

Faculty Senate Executive Council
MINUTES
January 22, 2018

Attendees: Misty Anderson, Ernest Bernard, Monica Black, Rachel Chen, Mark Collins, Louis Gross, Camille Hall, Sadie Hutson, Laurie Knox, Michelle Kwon, Beauvais Lyons, Bruce MacLennan, Crystal McAlvin, Sally McMillan, Jennifer Morrow, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Pat Rutenberg, Rob Spirko, James Williams

Guests: Tim Cross, Beverly Davenport, Robert Nobles, Dixie Thompson

I. CALL TO ORDER

B. Lyons called the meeting to order at 3:30 p.m.

II. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (B. Davenport)

The Chancellor is focused on the messages that have appeared on The Rock and how we can best respond to handling hate speech. The Southern Law Poverty Center has indicated that The Rock is going to be a test case. There is a policy regarding The Rock, whereby "a non-affiliated person may communicate a message on The Rock." This policy needs to be more fully explored and considered. M. Anderson asked, do we have a camera on The Rock? Yes. B. Ownley asked about the policy regarding outside speakers given that they must be invited by a student group. Is it possible to adapt the policy for The Rock to be similar? B. Lyons asked whether the Chancellor has had a conversation with M. Scoggins about anonymous speech? Chancellor Davenport indicated that this needed to be more fully explored. L. Gross indicated that there was an expense involved in moving The Rock - could there be a policy that states that you must have permission and perhaps pay a fee to write a message? J. Williams stated that allowing anyone to express messages on The Rock can pose a safety issue to the faculty and students. There will be a public forum during the second week of February to discuss many of these issues. R. Spirko shared a Traditionalist Worker Party (TWP) blog website that listed UTK faculty and staff who purportedly supported progressive causes.

The Chancellor noted that applications and enrollments are up. L. Gross asked if the Chancellor could speak to the process for budget planning that will be followed this year? The Chancellor asked for a mid-year budget review in December of all her direct reports. She is interested in forming a Central Budget Committee. This is an opportunity to decide what might be appropriate in moving forward on obtaining input in the campus wide budgeting process. L. Gross indicated that the Faculty Senate Budget and Planning Committee will discuss a process next week with Vice-Chancellor Cimino.

UTIA Chancellor's Report (T. Cross)

Chancellor Cross also voiced his concerns regarding freedom of speech. UTIA is in the process of developing a facilities use agreement that would be used across the state. There is some concern that organizations that do not share our educational and service mission would learn about 4H offices and extension offices. Work is being done with OGC to determine best practices for facilities use across the state. A draft of the strategic plan is almost ready and will be shared with B. Lyons. There is a feedback instrument; once feedback is obtained, the plan will be revised and finalized by the end of the month. Chancellor Cross also discussed working

with many groups on the student climate survey. They are taking 2018 to recognize the 50th anniversary of UTIA. There will be a fundraising kickoff planned soon to establish fundraising priorities to advance UTIA into the future. Another avenue for exploration is determining avenues for connecting extension offices to college admissions to assist in access to higher education. The Tennessee Counties provide the spaces for these offices.

Provost's Report (J. Zomchick)

J. Zomchick reviewed the new residency classification applied to students enrolled in fully distance education programs. Students from out of state enrolled in Distance Education programs currently have to pay out-of-state tuition and in-state maintenance. The BOT will vote to make a change to this in March. The current student retention rate is at 88%; the Provost's office is continuing to work with the faculty to maintain this goal. The Provost's office is awaiting the 14-day enrollment report for Spring term. J. Zomchick was happy to report that the University experienced the lowest probation rate in history between fall and spring semesters. An update was provided on the cluster hires. R. Nobles and J. Zomchick met with 6 of 8 individuals who put forward proposals on the data science cluster to discuss next steps. There was also a conversation with ORNL; leadership there expressed interest in meeting with the six individuals as well. There will be a second call this week for additional clusters for which there will be no restrictions. L. Gross asked for clarification on the timing of the data science cluster hire. R. Nobles indicated that the timing has changed and the group is working on a set of characteristics of a governor's chair/senior scientist to lead the cluster. They are working on top ten prospects. J. Zomchick indicated that they are also working on graduate student recruitment. D. Thompson noted that more GTA lines are needed as we grow enrollment. In addition, increasing graduate stipends has been discussed. The clusters will each have graduate students associated with them. Discussion ensued regarding existing GTA/GRA stipends as well as looking at effort associated with them. R. Prosser asked about whether information would be distributed about which distinct areas in data science would be funded when the announcement for additional clusters comes out. R. Chen inquired about whether the cluster hires were intended to attract researchers, outstanding teachers, etc.? What characteristics are desired? J. Zomchick noted that they are looking for the clusters to address a grand challenge and to get the University's name out there by addressing several issues that are of concern to the state and the nation. There is a sustainability aspect and a focus on the return on investment.

President's Report (B. Lyons)

B. Lyons expressed gratitude for the work each senate member does as colleagues including the commitment to university service. Much has transpired since the Faculty Senate met in November including the search for our football coach, changes in the leadership of the Athletics Department and concern about costs and potential litigation. As a result of the high price of terminating coaches in the past, the Faculty Senate has expressed concern regarding the financial reserves of our Athletics Department. In the context of recent events, B. Lyons is relying on Don Bruce, our Faculty Athletics Representative, to be the primary voice for advocating on behalf of faculty concerns. The Budget and Planning Committee will be meeting with Athletic Director Phil Fulmer this semester and the Faculty Senate Athletics Committee has a goal to work on creating more academic mentoring opportunities for student-athletes. Bonnie Ownley is now on the board of COIA; in this context there can be an effort to create NCAA policies to require the listing of academic majors on game programs. While many people in the state regard UT Athletics as central to the mission, it is worth noting that Athletics, at 134 million dollars annually, constitutes less than 12% of the total UTK campus budget of 1.178

billion dollars. The size of the Athletics Department is roughly equal to the budget of the College of Engineering, or the College of Arts and Sciences. While the community and campus spirit that emanates from a winning sports team is of value, accomplishments in teaching, research and service has much greater significance on the immediate and long-term health, culture and economic well-being of Tennesseans.

President Lyons and President-Elect Misty Anderson both met with Chancellor Davenport and will continue to do so in future monthly meetings to assure M. Anderson's transition to Senate President is seamless. Conversations with Chancellors Davenport and Cross, as well as Interim Provost Zomchick have been very meaningful, with many shared goals and objectives.

Faculty Senate elections were launched today with a message from Misty Anderson. She will meet with caucus chairs this Wednesday to talk about additional communications to recruit candidates. A list of the number of open seats in each caucus was distributed. In total, we have 35 seats to fill.

B. Lyons and M. Anderson secured \$15,000 to support **PLAY it OUT**, a one-semester pilot program that will use socially engaged performance pieces to model civil and inclusive social interactions. They expressed gratitude to the Office of the Provost for \$5,000 of this funding. There is a link on the Faculty Senate web site about the project; additional information will be shared as the initiative takes shape.

On November 6, 2017, the FSEC had an extended conversation with Vice-Chancellor Ryan Robinson about how to be proactive about communicating the value of our work to the people of Tennessee, emphasizing the ways that a university education can cultivate positive change for our students. Since then, M. Anderson has developed a plan with R. Robinson that will involve the creation of a series of short video profiles featuring a student and their faculty mentor. The profiles can be used on college and department websites and will be brief enough to be shared through social media. While the UT Communications Office is currently looking to hire a marketing director, we hope this faculty-lead initiative will be one of the building blocks for future communications plans.

Thanks to the assistance of Senate GRA Brooke Killian, a document has been created summarizing faculty input into improving the use Elements as part of the Faculty Annual Review system. The comments address technical issues, aspects of publications and citations, limitations of the system, and various suggestions for improvement. Elements represents a significant investment of faculty effort, and it is critical that it serves as more than a dashboard, but can be a resource to help invest in, cultivate and connect faculty research, scholarship and creative activity.

Bill Nugent provided an Ombudsperson's report in November underscoring that Department head training is a critical factor in ensuring *Handbook* and bylaws compliance, as well as how personnel conflicts are resolved. The UT system is initiating a department head training session on Thursday, February 8th; a few members of this Executive Council will participate.

The Bylaws Audit was last updated on January 18. B. Killion and B. Lyons will attend a Department Head forum on February 13 to address any questions. Thanks to this effort, a

majority of department bylaws are in full compliance with the *Handbook*. The audit is posted on the senate website in "Governing Documents and Resources" section.

There are several bills that have been filed, or are soon to be filed during the TN legislative session that could impact higher education. These include (1) a bill that would tie university funding to teacher preparation programs, (2) an anticipated bill expanding guns to students on campuses, and (3) an anticipated bill that would expand definitions of what are defined as state funds, thus giving the legislature greater influence over the use of gifts. There may also be some efforts to limit the awarding of tenure that could be proposed. The Optional Retirement Program (ORP) annuity flexibility resolution passed by the Senate in November was supported by several other Faculty Senates at public universities. The State Treasurer is proposing some changes to the ORP, which includes this recommendation, as well as some others that are being monitored. Governor Haslam is expected to propose to reduce the size of the UT Board of Trustees, which may help in the governance of the university, so long as a voting faculty representative elected by faculty is retained. Fortunately, the recent bill establishing governing boards at the 6 former TBR schools requires a voting faculty trustee. Governor Haslam will present the State of the State address in a few days. B. Lyons plans to attend UT Alumni on the Hill Day in Nashville on February 3.

A set of proposed *Faculty Handbook* changes to chapters 3-4 is slated for first reading at the February meeting of the full Senate. These will move forward for full approval in March. Please send any resolutions or reports from committees as soon as they are prepared in order to avoid postponing them to the last meetings of the year.

III. APPROVAL OF MINUTES

G. Kaplan moved for approval the minutes of the Executive Council Meeting of November 6, 2017, seconded by J. Morrow. Unanimously passed.

IV. INFORMATION ITEMS

The minutes of the Graduate Council meeting of October 26 were presented as an information item.

V. NEW BUSINESS

Draft Revisions to Faculty Handbook Chapters 3-4 (M. Kwon)

These changes were offered for discussion and will be presented as a first reading on February 5, 2018. There are two sets of changes with different objectives. Page 2 of the document contains a chart with a summary of changes to the joint and adjunct faculty titles. The motivation behind these changes was to standardize the use of the academic titles. This proposal categorizes faculty into one of three classifications: Primary appointment is internal to UT System, Primary appointment is at an external institution with a joint faculty agreement with UT, and Primary appointment at other external institution. In the pink line, consider revising the language regarding "UT System" as this connotes the entire UT System and not just UTK Campus. The proposed changes can be complex if more than one department is providing salary to the individual. Do the titles affect how individuals are evaluated/paid, etc.? Can the word "faculty" be eliminated from joint faculty?

Chapter 4 changes come from the NTT Issues Committee. A summary of the rationale for these changes can be found on pages 3 and 4. The proposal also ties evaluation to letters of

appointment and reappointment. There are also changes that appear in Chapter 3 that are assumed to be applied to NTT faculty, that are now suggested to appear in Chapter 4 for consistency.

A question asked, "can a statement of responsibilities be outlined in appointment letters?" L. Knox said that having an outline in the appointment letter regarding the breakdown of teaching, research, and service in percentages is a possibility that has been discussed. A template could be created to demonstrate how this could be done. The committee is working on a possible "best practices" list. L. Gross said that for Research Assistant/Associate/Professor, no expectations are listed regarding the amount of funding that should be achieved. The promotion part is based on department and college bylaws.

Discussion ensued regarding the use of the word "adjunct." This terminology seems to be less prestigious to those who have a full-time appointment. One possibility for consideration could be the term, "affiliate professor" to denote an appointment in a secondary department that does not contribute toward salary. Additional feedback on these changes will be sought from the committee via a shared mechanism before bringing the document forward to the Faculty Senate for the February 5 meeting.

VI. REPORTS OF STANDING COMMITTEES

Standing Committee Reports were included in the agenda.

VII. ADJOURNMENT

B. Lyons adjourned the meeting at 5:14 p.m.