

Faculty Senate Executive Council  
April 22, 2019  
MINUTES

Present: Misty Anderson, Mehmet Aydeniz, Ernest Bernard, Mark Collins, Sadie Hutson, Michelle Kwon, Beauvais Lyons, Bruce MacLennan, Larry McKay, Robert Mindrup, Samantha Murphy, Bonnie Ownley, Rebecca Prosser, Amber Roessner, Pat Rutenberg, Gary Skolits, Rob Spirko

Guests: Lou Gross, David Manderscheid

### **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 March 11, 2019, were presented for approval. B. Lyons moved approval; G. Skolits seconded. The minutes were unanimously approved.

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

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

D. Manderscheid reported that we are currently amidst Dean's searches. Janis Terpenney has been selected as the Wayne T. Davis Endowed Dean's Chair and Dean of the Tickle College of Engineering, beginning on August 1. She is the head of the industrial and manufacturing engineering department at Penn State University. The search for the Dean of Social Work is in the negotiations stage; an announcement is forthcoming. D. Manderscheid noted that there will soon be appointment of an interim dean of the College of Education, Health and Human Sciences; the hope is to fast-track a search for a new dean by Jan 1. The 3<sup>rd</sup> of 3 candidates has interviewed for the position of Director of the McClung museum. This position formerly reported to the Chancellor, but will now report to the Provost. D. Manderscheid reported that he has been working with T. Small and the Deans regarding metrics for diversity and inclusion in each of the colleges. L. Gross asked about the status of the three cluster hires that were established months ago (the first is in data analytics/artificial intelligence). D. Manderscheid responded that he and S. Patterson are currently working on this. L. Gross encouraged that an announcement be made as faculty may know of individuals who can be encouraged to apply. Pertaining to the other two cluster hires, there were discussions about who will cover the costs for startups, but there is a lack of clarity around what this will look like. D. Manderscheid noted that the Deans in Arts & Sciences, Education, and Engineering met with the Provost and there is an improved understanding about the costs, but neither of the two positions (Health & Nutrition and Quantum Computing) have been posted. D. Manderscheid submitted a request for 20 new tenure-track positions for AY 19-20. It is not clear how many of these will be associated with the cluster hires. He also stated that a consultant will be hired over the summer to help examine the financial aid strategy in determining more aid that is need-based. D. Manderscheid announced that acceptance rates for out-of-state students is higher than in previous years; this usually means more revenue because of out-of-state tuition. While the total number of first year students is expected to go down, slightly, the overall total number of students should increase due to a large class being admitted in 2018. B. Lyons asked about the status of PPR. D. Manderscheid responded that an email communication was sent to each of the deans about sending a list of who will be reviewed in the first year; this group should be 1/6<sup>th</sup> of the expected number of individuals to be reviewed in the next six years. In addition, the Colleges

must know by August who will be involved in doing the reviews. D. Manderscheid noted that the Provost's office will be tracking how much time is involved in doing these reviews in order to complete a cost-benefit analysis. B. Ownley inquired about the gender salary equity study that was last done two years ago. She noted that OIRA has been encouraged to do this analysis, but they stated reluctance because if the analysis demonstrated a discrepancy and there was no action, that there could be the potential for litigation. L. Gross noted that it was clear that OIRA will do a more simple/superficial regression analysis that will provide some information, but will not be able to answer all of the questions that are being asked. D. Manderscheid committed to look into this. B. Ownley asked about whether this a system issue? D. Manderscheid stated he will explore. M. Anderson asked about the ACT score cutoff for certain scholarships. Specifically, the volunteer scholarship ACT cutoff was increased. D. Manderscheid responded that students with an ACT of 30 received a scholarship that was smaller than they had received in the past and that students are committing later to the university until they see what their financial aid package will be. Parents are also trying to negotiate the financial aid package on behalf of students.

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

M. Anderson reported that she and G. Skolits have been discussing the president's responsibilities and exploring what can be divided between the president and president-elect. M. Anderson thanked the executive committee for their participation and attendance at the sessions with Chancellor's candidates. An announcement should be forthcoming and the search committee is meeting tonight. M. Anderson thanked the Provost for inviting the Senate President to the Council of Deans. She also expressed gratitude for committing to having senate representatives from the Budget and Planning Committee on the budget review committee to begin thinking about the modified RCM model. M. Anderson wanted to update everyone on hand dryer complaints. Collectively, the senate weighed in on the disruption of hand dryers located next to faculty offices, particularly in Mossman. Dryers are being eliminated where they are disruptive; a whitepaper may be needed on the public health issues. B. MacLennan asked about why these decisions can't be made before they are ever implemented. D. Manderscheid noted that staff also complained about the noise related to the dryers and encouraged that staff be involved in these decisions as well. R. Prosser asked a question about the Mossman building pertaining to the facility not being equipped to run animal model experiments. D. Manderscheid responded that there was not as much collaboration between facilities and faculty and that moving forward this would be helpful. L. McKay noted that there were inconsistencies in what faculty wanted and what facilities does; there are unreasonable expectations that faculty have the expertise to identify and solve facilities-related problems. M. Anderson highlighted that a message was sent today announcing calendar changes for the AY 19-20, adding the day before the thanksgiving holiday (November 27) and the day before spring recess (April 9) as non-instruction days. Fall break will be October 17-18 to accommodate the football schedule. M. Anderson noted that a conversation is underway regarding a 3-year advance on the SEC schedule to allow schools to create responsible academic calendars. M. Anderson reported that Vice Chancellor Carilli asked for faculty names for the registered student organization funds distribution and she suggested C. Sams, P. Gonzalez, D. Mackey, and J. Heminway. While V. Carilli has discussed releasing a draft of the new policy for comment, there will be a short timeframe for doing this. An announcement about a possible online comment period may be forthcoming. M. Anderson reported that she has been talking with T. Small regarding the diversity modules idea. A diversity teaching certificate may also be on the horizon. T. Small is committed to having faculty expertise inform what comes forward. Will probably take until fall

until we hear more. M. Anderson announced that Lisa Yamagata-Lynch will be chairing the TNVoice Task Force to explore bias and effectiveness in student evaluations; a report will be forthcoming at the Faculty Senate retreat. L. Yamagata-Lynch has also recently been named as the new Ombudsperson and has also reached out to Misty to learn more about the complaints that are coming forward about Elements. M. Anderson asked about whether there will be a second Elements workshop? D. Manderscheid stated that he will check with J. Zomchick.

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

Amendment of Minutes Regarding Attendance at Senate Meetings for Toledo, Zhao, Geidner (M. Anderson)

M. Anderson reported that she will ask for individuals to make a motion to amend minutes if there are inconsistencies regarding attendance.

Updates to Handbook, Board Policy Recommendation (M. Kwon)

M. Kwon reported that J. Zomchick has been working with the System to come up with a proposal giving the board authority for expedited tenure. The proposal is at the level of the Chancellors at the other System campuses; the language moving forward is broader than the 4-year period that was discussed initially. Provided that the other Chancellors agree, this will go forward to the board in June and would be effective immediately if a positive vote is secured.

COIA Report (B. Ownley)

B. Ownley reported that there is a huge need for faculty senates to be involved in COIA given the multitude of current issues surrounding athlete payment, sports betting and the controversy of training students as both athletes and training their minds. COIA's mission centers upon the health of the athletes. B. Ownley underscored that the Thornton Center is unparalleled as it pertains to academic practices when compared with other institutions. The NCAA is going to be giving bonuses to schools who participate in bowl games and will also give money on the basis of academic performance. B. Lyons noted that it is important to recognize that the reason why we have the Thornton Center is because of a history of problems with academic performance. D. Manderscheid noted that J. Scoggins is very clear that he reports to academics and not athletics. M. Anderson noted that we need to build bridges where we can. D. Manderscheid also noted that we had breakfast with the coaches and this was very successful.

Volunteer Core "Boot Camp," Timeline (R. Mindrup)

R. Mindrup reported that the plan will be to announce the date for this by next week, but that it will occur in late August or early September. He noted that part of the boot camp will include a focus on contemporary issues and solutions courses. Once he learns when the dates are, he will send info to TN Today, the Faculty Senate and Deans/Directors. The committee is also looking at branding for general education courses as some faculty didn't know that the courses they were teaching were part of the general education curriculum.

#### **V. NEW BUSINESS**

Amending Bylaws on Campus Board Election Cycle (B. Lyons)

B. Lyons reported that this proposed bylaws change seeks to address the issue of potential conflicts of interest between the elected faculty representative and a student who is selected by April 15<sup>th</sup> of each year by having the faculty candidates presented for election the Faculty Senate every other year in March. This will be presented in May as a first reading and ensures

that the faculty representative is known before the student representative is selected. The student position is for one year.

#### Resolution from TUFSS Regarding Campus Polling Places (TUFSS)

M. Anderson reported that this item comes before us to demonstrate solidarity with other campuses. UTK has an early polling place at the Baker Center. M. Anderson noted that this item will come before the Senate for a vote at the May meeting. B. Lyons moved approval, R. Prosser seconded. Unanimously approved.

#### Resolution Concerning Department Head Training for NTTF Evaluation (L. Knox)

R. Spirko noted that because of the revisions to Chapter 4, this resolution calls on the Provost's office to establish clear expectations of faculty and to increase training for deans, department heads, and those conducting evaluation. B. Lyons noted a change from "manual for faculty evaluation" to "university policies and procedures." This will come to the Senate on May 6 as a recommendation from the NTTI Committee.

#### Resolution on Target of Opportunity/Diversity Hiring Plan (A. Roessner)

A. Roessner reported that this resolution was drawn from recommendations submitted by the diversity champions and calls on the Provost and the Chancellor to present a substantive, 5-year hiring plan that helps us meet the VolVision goals of recruitment and retention. The intent is to increase targeted opportunity hires. D. Manderscheid noted that the Office of the General Counsel felt that the specific requirement on the 20% threshold number was objectionable. L. McKay inquired about whether this pertains to all searches or just new hires. He noted that it is much harder to fulfill strategic initiatives in smaller colleges. L. Gross suggested that asking for an appropriate target is a reasonable thing for the senate to do. A number of revisions were suggested by the members of the EC. A. Roessner also read revised language that incorporates intersectionality. The committee agreed that revisions will continue and electronic vote on this resolution will be secured via email.

## **VI. STANDING COMMITTEE AND TASK FORCE YEAR-END REPORTS**

- a. Appeals Committee (R. Prosser) ([click here](#)).
- b. Athletics Committee (J. Williams). VFL Films
- c. Benefits and Professional Development Committee (G. Kaplan) ([click here](#)).
- d. Budget and Planning Committee (L. McKay). Meeting with senior administration regarding transparency. Good feedback, etc.
- e. Diversity and Inclusion Committee (A. Roessner) ([click here](#)). A. Roessner highlighted the resolution to instate an interim VC of Diversity and Inclusion as well as efforts on programming for United at the Rock and Free Speech events.
- f. Faculty Affairs Committee (M. Kwon). M. Kwon noted the multiple accomplishments pertaining to the faculty handbook.
- g. Graduate Council (M. Aydeniz) ([click here](#)). M. Aydeniz highlighted that the academic probation policy was changed.
- h. Library and Information Technology Committee (M. Collins). M. Collins highlighted the committee's work on cyber security.
- i. Nominations and Appointments Committee (G. Skolits)
- j. Non-Tenure Track Issues Committee (L. Knox, C. McAlvin) ([click here](#)).
- k. Research Council (S. Sorensen) ([click here](#))

- l. Teaching and Learning Council (S. Murphy, P. Rutenberg) ([click here](#)) P. Rutenberg noted that the committee coordinated a panel on student success and access.
- m. Undergraduate Council (R. Mindrup) ([click here](#)). R. Mindrup highlighted the aggregate of work done on VolCore.
- n. University Faculty Council (B. MacLennan). B. MacLennan noted that there was much work done regarding the meaning of tenure and other core faculty issues on campus.
- o. System Relations Committee (B. Ownley). David Miller will meet with the committee to update on the TEAM task force. The committee also confirmed the move of the Pride center to the Student Union this summer.
- p. Special Legislative Task Force (D. Keffer)

## **VII. ADJOURNMENT**

M. Anderson adjourned the meeting at 5:24 p.m.