

FACULTY SENATE
Minutes
May 7, 2018

Absent: Stan Bowie, Qing Cao, Vincent Carilli, Rachel Chen*, Chris Cimino, Ramon DeGennaro, Islam El-Adaway, Holly Greene, Rob Hardin, Qiang He, David Icove, Julia Jaekel*, Gregory Kaplan, Mary Leitnaker, Andrea Ludwig, Tomás Martín-Jiménez, Larry McKay, Lisa Mullikin*, Leigh Ann Mutchler, James Myers, Katherine Newnam, John Schmisser, Jennifer Stokes, Pedro Tomás*, Jennifer Tourville, Stewart Waters, Melanie Wilson, Xiaopeng Zhao

Present by Zoom: Dawn Coe, Jacqueline Johnson, Phyllis Thompson

*Alternates: Avigail Sachs for Lisa Mullikin, Rossy Toledo for Pedro Tomás, Stefanie Benjamin for Julia Jaekel, Robert Mindrup for Rachel Chen

I. ESTABLISHMENT OF QUORUM (E. Bernard)

E. Bernard established that there was a quorum.

II. CALL TO ORDER (B. Lyons)

The meeting was called to order at 3:30 p.m. B. Lyons noted the need to suspend the rules regarding article 2, section 6 so that the five-day rule can be dismissed (Craig motioned, Williams seconded). Approve: Oppose, 7. Motion carries to consider the pressing matter of a resolution of censure.

III. ANNOUNCEMENTS AND REPORTS

President's Report (B. Lyons)

B. Lyons began by recognizing the support of Past-President Bonnie Ownley and President-Elect Misty Anderson. He noted that the work of the Senate is built on the efforts of the various committees, which have done important work, including; clarifying joint appointment in the *Faculty Handbook*; conducting our annual faculty salary study; passing a successful resolution to give greater faculty control over their Optional Retirement Accounts; reforming the faculty credentialing process for PhD dissertations; and launching a new general education curriculum. He recognized GRA Brooke Killian, who helped with the audit of department bylaws and collected input to improve ELEMENTS as part of the Faculty Annual Review system. He expressed thanks to John Zomchick as Interim Provost.

The meeting materials include a survey of Faculty Senate Budgets, and ours, with \$48,000, is one of the most modest. By comparison, the Clemson University Faculty Senate has a budget of more than \$250,000. Through this study we have secured a commitment of an additional \$20,000 for next year to support replacement teaching for the senate president and immediate past-president, and hope Provost Manderscheid will continue this commitment. Over the summer, the faculty will be represented by the Executive Council. Lyons said that he and Bruce MacLennan will remain engaged as part of the work of the University Faculty Council on the new tenure policies.

Lyons said that the announcement by UT System President DiPietro this past Wednesday to terminate Chancellor Davenport has brought about a significant disruption in the leadership of our campus. A resolution of censure from the Executive Council stems from this, as well as a

series of other actions by UT President DiPietro that have tested our mission, reputation and governance. An invitation was extended to Interim Chancellor Wayne Davis to address us today, but, given family circumstances and his duties attending to graduation ceremonies this week, speaking at the meeting today is not possible. He will be a part of our Faculty Senate retreat on August 24. Three weeks ago, an invitation was extended to President DiPietro to come address the Faculty Senate today to discuss the new tenure policies. He said he could not attend. With the events of last week, the invitation was extended again to address the resolution regarding censure. He did not take us up on this offer. Lyons asserted that as faculty who teach, conduct research and scholarship, and serve the public, the vital functions of the University of Tennessee, Knoxville are sound. At the same time, he hopes we can recognize our challenges, and work together with campus and system administration to address them. He noted that in the deliberation today we can create a path that will help us look beyond the immediate circumstances and seek a longer-term solution.

President Elect's Report (M. Anderson)

M. Anderson began by thanking B. Lyons for steadfast and bold leadership with the priorities of the faculty at the forefront. She wishes to devote herself to ensuring that the community better knows the good work of our faculty, staff, and students. Anderson highlighted #UTellOurStory and showed the video with Senator J. Williams. Anderson underscored that we are in the business of transforming lives and we should not forget that. She quoted Maggie Kuhn who said, "Stand before the people you fear and speak your mind – even if your voice shakes." She also noted that the dismissal of Chancellor Davenport is one in a series of very disturbing events. We value a culture of civility. This is one of the hallmarks of a great university. We value the dignity of work. She indicated she is looking forward to serving with everyone in the coming year as Senate President.

Interim Provost's Report (J. Zomchick)

Provost Zomchick discussed a budget request that was made to the Chancellor for \$2.1 million for an investment in enrollment management as a result of recruitment and retention efforts. For the 100 new faculty lines which are planned to be added over the next five years, \$1.8 million is in the budget. To increase graduate stipends with target minimums, \$1 million is the first down payment. To boost Honors and Scholars Programs, \$97K is needed. Also, \$49K was requested in Provost's operating budget and \$30K is going to CON in needed upgrades for lab space. Monies were also proposed for student success and advising which have not yet been approved. The entire presentation is linked on the Senate website. L. Gross indicated that it might help for the senators to know more about what the advisors will be called to do for Advising 2020. J. Zomchick noted that the aim was to match 310 students to each professional advisor. Once the plan is implemented, the hope is that there will be a professional advisor who will follow a student throughout their entire college career. Advising has a net impact on helping students to graduate on time. They will not and should not replace faculty/student relationships based on career advising/mentoring conversations. The hope is that this will free up faculty time in order to have these conversations, rather than degree auditing. J. Williams asked if the advisors have wellness training? J. Zomchick responded that the hope is that the advisor will serve as a first responder to send students to resources in various offices across the university (financial, physical, behavioral/mental health). Further, a student success summit was held; 90 individuals met from across campus in academic affairs and student life. The group addressed how we can work better together to address the comprehensive needs of each student. Following the first meeting in December, 6 initiatives were devised: 1) Early Alert/Case

Management, 2) The First Year Experience; 3) Course Completion/Finish Strong, 4) Hope Scholarship Protection, 5) Mattering and Belonging Campaign, and 6) Faculty and Staff Engagement. Data shows that students who leave college without a degree are between 60-70% more likely to default on student loans, which can have a catastrophic, lifelong effect. Helping them to be successful and persist will assist in addressing this problem. Students who do not do well or complete three or more hours in the fall are more likely not to continue if they also fail to complete 3 or more hours in the spring; 25% of students will lose the Hope Scholarship after the first year because they haven't maintained a 2.75 GPA. Some students may fall into a category to regain that scholarship. Institutional funds will be used as bridge money to help them persist. Fall enrollment picture: 5,575 confirmed first time, full-time freshman, which is 10% higher than last year; 5,150-5,250 is the estimate for the entering class in the Fall. There is no decline in the quality of the class as it is represented by ACT scores and high-school GPA. There is currently a 75/25 in-state/out-of-state ratio. This is also a record number of out-of-state students. C. Carruthers asked whether we do anything to reach out to the students over the summer who do not come to orientation. J. Zomchick indicated that there are calls going out to those who have not yet registered for fall.

On cluster hires, Zomchick said that a faculty committee sent forward six finalists, which are being reviewed by the College Deans. By next week the Office of Research and Engagement will provide summaries and feedback on the finalists. Two of the six hope to be selected by June 1. L. Gross asked about the data science cluster. J. Zomchick reported that they are working with ORNL to hire a senior person in data science. L. Gross suggested that the committee ask faculty to make recommendations of faculty to apply.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The minutes of the April 2, 2018, Faculty Senate meeting were moved for approval by L. Gross and seconded by J. Shefner. The minutes were unanimously approved.

The Faculty Senate Executive Council meeting minutes of April 23, 2018, were included as an information item.

V. MINUTES OF THE GRADUATE AND UNDERGRADUATE COUNCILS

The minutes of the Graduate Council meeting of March 22, 2018, along with the summary report, were included with the agenda. A. Nebenfuehr moved approval, D. Keffer seconded. The minutes were unanimously approved. Question Pro is going to be our new survey research vendor. Right now, Qualtrics is slated to go away at the end of September. Efforts are being made to extend our license until May.

The minutes of the Undergraduate Council meeting of April 10, 2018, along with the summary report, were included with the agenda. S. Blackwell moved approval, J. Shefner seconded. The minutes were unanimously approved.

VI. OLD BUSINESS

University Faculty Council and Post-Tenure Review Discussion (B. MacLennan)

UT System Vice-President Linda Martin has been working to develop a template with minimum standards for the PPPR. A process has been undertaken to look at information from UFC as well as peer institutions to develop a template that is easy to use and can be modified appropriately for each campus. At present, it is likely that the process will include a summary of the previous

five years of APPR reports, plus a two-page narrative summary written by the faculty member. This is not intended to be a re-examination of tenure or a threat to tenure. President DiPietro and OGC is reviewing a draft. The goal is to bring something forward to chief academic officers at the end of May. Suggestions for revisions will be sought. Campuses will have to develop processes to implement this. M. Black offered that it is interesting that there is never a goal for the policy. There is a goal for developing a procedure. Without a goal, she said that it is impossible to understand what the ramifications of the process may be. She asked whether anyone in the system articulated a goal for the policy to the satisfaction of B. Lyons? B. Lyons said no. A senator asked whether any thought had been given to using Elements? That will be part of the discussion for the campuses to decide. B. Lyons clarified that these minimum standards and procedures would be based on materials from current APPR materials, with the goal of minimizing duplication of effort. There are lots of issues around process. The end goals are important. As part of the meeting materials, B. Lyons has compiled some resource links where there is information about concerns regarding the addition of these proposed changes to our current post-tenure review processes.

VII. NEW BUSINESS

Resolution for Censure of UT System President

It was noted that President DiPietro committed to beginning discussions with the faculty about the structure of the UT System, with a meeting to be held in July with the UTK Faculty Senate Executive Council. A resolution for censure (posted on the Senate website) is before the floor from the FSEC. Senator Shefner stated that this resolution is founded on years of bad management and bad policy. He added that this resolution cannot be reduced to the public humiliation in the firing of the Chancellor. He noted that there are questions regarding the timing of Dr. DiPietro's departure. In supporting the resolution, he went on to emphasize that damage has been done to the reputation of the university and that the Faculty Senate must respond. Senator Burnley indicated that the goal should be to determine why the President has made this decision. She noted that it is premature to contemplate this resolution and perhaps this proposed resolution is in haste. Senator Gross appreciated the concern about acting emotionally. He recalled seeing a huge number of emails over the past two months, long before the issue of the termination of the Chancellor. Those emails and many conversations dealt with the issues that are in this resolution that are separate from the dismissal of the Chancellor. Because the resolution is written the way it is, this is not a rash or rapid decision. He noted that he is in favor of the resolution. Senator Hristov stated that this is the second time a resolution of this nature has come up. The Davenport termination is the catalyst that has made this resolution come forward. Senator Pulty indicated that there is not enough information to make a decision. Senator Lapins noted his experience in different university systems. In one, the governor implemented massive budget cuts after censuring the actions of the President. President-Elect Anderson noted that we should not take this lightly. This is about a pattern that has emerged that merits public review. The UT system employs 226 people. For comparison, the Nebraska system employs 20. We need to assert that we are the stewards of the university. She noted that she is especially grieved by the failures of civility. President DiPietro has promised to pursue the conversation to examine the system structure. Senator Shefner moved that a resolution of no confidence in president DiPietro be considered.

B. Lyons called for a vote for or against postponement of the resolution on the floor: 18 voted in favor; 71 voted against.

Discussion ensued. Senator Burnley again noted that the resolution is disingenuous and perhaps a reaction to the final decision that he has made. R. Spirko said that these actions are directed at students, faculty, UCW, and others. To say that it just percolated denies the careful thought that went into the writing of the resolution. Spirko posed the question: how long have we not fought back and how well that has worked for us?

B. Lyons called the question regarding the motion on the floor for the resolution for censure. Paper ballots were distributed. 72 in favor, 17 against, 1 abstention. Motion passes.

Senator Craig moved that we suspend the rules to consider a second resolution of no confidence. L. Gross seconded. 52 in favor, 19 against, 7 abstentions. Motion carries.

Senator Shefner spoke in support of a resolution of no confidence in President DiPietro. Senator Carruthers questioned what is to be gained in a vote of no confidence. Senator Rutenberg posed the question: What is the difference between censure and no confidence? M. Anderson responded that the differences are political and optical. They are both terms used by AAUP, and that censure is not an explicit call for removal. Even no confidence does not force a president to do anything. President Lyons added that a vote of censure addresses actions and deeds, while a vote of no confidence is more *ad hominem*.

B. Lyons called the question on a resolution of no confidence in President DiPietro, replacing the word "censure" with "vote of no confidence" in the last clause of the resolution. 57 against, 22 in favor, 7 abstentions. The motion failed.

Campus Advisory Board Representative Recommendation (B. MacLennan)

This item comes forward as an information item from the Executive Council. The Executive Council plans to elect someone to represent the UTK campus for TUFS.

Resolution Recognizing John Zomchick (B. Lyons)

B. Lyons read the resolution aloud honoring Interim Provost Zomchick. Motion carries by unanimous vote.

Living Wage Study (L. Gross)

Senator Gross noted that this study was done in the past every five years, and is overdue. The study reviews wages paid to those in the lowest compensated staff positions. Data were presented to the Faculty Senate Executive Council where it was decided that a resolution would be appropriate to consider by the Senate. Senator Gross moved approval; Senator Eldridge seconded. The resolution passed unanimously.

VIII. ADJOURNMENT

B. Lyons adjourned the meeting at 5:33 p.m.

Respectfully submitted,
Sadie Hutson, Faculty Senate Secretary