

## **UTK Faculty Senate Executive Council**

Committee Reports for Consent Agenda for January 22, 2018

### **Appeals**

No report.

### **Athletics**

No report.

### **Benefits and Professional Development Committee**

No report.

### **Budget and Planning**

B&P is proceeding to report on the annual faculty salary survey based on data from 2016-2017, which includes comparisons to peer institutions. A new Living Wage analysis is being developed as well based on data on Knoxville-area staff. An analysis of graduate student assistantships is being carried out in conjunction with Graduate Council, and the Committee continues to have discussions regarding a possible analysis risk management associated with Athletics due to concerns over concussion and other injury issues and how this may affect long-term revenue from football. The Committee has scheduled budget discussions this term with Interim Provost Zomchick, Vice Chancellor Byrant, Carilli, and Nobles and Athletic Director Fuller.

### **Diversity and Inclusion Committee**

Thursday, 12/06/2017

Committee members attending: Gladys Alexandre (BCMB), Brian Ambroziak (Architecture), Misty Anderson (English), Michelle Kwon (Law), Niki Labbé (Forestry), Mary McAlpin (MFLL), Marcy Souza (Biomedical & Diagnostic Sciences), Chair: Monica Black (History).

During the main portion of the Diversity & Inclusion committee's Dec. 6 meeting, committee members heard a research presentation by two Psychology PhD students who are researching campus climate among faculty and students. The student-researchers use a research method called Critical Participatory Action Research, which aims to bring social scientists and community members together, to formulate research plans and questions in concert. The intention of Critical Participatory Action Research is to make research more inclusive, democratic, and useful to communities.

The students' research into campus climate relates in part to the shuttering of the university's Office of Diversity in 2015, and what the closing of that office has meant to various student constituencies and faculty. The student-researchers hope to learn more about how members of marginalized groups at UTK perceive issues of safety, discrimination, and the university's commitment to a diverse and inclusive campus. They also want to know how students and faculty generally perceive the situation on campus for marginalized and minority groups.

The study has been going on for 1.5 years. The work has involved teams of undergraduate students, most from the Psychology Department, but also from such academic units as Public Health, MFLL, and Business, among others.

To date, the study has involved a survey, which has been taken by around 460 students and some 100 faculty. The next step in the graduate students’ research plan involves organizing focus groups.

The D&I Committee plans to invite the student-researchers to present their findings at an upcoming meeting of the Senate, perhaps in March. The committee would also like to help them recruit more faculty to participate in their survey by reporting on it at the Senate’s February meeting, after which we would like to distribute instructions about how to participate in the survey via the faculty listserv.

During the second half of our Dec. 6 meeting, committee member Misty Anderson offered updates on two initiatives of significance to our committee and to the campus community:

- 1) Wade Davis, former NFL player and advocate for open, non-homophobic sports opportunities, will visit UTK March 3-6, 2018. Mr. Davis’ visit will coincide with *The Strangers*, a world-premiere play written by Chris Peña (*Insecure, Jane the Virgin*). Davis and Peña will lead a joint talk-back session after the Sunday matinee of the play. On Monday, Mr. Davis will meet with the PRIDE Center Ambassadors, give a public talk in the afternoon with Q&A, and participate in an evening session with our current student athletes at the Thornton Center. Mr. Davis was moved by the plight of our PRIDE Center last year and hopes to help generate productive dialogue on campus across constituencies. An example of his message is available at <https://www.youtube.com/watch?v=umKKrbmdHFM>
  
- 2) Misty Anderson and Beauvais Lyons are working with Theatre, the College, and other parties to launch a project called “Play It Out,” modeled on the University of Michigan Players project. The initiative would use theatrical improv, short scene work, and student actors from ACT to model civil exchanges around issues of diversity and inclusion. The principle behind the project is that if students and others are able to watch the contrast between uncivil and civil interactions, which support the dignity of all parties involved, the message will be more effective and less likely to “shut down” parties who might benefit from it. Misty and Beauvais will keep the D&I Committee updated and hope to solicit the committee’s help in moving the project forward. <https://senate.utk.edu/playitout/>

**Faculty Affairs**

No.	Pending Action Item	Initiator	Status	Next Action
1.	Revisions to Chapter 3 and 4 of Faculty Handbook (FHB)	NTTIC and FAC	B. Lyons emailed to M. Theriot and J. Zomchick on 1/3/18	To be considered by Executive Council on 1/22; first reading in FS on 2/5/18
2.	Consider establishment of Committee on Ethics and Institutional Integrity	FAC (N. Hristov)	FAC met on 11/27/17 to discuss proposal	N. Hristov and T. Freeberg to perform initial research; MMK to follow up
3.	Consider revisions to FHB and Manual on Faculty Evaluation for new EPPR Policy	Provost’s Office (M. Theriot)	M. Kwon, on behalf of FAC, emailed comments to proposed	Awaiting revised draft from Provost’s office

			changes on 9/26/17	
4.	Draft sample conflict resolution language for FHB	UTK Ombudspersons (B. Nugent and E. Winn)	M. Kwon and N. Hristov met with initiators to discuss project	FAC to consider

### **Graduate Council**

Submitted by Jennifer Ann Morrow, chair & Mehmet Aydeniz, chair-elect

### **Summary report of the Graduate Council, November 30<sup>th</sup>, 2017**

Minutes, [November 30, 2017](#)

Link to Graduate Council Website: <http://gradschool.utk.edu/faculty-staff/graduate-council/>

The Graduate Council approved minutes of the meeting of October 26<sup>th</sup>, 2017.

#### Committee Reports:

##### Academic Policy:

- APC received a proposal to revise the policy for Final Examinations for Non-Thesis Students. The new policy allows academic units the option to determine whether or not a comprehensive exam is required. APC voted and unanimously approved the revised policy. The Graduate Council unanimously approved the revised policy.
- APC received a proposal to revise policy to allow graduate students to repeat a course for the purpose of repeating a grade. APC brought this proposal to GC for feedback. The policy is going back to APC for further discussion.
- The Graduate Council unanimously approved the APC report.

##### Appeals:

- No appeals to review.
- Appeals is currently working on revising the policy language for appeals.

##### Credentials:

- Two applications were submitted for review.
- Both were approved.
- The committee is currently working on creating a document that outlines the new process for credentialing. They plan on submitting this to GC in the spring.

##### Curriculum:

- The committee received proposals from CEHHS and the College of Veterinary Medicine.
- The committee also reviewed the list of courses not taught in the past 4 years.
- The Graduate Council unanimously approved the Curriculum report.
- Student Faculty Research Awards Committee:
  - They received 45 applications and 14 were funded for a total of \$54,211.00.
  - An additional 5 proposals were funded using carry-over money.
  - Spring applications are due on 2/7.
- New Business
  - No new business.
- Vice-Provost and Dean of the Graduate School, Dixie Thompson:
  - Graduate hooding ceremony is 12/14.
  - Dean Thompson reminded us of the call for proposals for graduate recruitment.
  - The call for fellowship nominations has been emailed.

- The Academic standing report will be run on 12/19.
- The 3MT competition is coming up soon.
- We are currently previewing the Graduate Blueprint. This data tool will be very helpful to programs.
- Faculty Senate President, Beauvais Lyons:
  - The FS Budget and Planning Committee is looking at graduate student stipend levels.
  - He thanked Dean Thompson and Provost Zomchick for their communication about the tax reform bill.
- Graduate Student Senate President, Sergio Bedford:
  - They had a postcard writing session regarding the tax reform bill.
  - 150 students completed letters to our area congressmen.
  - They received 220 travel awards. Decisions regarding these awards will be sent out soon.
  - The graduate and professional student appreciation week is the first week of April.
- Graduate Council Chair, Jennifer Ann Morrow:
  - OIT will not be renewing Qualtrics and instead is negotiating a contract with Survey Gizmo.
- Items from the floor: None

### **Library and Technology**

Duties of the Library and Information Technology Committee include:

- (1) identifying, reviewing, and recommending information technology policies;
- (2) representing the Faculty Senate on key university committees that address information technology;
- (3) reporting to the Faculty Senate on key information technology issues and developments that affect the campus; and
- (4) ensuring that library services and collections meet the teaching, research, and public service needs of the campus communities with particular focus on library policies and procedures that facilitate use of resources.

### **Nominations and Appointments**

In preparation for the Faculty Senate elections, allocations of FTE by college/caucus are being prepared by the UT Payroll office and a table with the number of open seats to filled will be emailed in advance of the January 22 Executive Council meeting. A call for candidates will be sent to all faculty through Faculty Info.

### **Non-Tenure Track Issues Committee**

The Non-Tenure Track Issues Committee is continuing work on the long-term project of reviewing practices for evaluating and promoting NTTF across the campus.

As our most pressing business, the committee worked alongside the Faculty Affairs Committee on proposed revisions to the Faculty Handbook. These revisions were sent to the Provost's office for comments with the following ambitious timeline:

**January 3:** Office of the Provost receives the draft of proposed changes to the handbook and other support documents.

**January 17:** Draft changes will be circulated to the Executive Council as part of the agenda

**January 22:** Executive Council reading of the proposed changes

**January 29:** Draft with input from the Office of the Provost will be made part of the Faculty Senate Agenda packet.

**February 5:** Faculty Senate first reading

**March 5:** Faculty Senate final action

**March 6:** Present to Office of the Provost and OGC for review in preparation for the June BOT meeting.

Currently, the NTTI committee is collecting sample appointment letters with the goal of putting together best practices guidelines for units to use when generating NTTF appointment and re-appointment (contract renewal) letters

### **Research Council**

No report.

### **Teaching and Learning Council**

Teaching and Learning Council Report: November 1, 2017

Submitted by Samantha Murphy, co-chair: We received over fifty nominations for the Chancellor's Excellence in Teaching Awards. All of the nominees were contacted and asked to provide a set of materials (teaching philosophy, CV, and recent syllabus) if they wished to move forward with their nomination. Thirty-seven nominees decided to move forward and sent me a nomination portfolio. The sub-committee which is responsible for reviewing the nominees has these files and their rankings are due on Friday, Jan. 12. After I have received these, I will determine the top nine nominees and we will move forward scheduling class visits for our finalists.

Submitted by Patricia Rutenberg, co-chair: The process for the Chancellor's Excellence is Advising award is going well. We have received 49 nominations, and currently nominees are submitting their required materials. The deadline for submission of these materials is January 19.

Once the files are completed, a committee composed of past winners will determine the eight finalists. The committee will then interview these finalists and recommend the four winners (two professors/lecturers who advise/mentor undergraduate and graduate students and two professional staff advisors, who work with undergraduates). Candidates must have completed three years at UTK. The committee will conduct Interviews of the eight finalists in late February.

I met with Karen Sullivan-Vance, the new Associate Vice Provost for Student Success, and Phyliss Shey, her administrative assistant, on January 12. We reviewed the process for the advising award and also discussed ways in which the Student Success Center and the Faculty Senate Teaching and Learning Council could work with each other. I invited Karen to give a brief introductory presentation to the Faculty Senate, and she would like to do so at our March meeting.

### **Undergraduate Council**

The next Undergraduate Council meeting will be held on Tuesday January 30, 2018.

### **University Faculty Council**

The UFC met by videoconference on December 20, 2017.

Assoc. Vice Pres. India Lane reported on the Board of Trustees' revision of tenure procedures; UFC concerns are being addressed. The Council discussed progress in updating faculty handbooks to include language reflecting the EPPR and the new academic freedom policy. There will also be revisions for changes in BoT tenure policy, and the UFC asked to see a matrix of proposed policies.

Faculty at UTM have objected to a proposal that tenure packages include external reviews. There was a general discussion of external reviews. Academic Affairs and Student Success assured the council that each campus could establish its own external review procedures, but there was agreement on the usefulness of “best practices.” Vice President Martin also reported on the Program Effectiveness Group’s efforts to develop best practices for reviewing and revising academic programs. She also discussed increasing use of the Educational Advisory Group (EAB) to develop metrics and software to help administrators make data driven decisions.

India provided an update on possible legislative issues. There is a proposal to allow anyone to speak on a public university campus, not just those invited by a campus organization. There is some legislative concern that those accused of sexual assault/harassment might not be accorded due process. Hazing is another possible issue. There was a discussion of interference in student government by external political interests (individuals and national organizations). This does not seem to have been a problem at UT, but it has been in other states and merits monitoring.

Increased security at UTHSC will add GPS devices to employee ID cards that permit faculty location to be tracked. The council discussed a resolution to limit such tracking, but no action was taken pending more information from UTHSC.

All campuses except UTHSC have passed resolutions supporting changes in the Optional Retirement Program (ORP) to permit withdrawals in excess of 50%. Faculty at UTHSC have concerns about unintended consequences that must be addressed before they will support the change.

The agenda for the January 17, 2018 videoconference includes discussion of a possible resolution on changes to ORP and a discussion of possible reduction of the Board of Trustees and of a UFC response. Other agenda items include an update on revisions of the tenure policy and other updates from Academic Affairs and Student Success.

### **System Relations Committee**

Minutes, [December 11, 2017](#)