

FACULTY SENATE
Minutes
September 17, 2018

Absent: Gladys Alexandre, Joel Anderson, Brad Areheart, Tami Bland, Ham Bozdogan, Qing Cao, Vincent Carilli, Lt. Col. Matthew Castillo, Courtney Childers, Chris Cimino, Sarah Eldridge, Todd Freeberg*, Nick Geidner, Michael Gilchrist, Qiang He, Nathalie Hristov*, Jackie Johnson, Tomás Martín-Jiménez, Lisa Muller, Stephen Paddison, Chris Parigger, Victor Ray, Lisi Schoenbach, Reza Seddighi, Stewart Waters, Brian Whitlock, James Williams, Zhili Zhang, Xiaopeng Zhao

Present by Zoom: Stephen Marz, Phyllis Thompson, Rossy Toledo, Andrew Yu

*Alternates: Will Jennings for Todd Freeberg, Thura Mack for Nathalie Hristov

I. ESTABLISHMENT OF QUORUM (E. Bernard)

E. Bernard established a quorum.

II. CALL TO ORDER (M. Anderson)

M. Anderson called the meeting to order at 3:46 p.m.

III. ANNOUNCEMENTS

President's Report (M. Anderson)

M. Anderson began the meeting by thanking the Senators for serving their colleagues and the University. She quoted the Marge Piercy poem "To Be of Use." The poem emphasizes the value of individuals who "jump into work head first" and "strain in the mud and the muck to move things forward." J. DiPietro announced his retirement on 9/17/18 effective 11/21/18. M. Anderson noted that this confirms another time of transition which necessitates clarity of values including: 1) excellence; 2) civility; and 3) dignity of work. M. Anderson commended M. Kwon, G. Skolits, B. Lyons, and Provosts Manderscheid and Zomchick on their dedication to the work on the PPPR procedure which is presented later in the meeting for a first reading. M. Anderson underscored that we do not have the option to vote on the Board of Trustees policy, but that we can vote on the campus implementation plan. She further emphasized that we can renounce the plan even if it is eventually carried out. The FSEC will consolidate and arrange a resolution which will be presented to the Board of Trustees. L. Gross has documented \$1.2 million in labor time associated with the PPPR implementation. The Board and the public need to understand the implications of this policy. M. Anderson also highlighted several new initiatives including the Faculty Serving Faculty initiative being led by G. Skolits. In an effort to work to change perceptions of the faculty, there will be a series of public service announcements, the first of which will be filmed on 9/20/18. M. Anderson announced that the Senate will hear from the UCW about their plan to stand up for workers on this campus. She noted that knowledge, conversation, and debate can make us better and we have an obligation to foster civics. She also reported that not all of our students feel safe; nor have they felt that the institution would speak up for them. M. Anderson called on campus leadership to stand up for our students even under legislative threats. Provost Manderscheid has appointed M. Theriot to address this as part of his portfolio.

UTK Chancellor's Report (W. Davis)
None today ([click here](#)).

Provost's Report (D. Manderscheid)

D. Manderscheid began his report by affirming his belief in shared governance, noting that he was very involved in shared governance at previous institutions. He acknowledged that shared governance is alive on this campus, as evidenced by last week's town hall meeting to review the first draft of the PPPR policy. He reiterated that we need to carefully document the amount of work we do on PPPR implementation and balance that against the outcomes. At the retreat, he gave preliminary thoughts about the Provost's office strategic priorities, including: 1) increasing the 6-year graduation rate; 2) growing our research enterprise; 3) ensuring student success; 4) enhancing diversity and inclusion; 5) increasing e-learning opportunities; and 6) examining the budget model. Provost Manderscheid emphasized that his overarching priority is communication ([click here](#)). He stated that he is making a sincere effort to come around to the campus units and noted a desire to be open and accessible to people. He announced that there will be a press release related to next steps in the UT System President's search. A question was posed about the Chancellor's discretionary fund for the Pride Center coming to an end at the end of the academic year and what can be done to assure that the students continue to have their needs met. D. Manderscheid answered that Chancellor Davis is working diligently on this issue and that it is a priority issue for the campus. J. Shefner noted that at the College of Arts and Sciences department head meeting, Chancellor Davis mentioned that in conversation with Governor Haslam there was discussion about a limited duration appointment for the Interim System President. D. Manderscheid noted that this was discussed in the cabinet meeting and that more information would be forthcoming on 9/19/18.

UTIA Chancellor's Report (T. Cross)

T. Cross remarked that he has served as Chancellor of UTIA for two years and has appreciated his involvement in shared governance and monthly meetings with the Faculty Senate president. Chancellor Cross noted that the UTIA PPPR policy is shaping up to be very similar to that of UTK. In June, the Board of Trustees announced the naming of the Herbert College of Agriculture. UTIA has also received a total of \$6 million in planning for design funds for the Ellington Plant Sciences building. Chancellor Cross announced that there are presently two important initiatives: 1) a search is underway for a Director of the UTIA Genomics Center for the Advancement of Agriculture, in which four candidates have been interviewed; 2) a focus on synthetic agricultural biology which will examine turning on traits of plants to exhibit better response in yield, quality, and taste of crops by manipulating the existing genome. UTIA undergraduate student enrollment is about 1500 students. Vet Med admitted 85 students out of an applicant pool of 1000 students, with preference given to in-state students. UTIA will begin a capital campaign on Friday, September 21, 2018, with a goal of 175 million. Chancellor Cross announced that Ag Day is being held on Saturday, September 22, 2018, in the Animal Science Arena.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The minutes of the Faculty Senate meeting of May 7, 2018, were moved for approval by C. Craig; G. Kaplan seconded. The minutes were unanimously approved.

The minutes of the Faculty Senate Executive Council meeting of August 27, 2018, were included as an information item.

V. UNFINISHED BUSINESS

Faculty Affairs Update on Chapters 3 and 4 (M. Kwon)

M. Kwon reviewed that the Senate approved changes in the Spring term that addressed two major items: 1) use of adjunct and joint faculty titles, and 2) NTTF issues; these were unanimously approved by the Senate. The workflow process directed the changes to the Provost's Office and then the Office of General Counsel (OGC). The OGC has comments on both proposals prior to incorporation in the *Faculty Handbook*. M. Kwon will have a conversation with J. Zomchick to understand the proposed edits from the OGC. B. Lyons extended thanks to M. Kwon for serving as Chair of the Faculty Affairs Committee. He asked if there are ways in which Faculty Affairs and campus administration can ensure that we are working more collaboratively, noting that we need to share in the governing of the documents more thoroughly. C. Craig reported that at the last NTTF meeting it was noted that a number of faculty were going up for promotion and direction is needed about which guidelines should be used. J. Zomchick stated that it is unlikely that revisions to the guidelines will be in place by November, but the Provost's Office will be happy to help advise on best practices for promotion.

VI. REPORT OF AD HOC COMMITTEES

Media Outreach Task Force (M. Anderson)

This report was deferred to the next meeting.

VII. REPORTS OF STANDING COMMITTEES

UFC Brief on Faculty and the University (B. MacLennan)

B. MacLennan gave a brief update on behalf of UFC. He reported that an opportunity exists to assist the new trustees in understanding faculty culture and addressing misperceptions that may exist. In June 2018, the UFC put together an orientation for the BOT ([click here](#)). The first page is an executive summary while subsequent pages focus on faculty recruitment, faculty promotion, and shared governance. This will be given to the members of the BOT and members of the campus advisory groups. B. MacLennan offered to take any additional suggestions from Faculty Senators via email. Faculty nominations have been submitted for an education, research and service committee member. A representative will eventually be chosen from all campuses.

Undergraduate Council and Curriculum (R. Mindrup)

R. Mindrup reported that the GenEd subcommittee of the Undergraduate Council decided to delay implementation of the revised GenEd curriculum until 2021. The committee will meet again on October 10, 2018.

VIII. NEW BUSINESS

First Reading: Amendment to Article IV, Section 8, Faculty Senate Bylaws (B. Lyons)

B. Lyons presented a proposal for the selection of a campus representative to the Campus Advisory Board, which is a 2-year appointment. This process will allow a slate of up to two candidates who will be put forward to serve the campus on the advisory board. This would normally take place in the Spring for a term beginning July 1. Action will be taken on this at the October 15 senate meeting. Going forward, a slate of candidates will be put together and an election will occur for someone to serve for the remainder of the term. B. Lyons noted that the campus advisory board could be staffed at any point. He proposed that the current FS President will serve as the faculty representative until such time as someone is elected. This resolution

was presented as a motion from the FSEC; unanimous approval was granted to support M. Anderson to serve as a temporary representative to the Campus Advisory Board.

First Reading: PPPR Campus Implementation Plan for UTK, Faculty Handbook, System Template ([click here](#)) and Campus Draft ([click here](#)) (M. Kwon)

M. Kwon provided an overview of the points where the faculty have input into delineating the process for PPPR. Slides included an overview of the purpose of post-tenure periodic performance review (PPPR): post-tenure periodic performance review. Reviews must be done no less often than every six years; this will lead to a staggering of reviews to alleviate administrative burden. The timeline is as follows:

- March 2018–BOT adopts policy;
- Summer 2018–UT and UFC develop template;
- September 2018–Provost’s Office developed campus procedures with FS leadership input;
- September–October 2018–Faculty Senate will give consideration to the campus procedures for PPPR implementation;
- November 2018–procedures submitted to BOT for approval;
- December 2019–the Chief Academic Officer (CAO) appoints committee;
- January 2019–the committees provided with materials to be reviewed; and
- March 3–committee reports are due.

M. Kwon reported that a University-wide pool will be established selecting members by every department who has a faculty member under review. The Colleges will define the process by which nominees are selected and recommended to the CAO to serve. D. Manderscheid noted that the CAO appoint will appoint committees, in consultation with the Deans, from the pool. The CAO will establish 3-member committees; all must be at the same or higher rank than those under review. Only one person on the committee can serve if the faculty member under review is from same department; this person cannot serve as the Chairperson. For the PPPR, materials for review will include the APPR, a copy of the performance expectations, a current CV, and a 2-page narrative from faculty member under review that summarizes accomplishments for the prior 6 years and goals for next 6 years. External reviews will only be required if deemed necessary by committee or CAO. A board mandate for external review will only be used in rare circumstances. At the conclusion of the PPPR review, the faculty member will either satisfy or will not satisfy expectations; conclusions and recommendations will be decided upon by majority vote. As it pertains to assessment, the CAO will prepare a report annually for the BOT describing any deficiencies in departmental APPR processes and plan for addressing deficiencies. M. Kwon noted that we will need to track the development of this process and compliance costs to include a cost-benefit analysis.

First Reading: PPPR Campus Implementation Plan for UTIA, *Faculty Handbook* ([click here](#)) (A. Ludwig)

A. Ludwig addressed variations in the Ag Campus document for PPPR. The variations are primarily reflective of organizational differences such as 1) the Chief Academic Officer is the UTIA Chancellor; and 2) many UTIA faculty have more than one Dean to whom they report. The UTIA procedure will also include a 3-member committee with one person from the Department as well as representation aligning with the individual’s appointment (e.g. teaching,

research, practice, extension). A listening session will be held on Wednesday, September 26, 2018, for UTIA from 8:00–10:30 a.m. in Hollingsworth Auditorium.

A. Lapins asked why the committee chairperson cannot be from the department. D. Manderscheid noted that the BOT requires this. L. McKay asked about whether the 3-member review boards carry out deliberations by email or must they be in-person. D. Manderscheid noted that the committee will have the prerogative to decide how they want to operate. Senator McCallum asked about whether the performance expectations used will be the ones set by departments or if other expectations exist. D. Manderscheid noted that the purpose of the review is to have an extra set of eyes to compare the annual reviews to the expectations. Alternate Senator J. Diamond asked about how inconsistencies might be addressed in how evaluations are conducted across departments and how this will be consistent in the evaluation process. D. Manderscheid indicated that this was the rationale for why the overall committee size is small. B. Lyons noted that it is interesting to compare the UTK and UTIA versions. He also stated that it will be important to ensure that the outcomes for the UTIA template would trigger EPPR. He stated that the hope is that all campuses can assert EPPR as the final outcome of the process. J. Shefner asked about whether a second person on the review committee be from a similar area of study. He also asked for a description of the selection process that will be undertaken to choose who must undergo review. D. Manderscheid explained that College Deans will select those who need reviewed (staggered over a six-year cycle). This is about reviewing whether the departments are using the expectations that they set out. D. Keffer asked about whether there is a requirement for the report to go to the BOT with identifiers or whether there would be an aggregate report submitted to include the outcomes of all reviews during a given academic year. M. Griffin asked whether a faculty member's scheduled PPPR may otherwise be deferred or modified (for good cause.) He noted that this may cover faculty members who are on leave for a year, etc. D. Manderscheid agreed that a clause will be added to address deferring PPPR for good cause.

Resolution Honoring Past President Beauvais Lyons ([click here](#)) (M. Anderson)
M. Anderson read a resolution honoring Senate Past President Beauvais Lyons.

United Campus Workers (J. Shefner)

J. Shefner asked for a show of hands from those who are members of UCW; he urged more individuals to join. He described that UCW is a multiple constituency organization consisting of staff, grad students, faculty (NTT, TT) across campuses, working on diverse issues from outsourcing to academic freedom. He stated that joining UCW means you have more people to work with who have your back. He emphasized that UCW has a much heavier footprint on campus and in the state. Being a UCW member helps the institution work by doing the work on the outside so that the work on the inside can happen. He also stated that there are concerns about the transparency about the next UT System presidential selection and wants to ensure that the campus honors the mission of the land grant university to lift up the state.

IX. ADJOURNMENT

M. Anderson adjourned the meeting at 5:20 p.m.

Respectfully submitted,
Sadie P. Hutson, Faculty Senate Secretary