

FACULTY SENATE
Minutes
February 5, 2018

Absent: Stan Bowie, David Butler, Vincent Carilli, Celeste Carruthers, Chris Cimino, Yuri Efremenko, Kristina Gehrman, Holly Greene, Qiang He, David Icove, Asafa Jalata, Tomás Martín-Jiménez, Stephen Marz, Laura Miller, Lisa Muller, Lisa Mullikin*, Leigh Ann Mutchler*, John Schmisser, George Siopsis, Soren Sorensen, Jennifer Stokes, Margarita Velandia, Alan Wallace*, Stewart Waters, James Williams, Melanie Wilson, Shellen Wu*, Xiapoeng Zhao

Present by Zoom: Jacqueline Johnson, Brian Whitlock, Andy Pulte

*Alternates: Avigail Sachs for Lisa Mullikin, Thura Mack for Alan Wallace, Wenjun Zhou for Leigh Mutchler, Rossy Toledo for Shellen Wu

I. ESTABLISHMENT OF QUORUM

E. Bernard established that there was a quorum.

II. CALL TO ORDER

B. Lyons called the meeting to order at 3:31 p.m.

III. ANNOUNCEMENTS

President's Report (B. Lyons)

B. Lyons noted that on January 1, the College Free Speech Act became law in Tennessee, which protects a wide range of speech, including that which could be considered "wrong-headed." Over the past two months various slogans have been painted on the Rock by the Traditionalist Worker Party, a self-described racial separatist group. These hate-filled messages, while protected by the first amendment, are irresponsible. B. Lyons expressed gratitude to Chancellor Davenport for an email she sent to the campus community affirming the idea that, "We will be defined by our stance against words, actions, and deeds that demean, threaten, divide, and harm our campus community." B. Lyons indicated that he reached out to the UTK Campus Ministry Council and the SGA to hold a candle light gathering at the Rock on Friday, 2/9/18. The Rock has served as shared message board used by members of the campus community to promote civic participation, to celebrate individual and group accomplishments, and affirm shared values. J. Shefner requested the addition of a statement on diversity and free speech under new business today. B. Lyons expressed enthusiasm over the selection of Victor McCrary as the new Vice Chancellor for Research. The search committee for Provost is reviewing applicants; campus visits will take place this semester and involve public forums as well as meetings with Faculty Senate leadership.

B. Lyons indicated that he is relying on Don Bruce, our Faculty Athletics Representative, to be the primary voice for advocating on behalf of faculty concerns in relation to Athletics programs. The Budget and Planning Committee will be meeting with Athletic Director Phil Fulmer this semester. B. Ownley is now on the board of COIA. It is worth noting that Athletics, while self-supporting, constitutes less than 12% of the total UTK campus budget. The size of the Athletics Department is roughly equal to the budget of the College of Engineering, or the College of Arts and Sciences. B. Lyons expressed appreciation to UT Athletics, but underscored that what we

do through our teaching, research and service mission has much greater significance on the immediate and long-term health, culture and economic well-being of Tennesseans.

B. Lyons addressed a statement often heard expressed by campus leaders, that our students only spend 15% of their time in class, with the balance involved in extra-curricular pursuits. Students should be reminded that they will need to spend additional time outside of the classroom on their studies to succeed.

He briefly talked about elections, Faculty Senate initiatives such as PLAY it OUT, the Shared Governance Fund, the Bylaws Audit, a report sent to the Provost on suggestions for improving Elements, as well as several bills that are coming before the legislature. Special emphasis was placed on House Bill 2115, which seeks to reduce the size of the UT Board of Trustees, but, unlike the 2015 FOCUS Act which established governing boards at the six former TBR universities, this proposed bill does not include faculty representation on the UT BOT. B. Lyons is drafting a position paper advocating for faculty representation with the input of the University Faculty Councils. Past-President B. Ownley and B. Lyons attended a forum the UT Advocacy Council held in Nashville with candidates for governor.

UTK Chancellor's Report (B. Davenport)

Chancellor Davenport spent a day with the student government reps who went to Nashville. There is a proposal to limit the number of humanities hours to six in the GenEd requirements and a second proposal that every student has civics. It is unclear what this would include. Another proposal introduced sign language as a foreign language requirement, while another proposal eliminates the requirement for the first-year meal program. Over 80% of our students choose this meal plan option and there is incentive money that comes from Aramark that goes toward scholarships and other aspects of the academic budget. [Complete College Tennessee Act of 2018 \(HB 2114/SB 2259\)](#) is part of the governor's Complete to Compete initiative to help ensure students stay on track for on-time college completion. To keep scholarships (Hope and Promise), students would have to complete 30 hours in their first year (12 months). There are a host of reasons why students cannot take 30 hours in a year (athletes, performance), etc. Students also have to work in the summer. There is not a robust summer program, but this is an area of need for the campus. Some decisions need to be made about what counts as a requirement; faculty need to get involved as this was funded. The first fundraiser for the Pride Center occurred in Nashville and was a very successful event. In two hours, \$300,000 was raised; 10% of the total goal was achieved. February 2nd kicked off the alumni weekend and senior toast. Students pledged to be stronger advocates for UTK. B. Davenport expressed that as much as we worry about the challenges we face, our alumni feel we are stronger than ever.

Pertaining to the TWP visit on 2/17, the Chancellor is in strong communication with her counterparts at Universities across the country. The TWP is coming whether or not we want them to. While we cannot tell them they are not allowed to come, the best thing we can do is peacefully denounce them. There are so many faculty and students who have no idea who the TWP is. Our campus community needs to be educated. We need to teach them how to think critically. The campus would like to have someone from Southern Poverty Law Center come to speak. Safety procedures are being put into place; the campus will be organized and prepared. M. Black asked about the report in the *Knoxville News Sentinel* outlining that the TWP made reservation under false pretenses. She asked if this was true? B. Davenport indicated that it was true. J. Bailey asked about how are we positioning ourselves as a university to stop state

legislation that hurts us. B. Davenport answered that the limited vision right now is the safety and security of the campus. S. Eldridge asked about time, manner, and place engagements. This is a group that says that they want to strip citizenship from minorities. Tickets will be distributed to nationalist members. Is this really a free speech event if they are distributing tickets?

B. Davenport underscored that TWP does not get to decide who gets to come or not. There is a great deal of planning that has taken place. A. Lapins stated that 2/17/18 is a major audition day for music students and asked whether there exists a point at which we decide that certain events need to be cancelled? B. Davenport affirmed that there will be additional security and is open to all ideas to be prepared. L. Gross expressed that we don't have any real control over handgun carry and is concerned that the presence of handguns may make the situation more violent. B. Davenport assured senators that there is a whole list of preparations – no backpacks, no masks, etc. The Chancellor emphatically expressed that much is being done to prepare so that the campus community is safe and that the views shared are conveyed peacefully.

Provost's Report (J. Zomchick)

J. Zomchick thanked everyone for the efforts over the fall semester regarding retention. Fall-Spring retention rate is 95.6%, which is a full percentage point higher than last year. All of the efforts related to early alert and others are paying off. More students are here with the chance to persist to graduation. Pertaining to next year's class, applications are up 8%; the number of admitted students is up 13%. Confirmed students are up 11%. The current target is to have our first-time full-time class between the 4900-5000 student mark. J. Zomchick also stated that he is grateful to report that there are 20 additional GRAs funded. Candidates have been notified. Work continues in conjunction with Interim Vice Chancellor Nobles on cluster hires. The second phase of the calls have gone out and are due March 21 at 5 p.m. There are no restrictions placed on these clusters. More information can be found on the Provost's website.

IV. APPROVAL OF MINUTES

The Faculty Senate Meeting minutes of November 20, 2017, were moved for approval by J. Shefner and seconded by J. Morrow. Minutes were approved unanimously.

Faculty Senate Executive Council Meeting Minutes of January 22, 2018, were provided as an information item.

V. REPORTS OF GRADUATE COUNCIL

Graduate Council

Minute's and summary report of Graduate Council meeting of October 26, 2017, was presented in the agenda prior to the meeting. G. Alexandre moved for approval; L. Gross seconded. The minutes were unanimously approved. There was one abstention.

B. Lyons noted that the Executive Council needs to have a process to electronically review and approve minutes so that there is an additional pass at final confirmation before the minutes come to this body. The Executive Council will discuss this at the next meeting.

VI. NEW BUSINESS

Update on the General Education Re-Design Implementation Task Force (R. Hinde)

R. Hinde reminded the senators that we are in the market for a new name other than General Education Curriculum. This was devised in consultation with the GenEd committee and described in the January meeting minutes of the Undergraduate Council (which will be voted upon in March). There will be 9 working groups of the re-design implementation task force. Six will be new curricular groups. The groups will develop draft learning objectives. Those will be presented to the Colleges. Learning objectives will be published in final form for consideration by the Undergraduate Council (UC) in Fall. The groups will also develop guidelines for departments who want to propose new courses. Those guidelines will be disseminated. Three additional working groups will assemble to 1) schedule out the approvals for existing GenEd courses, 2) work on fitting the new requirements to DARS, and 3) develop the catalog information for UC consideration on the December 1, 2018, deadline. There will be a working group made up of one person of each of the 9 committees that will report to R. Hinde. Thirty-six nominations came forward consisting of individuals to serve. The roster for UC, GenEd, Faculty Senate, Junior Faculty Fellows, and faculty members who have received Ready for the World funding. Of all of the names provided thus far, 14 are faculty senators or alternate senators. There are representatives from all nine colleges. M. Anderson asked about whether there are provisional plans for streamlining the current GenEd re-approval process. R. Hinde indicated that the Provost's Office is committed to a periodic reaffirmation of these courses and their fit. The re-approval working group is looking to expedite the re-approval of current courses. S. Murphy asked about the number of lecturers in the working groups. R. Hinde noted that there are approximately seven lecturers serving.

Proposed Revisions to the *Faculty Handbook* Chapters 3-4 for Discussion and First Reading (M. Kwon)

M. Kwon presented a PowerPoint overview of the changes. These slides can be found on the Senate website. The first set of changes are intended to standardize "joint faculty" and "adjunct faculty." If a faculty member has a primary appointment at UT and a secondary appointment in another UT College/Dept/Unit, those secondary appointments would be called "joint appointments." A question was posed about whether salary has anything to do with the title? M. Kwon responded that these titles are independent of salary or services. M. Anderson asked, if the purpose of the change is to clean up titles, then should we allow grandfathering? Should we also consider affiliate professor as a title?

The other set of changes fall under the NTT Issues Committee. They are intended to improve balance and consistency for each category of NTT faculty; 2. Better define criteria for evaluation and promotion of NTT faculty; 3. Extend to NTT faculty certain policies currently applicable to tenured and TT faculty. There were some general policies that are implied to be in place for NTT; the revisions state these more concisely. M. Collins asked, for someone to become a senior and distinguished lecturer—has the time in rank language on p. 10 been struck out for a particular reason? L. Knox responded that this language was actually moved. L. Gross expressed thanks to both committees for this effort. He also asked about relying on the appointment letters to specify the duties of the position. There has been a great deal of emphasis placed on the appointment letters as a result of the lack of documentation in many categories of NTT faculty. There is a great deal of confusion that can occur. There is language added that for research and extension faculty, the appointment and reappointment letter should specify requirements of external funding. J. Zomchick responded that appointment letters that

come from the Provost's Office do not specify the requirements of the position. Appointment letters simply outline the terms of the appointment, probationary period (for TT), etc. The Provost's Office has deliberately not specified the duties of the job because this can change over time. The assignment of these responsibilities rests with the unit head. B. Lyons suggested that a statement of workload responsibilities could be written and included. C. Craig indicated that there is now a system called the "wild west" with NTT faculty because many do not know what they are supposed to be doing. He suggested that for the appointment letter, an addendum could be added that outlines the expectations in teaching, scholarship, and service. From there, an appendix from the department head could further specify. J. Zomchick noted that although most letters are a year-long, duties can sometimes even change from semester to semester. For example, in the English department, NTT faculty were eligible for course releases for writing a proposal. Caution needs to be exercised regarding whether this should be specified in the appointment letter or rather, in the college/department/unit. A senator asked a question about who initiates promotion procedures and whether this is determined departmentally or by the Department head or faculty member. This is found on page 16 and needs to be more fully considered. B. Lyons indicated that before this goes to the FSEC in two weeks, we will share it for further review.

Free Speech and Diversity Statement (J. Shefner)

J. Shefner provided some context to the statement by explaining that the TWP is a white supremacist group, responsible for several attacks. There are rumors that Heimbach has relocated to East TN; this group claims responsibility for messages painted on the rock. The motion to consider the attached statement came forward from J. Shefner. S. McMillan seconded.

Statement on Free Speech and Diversity

For consideration at the Faculty Senate Meeting, February 5, 2018

WE condemn the hostile, white separatist messages painted on the Rock and distributed in fliers across campus by members of Traditionalist Workers Party, founded by Matthew Heimbach, which espouses white supremacy and advocates for an all-white ethno state, and

WE affirm our commitment to the university's Vol Vision 2020 goal of creating an inclusive and diverse campus, and

WE promote the importance of free speech and academic freedom expressed in the College Free Speech Act while also emphasizing that no speech should target members of our campus community and make them fear for their safety, nor should their access to equal protection under the law be threatened, and

WE encourage all individuals and organizations that are part of the university community to foster an inclusive campus community and organize non-violent activities that work against hate speech, and

WE will use Faculty Senate resources to continue to publicize events that educate the campus and Knoxville community, and that resist the racist activities of the Traditionalist Workers Party, and

WE support efforts by the university administration to prevent the Traditionalist Workers Party and any other group with a reputation for fostering bigotry and hatred from using our campus as a platform for their bigotry.

C. Craig—concern is only with the last sentence about preventing them from coming. New wording was suggested to read, “We support efforts by the university administration to strengthen the values of free speech, civility, equality, and inclusion in the face of hatred and bigotry.”

A senator suggested adding the word diversity in the last clause. Friendly amendment accepted by S. McMillan.

The statement now reads, “We support efforts by the university administration to strengthen the values of free speech, civility, equality, diversity and inclusion in the face of hatred and bigotry.”

S. Murphy—should we leave out the specific references to TWP and M.H. that were proposed?

Discussion ensued. M. Collins indicated that from a marketing perspective, we do not want to give out clicks to websites, etc. Also, if the statement is specific, do we want to create an amendment each time?

N. Hristov offered that we want to ensure that we are not specific because this is exactly how the group has garnered the most attention.

J. Shefner stated that having to write this over and over again keeps us honest if we are going to fight hate speech on our campus.

M. Griffith moved removing the name of Matthew Heimbach. Those in favor of removing, 97; those opposed, 1. Motion carries.

A vote was taken regarding the removal of TWP. Those in favor of removing TWP, 24; those in favor of keeping TWP, 32. References to TWP in the statement will remain.

The final statement reads as follows:

Statement on Free Speech and Diversity

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WE affirm our commitment to the university's Vol Vision 2020 goal of creating an inclusive and diverse campus, and

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WE encourage all individuals and organizations that are part of the university community to foster an inclusive campus community and organize non-violent activities that work against hate speech, and

WE will use Faculty Senate resources to continue to publicize events that educate the campus and Knoxville community, and that resist the racist activities of the Traditionalist Worker Party, and any other group with a reputation for fostering bigotry and hatred.

WE support efforts by the university administration to strengthen the values of free speech, civility, equality, diversity, and inclusion in the face of hatred and bigotry.

VII. ADJOURNMENT

B. Lyons adjourned the meeting at 5:25 pm.

Respectfully Submitted,

Sadie Hutson, Faculty Senate Secretary