

Faculty Senate Executive Council
MINUTES
November 5, 2018

Present: Misty Anderson, Mehmet Aydeniz, Ernest Bernard, Mark Collins, Sadie Hutson, Greg Kaplan, David Keffer, Laurie Knox, Michelle Kwon, Beauvais Lyons, Bruce MacLennan, Robert Mindrup, Samantha Murphy, Bonnie Ownley, Amber Roessner, Gary Skolits, Soren Sorensen, James Williams

Guests: Tim Cross, Wayne Davis, David Manderscheid, John Zomchick

I. CALL TO ORDER

M. Anderson called the meeting to order at 3:30 p.m.

II. APPROVAL OF MINUTES

Minutes of the Executive Council meeting of October 1, 2018, were presented for approval. B. Lyons moved for approval; D. Keffer seconded. The minutes were unanimously approved.

III. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (W. Davis)

Interim Chancellor Davis remarked that the Board of Trustees (BOT) meeting last week was positive. On 10/31, the Chancellor's office sent a message to encourage folks to be civil in their expressions, emphasizing diversity and inclusion. Following that message, two hooded individuals painted the rock with a swastika on 11/2. Fortunately, Vince Carilli and members of the SGA were in a meeting nearby and saw the rock. Within 40 minutes, students repainted the rock. Discussion ensued regarding whether police presence would have made a difference in preventing messages of hate and intolerance. B. Lyons noted concern that hate speech can precipitate action. B. Ownley asked what would happen if something negative was communicated on the rock about a political figure. E. Bernard noted that the individuals walked on to campus at night, masked, and did this knowing that what they were doing is not accepted by society. W. Davis explained that it is not possible to respond to everything, but rather, try to have as few of these incidents as possible. G. Kaplan is faculty advisor for Hillel. He agreed there is a historical precedent with the symbol the possibility exists that it could invoke violence. He emphasized that a clear message needs to be sent that these expressions of hate will not be condoned in any way. A. Roessner noted that she appreciates the Chancellor's position that it is not feasible to respond to every message that gets put out. However, in this context, and the fact that it happened in the aftermath of the message on 10/31, it might be savvy to communicate about this and celebrate the speed with which students responded. B. Lyons asked about possible restrictions on when the rock can be painted. M. Kwon noted that it is possible to have time-place-manner restrictions. M. Anderson noted that Vice Chancellor Carilli could be looking at codes of conduct on other campuses about this issue. M. Anderson emphasized that we need to be addressing this with a community response.

Provost's Report (D. Manderscheid)

D. Manderscheid noted that the BOT meeting was productive, with lots of questions, concerns, and discussion regarding the post-tenure review policies. He reported that this was a great opportunity to talk about the virtues of shared governance; board members were very engaged. He noted that the PPPR policy does not have to be implemented this year. He also stated that

John Compton reminded the Provost's Office that there is a need to codify our policies around early consideration for tenure and promotion. D. Manderscheid was approached by two graduate students who thanked him for the increase in the stipends. Overall, students are very happy about this change. Discussion has begun about regarding how additional funds could be distributed.

UTIA Chancellor's Report (T. Cross)

T. Cross feels confident that UTK and UTIA can jointly codify the procedures for early consideration for P&T. T. Cross provided his appreciation for M. Anderson and Ovi Kabir for their remarks to the BOT. Dr. Cross included a summary report.

President's Report (M. Anderson)

M. Anderson underscored that we need to make decisions around early tenure. All of the system campuses have different policies. The timeline is: We will begin the discussion today and additional feedback can be provided to the Faculty Affairs Committee. Their next meeting precedes the November Faculty Senate Meeting. It was mentioned that John Compton did not know about the Senate's resolution regarding PPPR. M. Anderson reported that we will hear more from A. Roessner regarding issues of diversity and inclusion as a recruitment and retention issue. She emphasized strongly that we need a chief diversity officer. She noted that we need to think about arguments regarding efficiency/marketability/recruitment that can be addressed. There are faculty who are actively seeking employment elsewhere who may have doubts about whether they can stay at UTK. M. Anderson suggest that we encourage Interim President Boyd to look to this when he begins. M. Anderson highlighted that we will discuss ways to reward the full professor role in the spring term. We need to talk about all of the ways Professors give to the university. Three of the OpEds from the OpEd project are now circulating. The AAUP state meeting was attended by B. Ownley and M. Anderson. The TUFs meeting was attended by G. Skolits, B. Ownley, and M. Anderson. She highlighted that we are pooling our voices; this connects to D. Keffer's legislative outreach. G. Skolits and M. Anderson met with J. Zomchick on Elements. Elements works differently in different disciplines. The 11/19 Senate meeting will focus on student access and success.

IV. OLD BUSINESS

Update on Status of Chapter 4 (M. Kwon)

M. Kwon provided an overview of the work of the committee. There are six projects; four are in the pipeline and two are active. The Chapter 4 NTTF changes were approved, sent to J. Zomchick, and there is now additional feedback that the committee is considering. M. Kwon has met with the chairs of the NTT Issues Committee and a response is due back to the Provost's office. There are also two forthcoming projects. G. Skolits asked about whether or not it is problematic that general counsel doesn't want to talk directly with faculty. He inquired about whether it is possible that this can be viewed from a different context. M. Kwon noted that J. Zomchick has a different perspective. When general counsel shared comments with J. Zomchick, they asked that the comments not be shared directly, but instead, paraphrased. G. Skolits noted that this is not a very effective process to continue working through several channels. He suggested we revisit this whereby faculty could meet directly with general counsel staff. B. Lyons asked whether the possibility still exists of marrying the handbook and the MFE? J. Zomchick explained that procedure and policy are very difficult to disentangle. The EPPR policy is laid out by the BOT and it is very prescriptive. B. MacLennan noted that the original motivation for splitting them was so that BOT approval would not have to be provided for

changes. However, if the BOT is going to seek approval on the whole thing, this may be an item for consideration. J. Zomchick will take this up with general counsel. Joint faculty changes have also stalled and concerns have been presented by general counsel.

BOT Meeting and ERSC Update (B. Ownley)

B. Ownley reported that the meeting went well and we have an important job in explaining the importance of the mission of the university beyond teaching. The BOT members have been very open in asking for more information.

Senate Budget for 2019-2020 (D. Manderscheid)

The Budget Survey of Faculty Senates at Peer Universities is listed on the Senate website and was included with the agenda ([click here](#)).

Also listed on the Senate website and included with the agenda was the 2018 Faculty Senate Budget ([click here](#)). It was noted that nominees for the next President-Elect should be informed that there will be some support with course buyout if elected.

Resolution Concerning Parking for 3rd Trimester Expectant Mothers (G. Kaplan)

G. Kaplan noted that this item came to the committee's attention in September. The committee examined policies at institutions including, but not limited to Cornell, Central FL, Georgia, and considered the context of the parking situation on UT's campus. The resolution is on the Senate website and was included with the agenda ([click here](#)). The main goal is to have individuals obtain a reserved space in their assigned lot. The committee wanted to underscore that they do not want to compromise the amount of handicap parking that is available presently. G. Kaplan noted that the paid parental leave resolution is moving forward as well. This item will come to the Senate for a vote as an action item from the committee. S. Murphy noted that many people do not teach in buildings near assigned lots. G. Kaplan responded that Parking Services would not be able to switch lots easily. The resolution was unanimously approved.

Summary Report from Undergraduate Council (R. Mindrup)

The summary report and minutes are on the Senate website. R. Mindrup reported that the implementation date for the new GenEd curriculum is Fall 2021. All course descriptions and learning objectives have been approved except for two courses. The GenEd committee has been meeting and will meet for a final time tomorrow. The proposal forms will also be approved at that time. G. Kaplan asked about all current GenEd courses and asked whether these were to be submitted for reapproval. R. Mindrup answered yes. There will be a calendar for submissions and an approval timeline. There will then be a timeframe for the migration process. A map will also be available to determine which courses map to which categories. B. Lyons asked whether workshops will be available for general faculty. R. Mindrup noted that this is being discussed and will likely be rolled out by RJ Hinde.

V. NEW BUSINESS

Nominations for Local Board Representative (G. Skolits)

G. Skolits reported that the Faculty Senate gets to choose the faculty member on the local board. There were two nominations: Lou Gross and Candace White. The candidates have submitted materials and there will be a Qualtrics link sent to the Senate to record the vote.

Formalizing the Early Tenure Policy for UTK and UTIA (M. Kwon)

J. Zomchick explained that information highlighted in yellow denotes a change from the existing copy. Any text with a strike through is a strike from the existing handbook. Any blue text is important as it is taken directly from the BOT policies governing tenure. The emphasis is determining campus policy on what happens when someone is denied early tenure. In consultation with various constituencies, the policy will be that an individual can stand twice for tenure. If the faculty member goes up early once, they can go up again in the probationary period. B. Ownley asked about whether or not new letters would need to be secured. J. Zomchick answered that yes, new letters would need to be obtained. B. Lyons asked if we could eliminate the sentence that reads, "the process for departmental approval for early consideration shall be articulated in the unit bylaws." J. Zomchick agreed that this sentence could be eliminated. The Faculty Affairs Committee will be reviewing this document next. Questions/concerns can be addressed by M. Kwon or M. Anderson.

Summary Response to the VC for Communications Candidates (S. Hutson)

Discussion ensued regarding the three candidates for the VCC position. S. Hutson offered to provide the search committee with an overview of the discussion.

VI. STANDING COMMITTEE AND TASK FORCE (Consent Agenda)

- a. Appeals Committee (R. Prosser)
- b. Athletics Committee (J. Williams). J. Williams reported that the committee is working to create a vault of stories about student athletes.
- c. Benefits and Professional Development Committee (G. Kaplan)
- d. Budget & Planning Committee (L. McKay). L. McKay expressed that there is a strong push towards transparency and changes in budgeting models.
- e. Diversity & Inclusion Committee (A. Roessner). A Roessner noted that the committee has been busy and hopes to make important strides for the health and vitality of our campus. The committee is planning to bring forward a resolution in support of reinstating a chief officer of D&I. She noted that the committee would like to work closely with R. Boyd on this initiative. B. Lyons noted that Noma Anderson at the UT System has more responsibilities for D&I. He wondered whether the more appropriate audience for the resolution is the Chancellor and not the incoming system president. W. Davis agreed that this is a campus level request not a system level request. W. Davis noted that we would be better off getting this cleared before the end of this year; there are challenges with regard to Public Chapter 1066, more clarity is needed. A question was posed about how we position ourselves with respect to inclusivity, the Pride Center, etc. B. Lyons noted that we would base this on the student climate survey and the work of the diversity champions. D. Manderscheid noted that if we can get this accomplished before the new Chancellor is hired, that would be beneficial. The resolution should be carefully considered and not rushed. A change to the timeline for the resolution should be considered. The D&I committee will work on a well-constructed resolution to share.
- 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). Elements requires a great deal of labor. NTTF faculty might benefit from the regularity with which elements is used.

- 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 5:17 p.m.