

Faculty Senate Executive Council
MINUTES
October 2, 2017

Present: 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, Sally McMillan, Samantha Murphy, Robert Nobles, Bonnie Ownley, Rebecca Prosser, Dixie Thompson, John Zomchick, Robert Spirko, James Williams, Pat Rutenberg

Absent: Chris Cimino, Misty Anderson, Ernest Bernard, Crystal McAlvin, Jennifer Morrow

I. CALL TO ORDER

B. Lyons called the meeting to order at 3:32 p.m.

II. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (B. Davenport)

Chancellor Davenport shared an email with the council from a faculty member who was new to UTK and felt very happy and welcomed at the University. B. Davenport met on 10/2/17 with the LGBTQ Commission and encouraged them to clearly articulate their goals so that they could be measured longitudinally. The Pride Center funding will be moving forward in the form of an ask with a possible private endowment. B. Davenport also discussed the cluster hire initiative in conjunction with the Provost's office. The Chancellor will be addressing the Board of Trustees in November by providing an overview of the major initiatives on which the University is working. B. Lyons asked the Chancellor about the issue of outsourcing. He stated that in a recent meeting, the Chancellor implied that the decision did not rest solely with her and asked for clarification. B. Davenport responded by saying that she has met with multiple groups and individuals who have weighed in about outsourcing. The decision is politically complex and includes multiple stakeholders. The Chancellor underscored her appreciation for the faculty, student, and staff support for this decision. M. Black expressed concern about private funding for the Pride Center that arose in discussion at the LGBTQ Commission meeting. She stated that the concern that continues to exist is that by using private funds, we are sending the message that some kinds of students do not merit state support. The Chancellor indicated that as a pragmatist, her goal is to get funding that will help support "wrap around" services for the students. The Chancellor is fundraising for a discretionary fund that will support the decisions and programs that are important. This does not diminish the support; we need to be mindful of our messaging. The Chancellor talked about the "It Gets Better Project (www.itgetsbetter.org)." We have been recognized nationally as a campus that stood up against hate and intolerance. L. Gross remarked that there is a host of commissions that all report to the Chancellor and a great deal of time has been spent with one. He asked the Chancellor whether she has considered how this can be structured going forward? The Chancellor indicated that she does need someone who can help organize and manage the issues. The Chancellor also said that she is not certain about the appropriateness of appointing Commissions and is also questioning the word "commission." R. Spirko asked about where the campus accessibility plan stands. The Chancellor stated that she has talked with C. Cimino about cost. The first order of business will be to hire people. There are conversion issues that are involved. Everyone should consider whether there are documents on non-accessible formats on UTK websites that really need to be there.

UTIA Chancellor's Report (T. Cross)

Chancellor Cross discussed intent to achieve certification as an Innovation and Economic Prosperity University via a partnership between UTK, UTIA, and the Institute of Public Service. Chancellor Cross feels this is an excellent opportunity to tell our story. The APLU provides 3 years to achieve the designation. UTIA hosted the annual Ag Day event on September 30 with good participation and turnout. The Secretary of Agriculture attended and initiated a very engaging discussion to learn about UT. A strategic planning retreat with leadership team (50 individuals) is being planned to pull together the feedback that has been gathered. The Strategic Plan will align with the System Strategic Plan and VolVision 2020. The goal is to build upon the work that has already been done with the campus and the system. Chancellor Cross mentioned the Lead 21 Land Grant Leadership Program and the Food Systems Leadership Institute; both help to develop individuals for a leadership background.

Provost's Report (J. Zomchick)

J. Zomchick discussed the charge of the Diversity Champions, a group of faculty members who have gathered from across the university. Their charge is to help ensure that all search pools are as broad as possible. M. Theriot is launching a university mentoring program, modeled similarly to the Arts & Sciences mentoring program for women. The program will include a mentoring matrix to provide support, advice, and ideas about professional development among historically underrepresented faculty. The program is aimed at retention. The Provost's office is also working with R. Nobles and C. Cimino on a cluster hiring initiative. The plans for this program will be brought before the Council of Deans on 10/5/17. A campus procedure needs to be developed for an open RFP process. An ad hoc committee will be developed amongst the Deans to develop a process to allocate faculty lines in the future. All open lines will go to a central pool and then allocated per a central decision making process. Working with B. Lyons, a series of town hall meetings are planned for the future. The first sessions will provide an opportunity for faculty to discuss how to foster a campus and classroom culture that is inclusive and diverse, while also recognizing the need to protect freedom of speech and expression. L. Gross asked about the cluster hires, indicating that a number of institutions have announced major initiatives around cluster hires. Is there an institutional commitment or goal and is this part of a broader strategic initiative? J. Zomchick responded that this is part of a broader initiative; it will be necessary to identify where existing or emerging opportunities are. The Chancellor has been working with the Director of ORNL and R. Nobles to see if matched funding exists. The strategic enrollment plan is aggressive and will increase the number of students whom we will have to work to retain. Some of this tuition money will be dedicated to support cluster hires. B. Davenport stated that it will take a while to hire and that three clusters have been identified at \$5 million per cluster. One cluster will be in data science because Oak Ridge is going to assist with funding. The biggest challenge is whether we can hire quickly enough. The first cluster pool will be expected with the current academic year hiring cycle. Faculty will be involved in the review process and proposals will be rank ordered. The goal is to recruit to three clusters this year. L. Gross asked about how much ORNL is willing to commit. Chancellor Davenport responded that ORNL will commit to pay half of 4.5 million dollars. A graduate fellow will be assigned to work with each of the faculty hired. UG research students would be hired to work with the team as well.

President's Report (B. Lyons)

B. Lyons indicated that a key area of concern is the status of the outsourcing of facility services. Central to this issue is the authority Chancellor Davenport has over this decision. B. Lyons

indicated that our facility operations have been adversely impacted by the delay in coming to a decision. Faculty Senate committees have been busy pursuing their work; please send Sharonne minutes for all committees so that we can model the transparency we seek in other operations of the university. B. Lyons thanked the committee for the input regarding the UT Board of Trustees review of tenure policies. The document is now posted under the reports for today's meeting. B. Lyons attended the dialogue forum held by Interim Provost Zomchick last week. Many faculty talked about Elements, and the need for qualitative factors in assessing faculty work. At the first Faculty Senate meeting, B. Lyons invited Mom's Demand Action for Gun Sense to set up a table. Our October meeting will include a table from AAUP. He asked for suggestions for future senate meetings.

III. APPROVAL OF MINUTES

Minutes of the Executive Council Meeting of August 28, 2017, were presented for approval. M. Kwon offered a friendly amendment. Under Faculty Affairs Committee, please add underlined language as follows: "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." L. Gross moved approval, G. Kaplan, seconded, minutes approved unanimously as amended.

IV. SPECIAL REPORTS

Faculty/Staff Ombuds Report (B. Nugent)

A summary of the report was provided by B. Lyons. There were two key take-away messages. First was reported instances of gender bias and second is the need for a central meeting location for Ombudsperson for interactions with faculty. Very few grievances have gone to the Appeals Committee that have entered the review stage. It was recommended that the Ombudsperson work with the Space Allocations Committee to secure appropriate space. L. Gross asked about the implication in the report that there are poor working relations with Ombudsperson and Human Resources. This needs to gain priority as there has been much transition. B. Nugent has been asked to come to October 16, 2017, Senate meeting to have more discussion with faculty. L. Knox ask to whom the Ombudsperson reports; the answer, the Chancellor.

Coalition on Intercollegiate Athletics, COIA Report (B. Ownley)

The history and membership of COIA was discussed. At this time, there is no fee to be a member institution. They are in the process of being reconstituted, and passed a set of by-law changes last February. An additional set of bylaws changes that ensure broad representation of various athletic conferences is now up for Faculty Senate consideration, and will be presented for action at the October 16 Faculty Senate meeting.

Tennessee University Faculty Senates, TUFS Constitutions (B. Ownley)

Changes were outlined. UTK hosted the TUFS meeting September 15-17. A document with the changes was distributed to the FSEC, and will be presented for final approval at the October 16 Faculty Senate meeting. Bonnie will send a summary of the changes to the constitution for the

meeting. Other issues TUFSS is addressing include a resolution about DACA and formula funding implications.

Diversity Summit Meeting in Nashville (B. Ownley, C. Hall)

B. Ownley provided brief highlights regarding the presentation. Most of the presentations have been posted. Amber Carter from UTHSC presented about disability inclusiveness.

V. REPORTS OF STANDING COMMITTEES

Appeals Committee (R. Prosser)

None.

Athletics Committee (J. Williams)

J. Williams provided an overview of a new program called, "Be a Prof, Be a Vol." This program allows athletes to spend a day in the life of a faculty member and vice versa.

Benefits and Professional Development Committee (G. Kaplan)

G. Kaplan reported that at their first meeting they are examining parental leave policies with paid parental leave at peer universities. They are also examining an effort at the University of Memphis to reform the state retirement plan, which requires faculty to put 50% of their retirement into a lifetime annuity. J. Zomchick suggested that they talk with John Gushen at UT System HR.

Budget & Planning Committee (L. Gross)

B&P has three initiatives in addition to the ongoing faculty salary analyses. These include a Living Wage Study, an analysis of graduate student assistantships in conjunction with Graduate Council, and a discussion of risk management associated with Athletics due to concerns over concussion and other injury issues and how this may affect long-term revenue from football.

Diversity & Inclusion Committee (M. Black)

None.

Faculty Affairs Committee (M. Kwon)

A first draft of EPPR policies have been reviewed. Faculty Affairs Committee members met with faculty and staff ombudspersons to get a sense for how they can be working together. The NTTF Committee will be reviewing proposed changes to Chapter 4 of the UT *Faculty Handbook* for NTTF faculty.

Graduate Council (J. Morrow)

None.

Library and Information Technology Committee (M. Collins)

M. Collins reported that there was discussion about Qualtrics being up for rebid. Alternatives are being considered. Retraining would have to occur if we switch to something different. Joel Reeves will be present at November meeting of the FSEC.

Nominations and Appointments Committee (M. Anderson)

None.

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

L. Knox reported that the committee is looking at consistency in implementation of faculty guidelines for NTTF. Looking at getting the NTTF faculty listserve back up and running and will coordinate with payroll to get the list updated and current.

Research Council (Q. He)

None.

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

Training for D&I- working with the TN Teaching and Learning Center to identify opportunities for training.

Undergraduate Council (R. Chen)

R. Chen reported that the September 19 meeting included minor corrections to previously approved curriculum proposals that were reviewed and approved. Those minor corrections were submitted by Haslam College of Business; College of Communication and Information; Tickle College of Engineering; and College of Nursing. The Curricular Submission Guide was revised to include clarifying statements and more detailed definitions, as well as additional examples, a Table of Contents, Glossary, and Index. The approved Guide is posted online. Special Report: Vice Provost R.J. Hinde noted that the next step for the new General Education will be to appoint an Implementation Committee.

University System Relations Committee (S. McMillan)

Met last week. B. McLennan gave a report from UFC. One question that arose was whether a central portal on the Senate website could be created to house all of the reports related to outsourcing. Beauvais will work with Rob Spirko to update and foreground the outsourcing section. Other activities include peer benchmarking – 1. Policies and practices related to retreat salaries, and 2. Policies and procedures for early and expedited tenure.

VI. ADJOURNMENT

G. Kaplan moved approval to adjourn. M. Black seconded. The motion was unanimously approved. The meeting was adjourned at 5:15 p.m.