

FACULTY SENATE  
MINUTES  
May 1, 2017

Absent: Stan Bowie, Barry Bruce, Qing Cao, Vincent Carilli, Jiangang Chen, Christopher Cherry, Courtney Childers, Chris Cimino, Mark Dean, David Dupper, Islam El-Adaway, Mark Farley, Dan Flint, Alex Freire, Stephanie Galloway, Jennifer Gramling, Louis Gross, Heather Hartman, Qiang He, Amy Hodshon, Asafa Jalata, Sharon Jean-Philippe, Juan Jurat-Fuentes, Hyun Kim, Nicole Labbé, Lt. Col. Brian Lancaster, Jacob Latham, Mary Leitnaker, Jeanie Lim, Chris Magra, Srinivasan Mahadevan, Tomás Martín-Jiménez, Crystal McAlvin, Laura Miller, Lisa Mullikin, Gina Owens, Cindy Raines, Arthur Ruggles, Pat Rutenberg, John Schmisser, Joe Scogin, Vandana Singh, George Siopsis, Gary Smith, Kimberly Smith, Dawnie Steadman, Jennifer Stokes, Phyllis Thompson, Pedro Tomas, Ahmad Vakili, Brynn Voy, Stewart Waters, Brian Whitlock, Melanie Wilson, Shellen Wu\*, Xiaopeng Zhao

Present by Zoom: Phyllis Thompson, Cindy Raines

\*Alternates: Casey Sams for Shellen Wu

Guests: Jeff Fairbrother, Erin Hardin, Andy Kramer, Carole Meyer

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

A quorum was established by E. Bernard.

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

B. Ownley called the meeting to order at 3:35 p.m.

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

UTK Chancellor's Report (B. Davenport)

No report.

Provost's Report (J. Zomchick)

No report.

President's Report (B. Ownley)

B. Ownley will post a report of the AY 16-17 Senate activities. Today there was a free speech bill passed by the TN State Senate, which will hopefully be passed by the House later today. The language of the bill acknowledges the first amendment rights of faculty and students alike, and supports academic freedom of faculty. The language is very similar to the UT Board of Trustee policy on first amendment rights and academic free speech. The bill applies to all public universities in Tennessee.

The University Faculty Council (UFC) has been in discussions about bonus incentives for campus and system administrators, and problems associated with calculations of the metrics using different methods by different campuses. The UFC passed a resolution about APR/CPR/EPPR, which was subsequently approved by all campus senates. Each campus will be provided with the APR/CPR/EPPR data from their administration and it will be reviewed by the senates of each campus. Across all units, 68% and 58% were rated above "meets expectations" for academic

years 2013-14 and 2014-15, respectively. During these two years, there were four CPRs triggered. Two resulted in a CPR improvement plan. Of the remaining two cases, CPR was suspended due to one retirement and one termination due to a Retention Review occurred. B. Ownley is working with HR personnel at UTIA to ensure accuracy of CASNR data. This year an audit efficiency bill was proposed, but has been put on summer study. The bill targeted UT Knoxville and the University of Memphis. The bill will likely be brought up again in the next legislative session (2018). The "audit" bill would enable a committee of legislators to review course offerings to determine if they were necessary, it is not a financial audit. Curriculum is the primary responsibility of the faculty. If we take this responsibility away from the faculty, we jeopardize our accreditation as well as our students' ability to obtain federal financial aid, and a third of our students are eligible for Pell grants.

#### **IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL**

B. Lyons moved approval of the Faculty Senate Meeting Minutes of April 3, 2017. G. Kaplan seconded the motion and the minutes were unanimously approved. The Faculty Senate Executive Council Meeting Minutes of March 20, 2017, have been approved and are presented as an information item. Faculty Senate Executive Council Meeting Minutes of April 17, 2017, are unapproved and also presented as an information item.

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

##### General Education Task Force Report (Erin Hardin)

The current general education curriculum has been in effect since 2004. A task force was formed in 2015 to examine how students experience general education (GE), not necessarily the content of GE courses. We want students to have a better understanding of why they are learning what they are learning. The plan is to replace "cultures and civilizations" with "global citizenship." Students must take a U.S.-based course and an international course. The proposal also includes electives within GE. Every student will still take one Arts and Humanities course, and one Social Sciences course. But, to increase flexibility, students will be allowed to choose from Arts and Humanities, the global citizenship courses will also be largely Arts and Humanities courses. They will be adding an AOC (applied oral communication) requirement, which should ideally be within a student's discipline. Discussion-based seminar courses can fulfill this requirement. Engaged inquiry courses are also being added (students must take two). These will all have a creative or scholarly product that the students produce (collaborative learning, applied learning, multi-disciplinary learning, self-reflective learning.) These new requirements will not lengthen their time here. There is a graduation requirement, contemporary issues and solutions, also called the Tennessee Difference. The idea is that the students will all have this course and will understand how a degree from UT is unique. Students will reflect in writing how the knowledge, awareness, and skill comes together with their disciplinary knowledge. This may be done in unique ways or as a capstone. This was approved by the UG Council a few weeks ago. Implementation will be Fall of 2020. At this time, the plan is to engage with departments/units so that they may have time to consider these changes. G. Skolitz asked for an explanation of "quantitative reasoning." E. Hardin said that it would be math/logic courses and statistics. C. White asked how many new courses may come forward as a result of this proposal? E. Hardin said that it was difficult to determine because some existing courses will apply, but others will need to be created. B. Lyons stated that we currently have a benchmark that 35% of content be designated as "oral communication." He asked if there will be a similar requirement for applied oral communication. E. Hardin said that the detail is not currently

spelled out, but will be examined as they go forward. Perhaps some portion of the grade would be devoted to oral communication.

#### Faculty Salary Data Summary (B. Ownley presenting for L. Gross)

Overall, mean faculty salaries have increased linearly, as have tuition and fees. The take home message is that market forces drive the average salaries and that UTK is no meritocracy. In this study, data from 2005 was compared with data from 2015. We have made improvements in salary for faculty at the rank of Associate. But we are only at 90% of salaries of the top 25 for the rank of Assistant. All data are from units with a teaching component. However, no data from 2005 exists for lecturers. B. Lyons stated that we should consider this report in context. Historically, we distributed increases as a percentage of the base for certain units. More than 10 years ago we were concerned that this was not the most equitable way to distribute funds. J. Zomchick said that we have never done a differential distribution on the basis of correcting some of these differences. In other words, if a 3% raise is approved, each college received 3%.

#### Outsourcing Forum Summary (T. Martin-Jimenez presenting for L. Gross)

The forum was focused on the impact on the budget related to outsourcing. The overall objectives were the following: (i) to provide information about budget implications of possible outsourcing to the UTK/UTIA faculty, staff and student community; (ii) to provide an independent source of information that the UTK and UTIA Chancellors might find of use in making their decisions once a detailed contract with outsourcing options is available. The following facts/figures were presented: 1. upfront cost that the university may incur by payout of annual and sick leave benefits that has been accumulated by an employee who could either leave UTK or be absorbed by an outsourced firm; 2. Consideration of how any potential first-year savings may not be indicative of future savings; 3. Costs to the State of Tennessee of a UT employee who previously had health coverage, but loses it and moves to TennCare; 4. Costs associated with use of facilities for events in evenings and weekends; 5. Costs associated with loss of institutional knowledge, particularly regarding building maintenance; 6. Loss of academic consideration; 7. Cost of contract supervision; and 8. Loss of state tax revenue. The total costs identified above that could reduce any potential savings from outsourcing are over \$2.5M annually. These estimates are based on very coarse assumptions however, and the administration is encouraged to consider each of these components as they do not include any variance associated with major problems.

#### Survey of Associate Professors (J. Fairbrother)

*Barriers and Facilitators to Progress in Rank.* Jeff Fairbrother, Andy Kramer, Carole Myers and Bonnie Ownley conducted the survey. The university spends a great deal of resources on assistant professors. The focus for this project was on the associate professors. A survey was used in order to clarify the findings of the COACHE survey administered a few years ago. We surveyed associate professors by using an open-ended approach to identifying facilitators and barriers to promotion. Categories were independently determined by each team member, compared, and then organized into four categories to comprise the final dataset. All associate professors on UTK and UTIA campus were surveyed and there was a 34% response rate. The items that helped faculty progress toward promotion to full professor were productivity, supervisory/peer support, and internal/external funding. Barriers were service, unclear expectations, internal/external funding (perceived lack of access to internal funding), campus culture–bias/bullying. In comparison to how they experienced facilitators/barriers when serving as an assistant professor, the two most important factors were the increased shift toward

service and the vanishing mentor. Recommendations include: formalizing mentoring, improved access to internal funding, clarification of expectations, enhancing diversity and inclusion efforts, training supervisors/mentors, and re-examining service/workloads. A question was asked to clarify the comments related to bias/bullying. There were some comments related to unhealthy environments in departments.

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

Benefits and Professional Development Committee (S. Newman)

*Sick Leave Benefits Survey Report.* There is misinformation among the 12-month faculty about whether or not they accrued sick leave. In 9-month faculty, there is also a misunderstanding about whether or not medical leave is accrued. About 5.2% of 9-month faculty had reported using leave. Overall, 20% of 12-month faculty were dissatisfied with how their leave was managed. Similarly, 21% of 9-month faculty reported that they were not happy with how their leave request was handled. Lots of angst and confusion in the comments and questions about maternity leave. The PowerPoint contains trends in the survey data. There is a need for clarity in the benefits accrued by 9 and 12-month faculty.

Faculty Affairs Committee (J. Fowler)

*Motion to change Adjunct and Joint Faculty title descriptions in Faculty Handbook – First reading.* The motivation for these changes is as a result of how loosely we are using the term “adjunct.” The source of some of this confusion arises out of the *Faculty Handbook*. The Faculty Affairs Committee worked to streamline this language for the purpose of clarity. This will come back to the Senate in August 2017.

Graduate Council (M. Roman)

*Graduate Council Minutes of March 23, 2017.* This includes proposal for plagiarism text in Graduate Catalog. B. Lyons moved approval, B. McLennan seconded, unanimously approved.

Research Council (M. Van Riemsdijk)

*Bylaws Proposal changes – Second reading and vote needed.* The two changes were reviewed briefly by M. Van Riemsdijk. Motion to approve made by S. Murphy. Seconded by C. Staples, unanimously approved.

Undergraduate Council (K. Ambroziak)

*Undergraduate Council Minutes of February 28, 2017.* The UG minutes were briefly reviewed. A motion was offered, C. Staples seconded, unanimously approved. Summary Report on Undergraduate Council Actions for vote was tabled for Fall 2017.

## **VII. NEW BUSINESS**

Elections and Nominations (B. Lyons).

The Executive Council has approved recommendations for nominations for Communications Officer and Secretary as below. J. Fowler seconded. Unanimously approved.

Nominee for Communications Officer – Rob Spirko

Nominee for Secretary – Sadie Hutson

Nominee for President-elect – Misty Anderson gave a candidate statement to the Senate. An electronic vote will be taken of the Senate and reported by email in May.

New Item (R. Spirko)

A motion by R. Spirko was made to add an item to the agenda and seconded by B. Lyons. Unanimously approved.

*Position on Travel Ban.* The motion is: The Senate expresses solidarity without students and colleagues who are adversely affected by the travel ban as individuals and as members of families and communities. We work with immigrants and we are a nation of immigrants. The Senate supports the national AAUP statement regarding the ban on travel of persons from the countries designated by the Trump administration.

R. Spirko moved approval of the motion, B. Lyons seconded. Unanimously approved.

**VIII. ADJOURNMENT**

B. Ownley adjourned the meeting at 5:25 p.m.

Respectfully submitted,

Sadie Hutson, Faculty Senate Secretary