

Faculty Senate Executive Council
MINUTES
August 27, 2018

Present: Misty Anderson, Mehmet Aydeniz, Monica Black, Sadie Hutson, Greg Kaplan, David Keffer, Laurie Knox, Michelle Kwon, Ben Lee, Beauvais Lyons, Crystal McAlvin, Larry McKay, Robert Mindrup, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Pat Rutenberg, Gary Skolits, Soren Sorensen, Rob Spirko, Jam Williams

Guests: Tim Cross, Wayne Davis, David Manderscheid, Dixie Thompson

I. CALL TO ORDER

M. Anderson called the meeting to order at 3:32 p.m.

II. APPROVAL OF MINUTES

B. Lyons moved approval of the minutes of the Executive Council Meeting of April 23, 2018 and the minutes of the Electronic Executive Council Meeting of May 6, 2018. R. Prosser seconded, minutes were unanimously approved.

III. ANNOUNCEMENTS AND REPORTS

President's Report (M. Anderson)

M. Anderson reported that the retreat turnout was excellent and resulted in high quality discussions. The dialogue was respectful and candid. By way of follow-up to conversation at the Senate retreat, M. Anderson noted that the PPPR template will be reviewed today. The template will go to the Provosts' leadership team on 9/4/18 and Council of Deans on 9/6/18. The Senate will convene a sub-committee of this body to conduct a thorough review of the document. From there, a Town Hall meeting is scheduled for 9/12/18 for the campus to provide additional input. M. Kwon asked about what will happen at the Town Hall. Provost Manderscheid indicated that there will be opportunity for comment at the Town Hall, followed by discussion at the Senate on 9/17/18. B. Lyons noted that the Deans will have to shoulder the work of identifying the individuals who will serve on the committees. The document needs to be completed by 10/15/18. L. Knox asked about whether the document needs to be voted upon by the Senate as a result of the changes it will precipitate to the faculty handbook. M. Kwon indicated that there is discrepancy between the administration's position and the Office of the General Counsel's position is about whether there needs to be a vote; as BOT policy, it must be implemented and integrated into the Faculty Handbook. M. Kwon is meeting with J. Zomchick on 8/30/18 to discuss further and will clarify the need for a vote. M. Anderson asked the administration to track the cost associated with implementation of the PPPR policy. UFC has been drafting a document for the new board for faculty affairs with a focus on tenure. It is a brief about hiring, etc. for tenure track positions. This document will be posted. UT Martin raised a question regarding changes to Board Policy about early consideration for tenure. P. Manning gifted the University for \$1M today. Named in honor of the longtime director of the university's School of Communications Studies, the John Haas Student Experiential Learning Endowment will support student trips, study abroad, internships, and other opportunities that allow students in the Communication Studies program to grow and develop outside the classroom. M. Anderson reported that the OpEd project is full. Almost every college is represented. Three campus communicators will also join in that event. She concluded her report by noting that another initiative for this academic year is to continue bringing bylaws into compliance.

UTIA Chancellor's Report (T. Cross)

T. Cross discussed that they are also examining post-tenure review on the Agriculture Campus. The Senate Caucus Chair is taking the lead on this initiative. The Ag Campus is also considering a listening session or survey to obtain feedback from faculty on the procedures for the policy. T draft of the UTIA document should be compiled for faculty review by mid-September. T. Cross noted that while there may be some similarities to what is found in the document for UTK, there will also be some differences as some faculty report to more than one academic Dean. T. Cross reported that there will be three major initiatives this fall: 1) Smith Center for Ag Development will host Roger Thurow who has written about how we feed the world; 2) UTIA will work with the Center for International Education on a Peace Corps Prep Program; and 3) UTIA will hold an official launch of the Smith Center. Governor Haslam has been invited. T. Cross reported that there are three key leadership positions open: 1) Agriculture Research Dean (screening applicants now); 2) Internal Search for a Chief Information Officer is being announced; and 3) Director of Genomics Center for Advancement of Agriculture (interviewing candidates now). B. Lyons asked about the calendar year review cycle for UTIA faculty related to the timing of PPPR. T. Cross indicated that promotion reviews are immediately following performance reviews. As such, PPPR may be done in the fall on UTIA campus. B. Lyons commented that while BOT policy permits the option of soliciting external reviews, we need to ensure that this is a rare occurrence. This is one principle that we hope can be common between UTIA and UTK. M. Kwon noted that the potential for external reviews is framed in the document as being requested by the Dean or the review Committee. The BOT document requires that the Dean or review Committee be able to request letters. D. Manderscheid conveyed that requesting external review should be the exception and not the rule. J. Zomchick has been coordinating these discussions with T. Cross. There is a fundamental difference in conducting the annual reviews at different times. It is possible that PPPR reviews for UTIA will occur in the Fall term and PPPR Reviews for UTK will occur in the Spring term. The structures are fundamentally different.

UTK Chancellor's Report (W. Davis)

W. Davis reported that campus enrollment is now at 29,000. A press conference was held today about the positive impact of campus enrollment on the state, highlighting that the economic impact of the University is 1.7 billion/year. Chancellor Davis speculated that UT will now grow faster as a result of the confluence of student growth and inflation. The Vice Chancellor for Communications and Vice Chancellor for Research and Engagement searches are underway. No more additional information is available at this time related to the searches for the UT System President or UTK Chancellor. M. Anderson asked whether the BOT writes the job description for the President's position. W. Davis indicated that the BOT does write the job description; there is hope that the campuses will have input.

Provost's Report (D. Manderscheid)

D. Manderscheid thanked the Senate for a great retreat last week. He indicated that two important academic searches are underway for the Dean of Engineering and the Dean of Social Work. The Provost's Office is working with a search firm for both positions. Both searches are external; internal candidates may apply.

IV. NEW BUSINESS

Follow up discussion on PPPR/PTR ([Click here](#))

M. Anderson reported that she has a copy of the survey that UT Martin conducted to elicit feedback on the PPPR process. UTK could mimic the survey to the Faculty Senate as a way to learn the feedback of the faculty. There is only one Senate meeting before the document is due. D. Mandersheid requested that the draft survey be shared with the administration prior to sending it out to the faculty senators to provide input. M. Kwon noted that the survey can be used as a signaling to the faculty of shared governance. D. Mandersheid noted that surveying the faculty prior to the Senate meeting would help to focus the discussion on 9/17/18. B. Lyons asked about Provost Mandersheid's thoughts on the policy and initial reactions regarding the mechanics of electing individuals. He further inquired about the manner in which the labor of the committee can be minimized. D. Mandersheid shared that the Council of Deans had a good suggestion regarding 3-person committees. Rather than having 150 separate individuals serve, perhaps a University committee could be formed that arises out of the departments (e.g. a committee of 20 individuals who serve and receive workload credit for University service). D. Mandersheid noted that with fewer people involved, there would be more work, but also more cross-checking regarding the implementation. As such, there would be enhanced consistency in the process and fewer overall faculty involved. B. Ownley suggested a query of department heads in order to get an idea about how many people need to be reviewed. D. Mandersheid shared that reviews can be staggered and the interval for review will depend on when the individual was last promoted. M. Black underscored that the BOT needs to have good information about the nature and amount of work that will be put upon the faculty as a result of this policy. There is also concern regarding the University's reputation. D. Mandersheid noted that he plans to submit a report with an accounting regarding the cost/benefit analysis and the work involved in implementing such a policy. W. Davis added that there is an obligation to make the BOT aware of what is spent and that it may be easier to calculate the cost of the work with fewer faculty involved. D. Keffer noted that his faculty have asked about whether a faculty member can request a certain individual to serve. D. Mandersheid noted that there is nothing that precludes this in the current policy. J. Williams urged that better data be collected to track who leaves the university and why to better shed light on the reasons for why they left. B. Ownley agreed, stating that these data must be collected as well as the numbers of faculty who are not retained. M. Anderson will work on a survey for faculty senators with an open-ended comment option at the end of the document.

Discussion on procedure for electing local board representative ([click here](#)). B. Lyons described that the Committee on Nominations and Appointments would solicit nominees who would be elected by the full senate. The Focus Act has a 2-year appointment for someone from the Faculty Senate to serve on the local board; some campuses are having the immediate past president of the Faculty Senate to serve in this capacity. We do not yet know who is serving on the local board. B. Lyons further emphasized that UTIA has three boards for the grand divisions of the state. T. Cross noted that there is no faculty representation on these boards. Nominations to serve on the local board would be open to all faculty and then voted upon by the Faculty Senate. M. Anderson stated that we could include language such as, "individuals who have served on the Senate in the last five years," etc. B. Lyons volunteered to capture the changes discussed and send a revision out to the Senate. He proposed that we have the current Senate President serve as the representative until someone else is elected. A small group (Anderson, Lyons, Skolits, Kwon, Ownley, Hutson, Bernard) will convene and draft the language to go before the Faculty Senate as a first reading on 9/17.

Procedure for nominating an Education, Research, and Service Committee Faculty Appointment.

M. Anderson noted that the nominee must be a full professor, who has been at UTK for at least five years, and must have “exceeds” or “far exceeds” expectations for three consecutive years. Up to three nominees are allowed. The BOT will select one individual. R. Prosser asked if the possibility exists that the BOT chooses not to select anybody. D. Mandersheid and W. Davis noted that they do not believe this is the intention of the BOT members. B. Lyons described that historically the FS President served and the faculty trustee was the voting member. This will now change to one campus at a time. He also noted that experience with the UFC is really important. The bylaws of the UFC will be revised to ensure that the person who is the voting member on this committee is also on the UFC. M. Anderson noted that we need to present a nominee soon and asked for self or other nominations of someone who meets these requirements from those who have served very recently on this body. Once the nominees are secured, M. Anderson will check with the Provost’s office to ensure that annual reviews are verified. The committee agreed that nominations will be forwarded by the end of the day 8/28/18 by sending M. Anderson an email. M. Anderson will send out a poll for a vote by the end of the week and a letter will be written to forward the information about the nominee.

V. ESTABLISHING ANNUAL GOALS FOR STANDING COMMITTEES AND TASK FORCES

[\(Click here\)](#)

- a. Appeals Committee (R. Prosser) – change “faulty to “faculty”.
- b. Athletics Committee (J. Williams) – J. Williams reported that the committee is looking into e-sports, club sports, and intramural sports as these all fall under the University purview.
- c. Benefits and Professional Development Committee (G. Kaplan) – G. Kaplan reported that the committee will be connecting with UT-Memphis about their parental leave policy.
- d. Budget & Planning Committee (L. McKay) – L. McKay reported that there were no changes to the goals or membership of the committee. This year, the committee may examine integrating the salaries of NTTF into the wage analysis.
- e. Diversity & Inclusion Committee (M. Black) – M. Black indicated that Samereh Abdoli should be added to the membership list. She inquired about what happened to the Diversity Champions report from last year. This academic year, the committee is exploring the possibility of creating a diversity newsletter.
- f. Faculty Affairs Committee (M. Kwon) – M. Kwon reported that the committee goals are correct. She asked to remove “work with the offices of the Provost...” Early tenure needs BOT approval, enhanced TT review procedures and PPR procedures must go to the BOT. EPPR does not need board approval; procedures are still in the works. Chapters 3 & 4 of the faculty handbook are still pending approval. The committee may look at the possibility of combining the MFE and faculty handbook into one document.
- g. Graduate Council (M. Aydeniz) – M. Aydeniz reported that there will be an enhanced focus on online programs/distance education proposals. He agreed to email M. Anderson an updated statement.
- h. Library and Information Technology Committee (M. Collins) – No report.
- i. Nominations and Appointments Committee (G. Skolits) – G. Skolits asked that Scott Wall be substituted for Lisa Mullikan on membership, Eliza Fink should replace M. Kwon. Andrea Ludwig is UTIA Caucus chair.
- j. Non-Tenure Track Issues Committee (L. Knox, C. McAlvin)
- k. Research Council (S. Sorenson)
- l. Teaching & Learning Council (S. Murphy, P. Rutenberg)

- m. Undergraduate Council (R. Mindrup)
- n. University Faculty Council (B. MacLennan)
- o. System Relations Committee (B. Ownley)
- p. Special Legislative Task Force (D. Keffer)

All committees starting with Non-Tenure Track Issues and below should please email M. Anderson an updated list of members and goals.

VI. ADJOURNMENT

M. Anderson adjourned the meeting at 5:11 p.m.