

Faculty Affairs Committee of the
University of Tennessee-Knoxville Faculty Senate
Final Report for 2018-19 Year
April 17, 2019
Submitted by: Michelle Kwon, Chair

Committee Members:

Misty Anderson
Monica Black
David Butler
Jenny Fowler
Todd Freeberg
Nathalie Hristov
Beauvais Lyons
David Patterson
Phyllis Thompson

Stated Goals for 2018-19

1. Updates to Faculty Handbook: (1) Early tenure consideration and consequences of a denial of early consideration; (2) Enhanced Tenure-Track Review (ETTR); (3) PPPR; and (4) Enhanced Post-Tenure Performance Review (EPPR).
2. Institutionalization of the responsible conduct of research as reflected in the Faculty Handbook
3. Faculty conflict resolution and academic bullying

Committee Accomplishments

1. Goal 1 Complete – The Faculty Senate unanimously approved changes to the Faculty Handbook at its February 4, 2019 meeting to adopt procedures for: (1) early tenure consideration and the consequences of a denial of early consideration; (2) ETTR; and (3) coordinating APPR (Annual Planning and Performance Review) and EPPR.
<http://senate.utk.edu/wp-content/uploads/sites/16/2019/02/Resolution-for-Faculty-Senate-Meeting-2-4.pdf>. <http://senate.utk.edu/wp-content/uploads/sites/16/2019/01/Board-copy-ETTR-and-Early-Consideration.pdf>. <http://senate.utk.edu/wp-content/uploads/sites/16/2019/02/Coordination-of-APPR-and-EPPR-for-vote.pdf>.

The PPPR campus provisions for UTK and UTIA were passed by the Senate at its October 15, 2018 meeting, with the addition of measures that ensured due process under the provisions of EPPR.

<https://ag.tennessee.edu/Documents/UTIA%20Policies/UTIA%20Post%20Tenure%20Review%20Procedures%2009-11-18%20Draft.pdf>. https://provost.utk.edu/wp-content/uploads/sites/10/2018/10/Knoxville_PPPR_Procedures_Final.pdf.

The Senate passed a simultaneous resolution disapproving of the policy and calling on the Board to reconsider the policy. <http://senate.utk.edu/wp-content/uploads/sites/16/2018/10/October-15-Resolution-Regarding-PPPR-final.pdf>.

2. Goal 2 In Progress – Michelle Kwon, chair of Faculty Affairs, met with Sarah Pruett, UTK’s Director of Research Integrity, to discuss the project. Since then, however, the project stalled. I’ve contacted S. Pruett to determine whether she is interested in advancing the project during the next academic year.
3. Goal 3 In Progress – This project began in the 2017-18 academic year. While we made significant progress, we were not able to devote sufficient attention to this project due to the heavy workload created by numerous Faculty Handbook updates. The committee’s proposal has been reviewed by Jenny Richter, Director of Office of Equity and Diversity; Bill Nugent and Elaine Wynn, former faculty ombudspersons; and John Zomchick. The committee also met with the now former ombudspersons in November 2018 to discuss the draft proposal. Sent to J. Zomchick responses to his comments on the proposal. With the appointment of a new ombudsperson, this initiative is now positioned for future attention.
4. Additional Work Undertaken – The committee worked with the administration to accomplish the following additional projects: (1) renegotiated changes approved by the Senate in the 2017-18 academic year to chapter 3 concerning joint faculty appointments and chapter 4 of the Faculty Handbook (non-tenure track faculty); (2) integrating portions of the Manual for Faculty Evaluation into the Faculty Handbook; and (3) avoiding two levels of review for early tenure cases due to unused suspensions.

Suggestions for Next Year’s Goals

1. Ensure an acceptable change to Board and/or campus policy to eliminate/mitigate the Board’s review of early tenure cases resulting from unused suspensions of the probationary period. Contact person: John Zomchick
2. Examine the effectiveness and usefulness of annual retention reviews for probationary faculty in light of Enhanced Tenure-Track Review, which typically occurs in year four. A survey of the value of the retention review system for probationary faculty, as well as an audit of the consistency and thoroughness of retention review reports may be useful. See sections 3.8.3 and 3.11.4.5 of the Faculty Handbook for the current provisions addressing annual retention reviews. Contact person: John Zomchick
3. Consider expanding use of emeritus title to non-tenure track faculty. See section 3.2.1 of the Faculty Handbook for the current provision. Contact person: John Zomchick
4. Consider revising Faculty Handbook to eliminate the use of gendered pronouns, including he or she or he/she and use they/them. Contact person: Michelle Kwon
5. Consider whether the Faculty Handbook should provide guidelines or otherwise address how much weight should be given to teaching, service, and research to determine faculty members’ overall rating for their annual performance and planning reviews. Also

consider whether such guidelines should be limited to tenure-track faculty. Contact person: Michelle Kwon

6. Consider revisions to section 8.3 of the Faculty Handbook, which governs the process by which changes to the Faculty Handbook are considered. Contact person: Michelle Kwon
7. Work with the Office of the Provost to ensure more transparent and collaborative workflow for any proposed Handbook changes. Contact person: Michelle Kwon