



## 2018 Annual Retreat: #UTellOurStory

UTK Faculty Senate UTK • UTIA • UTSI

August 25, 2017, 8:30 a.m. to 4:30 p.m.

UT Conference Center Building,  
600 Henley Street, Room 413ABC

Dear Senators and Campus Leaders,

We live in interesting and exciting times. The last year was full of changes and challenges at UTK/UTIA/UTSI, as well as for the other Campuses within the UT System. We start this year with a completely new Board of Trustees after the UT FOCUS Act changed the composition from 27 to 12 members on the Board. In addition, neither the Governor nor the President serve on that Board. This new shape and additional pieces of legislation required a complete rewrite of their bylaws, which were passed at their orientation and first meeting on August 1, 2018. Senate leaders have had positive communication with several new board members who have reached out, and we look forward to a year of resetting and working together to strengthen our Campus. The Senate will be hosting a brief wine and cheese reception on September 7 (the first home game Friday) at the McClung Museum for all new Board members. It will be an important year for communication and collaboration to demonstrate the strength of our Campus and live up to a process of meaningful shared governance.

After the departure of Beverly Davenport, Interim-Chancellor Davis stepped in to lead the UTK campus, David Manderscheid takes the helm as our new Provost, while Chancellor Tim Cross continues to serve UTIA. We look forward to hearing more about plans for the coming year today. As Senate President, I will be focusing on communicating the strength and commitment of our faculty to both internal and external audiences. We will be producing a series of short video PSAs, expanding on the #UTellOurStory initiative, and featuring faculty in a positive light at the heart of the story of the university. We will also be hosting the OpEd project (with support from the Chancellor's office) September 27-28 for an intensive workshop on how faculty can better communicate to the public about our work and about higher education. We have filled 24 seats available, giving priority to senators, with representation from across campus. We will report out on key ideas and insights. We're also working with the SGA and CMC again on plans for a United at the Rock 2.0 event, starting new efforts on legislative outreach, and planning a goodwill trip to Nashville with students to encourage future legislative support for higher education.

Last year, Beauvais Lyons' tireless leadership and Bonnie Ownley's continued guidance as past president took us through a year of big changes and challenges. I know you will join me in thanking them for their incredible service. This year, Gary Skolits, Associate Professor of Evaluation, Statistics, and Measurement in the College of Education, Health and Human Sciences steps up as president-elect, bringing a wealth of experience in higher education policy and administration. I look forward to working with Beauvais as Immediate Past President and Gary as President Elect as we continue to advocate for faculty.

Finally, let me thank you for your willingness to serve at this important time. It's a time of new beginnings and a time to shape the story of the University. I am honored to serve with you and look forward to a year of telling our story: the story of lives dedicated to research, teaching, and service.

A handwritten signature in black ink that reads 'Misty G. Anderson'.

Misty G. Anderson, 2018-2019 Faculty Senate President  
Lindsay Young Professor of English  
Joint Professor of Theatre and Religious Studies

## **Faculty Senate Retreat • AGENDA**

*Reminder: Parking at the Locus Street Garage will be validated at the retreat registration desk.*

### **8:30-9:00 Check in/Light Breakfast**

### **9:00-9:15 Welcome #UTellOurStory—Faculty at the Heart of the University**

Misty Anderson, *President UTK Faculty Senate*

### **9:15-10:15 UTK and the Year Ahead: PPPR, Leadership, and Hiring**

Wayne Davis, *Interim Chancellor*

John Zomchick, *Vice Provost for Faculty Affairs*

Chris Cimino, *Vice Chancellor for Finance and Administration*

### **10:15-10:30 BREAK**

### **10:30-11:30 Meet Provost David Manderscheid**

Gary Skolits, *President-Elect, UTK Faculty Senate, Moderator*

### **11:30-12:10 Legislative Update**

Anthony Haynes, *Vice President for Government Relations & Advocacy*

David Keffer, *Senator and chair of Legislative Outreach Taskforce*

### **12:10-12:15 Introduce Visitors and Honored Guests**

### **12:15-1:30 LUNCH** Time for Senate Committees to meet briefly (1:00-1:30)

### **1:30-2:30 Telling Our Story: Communicating as a Faculty**

Amanda Womac, *College of Arts and Sciences, Communications*

Mary Beth West, *PR Professional*

Jacob Rudolph, *Associate Vice Chancellor for Communications*

Dr. Candace White, *UT Professor of Public Relations, Moderator*

Interactive/Info Gathering

### **2:30-3:15 Interactive Workshops on New General Education Curriculum (Part 1)**

RJ Hinde, *Vice Provost for Academic Affairs*, and General Education Working Group Representatives:

- Casey Sams, Applied Arts & Humanities
- Sarah Burnley, Applied Oral Communication
- Monica Black and Mark Collins, Contemporary Issues & Solutions (2 tables)
- Megan Bryson, Global Citizenship—International
- Christopher Magra, Global Citizenship—United States
- Robert Mindrup and Pat Rutenberg, Engaged Inquiries (2 tables)

### **3:15-3:30 BREAK**

### **3:30-4:15 Interactive Workshops on New General Education Curriculum (Part 2)**

RJ Hinde, *Vice Provost for Faculty Affairs* and General Education Working Group Representatives

### **4:15-4:30 Wrap Up and Closing Remarks** – Professor Misty Anderson, President UTK Faculty Senate

## THE NEW UT BOARD OF TRUSTEES

Subsequent to the passage of the UT FOCUS Act, the UT Board of Trustees was reconstituted. The new law stipulates that Board members must be approved by both the TN House and Senate. Membership is composed of 11 trustees plus the Commissioner of Agriculture for a total of 12. Trustees can be recalled by a vote of the legislature. The only returning Board member is Jai Templeton, Commissioner of Agriculture. The Act also provides for Local Boards for each campus, most of which have yet to be established (UTIA has multiple advisory boards already). UT Board of Trustees website: [trustees.tennessee.edu](https://trustees.tennessee.edu)



### **John Compton (Chair)**

John Compton, a 1983 graduate of The University of Tennessee, Knoxville, is the former president of PepsiCo and currently a partner with the investment firm Clayton, Dubilier & Rice. He lives in Knoxville, Tennessee. His term will expire in 2024.



### **Kara Lawson**

Kara Lawson, a 2003 graduate of The University of Tennessee, Knoxville, is a basketball television analyst for ESPN and the Washington Wizards. She lives in Washington, DC. Her term will expire in 2024.



### **Amy E. Miles**

Amy Miles, a 1989 graduate of The University of Tennessee, Knoxville, is the former CEO of Regal Entertainment Group. She lives in Maryville, Tennessee. Her term will expire in 2022.



### **William (Bill) C. Rhodes III**

Bill Rhodes, a 1987 graduate of The University of Tennessee at Martin, is the chairman, president and CEO of AutoZone based in Memphis, Tennessee where he lives. His term will expire in 2022.



### **Donnie Smith**

Donnie Smith, a 1980 graduate of The University of Tennessee, Knoxville, is the former president and CEO of Tyson Foods, Inc. Smith lives in Roger, Arkansas. His term will expire in 2024.



### **Commissioner Jai Templeton**

As Commissioner of Agriculture for the State of Tennessee, Commissioner Jai Templeton serves as an ex officio, voting member of the board. Templeton is based in Nashville, Tennessee.



### **Kim H. White**

Kim White, a 1982 graduate of The University of Tennessee at Chattanooga, is the president and CEO of River City Company in Chattanooga. He lives in Nashville, Tennessee. Her term will expire in 2022.



### **T. Lang Wiseman**

Lang Wiseman, a 1993 graduate of The University of Tennessee, Knoxville, is the founding and managing attorney for Wiseman Bray PLLC. His term will expire in 2022.

## CHANGES TO POST-TENURE REVIEW

On March 28, 2018, the Board of Trustees amended BT 0006, governing Academic Freedom, Responsibility, and Tenure. One key provision of the new policy concerns a new, additional process of post-tenure review, initially labeled PPPR:

### **Periodic Post-Tenure Performance Review (PPPR)**

The Board of Trustees recognizes and affirms the importance of tenure in protecting academic freedom and thus promoting the University's principal mission of discovery and dissemination of truth through teaching, research, and service. The Board also recognizes its fiduciary responsibility to students, parents, and all citizens of Tennessee to ensure that faculty members effectively serve the needs of students and the University throughout their careers. Therefore, the President shall establish, with Board approval, procedures for each campus under which every tenured faculty member shall receive a comprehensive performance review no less often than every six years. As a minimum, the procedures for this periodic review shall: (1) provide for a peer review committee internal to the campus composed of tenured faculty members at the same or higher academic rank as the faculty member being reviewed, some of whom hold appointments in the same department as the faculty member being reviewed and some of whom do not; (2) provide for external reviews to be solicited when deemed necessary by the peer review committee or the dean; and (3) provide for appropriate staggering of reviews to avoid excessive administrative burden at any given time.

### **The University Faculty Council - and Minimum Standards for PPPR**

In July 2018, the University Faculty Council was presented a draft of the minimum standards for the new Periodic Post-Tenure Review Policy, and was given ten days to propose any revisions or changes. Below is the template that the UT System Administration is now requiring each campus to follow with proposals due on October 15, 2018 for the November Board of Trustees meeting.

## TEMPLATE: CAMPUS PROCEDURES FOR PERIODIC POST-TENURE PERFORMANCE REVIEW

### **I. Introduction**

In its Policies on Academic Freedom, Responsibility, and Tenure (Board Policy BT0006), the Board of Trustees has recognized and affirmed the importance of tenure in protecting academic freedom and thus promoting the University's principal mission of discovery and dissemination of truth through teaching, research, and service. The Board has also recognized its fiduciary responsibility to students, parents, and all citizens of Tennessee to ensure that faculty members effectively serve the needs of students and the University throughout their careers. To implement these principles, [INSERT CAMPUS NAME], with the approval of the President and the Board, has established these procedures under which every tenured faculty member shall receive a comprehensive performance review no less often than every six years.

### **II. Post-Tenure Review ("PTR") Period**

Except as otherwise provided in these procedures, each tenured faculty member must undergo some form of comprehensive performance review no less often than every six years. The PTR shall not substitute for the Annual Performance and Planning Review in the year a faculty member is scheduled for PTR.

The dean of each college shall develop, and submit to the chief academic officer for approval, an initial plan for staggering post-tenure reviews to avoid excessive administrative burden at any given time. The initial staggering plan may be revised with the approval of the chief academic officer if later developments require changes in order to avoid excessive administrative burden. The post-tenure review period begins at the granting of tenure, and, except as otherwise provided by the staggering plan, a faculty member's PTR will occur no less often than every six years thereafter unless one of the following circumstances results in a different timetable:

- Suspension of post-tenure review period – A faculty member's post-tenure review period is suspended during any year in which the faculty member is granted a leave of absence or a modified duties assignment.

- Restarting of post-tenure review period due to alternative comprehensive review – A comprehensive review of a faculty member’s performance restarts the faculty member’s PTR period under the following circumstances:
- If a tenured faculty member undergoes a successful promotion review or a promotion is in progress during the year scheduled for PTR, the promotion review fulfills the PTR requirement and the PTR period is modified to require PTR six years after the promotion review.
- If a tenured faculty member undergoes an Enhanced Post-Tenure Performance Review (EPPR) (generally triggered by annual performance review rating(s)) and is either rated as meeting expectations or successfully completes the terms of the EPPR improvement plan, the EPPR process fulfills the PTR requirement and the PTR cycle is modified to begin with the date of the EPPR committee’s report.
- Start of the PTR period upon conclusion of an administrative appointment – Full time administrators and faculty members with a majority administrative appointment (more than 50%) are not subject to PTR; faculty members holding a less than majority administrative appointment (50% or less) are subject to PTR regarding their faculty duties based on expectations consistent with their faculty duty allocation. When a full-time or majority-time administrator leaves his or her administrative position to assume a tenured faculty position, the faculty member’s initial PTR shall occur within six years after leaving the administrative post.
- [CAMPUSES MAY ADD AN EXCEPTION FOR FACULTY MEMBERS WHO HAVE MADE A BINDING COMMITMENT TO RETIRE]
- A faculty member’s scheduled PTR may be otherwise deferred or modified only for good cause approved by the chief academic officer.

### III. Annual Schedule for Post-Tenure Review

All post-tenure reviews will be conducted and completed during the FALL/SPRING semester according to the following schedule:

- The dean of the faculty member’s college/chief academic officer [CHOOSE WHICH] shall appoint all PTR Committees as set forth in Section IV below no later than \_\_\_\_\_ [FILL IN DATE].
- Each PTR Committee shall be provided with the materials required by Section V below no later than \_\_\_\_\_ [FILL IN DATE].
- Each PTR Committee shall submit its report required by Section VII below no later than \_\_\_\_\_ [FILL IN DATE].
- [INCLUDE OTHER DEADLINES, SUCH AS FOR SOLICITING EXTERNAL REVIEW MATERIALS, AS DEEMED APPROPRIATE]

### IV. Appointment and Composition of Post-Tenure Review Committee

All post-tenure reviews must be conducted by a committee established for the sole purpose of post-tenure review. Each PTR Committee shall include \_\_\_\_\_ members [MINIMUM OF THREE; MUST BE AN ODD NUMBER], appointed by the dean of the faculty member’s college/chief academic officer [CHOOSE WHICH] in the following manner: [INSERT MANNER OF SELECTION OF COMMITTEE; AMONG OTHER THINGS, ADDRESS ASSURING THAT NO PTR COMMITTEE MEMBER WILL HAVE AN ACTUAL OR APPARENT CONFLICT OF INTEREST AND WHAT TO DO IN CASE OF THE NEED FOR AN ALTERNATE MEMBER]. The composition of the PTR Committee must meet the following requirements:

- Each PTR Committee member must be a tenured full-time faculty member who is at the same or higher academic rank, and whose locus of tenure is at the same campus, as the faculty member being reviewed.
- One, and only one, PTR Committee member must hold an appointment in the same department as the faculty member being reviewed, unless there is no such faculty member eligible to serve. [OR] One, and only one, PTR Committee member must hold an appointment in the same division as the faculty member being reviewed, unless there is no such faculty member eligible to serve; provided that no other PTR Committee members may hold an appointment in the same department. [EXPLANATORY NOTE: CAMPUSES MAY REQUIRE THAT THE DEPARTMENTAL FACULTY MEMBER BE IN THE SAME DIVISION AS THE FACULTY MEMBER UNDER REVIEW FOR THOSE CAMPUSES THAT HAVE DEPARTMENTS DIVIDED INTO DIVISIONS]

The chief academic officer, working with the University of Tennessee Office of Academic Affairs and Student Success, will provide instructions, guidelines, and best practices to members of PTR Committees.

[INSERT ANY DESIRED ADDITIONAL PROCEDURES REGARDING THE FUNCTIONING OF PTR COMMITTEES, INCLUDING THE

ROLE OF THE CHAIR].

#### **V. Materials to be Reviewed by Post-Tenure Review Committee**

The PTR Committee must review (1) annual review materials (including the department head's/chair's evaluation and rating of the faculty member's performance, and student and any peer evaluation of teaching) for each year since the last review (to be supplied by the department head/chair); (2) the faculty member's current CV; a narrative, not to exceed two pages, prepared by the faculty member describing the faculty member's milestone achievements and accomplishments since the last review as well as goals for the next review period; and (if there has been a previous PTR) a copy of the narrative submitted as a part of the faculty member's previous PTR (each to be supplied by the faculty member); and (3) external reviews when deemed necessary by the PTR Committee or when deemed necessary by the dean of the faculty member's college/chief academic officer [CHOOSE WHICH]. [INSERT ANY DESIRED CAMPUS PROCEDURES FOR SOLICITING EXTERNAL REVIEWS] [CAMPUSES MAY ALSO INCLUDE PROVISIONS ALLOWING A FACULTY MEMBER TO REQUEST EXTERNAL REVIEW, INCLUDING ANY NECESSARY PROCEDURES AND APPROVALS FOR SUCH EXTERNAL REVIEW].

#### **VI. Criteria for Post-Tenure Review**

The post-tenure review process should ensure the faculty member has demonstrated continued professional growth and productivity in the areas of teaching, research (including scholarly, creative and artistic work), service, and/or clinical care pertinent to his or her faculty responsibilities. The criteria for assessing the faculty member's performance must be consistent with established expectations of the department, school/college, and campus and provide sufficient flexibility to consider changes in academic responsibilities and/or expectations. The expectations for faculty performance may differ by campus, college, department, and even among sub-disciplines within a department or program. Those expectations may be commonly-held standards in the discipline or sub-discipline. Those expectations may be stated explicitly in the faculty member's own past annual performance reviews, work assignments, goals or other planning tools (however identified), as well as department or college bylaws, the campus faculty handbook, this policy, and in other generally-applicable policies and procedures (for example, fiscal, human resources, safety, research, or information technology policies and procedures).

#### **VII. Post-Tenure Review Committee's Conclusions and Report**

The PTR Committee is charged to review the faculty member's performance during the review period and to conclude whether the faculty member's performance satisfies the expectations for the faculty member's discipline and academic rank. The PTR Committee's voting must be conducted by anonymous ballots. [CAMPUSES MAY DELETE THIS SENTENCE IF NOT REQUIRING ANONYMOUS VOTING] All conclusions and recommendations shall be adopted upon the vote of a simple majority of the PTR Committee. No member of the PTR Committee may abstain or recuse himself or herself from voting. Based on the judgment of its members, the PTR Committee must conclude either:

- That the faculty member's performance satisfies the expectations for the faculty member's discipline and academic rank; or
- That the faculty member's performance does not satisfy the expectations for the faculty member's discipline and academic rank.

The committee must report its conclusions and recommendations in writing using a standard format prepared by the chief academic officer, including (1) an enumeration of the anonymously cast [DELETE IF NOT REQUIRING ANONYMOUS VOTING] vote, (2) the supporting reasons for its conclusion, (3) a dissenting explanation for any conclusion that is not adopted unanimously if a dissenting member chooses to provide one [CHOOSE THIS OPTION IF REQUIRING ANONYMOUS VOTING] / a dissenting explanation for any conclusion that is not adopted unanimously [CHOOSE THIS OPTION IF NOT REQUIRING ANONYMOUS VOTING], (4) an identification of any incongruences observed between the faculty member's performance and his or her annual evaluations, (5) a statement of any additional concerns identified or actions recommended, and (6) if applicable, an identification of areas of extraordinary contribution and/or performance.

The detailed PTR Committee report shall be provided to the faculty member, department head/chair, dean, and chief aca-

demic officer.

[CHOOSE ONE OF THE FOLLOWING TWO PROCEDURAL OPTIONS]

[OPTION IF DEAN IS IN CHARGE OF PTR PROCESS] Faculty members and department heads/chairs must have the opportunity to provide a written response to the PTR Committee report. The dean shall either accept or reject the PTR Committee's determination that the faculty member's performance satisfies or does not satisfy the expectations for the faculty member's discipline and academic rank. The chief academic officer and the Chancellor shall indicate whether or not they concur in the dean's determination. If the PTR Committee report is not unanimous, the dean shall provide the supporting reasons for his or her determination. If the dean, the chief academic officer, or the Chancellor do not concur in a determination, then he or she shall provide the supporting reasons for the non-concurrence. The dean's determination, the chief academic officer's and Chancellor's concurrences, and any written responses of the faculty member and department head/chair will be maintained with the PTR Committee report in [INSERT OFFICIAL CAMPUS REPOSITORY – E.G., OFFICIAL PERSONNEL FILE, ONLINE STORAGE SYSTEM, CHIEF ACADEMIC OFFICER'S OFFICE, ETC.] and submitted electronically to the University of Tennessee Office of Academic Affairs and Student Success.

[OPTION IF CAO IS IN CHARGE OF PTR PROCESS] Faculty members, department heads/chairs, and deans must have the opportunity to provide a written response to the PTR Committee report. The chief academic officer shall either accept or reject the PTR Committee's determination that the faculty member's performance satisfies or does not satisfy the expectations for the faculty member's discipline and academic rank. The Chancellor shall indicate whether or not he or she concurs in the dean's determination. If the PTR Committee report is not unanimous, the chief academic officer shall provide the supporting reasons for his or her determination. If the chief academic officer or the Chancellor do not concur in a determination, then he or she shall provide the supporting reasons for the non-concurrence. The chief academic officer's determination, the Chancellor's concurrence, and any written responses of the faculty member, department head/chair and the dean will be maintained with the PTR Committee report in [INSERT OFFICIAL CAMPUS REPOSITORY – E.G., OFFICIAL PERSONNEL FILE, ONLINE STORAGE SYSTEM, CHIEF ACADEMIC OFFICER'S OFFICE, ETC.] and submitted electronically to the University of Tennessee Office of Academic Affairs and Student Success.

#### **VIII. Appeal**

Within thirty days of receipt of the PTR Committee report, the faculty member may appeal any conclusion with which the faculty member disagrees. The procedure for appeal is described in Section \_\_\_\_ [INSERT CAMPUS FACULTY HANDBOOK APPEAL CITATION], except that a final decision on the appeal shall be made within ninety (90) days of the faculty member's appeal, and the final decision of the Chancellor on an appeal shall not be appealable to the President.

#### **IX. Further Actions**

If the PTR Committee concludes that the faculty member's performance has not satisfied the expectations for the faculty member's discipline and rank, a PTR improvement plan must be developed using the same procedures used for the development of an EPPR improvement plan as detailed in Board Policy BT0006 Appendix E.

If the chief academic officer concludes that deficiencies exist in the departmental annual performance review process (including failure of department heads/chairs to conduct rigorous annual performance reviews) or other incongruences are observed between the PTR performance review and rankings assigned through the annual performance review process, the chief academic officer must develop a process for addressing the issues.

#### **X. Annual Report to the Board of Trustees**

The chief academic officer shall prepare an annual assessment report of campus post-tenure review processes, procedures and outcomes for submission by the Chancellor to the Board of Trustees, through the President, no later than June 1 of each year. The report shall include a description of any deficiencies identified in departmental annual performance review processes and the plan for addressing the issues.

## UTK/UTIA AND THE UT SYSTEM: A VERY BRIEF HISTORY

The University of Tennessee was founded in 1794 as Blount College in a building in downtown Knoxville. Over subsequent years, it was known as East Tennessee College, East Tennessee University, the University of Tennessee, and then, after the establishment of the System in 1968, was split into UTK and UTIA and linked to 3 other universities and 3 institutes. UT's main campus began with "The Hill" in 1820, where new dorms, faculty, and buildings marked a period of significant growth and change. Early Presidents, as was the case with most 18th- and 19th-century colleges and universities, were often ministers, with training in the classics, sometimes law, and only later in modern science.



Under the 1862 Morrill Act, the federal government gave endowment funds to then-East Tennessee College and designated it as the state's land grant institution in 1869. Clashes between a pro-Union east Tennessee and a pro-Confederate middle and west Tennessee delayed the beginning of the new post-Civil War UT for 10 years, but, in 1879, the legislature re-named East Tennessee University as The University of Tennessee, which was both a University and College of Agriculture, with a fresh charge to provide "agricultural and mechanical" education to the citizens of the state. Tensions between a more classical curriculum and a more agricultural one were successfully managed by President Charles Dabney, the first President to hold a PhD. Under Dabney, the new UT began to admit women in 1887, ceased mandatory military training, and saw the first direct state treasury appropriations.

UT established the Agricultural Extension service through the Smith Lever Act of 1914, which connected Tennessee farmers to the UT experiment station and amplified the effect of UT's early "farmer's institutes" in various counties, organized by Brown Ayers, Harcourt Morgan, and other faculty and leaders. Morgan preached the benefits of UT to the state, the importance of protecting Tennessee's land for future generations, and the interrelationship of human activity and nature. To this day, that legacy continues in the work of extension agents from UTIA and TSU, who work together seamlessly to support people and agriculture across the state.

Former President Joe Johnson's 7/01/2018 KNS piece picks up the story in 1968, when the University of Tennessee absorbed the former Chattanooga College, UT-Martin (formerly Hall-Moody, then Tennessee Junior College, then UTJC), the UT Medical Units (now UTHSC) under the UT System umbrella. The partnership included the three new institutes. The UT Space Institute (formerly the Arnold Engineering Development Center), in middle Tennessee, already had a focus on aeronautics and ties to the U.S. Air Force. The relationship with Oak Ridge National Labs over time led to the formation of UT-Battelle, which manages the Labs for the Department of Energy. And in 1971 Ed Boling began the Institute for Public Service, modeled on agricultural extension and designed to provide consulting and technical assistance to Tennessee businesses and communities; it is located in Knoxville.

The foundation of the System split UT's main campus into UTIA and UTK, with different Vice-Presidents and eventually Chancellors, while Andy Holt, who remained in Knoxville, went from being President of UT to President of the UT System. Other campuses continued operations with their own Chancellors and fresh support from the UT System. The primary arguments for this merger cited efficiencies in legal staff, fundraising, campus planning, financial management, expanding access, and legislative impact. The plan for an additional UT campus in Nashville was scrapped after Rita Sanders Geier filed suit against the UT System in 1968 on the grounds that it remained segregated and that the proposed campus in Nashville would undermine the historically black TSU. Her suit, settled in 2001, provided funds to increase diversity in student and faculty populations across the UT System.



## THE NEW GENERAL EDUCATION CURRICULUM: FROM R.J. HINDE

At its April 18, 2017, meeting, the Undergraduate Council approved five new categories of General Education courses that will take effect with the new General Education curriculum in Fall 2020:

- Applied Arts & Humanities
- Applied Oral Communication
- Global Citizenship – US
- Global Citizenship – International
- Engaged Inquiries

As of Fall 2020, Cultures & Civilizations will no longer be a General Education category; the learning objectives currently associated with Cultures & Civilizations courses will be represented in the two Global Citizenship categories. (Students graduating under a catalog that predates AY 2020-21 will be able to use the “old” General Education curriculum, which includes Cultures & Civilizations requirements, through AY 2024-25. However, these students can also switch to a later catalog if they would prefer to graduate under the “new” General Education curriculum.)

The Undergraduate Council also approved a graduation requirement that lives “outside” of General Education and applies to all students. This requirement is called Contemporary Issues & Solutions. This requirement can be met through coursework or through non-credit-bearing educational experiences.

Working groups reporting to the Undergraduate Council’s General Education Committee are finalizing the learning objectives for the five new categories of General Education courses; a separate working group is finalizing the learning objectives for Contemporary Issues & Solutions. These learning objectives will be presented to Undergraduate Council for approval in Fall 2018. Departments will need to make reference to these learning objectives when they propose courses for the new course categories. Departments will be able to propose courses for the new course categories as early as January, 2019.

The next six pages of this document summarize the draft learning objectives for each course category, and provide questionnaires that prompt faculty members to consider how courses they currently teach might meet these learning objectives.

Please choose two of the six new categories, and for each category, identify a course that your department/school/program offers that appears to meet the category’s learning objectives. Please bring syllabi for the two courses to the Faculty Senate Retreat. Please also review the questionnaire for the corresponding new General Education category; you will complete the questionnaire at the Retreat. Note that under the new General Education curriculum, a course can “belong” to multiple categories. So, for example, an existing Arts & Humanities course could also be submitted for consideration as a Global Citizenship – US course.

Senators from all nine colleges with undergraduate academic programs are especially encouraged to identify courses that satisfy major requirements or prerequisites that might fit into the Applied Oral Communication, Engaged Inquiries, and Contemporary Issues & Solutions categories. College of Law faculty might consider whether first-year law courses could meet Applied Oral Communication, Global Citizenship – US, and Engaged Inquiries requirements for students in the 3 + 3 BA/JD program

The University of Tennessee <b>FACULTY SENATE</b> Membership – 2018-2019 <a href="http://senate.utk.edu">http://senate.utk.edu</a> Term Expires July 31 of year indicated Names of Caucus Chairs are underlined and in boldface					
2019		2020		2021	
UT INSTITUTE OF AGRICULTURE		UT Ag Research		Herbert College of Agriculture	
		UT Ag Research		UT Extension	
David Butler Juan Jurat-Fuentes Niki Labbé	<a href="mailto:dbutle14@utk.edu">dbutle14@utk.edu</a> <a href="mailto:jurat@utk.edu">jurat@utk.edu</a> <a href="mailto:nlabbe@utk.edu">nlabbe@utk.edu</a>	Chris Boyer	<a href="mailto:cboyer3@utk.edu">cboyer3@utk.edu</a>	Sean Schaeffer Edward Yu	<a href="mailto:sschae5@utk.edu">sschae5@utk.edu</a> <a href="mailto:tyu1@utk.edu">tyu1@utk.edu</a>
Lisa Muller Lacey Johnson – <i>Alternate</i> –	<a href="mailto:lmuller@utk.edu">lmuller@utk.edu</a> <a href="mailto:ljohnst8@utk.edu">ljohnst8@utk.edu</a>	<b>Herbert College of Agriculture</b> <b>Andrew Pulte</b> <a href="mailto:apulte@utk.edu">apulte@utk.edu</a>		Karen Jones	<a href="mailto:kjone127@utk.edu">kjone127@utk.edu</a>
		<b>UT Extension</b> Andrea Ludwig <a href="mailto:aludwig@utk.edu">aludwig@utk.edu</a>		Ann Allgood Berry	<a href="mailto:aaberry@utk.edu">aaberry@utk.edu</a>
ARCHITECTURE AND DESIGN					
<b>Lisa Mullikin</b>	<a href="mailto:lmulliki@utk.edu">lmulliki@utk.edu</a>	Scott Wall	<a href="mailto:swall2@utk.edu">swall2@utk.edu</a>	Jennifer Akerman	<a href="mailto:jakerman@utk.edu">jakerman@utk.edu</a>
Avigail Sachs – <i>Alternate</i> –	<a href="mailto:avigail.sachs@utk.edu">avigail.sachs@utk.edu</a>				
ARTS AND SCIENCES		Humanities		Natural Sciences	
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### Senate Meetings (3:45 p.m., Strong Hall, Lecture Room 101)

Monday, September 17, 2018	Monday, January 14, 2019 (reserved if needed per Senate Bylaws)
Monday, October 15, 2018	Monday, February 4, 2019
Monday, November 19, 2018	Monday, March 4, 2019
	Monday, April 1, 2019
	Monday, May 6, 2019

2019	2020	2021
<b>EDUCATION, HEALTH AND HUMAN SCIENCES</b>		
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<b>ROTC – Air Force</b>		
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<b>VETERINARY MEDICINE</b>		
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Tomás Martín-Jiménez Brian Whitlock		
Angela Rollins – <i>Alternate</i> – <a href="mailto:awitzel@utk.edu">awitzel@utk.edu</a>		
<b>ADMINISTRATIVE MEMBERS</b>		
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		<a href="mailto:kellenb@utk.edu">kellenb@utk.edu</a> <a href="mailto:jmastrog@utk.edu">jmastrog@utk.edu</a>
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<b>EX-OFFICIO ADMINISTRATIVE MEMBERS</b>		
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<b>OFFICERS</b>		
PRESIDENT PRESIDENT-ELECT PAST-PRESIDENT SECRETARY PARLIAMENTARIAN COMMUNICATIONS OFFICER ADMINISTRATIVE ASSISTANT GRADUATE ASSISTANT	Misty Anderson Gary Skolits Beauvais Lyons Sadie Hutson Ernest Bernard Robert Spirko Sharonne L. Winston Brooke Killion	1111 McClung Tower & Plaza 510 Bailey Education Complex 241A Art & Architecture Building 337 College of Nursing 155 Plant Biotech Building 1207 McClung Tower & Plaza 325 Greve Hall 2412 Dunford Hall
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### Executive Council Meetings (3:30 p.m., Scripps Convergence Lab – 402G Communications Bldg.)

Monday, August 27, 2018

Monday, January 21, 2019

Monday, October 1, 2018

Monday, February 18, 2019

Monday, November 5, 2018

Monday, March 11, 2019

Monday, April 22, 2019

## Duties of a Faculty Senator



**Elected Faculty Members:** Criteria, Election, Term of Office, and Duties. Elected faculty members shall be chosen from those members of the faculty meeting the following criteria at the time of the election: (1) the holding of full-time or continuing part-time appointment with the rank, or equivalent rank, of lecturer, clinical instructor, assistant professor or higher; and (2) the performance of academic duties totaling at least half-time teaching, research, service, or departmental administration. The term of office for each elected faculty member is three years (except as set forth below in paragraph E of this Section 1) and begins August 1 of the year in which the member is elected. The members elected by each college, unit, or division (as provided for in Section 2 of this Article II) shall be divided into three classes, each class consisting of approximately one-third of the elected representatives of each college, unit, or division. After completion of a full three-year term or any partial term of more than one year, an elected faculty member shall be eligible for a second three-year term. A senator who has served two consecutive terms is eligible for nomination only after being off the Faculty Senate for a full three years.

**Alternates.** Each alternate is elected or appointed to serve on behalf of an elected faculty member at individual Faculty Senate meetings as a representative of the college, unit, or division electing that faculty member. An alternate must be eligible to serve as an elected faculty member at the time he or she is elected or appointed to serve.

### **Duties of a Faculty Senator. Each voting member of the Faculty Senate shall:**

1. Represent the constituency and the broader interests of the faculty;
2. Attend and participate in Faculty Senate meetings (Mondays 3:30-5:00pm) on a regular basis;
3. Participate actively in the appropriate caucus;
4. Communicate and interact regularly with constituents;
5. Maintain active membership on at least one Faculty Senate standing committee;
6. Serve on other committees and task forces as needed; and
7. Participate in Faculty Senate retreats, training, and information sessions.

Several days before each meeting, senators will receive an email with the meeting agenda, which will be linked to any minutes, resolutions, documents or reports to be considered. Senators should review these items in advance. It is especially important for senators to review minutes of the Undergraduate Council and the Graduate Council, as they are presented for final approval at Faculty Senate meetings. Most often resolutions and reports that come before the Faculty Senate have been vetted by the Executive Council of the Faculty Senate, but it is also possible for individual senators to draft and circulate a resolution before or at a meeting. It is advisable to present such resolutions to the Executive Council first, but if the matter is urgent, and this is not possible, to circulate the resolution through the Faculty Senate Listserv (Senate@listserv.utk.edu). Attendance at Faculty Senate meetings is critical to ensure broad participation and quorum. Senators who are unable to attend a meeting of the Faculty Senate should contact the alternates from their caucus to see if they can serve as their replacement.

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