

Faculty Affairs Committee of the
University of Tennessee-Knoxville Faculty Senate
Final Report for 2017-18 Year
May 8, 2018
Submitted by: Michelle Kwon, Chair

Committee Members:

Jenny Fowler
Todd Freeberg
Nathalie Hristov
Sharon Jean-Philippe
David Keffer
James Myers
Ling Zhao
Steve Zinkle

Stated Goals for 2017-18

1. Review revisions proposed by the Non-Tenure Track Issues Committee to Chapter 4 of the *Faculty Handbook*.
2. Review changes to Joint and Adjunct definitions in Chapters 3 and 4 of the *Faculty Handbook*.
3. Draft sample department bylaws language on conflict resolution.
4. Work with UT System to reflect new BOT Policy regarding Enhanced Post-Tenure Performance Review (EPPR) into the *Faculty Handbook* and the *Manual for Faculty Evaluation*.

Committee Accomplishments

Goals 1 and 2 Complete – The Faculty Senate unanimously approved changes to Chapters 3 and 4 of the *Faculty Handbook* at its March 5, 2018 meeting. As of March 23, 2018, Matthew Theriot, Interim Vice-Provost for Faculty Affairs, forwarded the changes to General Counsel’s Office for their review. Once that review is complete, the changes will be advanced to the UT System level for review by the president and vice presidents, and finally to the Board of Trustees.

Goal 3 in Progress – Nathalie Hristov and Michelle Kwon met with Ombudspersons Elaine Wynn and Bill Nugent on September 28, 2017 to discuss their role in resolving personnel conflicts, their desire for sample departmental bylaws on conflict resolution in the *Faculty Handbook*, and the problems of academic bullying.

The Faculty Affairs Committee met three times this academic year to discuss some of these concerns. At Nathalie Hristov’s request, we considered the establishment of

a Committee on Ethics and Institutional Integrity. After further study, a subcommittee consisting of N. Hristov, Todd Freeberg, and Sharon Jean-Philippe has proposed a definition of academic bullying for inclusion in Chapter 2 of the *Faculty Handbook*.

Goal 4 in Progress – On September 26, 2017, Committee Chair M. Kwon provided initial comments to Matthew Theriot’s revisions to reflect EPPR into the *Faculty Handbook* and the *Manual for Faculty Evaluation*. M. Kwon followed up with M. Theriot on November 5, 2017, requesting an updated draft to circulate to the entire Committee. We are awaiting the incorporation of comments from the General Counsel’s Office.

Additional Work Undertaken – On March 23, 2018, M. Kwon met with Joe Stainback IV, Assistant Research Integrity Officer, and Quang He, Chair of the Research Council, to discuss a proposed Authorship Procedure and the institutionalization of the responsible conduct of research. M. Kwon prepared draft language for Chapter 2 of the *Faculty Handbook* to address academic responsibility.

Next Year’s Expectations

Institutionalization of the responsible conduct of research – Circulate draft language regarding academic responsibility for Committee review and comment.
Circulate draft Authorship Procedure for Committee review and comment.

Faculty conflict resolution and academic bullying – Incorporate Law faculty comments into proposed academic bullying definition and circulate revised draft to Committee for their review and comment.

EPPR - Continue Goal 4 regarding revisions to the *Faculty Handbook* to reflect EPPR process.

Post-Tenure Performance Review Process - Work with University Faculty Council and university leadership to implement new post-tenure review policy adopted by the Board in March 2018.