### Appeals
18+ faculty members appointed to staggered three-year terms, at least one with legal expertise. No ex-officio members, no administrators at or above the level of department head.

**Chair: Rebecca Prosser, rprosser@utk.edu**

- Madhu S. Madhukar
- Shawn Spurgeon
- Jackie Johnson
- John G. Orme
- Luiz Lima
- Courtney Wright
- Harry F. Dahms
- Gladys Alexandre
- Martin Griffin
- Yanfei Gao
- Monica Black
- Brad Areheart
- Frank Martin
- Millie Gimmel
- Avigail Sachs
- Ann Berry

Gather evidence and make recommendations to the chief academic officer (or to other members of the campus administration, as described in the *Faculty Handbook*) for the disposition of cases within its jurisdiction using processes specified in the *Faculty Handbook*. **Jurisdiction includes** complaints regarding violations of due process and fairness in tenure or promotion decisions, annual and cumulative performance reviews, and violations of provisions contained in the *Faculty Handbook*, the *Manual for Faculty Evaluation*, and collegiate and departmental bylaws. The Appeals Committee also engages in other activities relating to faculty grievances, disputes, performance, and employment as set forth in the *Faculty Handbook*.

Consult with ombudspersons to assess general climate for faculty rights of grievance. Help press for final EPPR language in faulty handbook and keep abreast of new PPPR/PTR developments, with Campus text expected to be ratified by the new BOT in early November. Continue discussion regarding training of department heads and deans.

### Athletics
12 faculty members plus: the chief officer charged with academic affairs (or designee), the VC and Director of Athletics (or designee), the Director of Women’s Athletics, the faculty chairperson of the UT Athletics Board, the Director of Student Recreation, two student athletes appointed by the Athletics Department, and two students elected by the Student Senate. The Committee will also work with Thornton and Athletics to introduce players by their majors at games; initiate a “thank a professor” initiative at games; develop a PSA with athletes and professors; work with COIA to clarify the NCAA implications of the UT FOCUS Act; highlight student-athletes and faculty members’ academic partnerships; help highlight/encourage Athletics giving...
include the following non-voting ex-officio members: the Director of the Thornton Advising Center, and the Associate Athletic Director for Compliance.

**Chair: James Williams**
Ramon P. DeGennaro
Sarah Huff Burnley
Angela Rollins
Harrison Meadows
Kristin Rearden
Phillip Daves
Brian Whitlock
T. Edward Yu
Lt. Matthew Castillo
Melanie Wilson
Bonnie Ownley (COIA Chair)
David Manderscheid
Misty Anderson, ex officio
2 SGA, 2 Student Athletes

---

**Benefits and Professional Development**

10 faculty members

**Chair: Greg Kaplan** [gkaplan@utk.edu](mailto:gkaplan@utk.edu)

Silke Hecht
Audris Mockus
Pedro Tomas
R. Steve McCallum
Alex Lapins
Reza Seddighi
Xiaopeng Zhao
*Charles Cao*
*Asafa Jalata*
Stephanie Madison
Misty Anderson, ex officio

1) Suggest administrative actions that would permit and encourage professional development and monitor resulting actions and programs.  
(2) Initiate and monitor activities and programs that facilitate the development of faculty members as professionals.  
(3) Develop and monitor a policy of professional leave (sabbatical leave).  
(4) Enhance and expand international teaching and research opportunities for faculty and faculty exchange.  
(5) Examine, clarify, and recommend to the Faculty Senate on issues and concern on retirement, leave, faculty welfare, insurance, and fringe benefits.

---

back to academics; work with a possible United at the Rock 2.0 event to show collaboration between athletics, faculty, and all UT community; work with the Commissions and Title IX on student athlete leadership on campus climate issues. Can we also explore a faculty locker room at recsports?

Review sick leave for nine-month employees; review parental leave policy and follow up on U Memphis and APSU recent paid family leave. Explore ways that the University can better support faculty health and well-being.
<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Members</th>
<th>Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget and Planning</td>
<td>Larry McKay</td>
<td>Christopher Boyer, Beth Schussler, Lisa Driscoll, Ken Baker, Alexandre Rodrigues, James Myers, Nick Geidner, Victor Ray, Lou Gross, Sean Schaeffer, Joe Bailey, Beauvais Lyons, Misty Anderson, Chris Cimeno</td>
<td>The primary concerns of the Budget and Planning Committee are policy and communication. The Budget and Planning Committee is not expected to become involved with, nor engaged in, comprehensive investigations necessary as a basis for budget decisions. Review campus budget process for FY19 and FY20; press for more transparency and a clear budget hearing process; monitor facilities outsourcing as a potential recurring issue; conduct annual salary study and include or append NTTF salaries; work with graduate council on improving graduate stipends; monitor the “rich get richer” problem with raises to departments; follow up on 2018-19 year end report.</td>
</tr>
<tr>
<td>Nominations and Appointments (Caucus Chairs)</td>
<td>Gary Skolits</td>
<td>Andrew Pulte, Chris Craig, Lisa Mullikin, Crystal McAlvin, Harry Dahms, James Myers, Nick Geidner, Lisa Driscoll, Xiaopeng Zhao, Michelle Kwon, Alan Wallace, Katherine Newnam, John Orme, Jackie Johnson, Silke Hecht</td>
<td>Recommend faculty members and chairpersons of all standing and special councils and committees of the Faculty Senate, (except Executive Council, this Committee on Nominations and Appointments, the Undergraduate Council, and the Graduate Council—see Bylaws). The Faculty Senate President shall retain responsibility for all nominations of faculty to administrative committees and other bodies. The Committee reports to the Faculty Senate at its regular May meeting of each year and at other times as may be required. This Committee on Nominations and Appointments shall also recruit two nominees for Faculty Senate President-Elect every year and two nominees for the campus representative to the University Faculty Council in the spring semester of every third year. Assemble the Caucus chairs in the fall to charge them with gathering communications about faculty accomplishments; identify the main campus communicator for your Caucus and work with that person to host more positive faculty content; start early on recruiting; ask Caucuses to designate a Faculty Pub or other public gathering or forum to encourage conversation throughout the Caucus; ask each Caucus to meet with a relevant administrator to discuss local issues and concerns.</td>
</tr>
</tbody>
</table>
### Diversity and Inclusion

**Chair: Monica Black**  
Jennifer Akerman  
Joel Anderson  
Jason Brown  
Lisa Muller  
Amber Roessner  
Sarah Eldridge  
Casey Sams  
Thura Mack  
Niki Labbe  
Rajan Mahadevan  
Jessica Westerhold  
Lonika Battiste  
Bonnie Johnson  
Brian Ambroziak

The charge of the committee is to actively support diversity and inclusion at UTK.

Work with CDI on Diversity Summit; help Commissions and other groups coordinate via faculty involvement; help as needed to workshop the new Play It OUT pieces for STRIDE training; develop a best practices for trolling FAQ; clarify and help communicate campus response plans for high-visibility events such as Sex Week and issues related to race and religion; work with TUFS to monitor Tennessee legislation that adversely impacts the university’s diversity and inclusion goals.

### Faculty Affairs

9 faculty members, no administrators at or above the level of department head.

**Chair: Michelle Kwon**  
Todd Freeberg  
Phyllis Thompson  
Andreas Nebenfuehr  
David Butler  
Tami Bland  
David Patterson  
Nathalie Hristov  
Beauvais Lyons  
Misty Anderson, ex officio

The Faculty Affairs Committee shall concern itself with the adoption and amendment of faculty governance policies and rules, including the development and refinement of criteria and procedures for faculty appointment, promotion, retention, evaluation, the granting of tenure, retirement, and discharge for cause. The Faculty Affairs Committee is responsible for reviewing proposed revisions and recommending changes to the *Faculty Handbook* in accordance with the amendments procedures set forth in the *Faculty Handbook*, and for reviewing proposed revisions and recommending changes to the *Manual for Faculty Evaluation* in accordance with the amendments procedures set forth in the *Manual for Faculty Evaluation*. The activities of the Faculty Affairs Committee shall be conducted at all times in a manner consistent with the Trustees’ Policies Governing Academic Freedom, Responsibility, and Tenure, as the same may be amended from time to time, and shall be guided by faculty governance best practices in higher education, including especially those identified and

In the fall, monitor the Campus plan for the new PPPR to minimize faculty burden and clarify administrative roles; advise on policy as it enters the *UTK Faculty Handbook* and the *Manual for Faculty Evaluation*; press UT System to follow through on copy for EPPR in *UTK Faculty Handbook* and the *Manual for Faculty Evaluation*; button up the Bylaws Audit with the Chancellor and new Provost; work with the offices of the Provost and Chancellor to track faculty numbers hired to TT vs. the number actually tenured as an in/out metric for future BoT questions. From last year: Institutionalization of the responsible code of research; Faculty conflict resolution and academic bullying.
<table>
<thead>
<tr>
<th>Graduate Council</th>
<th>The Graduate Council is charged by the Faculty Senate to set standards for graduate admission, retention, and graduation; assess curricular revisions and new proposals for graduate programs; evaluate interdisciplinary, intercollegiate and international programs; approve individuals to direct doctoral dissertations; and consider new initiatives and other matters of policy pertaining to graduate programs. Its structure and activities are governed by its Bylaws, which are adopted and amended by the membership of the Graduate Council and include rules consistent with these Bylaws.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership (by a separate voting process) shall consist of faculty representatives chosen for three-year terms from the schools and colleges of the university engaged in graduate work and two graduate students appointed by the Graduate Student Senate. Chair:  Mehmet Aydenez</td>
<td></td>
</tr>
<tr>
<td>Library and Technology</td>
<td>Duties of the Library and Information Technology Committee include: (1) identifying, reviewing, and recommending information technology policies; (2) representing the Faculty Senate on key university committees that address information technology; (3) reporting to the Faculty Senate on key information technology issues and developments that affect the campus; and (4) ensuring that library services and collections meet the teaching, research, and public service needs of the campus communities with particular focus on library policies and procedures that facilitate use of resources. Possible goals include: consider how the Senate can be a platform for featuring research and teaching technology tools such as Turning Point; Monitor the use of the new EAB tool and provide feedback on its limits; work with Teaching and Learning and Undergraduate Council to simplify faculty reporting on attendance and distressed students; inquire about databases and resources that could be shared across the System: continue to explore open educational resources and/or open educational faculty publishing.</td>
</tr>
<tr>
<td>10 faculty members representing broad interests with experience in library policies, educational and/or information technology, and research. The Student Government Association and the Graduate Student Senate may select one undergraduate student member and one graduate student member, respectively. Chair: Mark Collins</td>
<td></td>
</tr>
<tr>
<td>Library and Technology</td>
<td>Duties of the Library and Information Technology Committee include: (1) identifying, reviewing, and recommending information technology policies; (2) representing the Faculty Senate on key university committees that address information technology; (3) reporting to the Faculty Senate on key information technology issues and developments that affect the campus; and (4) ensuring that library services and collections meet the teaching, research, and public service needs of the campus communities with particular focus on library policies and procedures that facilitate use of resources. Possible goals include: consider how the Senate can be a platform for featuring research and teaching technology tools such as Turning Point; Monitor the use of the new EAB tool and provide feedback on its limits; work with Teaching and Learning and Undergraduate Council to simplify faculty reporting on attendance and distressed students; inquire about databases and resources that could be shared across the System: continue to explore open educational resources and/or open educational faculty publishing.</td>
</tr>
<tr>
<td>10 faculty members representing broad interests with experience in library policies, educational and/or information technology, and research. The Student Government Association and the Graduate Student Senate may select one undergraduate student member and one graduate student member, respectively. Chair: Mark Collins</td>
<td></td>
</tr>
<tr>
<td>Chair: Mark Collins</td>
<td></td>
</tr>
<tr>
<td>Gary Skolits David Icove Jiangang Chen Rachel Caldwell Bharat Mehra Kristina Gehrman Julia Jaekel Alan Wallace</td>
<td></td>
</tr>
</tbody>
</table>
| Jason Mastrogiovani  
Islam El-Adaway  
Zhili Zhang  
Ex officio—1/1 student |
|--------------------------------------------------|

**Non-Tenure Track Issues**  
7 faculty members, four of whom shall be non-tenure track and three of whom shall be tenure-track. The chairperson shall be a non-tenure-track faculty. Non-senators can be appointed.  
**Co-Chairs: Laurie Knox and Crystal McAlvin**

Anne Ho  
Rosa Toledo  
Chris Craig  
Jennifer Tourville  
Karen Jones  
Anne Langendorfer  
Doug Aaron  
Will Jennings  
Kristina Gehrman  
LACEY JOHNSTON  
Stephen Marz  
Scott Wall

The Non-Tenure-Track Issues Committee shall concern itself with policies and issues regarding non-tenure-track faculty, including, but not limited to, the development and refinement of criteria and procedures for non-tenure-track faculty appointment, compensation, benefits, promotion, retention, evaluation, shared governance, retirement, and termination. The Non-Tenure-Track Issues Committee is responsible for reviewing proposed revisions and recommending changes to the Faculty Handbook that affect non-tenure-track faculty in accordance with the amendments and procedures set forth in the Faculty Handbook, as well as for reviewing proposed revisions and recommending changes that affect non-tenure-track faculty to the Manual for Faculty Evaluation in accordance with the amendments procedures set forth in the Manual for Faculty Evaluation. In order to ensure representation of non-tenure-track faculty interests, the Non-Tenure-Track Issues Committee will work with other committees such as, but not limited to, the Faculty Affairs Committee and the Benefits and Professional Development Committee.

**Research Council**

**Chair: Soren Sorensen**  
Rebecca Koszalinski  
David Butler  
Julia Jaekel  
Xiaopeng Zhao  
Tore Olsson  
Graciela Cabana  
Juan Luis Jurat-Fuentes  
Yuri Efremenko

The Research Council advises the Vice Chancellor for Research. The Research Council shall promote excellence in research, scholarship, and other creative activity through the study and recommendation of policies. The Research Council shall initiate and support efforts to communicate an understanding of and appreciation for research, scholarship, and other creative activity to the campus community and the community at large. The Research Council co-administers some programs of the Office of Research, as requested by the Vice Chancellor for Research or the Associate Vice Chancellor for Research. Areas of concern

Monitor campus response to new BIDO law; work with IRB to update their website and improve ease of use and workflow for faculty; consolidate online and other trainings for ethics, Authenticate, into IRIS or appropriate location; work with campus communicators on media releases and the promotion of faculty research to the public.

Work with the Budget committee to include NTTF salaries in a salary survey; work with Library/IT, Teaching and Learning and Undergraduate Council to simplify faculty reporting on attendance and distressed students; keep close tabs on the progress of GenEd curricular definitions and advise on the LD Gen Ed courses that need to be included.
### Research Council

- Greg Reynolds
- Stephen Paddison
- Michael Kilbey
- Andrew Yue

Include research incentives and support, intradisciplinary and interdisciplinary research activities, compliance with State, federal and university regulations governing the conduct of research, rights to and commercialization of intellectual property, the broad range of research infrastructure including all forms of telecommunications and computational support, and other research-related resources. Further, the Research Council shall concern itself with the institutional policy on research grants and funding, with copyright and patent policy, with protection of investigators, with the protection of human subjects of research, with the protection of experimental animals, and with policies affecting compliance of re-search activities with environmental and occupational health and safety requirements. Further, the Research Council shall encourage publications and the development of specialized research facilities for intercollegiate and/or interdisciplinary uses in accordance with any other policies pertaining to research programs. The Research Council shall also encourage media releases of research successes of UTK, UTIA, and UTSI researchers. When appropriate, the Research Council shall report its actions for approval to the Faculty Senate.

### Teaching and Learning Council

- 15 appointed faculty members with active teaching responsibilities, as well as three graduate students selected by the Graduate Student Senate in consultation with the chairperson of the Teaching and Learning Council and three undergraduate students selected by the Student Government Association, and/or the Director of the Honors Program, in consultation with the chairperson of the Teaching and Learning Council.

**Co-Chairs:** Samantha Murphy and Pat Rutenberg

Kelly Ellenburg

Andrew Pulte

Areas of concern for the Teaching and Learning Council include incentives for recognizing quality instruction and advising, methods for improving instruction at a campus and departmental level, and guidelines for routine and disciplinary evaluation of teaching, academic advising, and curriculum. The Teaching and Learning Council works with the Tennessee Teaching and Learning Center to run a yearly campus-wide program that involves faculty and staff in addressing issues central to improving instruction and advising. The Teaching and Learning Council works with both the Graduate School and the Tennessee Teaching and Learning Center to develop practical means of improving and rewarding instruction and advising on campus.

Develop a short list of methods for improving instruction, technological or otherwise, for use in and by the Senate; work with the Provost’s office to streamline attendance reporting to help with retention; work with the Dean of Students and Library/IT, Teaching and Learning and Undergraduate Council to simplify faculty seeking help for struggling students through a single helpline; Work with Undergraduate Council and keep close track of new Gen Ed curricular descriptions. Create a subcommittee to oversee Chancellor’s Excellence in Teaching and Advising awards.
<table>
<thead>
<tr>
<th>Undergraduate Council</th>
<th>University System Relations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Representatives chosen (by a separate voting process) for three-year terms from the schools and colleges of the university granting baccalaureate degrees, one member of the ROTC faculty, and four students designated by the Undergraduate Academic Council. Members shall be chosen in the spring term for terms to commence at the start of the next fall term.</td>
<td>8 faculty members, including the elected campus representative to the University Faculty Council.</td>
</tr>
<tr>
<td>Chair: Robert Mindrup (see <a href="http://web.utk.edu/~ugcouncl/">http://web.utk.edu/~ugcouncl/</a>)</td>
<td>Chair: Bonnie Ownley</td>
</tr>
<tr>
<td>The Undergraduate Council is charged by the Faculty Senate to set standards for admission, retention, and graduation; review curricular matters in the undergraduate programs; development of interdisciplinary programs; approve new programs and any other matters of educational policy pertaining to undergraduate programs. Its structure and activities are governed by its Operating Guidelines, which are adopted and amended by the membership of the Undergraduate Council and include rules consistent with these Bylaws.</td>
<td>The University/System Relations Committee will provide for faculty input (1) into activities of The University of Tennessee system, including Research, ORNL, Information Technology, and the Cherokee Campus and (2) with the Board of Trustees and the Tennessee legislature. The University/System Relations Committee shall work with the Budget and Planning Committee to monitor The University of Tennessee system budget.</td>
</tr>
<tr>
<td>Develop an inclusive process for the implementation of the new general education requirements; communicate with the senate and departments on the new criteria for gen ed courses; provide a faculty perspective on efforts by SGA to increase use of Open Educational Resources (OER).</td>
<td>Consolidate summer studies of comparable organization and cost of university Systems; work with the Budget committee to make recommendations for reducing System costs; work with System and Campus administrators to clarify the operations of the flagship Campus; help the UFC prepare a short primer for the new BOT related to faculty promotion, tenure and evaluations. Partnering to...</td>
</tr>
</tbody>
</table>
| Harrison Meadows  
| Bruce MacLennan  
| Gary Skolits  |

understand how faculty can best support the work of the Government Relations and Advocacy office. Identifying ways that faculty research and teaching expertise can be brought to bear on addressing broad issues of concern to system administrators (e.g., diversity). Communicate the role of the new local board in relation to the legislatively appointed main board.