

Faculty Senate Executive Council  
MINUTES  
August 28, 2017

Present: Misty Anderson, Ernest Bernard, Monica Black, Rachel Chen, Mark Collins, Tim Cross, Beverly Davenport, Lou Gross, Camille Hall, Qiang He, Sadie Hutson, Greg Kaplan, Laurie Knox, Michelle Kwon, Beauvais Lyons, Bruce MacLennan, Crystal McAlvin, Sally McMillan, Jennifer Morrow, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, John Zomchick

Absent: Chris Cimino, Pat Rutenberg, Robert Spirko, James Williams

Guests: Robert Nobles, Dixie Thompson

### **I. CALL TO ORDER**

B. Lyons called the meeting to order at 3:31 p.m. The FSEC members provided brief introductions.

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

#### UTK Chancellor's Report (B. Davenport)

The Chancellor offered congratulations on the senate retreat. B. Davenport spent last week welcoming students; 6300 students are new to the campus. International student population has declined this year; other groups have increased. The Torch Night ceremony was very powerful. B. Davenport attended the Connect Knox retreat and was one of 40 people across the city charged with the imperative of determining what makes Knoxville a thriving city. Focus groups will be conducted to foster discussion about this topic and come up with 3-5 issues on which the City of Knoxville should focus. She attended the Oak Ridge Development Council, Innovation Hub two weeks ago and visited the Tri-cities to meet with folks from Eastman Chemical Company. Eastman is interested in diversity and encouraging families to come and work/live in the Kingsport area. Dr. Nobles will join senior leadership team as the Interim Vice Chancellor for Research and Engagement on September 1. The chancellor also mentioned forthcoming work on strategic plans as an iterative process and will bring more of this work forward at future meetings of the Faculty Senate. L. Gross asked about what we might emphasize as a campus and encouraged the Chancellor to think about transparency as much as possible with regard to strategic planning.

#### UTIA Chancellor's Report (T. Cross)

He offered congratulations on the retreat for fruitful discussion. Last spring the federal budget report included concerns regarding decreased funding support. There has been some assurance that things are back on track. He noted that it is unclear about whether there will be a government shutdown. He said he is looking to develop a new Genomics Center for the Advancement of Agriculture. A non-formula program enhancement request has been made. The goal is to eventually scale this Center up to support about 10 doctoral students. Many of these will not be traditional programs because they are interprofessional and interdisciplinary, and is interested in partnering with UTK. T. Cross also said that Dr. Robert Burns has been appointed the Dean of UT Extension through a national search. Strategic planning at UTIA continues, with the goal of ensuring transparency. The plan is to have a draft of the strategic plan by October/November containing 3-5 goals and 6-10 metrics. In working on the plan, criteria for peer and aspirational institutions included being a land grant institution that offered veterinary medicine degrees. B. Lyons noted that UTK and UTIA have many peer institutions in common.

D. Thompson indicated willingness to work with the Genomics Center team to develop the PhD program.

#### Provost's Report (J. Zomchick)

Talked about the priorities for the Office of the Provost. 1. Strategic enrollment (5-year plan-revenue associated with that plan is being examined); 2. Faculty development – faculty mentoring is a big priority. A new mentoring program is being rolled out for underrepresented faculty. A second-phase will be offered for mid-career faculty beginning in the spring term; 3. Faculty diversity – Under VolVision 2020, diversity champions were identified. A meeting with these champions will happen in two weeks and the first item on the agenda will be to examine the College hiring processes to determine what can be done to ensure a more diverse pool of applicants. Future faculty program will be reviewed; will continue to support STRIDE. He noted that “advertising is not recruiting,” and more work needs to be done to ensure we have the most diverse pool possible. He indicated that he hopes to work with other provosts to develop an SEC pipeline program. We also need to improve reporting to help departments understand their demographic makeup; 4. E-learning – a new tuition model to allow out-of-state students enrolled in distant education (DE) programs to pay in-state tuition will be presented to the BOT this November. He will also examine incentives for units to develop DE courses; 5. Revenue generation – the Provost's office plans to work with colleges to determine how each can boost revenue generation; 6. Allocation of faculty lines – student demographics have changed; there is now a need to determine whether faculty resources are going to the appropriate places; 7. Information systems – The Graduate Blueprint will include an examination of base stipends for grad students since they are presently too low to allow us to be competitive with peer institutions. The data needs to be collated to determine what it will take to address the critical areas. The academic leadership retreat is being held on August 29-30 and will include a review of the academic affairs budget, including the colleges and academic support units, and where additional monies from FY17 were invested. B. Ownley asked about the senate retreat panel with the Board of Trustees, if he feels confident that we can satisfy the lack of data that they cite as a problem for the questions about tenure and promotion? J. Zomchick replied yes, after speaking with the Chancellor and Office of General Counsel it is clear that tracking of tenure track faculty data will now be a priority. Often, requests from the BOT for data are made a few days or a week before their meetings. Typically there is not enough time to prepare the responses to these requests. B. Davenport noted that in some cases, we may not be able to answer all BOT questions because we don't have the robust data needed. L. Gross remarked that this complaint has come forward often over the years. He said that there is expertise on the campus for dealing with analytics and for how to build appropriate datasets. Much of this potential has not been utilized to build an institutional research structure that works efficiently. J. Zomchick said that the Provost's office has been working with OIT partner with academic affairs on decision support analytics. He said that RJ Hinde has hired two students in business analytics to crunch data. This will be presented at the academic leadership retreat. B. Davenport said that she would like to see P&T process digitized.

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

Commented on the rally earlier in the day against outsourcing at the Torchbearer, and conveyed the message that the decision was both moral and teachable moment for students. He told the Chancellor that the Senate stands with her in support of opting out. He said that results of the fall semester calendar survey initiated by B. Ownley will be sent to the faculty. EPPR – department heads have been notified that a “falls far short of expectations” in the

“Overall” category will trigger an enhanced performance and planning review. Board of Trustees policy was approved for this. The *Faculty Handbook* has not been updated yet, but this is board policy so it is presently in effect. M. Kwon, Chair of Faculty Affairs and M. Theriot are working on handbook updates. Regarding the Senate retreat and Vice Chair Jubran, some members of the Senate leadership continue to have conversations with him, and encourage board members to have better orientation on university policies and procedures, including tenure and promotion. President Lyons is having monthly meetings with Chancellors and Provost. In the last meeting with J. Zomchick, they decided to initiate a program on teaching tolerance and non-violent activism. The Senate has a shared governance fund (R account) established in 2003-2004 that has over \$6000. This money can be spent by the Senate President without approval from the FSEC if the amount of the purchase is less than \$100. In early September, RJ Hinde will send communications to the faculty regarding the Gen Ed redesign. B. Lyons asked all FS Committee Chairs to please post minutes and send schedules of all committee meetings so that he may attend, if able. B. Killion will be conducting an audit of College/Departmental bylaws as one of the tasks of her GRA position with the Senate this year.

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

Minutes of the Executive Council Meeting of April 17, 2017, were presented for approval. G. Kaplan moved, Q. He seconded. Unanimously approved.

### **IV. UNFINISHED BUSINESS**

None.

### **V. REPORTS OF STANDING COMMITTEES**

#### Appeals Committee (R. Prosser)

May need to look at the results of the last COACHE faculty satisfaction survey from 2015 from an appeals perspective. M. Anderson inquired if questions can be modified or added? Yes, questions may be added. The results from the next survey in Spring 2018 will be returned in the Summer. Faculty climate survey, particularly looking at inclusion, this is something that has been discussed. B. Lyons noted that the appeals committee is currently understaffed by six people, and if the workload increases, he will recruit additional members.

#### Athletics Committee (J. Williams)

No report in person, and the council felt the list of goals was fine.

#### Benefits and Professional Development Committee (G. Kaplan)

Two goals for this year: 1) to discuss and present a maternity/paternity policy for paid leave; 2) to examine 9-month employee benefits with HR 0338 — family and medical leave policy. Among 9-month faculty it is clear that sick leave is misunderstood and there is a great deal of irregularity as to how these situations are handled across departments. J. Zomchick noted that this issue has come before the Chief HR officers and the Chief Business Officers. The UT System is alone in not granting sick leave to 9-month employees in comparison to the TBR system.

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

1. Encouraging the Chancellor and Cabinet to establish a transparent process that includes B&P reps for budget and planning issues across the variety of Cabinet-level units, including pushing for more transparent determination of Athletics financial contributions to campus; 2. Carry out the annual faculty salary survey with comparisons to peer institutions, and discuss whether another analysis of historical data is necessary; 3. Living wage analysis – they will re-do the

study last done in 2010; 4. Consider whether further input on outsourcing issues is appropriate from the Committee; and 5. Conduct analysis of graduate student stipends and expectations for effort across campus, possibly in conjunction with Graduate Council.

#### Diversity & Inclusion Committee (M. Black)

Noted that they had a few meetings this summer. Plans: would like to discuss with faculty their perceptions related to issues around D&I, would like to work with the Commissions to determine the scope of work for each group and how the D&I committee can be helpful; Pride Center Working Group is nearing the end of the search for the UT Pride Center Coordinator. The Working Group may be able to continue in the capacity of an advisory board to the new Coordinator.

#### Faculty Affairs Committee (M. Kwon)

Working with the NTTF Committee, they will be reviewing proposed changes to Chapter 4 of the UT Faculty Handbook for NTTF faculty. They await changes to definitions of joint and adjunct faculty from the Office of General Counsel. This is planned to come up as a voting item in September at the Senate meeting. The committee is also working on translating the new EPPR in the *Faculty Handbook*; the faculty ombudsperson suggested that the Faculty Affairs Committee propose language in the *Faculty Handbook* for conflict resolution.

#### Graduate Council (J. Morrow)

Credentialing for PhD Committee Service – the summer workgroup did some data collection, and the credentialing committee will follow up on this; iThenticate is being rolled out and plans for training will be made available for faculty and students. The ESL workgroup this summer worked on policies and procedures for testing. There was also work done on the general policies and organization of the graduate catalog to ensure that policies are consistent. M. Albrecht will be chairing that committee.

#### Library and Information Technology Committee (M. Collins)

This is a hybrid committee that works with Dean Smith from Library and J. Reeves from OIT. There is a need to identify more effective ways to communicate with faculty regarding the technological tools that can be used in the classroom. The committee would also like to know what types of technology the faculty would like OIT to make available. Library would like to explore open textbooks as a resource for faculty. They are interested in knowing whether there be any faculty who would be interested in writing open resource textbooks. B. Ownley noted that IN Banner only works with outdated versions of Flash and Internet Explorer. Can this be explored? B. Lyons met with M. Hartgrove and RJ Hinde, stating that the SGA has a goal to save a million dollars in textbook costs by using open educational resources (OER). L. Gross raised the issue of HPC (High Performance Computing) resources, noting that it is unclear where this stands. He asked the committee to determine who needs to look at this. J. Morrow expressed concern about discontinuing Qualtrics. It was noted that the contract is being negotiated. He stated that the committee needs to examine ways in which these things can be communicated.

#### Nominations and Appointments Committee (M. Anderson)

On September 11, there will be a happy hour planning session with Caucus Chairs to discuss the best ways to communicate with faculty and recruit future service. This will also facilitate elections in spring.

Non-Tenure Track Issues Committee (L. Knox, C. McAlvin)

The committee will be examining how units on campus are promoting and evaluating their faculty. Thus far, there is a great deal of inconsistency. The committee hopes to get a report on this from the Provost's office.

Research Council (Q. He)

This year the Research Council will examine IRB reporting in the context of new NIH rules, including implementation of the new NIH Common Rule – Implementation and Compliance.

Teaching & Learning Council (S. Murphy, P. Rutenberg)

Largest standing task as defined in the council's charge is to oversee the Chancellor's Excellence in Teaching and Advising awards. The council will also look at diversity education that all first-year students are receiving via FYS 100-level courses.

Undergraduate Council (R. Chen)

The April 11 and April 18 meeting minutes need to be approved at the next Senate meeting. The minutes were summarized for the FSEC; these minutes will be presented for approval by the full senate in September. L. Gross encouraged UG Council to have a concise summary prepared with individuals involved from each of the colleges present at the Senate meeting to answer questions.

University System Relations Committee (S. McMillan)

Need to do some work with Board of Trustees to communicate about issues of tenure and promotion, and will be working on developing a communication plan.

**VI. NEW BUSINESS**

University Faculty Council (B. MacLennan)

Topics of UFC meeting in June, July, and August included: budget developments – the budget advisory group will continue its work on the economic downturn; establishment for the criteria for the institutional peer groups, past meetings were devoted to the recent retreat of BOT regarding tenure, promotion and post-tenure review. The UFC, as part of new EPPR procedure, has been asked about data to be gathered as there may be a vast increase as a result of a shorter trigger for an EPPR. B. Lyons noted that Bruce was elected as Chair of UFC in June.

Resolution to Honor UT Law Legal Clinic on 70 years of Service

A RESOLUTION to congratulate and honor the University of Tennessee College of Law Legal Clinic on its seventieth anniversary of preparing students for the practice of law, cultivating in its graduates a life-long commitment to public service, and providing legal services to the disadvantaged.

WHEREAS, it is fitting that the members of the University of Tennessee Faculty Senate should recognize the extraordinary efforts of programs within the University that serve the community and commend those devoted to these programs who, through their endeavors, improve the lives of Tennesseans; and

WHEREAS, one such program is the University of Tennessee College of Law Legal Clinic, which was founded in 1947 by Charles Henderson Miller, making it the longest continually-existing legal clinic in the country; and

WHEREAS, Professor Miller was an innovator in and established the UT Legal Clinic as a model for clinical legal education; and

WHEREAS Professor Miller understood that, through clinical legal education, students would acquire invaluable skills training while serving the community by providing legal assistance to those in need; and

WHEREAS, through this model clinical legal education program, the UT Legal Clinic has provided the foundations for and positively impacted the careers of many of Tennessee's most outstanding attorneys, judges, and lawmakers; and

WHEREAS, throughout its seventy years, the UT Legal Clinic has offered law students an opportunity to represent individuals and organizations under the supervision of talented law professors, to develop essential lawyering skills, and to acquire the practical wisdom necessary to practice law effectively in a variety of contexts; and

WHEREAS, the UT Legal Clinic, through its clinical legal education program, arms law students with the advocacy, transactional, ethical, and interpersonal skills necessary to solve legal problems in a professional manner utilizing both legal knowledge and practical understanding; and

WHEREAS, the UT Legal Clinic's unique educational experience empowers law students to advise and counsel clients in litigation and transactional matters and to gain experience and insight that benefits them regardless of their career aspirations; and

WHEREAS, the UT Legal Clinic inspires its graduates to commit to providing legal representation, instills in them a culture of public service, and prepares them to distinguish themselves as leaders in the legal profession who contribute to society throughout their careers;

NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE UNIVERSITY OF TENNESSEE KNOXVILLE that we hereby honor and congratulate the University of Tennessee College of Law Legal Clinic on the occasion of its seventieth anniversary and thank it for its continuing service to the bench, bar, and people of the State of Tennessee, as we extend our best wishes for every success in its future years of training outstanding legal advocates.

L. Gross moved, G. Kaplan- seconded. Unanimously approved. This will come forward to the Senate for a vote in September.

## **VII. ADJOURNMENT**

B. Lyons adjourned the meeting at 5:16 p.m.