

Faculty Senate Executive Council  
MINUTES  
October 1, 2018

Present: Misty Anderson, Mehmet Aydeniz, Ernest Bernard, Mark Collins, Sadie Hutson, David Keffer, Laurie Knox, Michelle Kwon, Ben Lee, Beauvais Lyons, Bruce MacLennan, Larry McKay, Robert Mindrup, Samantha Murphy, Rebecca Prosser, Amber Roessner, Pat Rutenberg, Gary Skolits, Soren Sorensen, Rob Spirko, James Williams

Guests: Wayne Davis, Andrea Ludwig, David Manderscheid, Dixie Thompson, John Zomchick

### **I. CALL TO ORDER**

M. Anderson called the meeting to order at 3:29 p.m.

### **II. APPROVAL OF MINUTES**

Minutes of the Executive Council meeting of August 27, 2018, were presented for approval. B. Lyons moved for approval; R. Prosser seconded. The minutes were unanimously approved.

### **III. ANNOUNCEMENTS AND REPORTS**

#### UTK Chancellor's Report (W. Davis)

W. Davis began his report by noting that Randy Boyd is enthusiastic about getting started as the new interim system president on 11/25/18. He has expressed a strong desire to interact with faculty and has been meeting with Chancellor Davis regularly. Chancellor Davis indicated that R. Boyd has been and will continue to be engaged with legislators. Historically, there has been inequity regarding how each of the campuses are treated as a result of the proximity of UTK to the System President's office. The President and the BOT will discuss the status of the Chancellor hire at the BOT meeting on 11/1/18. W. Davis reported that Robert Nobles was working to complete ORE summaries for FY18; it appears as though numbers will be up, perhaps substantially higher. Nobles also indicated that last year we had 2200 students who participated in undergraduate research; this number is expected to continue to increase significantly. Airport interviews for the Vice Chancellor of Communications begin on Tuesday, 10/2/18. The search for the Vice Chancellor of Research has been deferred for now; it is to be converted to a national search. W. Davis noted that as a result of the uncertainty in timing for the Chancellor's search, he wanted to wait on the VC for Research search so that there weren't two searches going on concurrently.

#### Provost's Report (D. Manderscheid)

D. Manderscheid noted that R. Boyd published a letter to the Editor in *The Daily Beacon* regarding diversity and inclusion. The Provost's office has set six major priorities; one of these is to achieve an increase in 6-year graduation rate. For 2012, the 6-year graduation rate was 72.47%; retention for that time period was 87%. D. Manderscheid also noted that there is some progress in narrowing the gaps among underrepresented students. Numbers are forthcoming on the 4-year graduation rates (students entered in 2014) and 5-year graduation rates (students entered in 2015.) Provost Manderscheid stated he is very impressed at how well student access and academic affairs works together. Provost Manderscheid recently met with the Diversity and Inclusion Committee to determine who will be part of the implementation monitoring team and determine the metrics for success. These metrics are already present for the other pillars in the strategic plan. Another priority for the Provost's Office is to determine

how we need to move forward and think strategically about expanding e-learning? G. Skolits noted that there was an ad hoc campus committee that put together metrics around D&I, called the Diversity Metrics Group. D. Manderscheid reported that the metrics are being examined for VolVision 2020 so that they can be updated. The document created by the Diversity Metrics Groups is being reviewed. R.J. Hinde will also be working on this. B. Lyons asked about what we are doing to assess what happened with students whom we lost after the freshman year? D. Manderscheid responded that R.J. Hinde is examining financial aspects as well as issues related to mattering and belonging. W. Davis commented that the most at-risk group is first-generation college students; given that undergraduate research engagement is increasing, this may be one way to retain underrepresented students. W. Davis noted that there are many synergistic campus efforts that will help address populations at risk. R. Spirko asked about whether the campus accessibility plan is being addressed? D. Manderscheid responded that there have been preliminary discussions but that this needs to be re-addressed. A. Roessener asked about the Chancellor's discretionary fund as it pertains to the Pride Center. W. Davis noted that fundraising will need to be completed to raise \$105,000 for annual operations; there is a need to raise an additional \$12-15,000 if space is desired in the new campus union. If this can be done, this would yield a secure FY20 budget. Successful operation of the Pride Center will be hinged upon preserving discretionary funds. W. Davis noted that R. Boyd will be assisting with an examination of the rules that have been stringently applied to UTK regarding these funds.

#### UTIA Chancellor's Report (T. Cross)

None today.

#### President's Report (M. Anderson)

M. Anderson reported that she serves on each of the Chancellor's Commissions on behalf of the Faculty Senate. The LGBTQ Commission has been concerned about the Pride Center location. M. Anderson noted that STRIDE is looking at a second phase of training – e.g. PlayItOut. SafeZone training is also returning this academic year. Senator Beth Schussler will be proposing a resolution on Oct. 15 regarding the gender bias of SAIS scores and calling for an analysis of that data by the institution, given that these scores will become a mandated element in a PPPR review. An article in *Political Science and Politics* 51(3) is one of the more recent examples of scholarship in this area that shows concerning patterns in such scores. Provost Manderscheid discussed that STRIDE training was done at the administrative leadership retreat last week and the Provost's Office has given their approval. More material has been integrated on inclusion. Looking at moving back the implementation of GenEd. The OpEd Project was a huge success with 22 individuals participated in training to write messages to communicate with the public. The first in a series of video PSAs is currently being edited. M. Anderson stated that there are plans to shoot "A Place at the Table." One idea is to feature first generation faculty.

#### **IV. OLD BUSINESS**

##### Final copy of PPPR/PTR Campus Implementation Plans (UTK/UTIA) (D. Manderscheid)

D. Manderscheid talked about the differences in plans between UTK and UTIA. UTIA has fewer departments; as such, they opted for a committee that has at least one person from most departments. UTK has 1-year appointments made in conjunction with the College Deans. There will be one person from each department in the Colleges. For Colleges that do not have departments, there will be an individual to serve from each College. At UTK an EPPR process can be triggered by either APR or an unsatisfactory performance on PPR. At UTIA, they will use the basis of the documents they have as part of PPR to develop the improvement plan. B. Lyons

asked a question about whether APPR materials will be available for PPPR reviews. Discussion ensued about the materials that would be available based on the procedures document. D. Manderscheid noted that the goal is for the committee to examine the evaluative material that came out of APPR rather than looking at all the materials that were submitted. B. Lyons noted concern about UTIA and asked about how much material exists that can serve as the basis for constructing an improvement plan if it is not available for EPPR? S. Hutson suggested that perhaps a compromise would be to make available additional materials upon request of the PPPR committee. J. Zomchick noted that there isn't a required peer teaching evaluation for full professors; this makes it difficult to accurately capture the teaching contribution on an Elements report aside from looking at the narrative provided by the Department Head/Dean. J. Zomchick noted that the committee should evaluate the performance of the faulty member to see whether an independent assessment can be made about performance rather than evaluating the adequacy of the system against departmental expectations. R. Prosser asked whether there had been consideration regarding changes to departmental bylaws and how that might affect the reviews. One suggestion is to have previous versions of the expectations for faculty available during the time of review. B. Lyons suggested a change to the document review list to add the word, "rating" so that it reads, "summary rating forms." M. Kwon asked about what the Provost's Office is waiting on in initiating this process for Colleges given that reviews will begin in December. D. Manderscheid noted that this will be addressed at academic council. S. Sorenson noted that we will really be able to compare which process works better between UTIA and UTK. G. Skolits asked about the UTIA campus—it is possible for a faculty member to request a review, this is not a clause for UTK. A. Ludwig responded that the flexibility to request a review was preserved in order for faculty to be able to be reviewed by a committee that may share their expertise. B. Lyons asked about whether there had been a conversation with OGC about how this is carried out? D. Manderscheid indicated that the document had been shared with Linda Martin who has not expressed any concerns. M. Anderson stated that what will be voted upon at the Faculty Senate meeting is the integrity of a campus plan mandated by BOT policy—no amendments will be taken at the FS meeting.

#### Update on status of Chapter 4 (M. Kwon)

M. Kwon – J. Zomchick provided comments received by OGC; these were submitted to NTT Issues Committee. The OGC operates on behalf of the institution so the communication between OGC and the Administration is privileged. A line-by-line examination was conducted and the next step is to determine how all of these comments get addressed. This will go back through Faculty Affairs Committee.

#### Local Board and ERSC Membership Update (D. Manderscheid)

D. Manderscheid reported that nominations were received from the Senate and six colleges. D. Manderscheid forwarded three names to the Chancellor.

#### Senate Budget for 2019-2020 (D. Manderscheid)

Deferred to next meeting.

### **V. NEW BUSINESS**

#### UFC Charter Revisions (rev. changes, B. MacLennan)

B. MacLennan explained that this is a modification to the charter to address that we no longer have faculty trustees. FSEC needs to approve a change in the charter. B. Lyons asked whether

the ERSC board member be on the UFC? B. MacLennan answered yes. B. Lyons moved approval; R. Prosser seconded, unanimously approved.

#### Nominations for Local Board Representative, First Call

At the last FSEC meeting an emergency provision was put in place that makes M. Anderson the temporary rep. Will need to allow the senate to put forward nominees. This is a position on which the Faculty Senate decides. There will not be a new procedure.

#### Notes from the APPR workshop for department heads (information item)

Will come back to this.

[Resolution on PPPR](#) (M. Anderson). M. Anderson noted that this is our chance to flag the significant problems that the PPPR process raises.

An edit was suggested to strike everything after "five years." Another suggested edit was to add the word "supposed." It was suggested to strike the second "whereas" clause. Replace "would" with "could" and replace "roughly" with "up to..." Examples "as provided by the system" and add "has potential to weaken." It was suggested to strike the last whereas. A typo was noted to change PRT from PTR and to add the number for the board policy-BT0006. This resolution will be presented first and voted upon to indicate our disapproval of board policy. We will then will vote on the procedures.

## **VI. STANDING COMMITTEE AND TASK FORCE**

All deferred today.

- a. Appeals Committee (R. Prosser)
- b. Athletics Committee (J. Williams)
- c. Benefits and Professional Development Committee (G. Kaplan)
  - i. [Resolution](#) deferred to next meeting.
- d. Budget & Planning Committee (L. McKay)
- e. Diversity & Inclusion Committee (A. Roessner)
- f. Faculty Affairs Committee (M. Kwon)
- g. Graduate Council (M. Aydeniz)
- h. Library and Information Technology Committee (M. Collins)
- i. Nominations and Appointments Committee (G. Skolits)
- 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)

## **VII. ADJOURNMENT**

M. Anderson adjourned the meeting at 5:22 p.m.