

FACULTY SENATE
MINUTES
April 1, 2019

Absent: Douglas Aaron, Misty Anderson, Brad Areheart, Mehmet Aydeniz, Monica Black, Tami Bland, Chris Boyer, Ham Bozdogan, Jason Brown, Graciela Cabana*, Rachel Caldwell*, Vincent Carilli, Chris Cimino, Eva Cowell, Harry Dahms, Yuri Efremenko, Kelly Ellenburg, Eliza Fink, Martin Griffin, Jackie Johnson, Juan Jurat-Fuentes, Gregory Kaplan, Anne Langdendorfer, Luiz Lima, Andrea Ludwig, Tomas Martin-Jiménez, Stephen Marz, Jason Mastrogiovanni*, Steve McCallum, Stephen Paddison, Chris Parigger, Victor Ray, Reza Seddighi, Jon Shefner, Soren Sorensen, Brian Whitlock, Courtney Wright, Zhili Zhang

Present by Zoom: Ramon DeGennaro, Marcy Souza, Phyllis Thompson, Stewart Waters, Andrew Yu

*Alternates: Kyung Joon Han for Graciela Cabana, Thura Mack for Rachel Caldwell, Stephanie Langley for Jason Mastrogiovanni

I. ESTABLISHMENT OF QUORUM (E. Bernard)

E. Bernard established a quorum.

II. CALL TO ORDER (G. Skolits)

G. Skolits called the meeting to order at 3:36 p.m.

III. ANNOUNCEMENTS

President's Report (G. Skolits for M. Anderson)

G. Skolits read M. Anderson's report, summarized as follows:

M. Anderson wanted to share that this year has made her even more mindful of the ways shared governance strengthens and improves our land-grant university at a time when its role is so urgent. At the last meeting of TUFS, the Tennessee University Faculty Senates, M. Anderson discovered that we are one of the few Senates where the President does not have a post on a major leadership council within the university.

- at UT Martin, the Senate President sits on the Chancellor's cabinet, the Council of Deans, and is listed as a member of the Chancellor's cabinet on the website;
- at UT Health Science Center, the Senate President sits on the monthly meeting of Chancellors and Deans and the quarterly Council of Deans, Vice Chancellors, and the Chancellor;
- at ETSU, the Senate President (with the Senate Vice President and the Past President) sit on Academic Council and the Dean's Council;
- at the University of Memphis, the Senate President sits on the weekly President's Council;
- at Tennessee Tech, the Senate President attends the Dean's Council, sits as a member of the President's Cabinet, and on the Budget Advisory Committee;
- at Austin Peay, the Senate President sits on the President's Council;
- at MTSU, the Senate President sits on the President's cabinet and the Student Success team weekly, the Dean's cabinet, the Deans and Directors meetings, and the Council of department chairs, as well as monthly meetings with the Provost and a 0/0 teaching

load. Their Senate also has a full-time staff person and a large, full-time dedicated meeting space.

M. Anderson wanted to note that the faculty's elected leader needs to be included as matters are being discussed and responses formulated in key leadership meetings, just as the senate includes administrative leaders in Executive and full meetings. Better decisions will be made with this meaningful and timely input. She noted that we can achieve what The Association of Governing Boards defines as the best model of shared governance, which is not equal votes, or consultation, or rules of engagement, but a system for aligning priorities for the welfare of the institution through open communication in a culture of shared responsibility. The faculty are the long-term stewards of UTK, especially in an age of administrative turnover. M. Anderson urged Interim Chancellor Davis and Provost Manderscheid to put the Senate President on one or more of such councils as a way to realize formal, regular, and meaningful shared governance on the campus.

Chancellor's Report (W. Davis)

W. Davis reported that M. Anderson is away today conducting airport interviews for the Chancellor's Search. Campus visits start in two weeks. The ad hoc committee on the revised student programming model has been established. This is a 17-member committee, chaired by the Vice Chancellor for Student Life. The ad hoc committee for the Student Code of Conduct is being co-chaired by Frank Cuevas and Melanie Wilson. Announcements about these committees are forthcoming. The Ombudsperson search is complete and W. Davis reported that he is meeting to finalize the appointment this afternoon.

UTIA Chancellor's Report (T. Cross)

T. Cross reported that the new Dean for Ag Research, Hongwei Xin, began his first day. He also noted that the capital campaign is underway after last fall's kickoff. Area meetings with stakeholders are being held around the state; one is scheduled in Fayetteville, TN on 4/2/19. T. Cross reported that the Ag Deans have been asked to provide updates about who will undergo post tenure review in the fall term; individuals who will serve on review committees will be notified soon. UTIA is proceeding with plans for a new science building and expects a five-year timeline. T. Cross stated that this funding has been included in the Governor's budget and that the new buildings on the UTK campus serve as good models for understanding how this can be accomplished successfully.

Provost's Report (D. Manderscheid)

D. Manderscheid provided an update on the six priorities. 1) Increasing 6-year graduation rate – about 70% of our students meet this metric. Aspirational peers compare at between 75-80%. This is consistent with VolVision. D. Manderscheid reported that a number of activities have taken place including the Student Success Summit, the Early Alert System (with the possibility of replacing Civitas with another system), and a task force led by R.J. Hinde to examine policies to determine whether they are student friendly (course repeat, course withdraw, course grading policies). D. Manderscheid noted that these are faculty issues and the senate will be involved. 2) Increasing research – D. Manderscheid stated that he was attracted to coming to UT because of the commitment to increase faculty by 100 tenure/tenure-track lines. This comes with an increase in the student body. A request was submitted today to C. Cimino to increase tenure track lines by 20 for the next academic year. The new Dean of the College of Engineering, Janis Terpenny, was recently announced. D. Manderscheid stated that we need to look at the needs around increasing support for faculty and students by adding graduate

student and staff positions. 3) Access – D. Manderscheid reported that as a land grant institution, it is critical that we show the people of TN that it is possible to obtain an education at UTK if you are qualified; access must be broadened and part of this is telling our story. He noted that 80% of students who apply, are admitted. Another goal is to provide more financial aid. 4) Diversity & Inclusion – D. Manderscheid reported that while we have made progress, there is still more to be done. He stated he is working with Interim Vice Chancellor T. Small about ways in which we can hold Deans more accountable around diversity. A budget request has been put forward to request funds to hire individuals from underrepresented backgrounds. D. Manderscheid also emphasized that we are one of 29 founding universities involved in sexual assault prevention and UTK is the only institution in the SEC in this group. UTK is a trailblazer in this area. 5) E-learning – D. Manderscheid reported that an announcement was released to open 10 new distance education graduate programs. The Online Programs Advisory Committee (OPAC) met last week and there is lots of excitement about this initiative. 6) Budget Model – D. Manderscheid noted that he and C. Cimino and the Chancellor are looking at the budget model and working with a consulting firm to explore a budget that is less based on historical funding patterns. Faculty Senators and the Budget and Planning Committee will be involved in the planning. D. Manderscheid offered his thanks to the faculty for all of their work in helping achieve these priorities. B. Lyons asked about whether the new budget model may be a hybrid. D. Manderscheid noted that as a mathematician there are inherent challenges to determining how to plan the budget while also representing what the faculty does. He noted that a book, *Weapons of Math Destruction* by Kathy O'Neill, challenged the premise that big data is neutral, when in fact they are not. He also emphasized that we need to ensure data are measuring what we want them to measure; when the process is automated, there can be unintended consequences. He stated that human interaction is critical; this is what happens in a hybrid approach. D. Manderscheid stated that the ideal goal with a hybrid approach is that there is some element of intervention by senior university administration to ensure that what we are trying to measure is appropriate and includes the right outcomes. B. Lyons asked whether a hybrid model could be used to look at the last two years to test how outcomes might have played out differently. D. Manderscheid stated that for the first year there is the possibility of running two separate models for comparison and putting into place a hold harmless provision. He emphasized that the hybrid model offers increased transparency. L. Knox asked about which new online graduate programs will be rolled out and whether writing support and other support would be provided. D. Manderscheid noted that the OPAC will make decisions about which programs are selected. What makes sense for the campus as well as what Noodle Partners thinks will be best for the campus. M. Theriot offered that the charge for the OPAC is to create a list of where to start; OIT will have an important role in the online courses and support.

Title IX and Sexual Assault Awareness (J.B. Killion)

J. Brooke Killion is a PhD Candidate in School Psychology and a Victim's Rights Advocate. J.B. Killion reported that April is Sexual Assault Awareness month. She offered personal and professional reasons for speaking to the Senate about this. J.B. Killion noted that she has worked in crisis intervention and as a domestic violence advocate. She noted enthusiasm to speak to Senate because she knows how important faculty can be to victims. J.B. Killion offered several notes of encouragement to faculty: 1) Don't panic. Just be there. There is no perfect thing to say. Faculty members will never handle an interaction flawlessly, but this is not an excuse to avoid it. A victim can misinterpret a faculty member's hesitation as an unwillingness to help. She encouraged faculty to look at this as an opportunity to provide resources and empower students; 2) The importance of listening. Faculty members can say something such

as, "You're not alone, I care about you, I'm here to listen." She encouraged avoiding harmful platitudes such as, "This could have been so much worse." She urged faculty to remember that it is not their job to investigate veracity. J.B. Killion noted that an appropriate response can be to say, "I believe you. It took a lot of courage. This is not your fault." Students look to faculty for information about help and guidance. J.B. Killion emphasized that everyone in the room, in the building, and on the campus has the capacity to educate themselves and work on avoiding being the reason for a victim to be silent. She urged faculty to approach these situations as they would other job responsibilities by preparing, planning, and educating oneself until it is possible to educate someone else.

Ashley Blamey, Title IX Coordinator. A. Blamey expressed appreciation for the invitation. She reviewed that Title IX is an access statute and provided the Title IX timeline. She stressed the university's Title IX commitment and that their office has a model which is grounded in social ecological model. A. Blamey noted that her office begins talking with students at orientation about the meaning of consent. She noted that overall, students' comprehension of the fundamental things that they need to know is minimal. A. Blamey provided a scope of the issue noting that 20-25% of female students experience attempted or completed rape during college; 75-80% of sexual assaults are committed by an acquaintance/non-stranger; at UTK 100% of reports of sexual assault in campus residence halls involved a non-stranger; and at UTK, 93% of all reports of sexual assault by students involved a non-stranger respondent. She stressed that even the most conservative data will reveal a 2-3% minimum prevalence rate; at UTK this is approximately 850 students. A. Blamey noted that we are mostly on par with the national data in terms of our rates not exceeding the national averages. The Title IX office has recently started tracking complaints against faculty and staff. A. Blamey underscored that several things can be done to address prevention including: setting the expectation, acknowledging the changes in culture and expectations; addressing the known secret; addressing low level behaviors when they happen; educating new colleagues; requesting training for students, unit, or department; and making the referral. A. Blamey reported that she and others from her office are giving a presentation at an upcoming Department of Justice/Office of Violence against Women conference and she has been asked to provide experiences on prevention work. A. Blamey emphasized that the University has clearly defined expectations for individuals affiliated with the University; her office works year-round on those expectations. B. Lyons asked A. Blamey whether her ability to serve the campus is diminished by her responsibilities for the UT System. A. Blamey responded that there was a recent hire in her office that has helped her workload. She noted that the UT system work is about collaboration and feels it is helpful to have a connection with the System in resource sharing, which can benefit the state and the campus.

IV. MINUTES OF THE FACULTY SENATE, EXECUTIVE COUNCIL

The minutes of the Faculty Senate Meeting of March 4, 2019, were presented for approval. C. Craig moved approval, seconded by T. Moore. The minutes were unanimously approved.

The minutes of the Faculty Senate Executive Council Meeting of March 11, 2019, were included as an information item.

V. OLD BUSINESS

Proposed Bylaws Change Regarding Presidential Elections (B. Lyons)

B. Lyons noted that this is a proposed revision to Article II, Section 10 of the Faculty Senate Bylaws which will allow the Faculty Senate to (1) recruit eligible faculty to serve as Faculty Senate President from a larger pool of qualified faculty, (2) ensure that those eligible to serve have the protections of tenure, (3) ensure greater flexibility in the timeline to complete the election, and (4) update the election process to reflect our current practice of electronic voting. C. Craig moved approval, seconded by M. Collins. Unanimously approved.

Faculty Handbook Updates (M. Kwon)

M. Kwon reported that the Faculty Affairs (FA) Committee and J. Zomchick have been busy updating the *Faculty Handbook*. The documents presented today are offered as a first reading; a vote will be taken at the next meeting.

Draft Chapter 3 ([click here](#)). Changes are one of three types; the document is color coded. Red is the new language, green is the language from the *Manual for Faculty Evaluation* (MFE), and blue is the language taken directly from BT0006.

Chapter 4 Comparison ([click here](#)). This document came forward initially from the Non-Tenure Track Issues (NTTI) Committee. The administration had comments subsequent to this body approving them. What is presented today is a comparison between what was approved last year and what is being presented now. Sections 4.1.1.1, Section 4.26, and Section 4.28 have the most changes.

Appendix I. Annual Evaluation Process ([click here](#)) (first reading)

Appendix II. Dossier Assembly Instructions ([click here](#)) (first reading)

Appendix III. APPR Improvement Plan ([click here](#)) (first reading)

B. Lyons asked whether these materials will be presented at the June BOT meeting provided they are approved by the Faculty Senate in May. Zomchick responded that this is a hope, but it needs to go through workflow and April 22 is the deadline for June board materials. D. Keffer asked whether approving a variation of what we approved last year will be processed differently so that we are not doing this again next year. M. Kwon noted that the process is now streamlined in the Provost's office to help assure this won't happen again. M. Gilchrist asked whether these changes were initiated as a result of BOT changes and inquired about how we are responding in a way that isn't "rolling over." M. Kwon stated that we are complying with BOT policy and that we do not have any discretion otherwise. B. Ownley expressed gratitude to both the NTTI and FA Committees for all of their work. The product that will be finalized for the *Handbook* must agree with BOT Policy which trumps the *Handbook*.

VI. NEW BUSINESS

2019-20 Voting Update (G. Skolits)

G. Skolits noted that the caucuses have been working on the senate elections and one election will finish later this week; results are forthcoming.

2020-21 Presidential Candidate Remarks (S. Spurgeon)

S. Spurgeon provided a brief overview regarding his potential candidacy as Faculty Senate President-Elect. He stressed his leadership experience, including having served as the President for the professional organization for Counseling. He noted that he understands the unique challenges of being a leader. S. Spurgeon noted that he is drawn to the position because we are in an interesting time at UTK and has seen the university develop and grow. There have been challenges, but there are also opportunities for growth and development, collaboration, and connections; he hopes to build on what has been established. He emphasized his clinical experience as a professional counselor. He stated that faculty play a vital role in how the University will look in the future and he views the faculty as leaders. S. Spurgeon also wants to ensure that the mission and values that we develop here will be understood by those even outside of the university. G. Skolits noted that the election will occur before May meeting.

Report from the Non-Tenure Track Issues Committee (L. Knox)

Moved to May.

VII. REPORTS OF STANDING COMMITTEES

None.

VIII. ADJOURNMENT

G. Skolits adjourned the meeting at 5:03 p.m.

Respectfully submitted,

Sadie P. Hutson, Faculty Senate Secretary