

Faculty Senate Executive Council
January 14, 2019
MINUTES

Present: Misty Anderson, Ernest Bernard, Mark Collins, Sadie Hutson, Ben Lee, Greg Kaplan, David Keffer, Laurie Knox, Michelle Kwon, Beauvais Lyons, Bruce MacLennan, Crystal McAlvin, Robert Mindrup, Samantha Murphy, Bonnie Ownley, Amber Roessner, Pat Rutenberg, Gary Skolits, Rob Spirko, James Williams

Guests: Tisha Benton, Wayne Davis, David Manderscheid, Dixie Thompson, John Zomchick

I. CALL TO ORDER

M. Anderson called the meeting to order at 3:31 p.m.

II. APPROVAL OF MINUTES

Minutes of the Executive Council Meeting of November 5, 2018, were presented for approval. B. Lyons moved for approval; G. Kaplan seconded. The minutes were unanimously approved.

III. STANDING COMMITTEE AND TASK FORCE REPORTS ([Consent Agenda](#))

- a. Appeals Committee (R. Prosser). No report.
- b. Athletics Committee (J. Williams). J. Williams reported that the committee is working on an initiative to invite faculty to attend games and where they will be recognized and the audience will remind everyone that in addition to sports, faculty are teaching students and student athletes. Faculty members will get free tickets. M. Anderson noted that Athletics Director Fulmer had an idea to have faculty connect something related to teaching with sports. Coaches will provide a report at the March meeting regarding student success.
- c. Benefits and Professional Development Committee (G. Kaplan). G. Kaplan reported that a resolution for paid paternal leave is slated for consideration at the March or April meeting. B. Lyons suggested a conversation with human resources in addition to securing a cost estimate. G. Kaplan responded that the cost estimate is borne by the departments; this is consistent among the schools that have a paid parental leave policy in addition to FMLA. Provost Manderscheid suggested interfacing with his office on this policy as well as this really affects only the 12-month faculty. There is an opportunity to codify an arrangement that does not have faculty relying on departments (Austin Peay and Memphis have policies).
- d. Budget & Planning Committee (B. Lyons). B. Lyons reported that the committee is continuing to examine efforts to increase transparency in the UT System budget. The committee is working with administrators to examine different models. B. Lyons expressed that if there is a proposal to convert to a different model, sound faculty input will be sought. Provost Manderscheid expressed agreement. B. Lyons noted that there was a report from D. Irwin which centered on planning and future building asks to the state. The committee is typically meeting more than once per month. The faculty salary analysis is underway.
- e. Diversity & Inclusion Committee (A. Roessner). A. Roessner expressed that gratitude for the appointment of Tyvi Small as UT's Interim VC for Diversity and Engagement. Planning is underway for United at the Rock. The committee is also working to organize a panel on free speech that will be held sometime between 3/3/19 and

- 3/7/19. A. Roessner noted that the committee will be spending time determining ways in which the committee can assist Interim VC Small as well as thinking of ways to highlight faculty expertise around diversity and inclusion.
- f. Faculty Affairs Committee (M. Kwon). M. Kwon reported that there are two sets of revisions to Chapter Three: 1) termination of tenure, tenure upon initial appointment, EPPR; 2) early tenure consideration. The first set of revisions is currently posted on the Provost's website for an open comment period. M. Kwon noted that there will not be a senate vote for these changes because the revisions mirror Board policy BT0006. The second set of changes came to the senate for a first reading in November; on 2/4/19, the senate will vote on these proposed changes. February 15th is the deadline to submit policies to the BOT for their March 1 meeting. M. Kwon noted that these revisions can be very challenging because some of the policies are enacted using a process that is determined by the individual campuses. M. Kwon and J. Zomchick exchanged emails regarding the necessity of BOT approval of early tenure for faculty who receive a suspension of the tenure probationary period but decide to be considered for tenure during their sixth year despite the tenure clock suspension. M. Kwon will convene the committee to review a memo regarding early tenure. This will require action by the Provost and Chancellor. There exists a faculty and family care policy which allows for a suspension in the probationary period using a modified duty assignment. Conversely, an extension to the tenure probationary period for one year can also be requested for procedural reasons. D. Thompson noted that a simple memo that outlines if the person seeks tenure at the same time during which they would have if they had not taken the extension, review by the BOT could be waived. M. Kwon reported that discussion continued about joint faculty appointments. She met with J. Zomchick and F. Lancaster, OGC to discuss comments. M. Kwon noted that she sent responses to the suggested edits to J. Zomchick, F. Lancaster, and L. Young in early January. J. Zomchick updated the FSEC regarding the changes resulting from merging the MFE with the Handbook. He noted that the annual evaluation information has been merged with the tenure and promotion process information; this will require a vote by the senate with the goal of getting this to the BOT for the June 2019 meeting. Additional work on the document includes merging Section 4 of the MFE with Appendix B (assembly of the dossier). Finally, changes to the NTT promotion process must be worked on in conjunction with the NTT issues and Faculty Affairs committees. L. Knox noted that the NTT issues committee has a draft of what may be needed. L. Knox shared a concern that from committee discussion regarding the possible necessity of keeping policy and procedure separate rather than merging the two documents. J. Zomchick shared that the rationale for merging the documents is to avoid redundancy; often it is difficult to decide which document is the governing document because there can be contradictions. Therefore, it is ideal to have everything in one manual as we are ultimately bound by both policy and procedure. L. Knox asked for an update regarding the changes to Chapter 4 for the Handbook. J. Zomchick noted that there is a need to make revisions to Professor of Practice in Chapter 4. M. Anderson noted that J. Zomchick has established an Elements Steering Committee and Users Group. The Users Group has yet to identify membership. B. Ownley asked whether there has been any more communication with the Ag campus regarding a joint form that can be used for annual evaluation. Provost Manderscheid noted that there has not been discussion.

- g. Graduate Council (M. Aydeniz). Refer to consent agenda report.
- h. Library and Information Technology Committee (M. Collins). M. Collins reported that the committee has been working with S. Smith, Dean of Libraries, to better understand open access publishing. The committee is also examining cyber security. J. Reeves from OIT provided a report to the committee noting that the biggest weakness in cyber security is the human factor (passwords, phishing strategies, etc.) OIT is conducting beta testing for 2-factor authentication. M. Collins noted that the committee will work on considering ways in which the senate can help OIT prepare the faculty for this transition. M. Collings stated that the committee is also working with J. Gramling on strategies for online courses. He asked Vice Provost Zomchick if someone from the committee could be a part of the user group for Elements. J. Zomchick agreed.
- i. Nominations and Appointments Committee (G. Skolits). G. Skolits reported that the committee is working on the 2019 election for senators and a President-Elect. Caucus chairs are working in their respective colleges to determine the number of new senators that may be needed. G. Skolits encouraged that there be two nominated senators for every seat. B. Lyons stated that the commitment by the Provost's office regarding teaching release for the Senate President has been very helpful in encouraging potential nominees to consider the position.
- j. Non-Tenure Track Issues Committee (L. Knox, C. McAlvin). Refer to consent agenda report.
- k. Research Council (S. Sorenson). Refer to consent agenda report.
- l. Teaching & Learning Council (S. Murphy, P. Rutenberg). Refer to consent agenda report. S. Murphy noted that the committee is heavily focused on evaluations/classroom visits of Teaching Excellence award nominees.
- m. Undergraduate Council (R. Mindrup). R. Mindrup reported that the Undergraduate Council has been very busy with members of the faculty, registrar's office, associate deans, department heads, etc. meeting as part of the implementation task force. Regular meetings over the fall semester generated the documents attached below. R. Mindrup noted that there was a language change for engaged Inquiry from "departments" to "subjects." The council is considering a roll-out of information sessions in the Spring term that will promote faculty re-engagement on what's happening with the new GenEd curriculum. He noted that one idea was to hold a Zoom meeting that would be recorded and posted for faculty viewing. M. Anderson noted that the senate will help spread the word. R. Mindrup reported that another topic under discussion is the naming of the new curriculum. The current front runner is the "Volunteer Experience," abbreviated "Vol-X." This will require a vote.
 - 1. New Gen Ed Overview ([click here](#))
 - 2. New Gen Ed Implementation Key Dates ([click here](#))
 - 3. New Proposal Forms ([click here for zip file](#))
 - 4. Draft Catalog Copy ([click here](#))
- n. University Faculty Council (B. MacLennan). B. MacLennan reported that the central focus presently is the development of the bylaws for local advisory boards; the UFC is seeking to create some uniformity in these. UFC is also examining opportunities to help educate members of the BOT regarding tenure and promotion, shared governance, and faculty affairs. A system effectiveness study is also going to be underway soon. In February UFC will be meeting in conjunction with the BOT at Martin.

- o. System Relations Committee (B. Ownley). B. Ownley reported that the committee has not met since their last meeting with C. Cimino. B. Ownley noted that D. Miller is concerned about the questions that were asked regarding the budget about the UT System. The committee is considering a small group with D. Miller about this.
- p. Special Legislative Task Force (D. Keffer). D. Keffer reported that at the end of the Fall term, the Task Force recruited faculty to work with the state reps and state senators. At present, the database for faculty to record their interactions shows six (6) interactions. D. Keffer emphasized that whatever is garnered will be very insightful and that the focus is on positive outreach so that relationships could be built in advance of the legislative session. This new initiative will inform next steps.

IV. ANNOUNCEMENTS AND REPORTS

UTK Chancellor's Report (W. Davis)

W. Davis reported that the announcement to launch the search for the new chancellor has been made. Airport interviews are slated for early April. Candidates will come to campus for interviews on April 8-12. He noted that there is potential for a July 1 start date. W. Davis noted that the Baker Center is conducting a training session today for the newer legislators; there is lots of intentional interaction with legislators. He further reported that the Campus Advisory Board met last Friday. The local advisory board bylaws were approved and are being submitted to the BOT for approval. A question was posed about the core required qualifications for Chancellor—"An earned terminal degree OR record of exceptional leadership success and evidence of scholarly, professional, or creative achievement." W. Davis stated that emphasis is on identifying a candidate who has an extreme depth of knowledge in higher education, yet it was necessary to be flexible about the qualifications in order to entertain the possibility of a uniquely qualified candidate without a terminal degree. W. Davis further emphasized that many institutions do not have the complement of officers that exist at UTK (System President, Chancellor, Provost). B. Lyons noted that the public phase of the search will be brief with the anticipation that there will be three candidates; the on-campus phase will not last longer than 2 weeks total. B. Lyons encouraged members of the FSEC to suggest potential candidates to the search firm; they will contact the individual.

Provost's Report (D. Manderscheid)

D. Manderscheid reported that he is serving on the Transparency Task Force and encourages suggestions about what the campus can do to be more transparent. He noted that the third Student Success Summit meeting occurred today. Student success will continue to be a strong initiative. He announced that RJ Hinde will be leading a task force to look at current UTK policies that pose barriers to student success (e.g. calendar, grade changes, withdrawal, transfer, course re-takes). Provost Manderscheid noted that the Strategic Plan will be updated upon the hiring of the new Chancellor. The Provost's Office will report on where we stand with regard to current metrics. He announced that the University is considering a partnership with Noodle for e-learning. R. Mindrup asked about whether colleges can opt in and opt out of participating with an OPM. Provost Manderscheid responded that the hope is to have one content provider for the whole campus, but that flexibility for distance ed programs that already exist will be fully considered. A. Roessner noted that the VolVision 2015 document online on the Provost's Office website needs to be updated to include Pillar 6.

President's Report (M. Anderson)

None today.

V. OLD BUSINESS

Local Board Update (L. Gross)

None today.

Early tenure and ETTR in Chapter 3 (M. Kwon)

Addressed above in Standing Committee Reports.

Discussion of Handbook and Manual Consolidation

Addressed above in Standing Committee Reports.

United at the Rock, Feb. 20

M. Anderson noted that Leadership Studies has done much of the heavy lifting for this event. M. Anderson expressed appreciation to Chancellor Davis for working to get an Interim VC for Diversity and Engagement in place. Tyvi Small will be invited to come to the next D&I committee meeting. M. Anderson reported that there is work being done to re-launch J. Miles intergroup dialogue project; this is another good example of faculty expertise. M. Anderson had a conversation with the Provost about how to highlight and incentivize excellence in teaching. This conversation will be coming up in the future.

VI. NEW BUSINESS

Possible "Better Know a Caucus" Initiative (M. Anderson)

M. Anderson reported that the caucus system has been in place for about 15 years; there is a need for caucus chairs to openly discuss key issues that are present in their caucus.

Update on Faculty Senate Survey and Report Card (G. Skolits)

G. Skolits reported that he and B. Killion have been working on a [survey](#) to send out to faculty about how they spend their work time, work satisfaction, and satisfaction with the Faculty Senate. He noted that this is an opportunity to better understand the University climate, communication, and perhaps encourage comfort in expressing opinions. J. Zomchick noted that the COACHE survey has been completed; this information will be provided in the near future. B. Ownley asked about whether some specific questions could be added to the survey that pertain directly to the Ag Campus. G. Skolits agreed that this could be done.

Update on new voting and attendance system for FS

M. Anderson reported that non-clicker technology will be now be used for attendance and voting at senate meetings.

VII. ADJOURNMENT

M. Anderson adjourned the meeting at 5:09 p.m.