

FACULTY SENATE
MINUTES
February 4, 2019

Absent: Douglas Aaron, Jennifer Akerman*, Joe Bailey, Monica Black, Chris Boyer, Ham Bozdogan, David Butler, Rachel Caldwell*, Qing Cao, Vincent Carilli, Chris Cimino, Harry Dahms*, Ramon DeGennaro, Kelly Ellenburg, Eliza Fink, Nick Geidner, David Icove, Asafa Jalata, Jackie Johnson, Juan Jurat-Fuentes, Nicole Labbé, Alex Lapins, Andrea Ludwig, Tomás Martín-Jiménez, Stephen Marz, Lisa Muller, Tore Olsson, Stephen Paddison, Andrew Pulte, Greg Reynolds, Sean Schaeffer, Reza Seddighi, Scott Wall, Stewart Waters, Brian Whitlock, James Williams, Zhili Zhang, Xiaopeng Zhao

Present by Zoom: Eva Cowell, Christian Parigger, Phyllis Thompson, Andrew Yu

*Alternates: Avigail Sachs for Jennifer Akerman, Will Jennings for Harry Dahms, Allison Sharp for Rachel Caldwell

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 3:39 p.m.

III. ANNOUNCEMENTS

President's Report (M. Anderson)

M. Anderson welcomed the new Vice Chancellor for Communications, Tisha Benton, as well as the new Interim Vice Chancellor for Diversity and Engagement, Tyvi Small. She publicly thanked Interim Chancellor Davis who, with President Randy Boyd, devoted many hours to make Vice Chancellor Small's cabinet appointment public on December 19, 2018, 30 days after our last senate meeting when we passed a resolution asking for the restoration of this position. M. Anderson reviewed her charge at the beginning of the academic year about leading from three guiding values: Academic Excellence, the Dignity of Work, and a Culture of Respect and Civility. She provided an update in each area: 1) Academic Excellence - A new collaboration with Athletics and the Thornton Center includes honoring faculty members for their contributions to scholarship and community at the remaining home basketball games. Brooke Killion continues to send tweets on faculty accomplishments on Twitter, at @UTFacultySenate. M. Anderson noted that UT Communications now has over 40 faculty stories in the queue that will put the faculty at the center of the University's story with regard to excellence in teaching, research, and service. She emphasized that VolCore has the potential to be the most engaged and vibrant curriculum in the University's history; the Faculty Senate has the chief responsibility and authority over that curriculum. The Undergraduate Council will reach out to the campus departments and Units about VolCore. The first session will be on Feb 7, 1:30, and it will be recorded on Zoom. 2) The Dignity of Work - M. Anderson noted that the dignity of our work has taken some hits in public and within the institution, particularly in intimations that we don't work hard or want to be reviewed when we objected to a third form of committee-work-intensive post-tenure review enacted before the most recent one had even gone into effect. She offered thanks to Provost Manderscheid's efforts as costs are monitored when the process goes into effect in November 2019. M. Anderson discussed that the dignity of our work is also recognized by updating the *Faculty Handbook*. She noted that Senator M. Kwon and Vice

Provost J. Zomchick have collaborated with the Faculty Affairs Committee and Office of General Counsel. M. Anderson emphasized that we will continue to make a bold defense of what the university is and what professors do, particularly as public hostility to tenure is taking form in bills across the country. She stated that we may experience a tough legislative season given Gov. Lee's turn to vocational education. The value of our flagship land-grant institution is strong as it pertains to issues around the opioid crisis, national security, quantum computing, and the critical thinking and problem-solving skills of our "workforce ready" graduates. M. Anderson described that we must recognize and honor the whole professor, noting we must publicize the dignity of our work in ways that *make* the case for the university. M. Anderson stated that she has asked Provost Manderscheid to begin a conversation about the status of full-time non-tenure track faculty, including pay - which in some cases is as little as \$36K a year for full-time PhD-holding faculty. M. Anderson also extended an invitation to honor our work by honoring rest, noting that two of our colleagues, Joan Hemminway and Casey Sams, will be offering faculty Yoga and Meditation classes on Fridays, starting Feb. 15, at 2:30 in AMB 209B, and running every Friday through March 8. 3) A Culture of Respect and Civility - M. Anderson stated that these values were violated last year by hate, fear, and anti-Semitism; it is a challenge and an act of hope to imagine re-establishing them. United at the Rock will launch Feb. 20 and will include a 17-agency community partners volunteer fair; a pilot of our colleague Joe Miles' Intergroup Dialogue work; painting the rock (of course); words from our new VC, Hillel leaders, and other community and campus leaders; and, thanks to Angie Batey, a final song from our UT ensembles and Knoxville area choirs. She noted that [sheet music is available](#) for any who want to join in. Painting and the volunteer fair start at 3:00 p.m., with an official welcome at 4:00 p.m. and a closing ceremony at 5 p.m. On Feb 21, Chad Goldman will host the Vol Means All Scruffy City fundraiser for the Pride Center at the Knoxville Museum of Art. Please RSVP by emailing Chad@chadgoldman.com. On March 6 from 4-5 p.m. in the Student Union, 272, the Faculty Senate will sponsor a panel on Free/Hate speech, with R. Blitt, M. Martinez, J. Lewis, and M. Christian with F. Lancaster from our Office of General Counsel, with Sen. T. Freeburg moderating. M. Anderson stated that in the fall, we will hold United at the Table, a long-table community dinner on pedestrian walkway, which T. Small's office is shaping. M. Anderson concluded her address with a viewing of a video shaped by C. White's PR370 class and created by VFL Films directors B. Rice, L. Hudson, and G. Mangan, student cinematographer. The voice is that of the VC of Athletics, who wanted faculty to know that he appreciates and respects what we do.

IV. PRESENTATION OF NEW VOTING SYSTEM

TurningPoint Tool (K. Jarman, OIT) ([click here](#))

K. Jarman presented an overview on accessing Turning Technology for voting and attendance.

V. DISCUSSION WITH CHANCELLORS

UTK Chancellor (W. Davis)

W. Davis wished to defer his comments other than to introduce T. Benton as VC for Communications and T. Small as the Interim VC for D&E.

UTIA Chancellor (T. Cross)

No report.

Vice Chancellor for Communications (T. Benton)

T. Benton expressed appreciation for the opportunity to attend the meeting. She stated that she

is trying to learn as much as possible by meeting with individuals all over campus. T. Benton expressed appreciation for M. Anderson for all the time she has spent in assuring she could be at the senate meeting. She stated that she loves telling stories about UTK and the good work of those who are making the stories possible. T. Benton is working to gather input to be used as part of the first iteration of the strategic planning process for Communications at the University. She noted the importance of planning and preparing for the things that are going to happen; she offered questions about what we can start, stop, or continue doing as it pertains to communications. She asked the senate, "what advice would you give me coming to this position?" M. Collins responded that there is a need for consistency in brand and messaging that would be very helpful.

Vice Chancellor for Diversity and Engagement (T. Small)

T. Small introduced himself and stated that he has been in the role as Interim Vice Chancellor for 32 days, but has been at UTK for 12 years. He noted that he is working on building infrastructure including hiring an assistant, setting up accounts, telephone number, etc. He stated that he is meeting with as many people as possible including multiple stakeholders to get a feel about what the University community wants in order to build a strong foundation. T. Small noted that the diversity champions was one of the outcomes of VolVision; he continues to work on the strategic plan rollout and implementation. T. Small also stated that he has been meeting with the Knoxville legislative delegation, black caucus, and new legislators to help them understand what diversity and inclusion is and what it means at UTK. T. Small emphasized that he wants the general assembly to understand that when it comes to diversity and inclusion, it's more inclusive than exclusive. He further described that this office will not be a programming office, but rather a supportive office to create more structure. One next step is to create a faculty advisory group. T. Small noted that thought leadership should be used and we should capitalize on the expertise that exists on campus. He stated that a directory will be created of faculty and administrators who have expertise in D&I. T. Small is working with Senator L. Knox to craft a mission/vision statement for the office; students are participating in this activity. T. Small asked for faculty support. N. Hristov asked about T. Small's definition of diversity and faculty initiatives such as Stride Training. T. Small responded that the office will be a partner in Stride Training. He explained that he uses the APLU definition of diversity and stated he will share this with the faculty. L. McKay asked about working with the Board of Trustees. T. Small agreed that he will work with the BOT and members of the general assembly, noting that he intends to spend a great deal of time in Nashville and with legislators. Dean T. Lee asked how we will improve comfort and acceptance of embracing differences and how do we improve the climate? T. Small noted that education and training is key, and that this is not a one-office priority, but rather a campus priority. T. Small emphasized that we need to market UTK so that people feel like they can bring their authentic self to campus every day. A diversity workshop is being prepared for faculty to make the classroom more inclusive.

Provost (D. Manderscheid)

D. Manderscheid noted that it is a pleasure to work with T. Small and T. Benton. He stated he is preparing an update on where we are with VolVision 2020, which is forthcoming. Additional updates will be detailed in the Provost's newsletter next week.

VI. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate meeting minutes of November 19, 2018, were presented for approval. S. Murphy noted that there was one error; Megan Henley needs to be removed as one of the

panelists. B. Lyons moved approval as amended, E. Bernard seconded. The minutes were unanimously approved.

The Faculty Senate Executive Council meeting minutes of January 14, 2019, were included as an information item.

VII. OLD BUSINESS

ETTR and Handbook Language for Vote (M. Kwon) ([click here](#))

M. Anderson described that we needed a motion to suspend the rules to allow for the presentation of a resolution, as this was not sent in advance of the meeting to the senators. B. Lyons moved that we suspend the rules to allow for a presentation of the resolution to amend chapter 3 of the *Faculty Handbook*. The motion was unanimously approved. M. Kwon explained that changes to the *Handbook* were first presented in November as a first reading. She noted that some *Handbook* changes require BOT approval and some do not; this is why they are being presented in two different documents. The first document reviewed was the Board Copy ETTR and early tenure consideration which contains a description of the process regarding what happens if a faculty member is denied early tenure. The document further outlines procedures for enhanced tenure track review in the fourth year of the probationary period. M. Kwon outlined several changes that were projected on slides. The first change was in section 3.0, Section 3. 11.1 Definition of tenure. The definition harmonizes the *Handbook* with board policy. The second change was in Section 3.11.3.1 "The request for early consideration is initiated in the department that will be the locus of tenure, if tenure is granted, after discussion with the department head."

M. Kwon presented the second document which was the new section of the *Faculty Handbook* made necessary by Board Policy (BT0006), requiring campus procedures to coordinate APPR and EPPR. M. Kwon explained that this section of the *Handbook* is regulated by the Chancellor and the Provost and does not go to the BOT for a vote. There are no changes to this document since it was first presented in November 2018. B. Lyons stated that BOT policy emphasizes procedural dimensions to the *Handbook*. The intention is to marry these two documents such that policy and procedures are wed. In that process, is there a principle that the *Faculty Handbook* would presumably have precedence over the MFE in moving forward toward their process for synthesis? J. Zomchick commented that his office is completing a merger of the MFE and the *Faculty Handbook*; the draft is forthcoming to the Faculty Affairs Committee. J. Zomchick stated that in the event of a contradiction between the MFE and the *Handbook*, the *Handbook* will prevail (because the BOT has provided approval of that document).

M. Anderson called the question for a vote on the resolution to amend Chapter 3 of the *Faculty Handbook*. The resolution was unanimously approved.

Discussion of Early Tenure Language (M. Kwon and J. Zomchick)

M. Kwon presented this as an information item. At present, the campus has a policy whereby faculty can request a suspension of the tenure clock for up to one year. She explained that if a faculty member received a suspension, but decided there was no need for the extra year, this would need to follow the procedures for consideration of early tenure. M. Kwon suggested that one possibility is to approach the BOT and ask for a change to this policy such that the definition of early consideration would pertain only to individuals who have been on campus less than four years. The other system campuses would need to review and agree to this

suggestion. D. Manderscheid added that he consulted with T. Cross and W. Davis who were favorable about this suggestion. K. Gehrman voiced that she received an extension and asked about whether or not it would be prudent for people who are seeking an extension to do so the semester prior to applying for tenure. J. Zomchick noted that there is only one grounds for extension--procedural errors. Suspensions to the probationary period are awarded as part of the faculty and family care plan, including a leave of absence or shift to part-time work, etc. He further noted that the advantage of a suspension is that during the year it is taken, the faculty member cannot be held accountable for any work that isn't done. J. Zomchick further described that it is better to have the suspension occur during the year it happens because it can affect the annual performance review. There is concern about what might happen if a faculty member applies for tenure in what had been the original sixth year of the probationary period and is denied. Under the new policy, the faculty member can ask for an additional year. J. Zomchick stated that this provides additional assurance for the faculty member as it can be difficult to predict what review committees and external reviewers will do. The process for applying for early consideration, if we can get the policy changed, requires a discussion with the Department Head, Dean, and Provost. Even if the BOT policy was changed, the standards for evaluation for early consideration are more stringent. The MFE included a standard regarding early tenure consideration that described it is to be used for faculty "with extraordinary records of accomplishment." This was removed and now the only standard that exists is with respect to the provost (3.11.3.1), "The CAO will review the request and make the final determination whether early consideration is warranted, based on a review of the applicant's credentials and all applicable criteria."

General Education Catalog Copy for Review (R. Mindrup) ([click here](#))

R. Mindrup presented a document for first reading of the catalog copy for the new general education curriculum, Volunteer Core. He noted that they received input from SGA and UG Council voted on the document last week. On February 7, 2019, from 1:30-2:30 there will be an informational Zoom meeting that will overview the entire Volunteer Core. The Zoom will be recorded. R. Mindrup stated that there will be follow-up in-person forums; the goal is to complete these prior to spring break. B. Murphy, Chair of General Education Committee provided an overview of the updates regarding Volunteer Core. She noted that the draft copy contains information that will be entered into the catalog for students. B. Murphy described that the three divisions were changed to Effective Communication, Expanded Perspectives, and Engaged Inquiries; learning outcomes and requirements of each are embedded. She stated that this will go into effect in 2021. All courses in the current GenEd listing will have to reapply. There is great hope for new course proposals for GenEd. The website includes a key date calendar and proposal forms so that faculty can see what is expected (<https://ugcouncil.utk.edu/volunteer-core/>). The scheduled Vol Core meetings by area began on Feb. 11 and are listed here: <https://ugcouncil.utk.edu/vol-core-meetings/>. B. Lyons asked about whether the staffing level of the UG Council would be enough to support the work of reviewing the curriculum proposals. B. Murphy indicated that they could always use more members. R. Mindrup has asked for a GTA to support the process of proposal review. D. Manderscheid noted that timelines will be imposed for requests through the Provost's Office. B. Lyons asked about whether there is a situation whereby an R- designated course would not meet engaged inquiries category requirements. B. Murphy responded that this has been discussed but no decisions have been made. R. Mindrup added that there are some S- designated courses that might fit in engaged inquiries as well. B. Murphy offered her email address for additional questions and concerns and asked that all feedback be sent by the end of the day on 2/7/19.

VIII. REPORTS OF STANDING COMMITTEES

The [consent agenda](#) was provided with the agenda.

IX. NEW BUSINESS

No new business.

X. ADJOURNMENT

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

Respectfully submitted,
Sadie Hutson, Secretary