

Faculty Senate Executive Council
MINUTES
April 23, 2018

Present: Misty Anderson, Rachel Chen, Mark Collins, Louis Gross, Sadie Hutson, Laurie Knox, Michelle Kwon, Beauvais Lyons, Bruce MacLennan, Jennifer Morrow, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Pat Rutenburg, Rob Spirko, James Williams

I. CALL TO ORDER

B. Lyons called the meeting to order at 3:33 p.m.

II. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (B. Davenport)

Chancellor Davenport has been meeting with the Student Programming Allocations Committee (SPAC); specifically, the last meeting focused on working with faculty to help them develop evaluation criteria for student programs. There are 14 allocation request evaluation criteria by which faculty must evaluate opt-in programs. Congratulations was offered to Chancellor Cross on the naming of the College of Agriculture. Chancellor Davenport briefly touched on the plan to hire 100 new faculty. These faculty will be hired in addition to the regular hires and proposed cluster hires. The aspiration is to reduce the faculty to student ratio to 1:15. The Chancellor recognizes this is a lofty goal. She highlighted a recent article in the *Chronicle of Higher Education* that focuses on how colleges can create a sense of belonging:

<https://www.chronicle.com/article/How-Colleges-Can-Cultivate/243123>

Engagement with diverse peers and support from advisors and staff demonstrated a significant difference in cultivating a sense of belonging among underrepresented minority students. Students did not, however, feel the same connection with faculty. The faculty must see their role in student retention. We want to keep the students we recruit—transfer students and new students. UTK is trending to have another historic class. Research expenditures are up 14%. The incoming honors students have an average ACT of 33, average GPA of 4.4; 88% of honors students complete a study abroad experience; and 100% do service learning. The Chancellor thanked J. Zomchick for serving as interim Provost. B. Lyons assured the Chancellor that we stand with her on all issues to move the university forward. B. Lyons asked about the status of the UT FOCUS Act and the five open positions to the campus advisory board. The Chancellor responded that she knows very little at this time. There are 7 seats on the campus level advisory board, 5 of which are to be designated by the governor.

UTIA Chancellor's Report (T. Cross)

Chancellor Cross highlighted that the 6th Annual UT Gardens Gala at the UT Gardens in Knoxville. The UT Culinary & Catering Program will source the food for this event. Chancellor Cross announced that by the June Board of Trustees meeting he is hopeful that there will be a named College of Agriculture in the Institute of Agriculture. The Dean of Ag Research, Bill Brown, recently departed UTK to go to Texas Tech. Dr. Fred Tompkins is serving as interim. Dr. Bruce LaMattina from ORE will serve as the Chair of the search committee. UTIA has three campus advisory boards: West, Middle, and East Tennessee. All units are represented and they advise Chancellor Cross.

UTK Interim Provost's Report (J. Zomchick)

Declaration Day is May 1. The University is hoping for 5,050-5100 incoming freshman students; this would be a 2-3% increase over last year. The Chancellor is hoping for a 15% increase in undergraduate population by 2022; this increase will have to come, in part, by improved retention rates. The Provost's Office has been working to support faculty in achieving the University's retention goals. Retention rate last year was 85.5%. Interim Provost Zomchick summarized a number of strategies to improve retention including, but not limited to: 1) identifying and supporting students who are struggling early in the semesters; 2) formalizing a consistent first year practice for retention; 3) improving student performance in gateway courses (English, Math, Chemistry, Psychology); 4) helping students maintain eligibility for HOPE; 5) Early Alert Case Management; 6) first year experience; 7) course completion; and 8) faculty and staff engagement.

The goal is to retain 92% of students by 2022. The goal for this academic year is 88%. The institution has experienced a record low number of students on academic probation and the highest level of faculty participation in Early Alert. Seventeen undergraduate students were awarded Fulbright fellowships this year (compared to 9 last year and 6 in 2016). L. Gross thanked J. Zomchick for serving in interim role for so long and for doing it so well. L. Gross asked for ideas about how the process for funding new faculty lines. Also, will there be an increase in graduate student TA lines to accompany this effort? J. Zomchick indicated that starting July 1 for any line that goes vacant on July 31, the Office of the Provost will assess 10% on the salary line and then pool those funds to create new faculty lines. In the event that a Department or College proposes to hire a faculty member and is permitted to do so, and the money left in the line is not enough to hire the faculty member at market rate, these funds will be used to hire the individual at market rate. The money assessed will not be used for anything other than creating faculty lines. There is work being done to increase the number of GRAs in conjunction with the Office of Research and Engagement. The current priority is to ask for additional money for graduate student stipend raises rather than graduate assistantships. J. Zomchick indicated that as we increase the undergraduate population, we will need to increase the number of GAs. A question was asked about startup funds; J. Zomchick indicated that these will remain the same. J. Morrow asked whether any surveys have been done to inquire about why students don't persist from first to second year. J. Zomchick noted that the primary drivers are financial and a lack of a sense of belonging. The Provost's Office will be proactive in meeting these demands by providing additional monies to students who are vulnerable financially. The hope is that this will enable them to persist at a higher rate. The Provost's Office is also collaborating with the Office of Student Life to identify strategies to create a sense of belonging among students. L. Knox asked whether there is a concern that meeting the demand for more instruction for a larger freshman class could result in the hiring of new GTAs who may be inexperienced in the classroom, with concern that this could work against retention goals. J. Zomchick indicated that there are certain disciplines where TAs supervise labs. TT and NTT faculty will be hired in order to meet enrollment demands. We have been committed to hiring full-time NTT faculty and providing them with a career ladder to encourage them to stay, but the salaries of these faculty need to be raised. RJ Hinde is working with Chuck Collins in A&S to figure out what the instructional demand will look like over time.

President's Report (B. Lyons)

B. Lyons expressed gratitude at the hiring of David Manderscheid as our new Provost and Senior Vice Chancellor starting July 1. He also recognized the leadership and vision provided by John Zomchick as our Interim Provost and expressed appreciation for his work. A resolution in his honor will be presented at the May 7 Faculty Senate meeting. The approval and enactment of the UT FOCUS Act occurred this month in addition to a decision by the legislature to not approve four continuing members of the board. The remaining seats on the board and the campus advisory councils will be appointed by Governor Haslam. President Lyons suggested that the senate prepare a set of orientation materials that provide the board members with useful information on faculty perspectives regarding shared governance and the university's mission. B. Lyons will work on this with the Executive Council and the University Faculty Council. Questions remain about how UTIA will be represented on the campus board. B. Lyons has advocated for increasing the budget allocated to the Faculty Senate to help fund course load reductions for the President and Past-President of the Faculty Senate. In the past, it has typically been funded by the officer's home college or department. Initiated by Chancellor Emeritus Jimmy Cheek, over the past three years a recurring commitment has been made to provide the Faculty Senate President with a \$5,000 summer stipend at the conclusion of their year of service. The current budget for the Faculty Senate is about \$48,000. At the request of Chancellor Davenport, B. Lyons conducted a survey of faculty senates at peer and aspirational universities. The budget at UTK is far less than most, with Auburn at \$147,000 and Clemson at over \$250,000. Central funds for course load reductions for the current and past presidents of the senate is the norm. B. Lyons reported that Chancellor Davenport has made a commitment to add \$20,000 to fund four course releases for President-Elect Anderson and himself next year; incoming Provost Manderscheid will make a decision next year to determine if this will be an ongoing allocation to the Faculty Senate budget.

In a meeting last week, B. Lyons and President DiPietro discussed revisions to our current post-tenure review policies including minimum standards for PPPR. B. Lyons expressed concern that faculty have regarding inefficiencies with the proposed policy, the importance of enhancing faculty department head training, and the need to focus on the integrity of the APPR process itself. The UFC meets monthly, and Vice-President Linda Martin hopes to have a draft of the minimum standards before the May 16th UFC meeting; this will be shared with the Executive Council. President DiPietro has agreed to participate in a UTK Faculty Senate sponsored faculty forum early in the fall; this can also be a key agenda item for the Faculty Senate Retreat on August 24th. We also need to figure out ways to reach out to the Tennessee Legislature as it will be important to keep lines of communication open. Efforts such as #UTellOurStory are a key piece of this. The System Relations Committee will broaden its mission next year to include more legislative activities. This past year, B. Lyons served on the UT Knoxville Alumni Board; he stated he is impressed with their commitment to building the relationships between our alumni and the university. He noted that UT has a strong tradition of academic freedom and a record of protecting the free speech rights of students. Recognizing the importance of free speech, last year the Tennessee Legislature passed the Campus Free Speech Act ([click here](#)). One of the reasons that the University of Tennessee has the highest rating by the Foundation for Individual Rights in Education (FIRE), the conservative free speech organization, is that we do not seek to limit student programming such as Sex Week. While we may not always agree with the word choices or communication styles of students, their preparation for life after college means we need to give them the freedom and responsibility to generate relevant, lawful programs for their fellow students. He said that this is what makes a university education both challenging

and meaningful. In this context he encouraged faculty to always refer to UT students as “young adults” rather than “kids.”

President-Elect’s Report (M. Anderson)

M. Anderson referred to the Faculty Senate Election and 2018-2019 Planning Report that was included with the agenda. She noted that the report highlights the completed results of the 2018 elections; there has been a high response rate from senators about committee preferences. Over 100 people came to watch the pilot performances of PLAY it OUT. In addition to the MFA candidates and graduates who have been involved, doctoral students in Psychology have also been part of developing the talk back sessions after the performances.

#UTellOurStory ([click here](#)), launched April 9, 2018. It features a series of short one-minute videos of a faculty member and a student interviewing each other about the good work that is going on in our classrooms and labs, and the mentoring relationships professors develop with their students. In the next year, the Senate leadership will be working with A. Haynes to connect with legislators. M. Anderson encouraged everyone to follow the senate on Twitter.

III. APPROVAL OF MINUTES

L. Gross moved approval of the minutes of the Executive Council Meeting of March 19, 2018. R. Prosser second, unanimously approved.

IV. INFORMATION ITEMS

Graduate Council Meeting minutes of March 22, 2018, along with a summary report, were distributed with the agenda.

Undergraduate Council Meeting minutes of April 10, 2018, along with a summary report, were distributed with the agenda.

V. OLD BUSINESS

University Faculty Council Update on Post-Tenure Review (B. MacLennan)

A meeting on 4/18/17 was held with Vice President Linda Martin who has been working with President DiPietro to develop minimum standards for the periodic post-tenure review process. B. Lyons provided his notes in green in the document included with the agenda. The outcome of this process should evolve over the next few weeks; it will be taken to the Chancellor and upper administration as well as UFC. A great deal of time was spent talking about uniformity and consistency around the review process. President DiPietro needs to report to the BOT in November 2018; as such, the timeline is short. B. Lyons noted that perhaps training of department heads could improve the APPR process. It was noted that PPPR was discontinued at one institution because they saw improvements in annual performance reviews after training of department heads. B. McLennan noted that if there is an incongruence between APPR and PPPR, it could raise issues about which is accurate. This should be looked at as the symptom of a larger problem. B. Ownley noted that UTIA senators want a cost-benefit analysis of implementing PPPR. At UTC, the faculty can see the summaries of the annual evaluations of their dean and department heads. L. Gross noted that a cost-benefit analyses would likely show that the implementation of PPPR will not be beneficial from a financial savings perspective. Further, he underscored that a single faculty member may have more than one department head over six years and those department heads may interpret criteria for rank differently. There is no consistency in how these expectations get recorded and reconciled. An emphasis on

the developmental and annual reviews should be something to keep championing. S. McMillan noted the possibility that the new board members may not be as concerned about PPPR. M. Anderson asked about whether the new language needs to go to the Office of the General Council? J. Zomchick stated that a delay in placing the policy in the handbook does not connote delay in implementation because Board policies supersede the *Faculty Handbook*. He also said that the Academic Leadership Retreat could include department head training. Much of this training is happening in the colleges.

VI. NEW BUSINESS

2017-2018 Living Wage Study (L. Gross, B. Lyons)

The Budget and Planning Committee submitted a report on the 2017-18 Faculty Senate Living Wage Study. Four recommendations in the document include: 1.) The University should be commended for its progress in increasing the wages of the lowest paid workers as well as insourcing many custodial workers who were previously employed by GCA. The improved appearance and morale of the campus can be attributed to this development; 2.) The university should recognize that despite the progress that has been made, a continued emphasis on improving compensation for the lowest paid workers should be a priority. Efforts should be made to increase the minimum hourly wage and to use minimum across the board raises for all workers as was done during some previous years; 3.) The Faculty Senate should continue to repeat the living wage study at least every 5 years; and 4.) The university should continue to develop mechanisms to support low wage workers, possibly expanding the categories of sliding scale for employee parking tags and other methods. L. Gross noted that overall, the situation has improved. One of the successes has been the encouragement of equity raises in addition to across the board raises. The Budget and Planning Committee will work on preparing a resolution to encourage the administration toward raises for lowest paid individuals on campus.

Discussion of TUFs and COIA Representations (B. Lyons)

B. Ownley will be serving as TUFs president, but as a non-voting member. B. Ownley noted that TUFs is an independent body of faculty senates of the four-year public universities, representing about 10,000 faculty. They speak out on various issues e.g. guns on campus, etc. Lots of information is shared across the group. B. Lyons proposed we might issue a call for nominations and then have the EC vote on those. B. Ownley moved that the Faculty Senate call for self-nominations for representatives with the Executive Council conducting an electronic vote to fill the position before July 1. S. McMillan seconded. Unanimously approved. Sadie will compile nominees and send out an electronic ballot.

B. Ownley was elected to be Chair of the Steering Committee of COIA. COIA is an organization of faculty senates across the US focused on Intercollegiate Athletics and concerned about accountability of athletics budgets and curricular issues among student athletes, among other things. UTK will be hosting COIA in 2018-19. L. Gross moved that B. Ownley be elected to serve a two-year term as the Faculty Senate representative to COIA. S. McMillan seconded. Unanimously approved.

Faculty Representation on the Campus Advisory Boards (B. Lyons)

B. Lyons explained that the law empowers the Faculty Senate to create a process to select our own representation on the campus advisory boards. Some senates have elected the immediate past president to serve; every other president would be the representative if the term is two-years. We could wait to see how our campus advisory board takes shape before we make

decisions. B. Lyons noted that it might be beneficial to have someone who was a recent FS president because of the familiarity with UFC, TUFS, and other organizations who are familiar with the issues. The campus advisory board will be charged with advising the Chancellor and will include 7 people – a student (1-year term), a faculty member (2-year term), and five individuals who are not state employees or work for the university (but who meet several additional requirements). They will meet at least three times a year prior to the Board of Trustees meetings. S. Murphy asked about the other advisory groups that currently exist on the campus to advise the Chancellor. Will this board govern the other advisory groups or is this going to be redundant? B. Lyons noted that the campus advisory board will create redundancy; the other advisory groups will continue to function and report to the Chancellor. M. Anderson voiced a preference to wait to see what the governor is going to do before we come up with our process, consistent with the posted recommendation. Lou Gross seconded. The resolution passed.

VII. REPORTS OF STANDING COMMITTEES

Appeals Committee (R. Prosser)

No Report.

Athletics Committee (J. Williams)

No Report.

Benefits and Professional Development Committee (G. Kaplan)

No Report.

Budget & Planning Committee (L. Gross)

The 2017-2018 Living Wage Study was submitted with the agenda.

Diversity & Inclusion Committee (M. Black)

No Report.

Faculty Affairs Committee (M. Kwon)

No Report.

Graduate Council (J. Morrow)

Minutes and summary report were included with agenda, as well as electronic voting procedures.

Library and Information Technology Committee (M. Collins)

No Report.

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

No Report.

Research Council (Q. He)

No Report.

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

No Report.

Undergraduate Council (R. Chen)

Minutes and summary report were included with agenda.

University Faculty Council (B. MacLennan)

No Report.

University System Relations Committee (S. McMillan)

Minutes from March 21, 2018, and April 11, 2018, were included with agenda.

VIII. ADJOURNMENT

B. Lyons adjourned the meeting at 5:22 p.m.