M. Roman)

- Graduate Council Minutes of November 10, 2016. There was discussion regarding increased allegations about plagiarism. Dr. Nobles’ office is helping to develop procedures to handle this. It was suggested that all theses and dissertations be run through iThenticate, which is software to detect plagiarism. If staff can double check the results, it would be helpful from a resource perspective for faculty. R. Nobles commented that perhaps it would be better for the results of iThenticate not to be viewed outside of the purview of the graduate student.

- Summary Report on Graduate Council Actions (vote needed). L. Gross moved approval of the report on the minutes; G. Kaplan seconded; the report was unanimously approved.

Nominations and Appointments Committee (B. Lyons)

Elections for 2017-2018 – please encourage potential senators and provide support to caucuses. Elections will be underway in February.

Research Council (M. Van Riemsdijk)

- Concerns about iMedRIS were conveyed to Robert Nobles. 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 awarded. 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. K. Eck explained the strategic selection for the limited submission process, creating three 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.
- 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.

VIII. NEW BUSINESS

Student Climate Survey (B. Ownley)

This was launched on 1/24/17. We know that if students feel more connected to the university, they will achieve more. We are launching the first ever student climate survey across the system. This includes graduate and undergraduate students. We would like to achieve a 30% response rate. The survey takes 12-20 minutes to complete. There are incentives to win prizes

for completion, such as free campus parking, Vol gift cards, books, etc. Results will be public in the fall. Questions should be directed to M. Shivers who is chairing the system task force.

First Amendment Planning and Programming Committee Event and AAUP Event (B. Ownley)

The First Amendment Planning and Programming Committee is holding an event the same day as the AAUP event (February 27) from 1:15 to 2:45 pm in the Toyota room of the Baker Center to have a forum on the first amendment, individual rights, free speech and academic freedom. Jeffrey Rosen will be moderating. Faculty, staff, and students will participate.

Coalition on Intercollegiate Athletics (B. Ownley)

Revised bylaws were five days ago. B. Ownley will attend their meeting in Winston-Salem in a few weeks to determine if we should continue to be affiliated with COIA.

Childcare Working Group (B. Ownley)

The first meeting is on 2/21. A small working group is going to explore best practices. One possibility is looking at a list of preferred providers.

J. Hall wanted to thank B. Ownley for her work ethic and hard work for the senate.

IX. ADJOURNMENT

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

Respectfully submitted,
Sadie Hutson, Faculty Senate Secretary