

FACULTY SENATE  
MINUTES  
May 6, 2019

Absent: Douglas Aaron, Jennifer Akerman, Brad Areheart, Mehmet Aydeniz, Joe Bailey, Ernest Bernard, Chris Boyer, Ham Bozdogan\*, Vincent Carilli, Lt. Col. Matthew Castillo, Chris Cimino, Harry Dahms\*, Ramon DeGennaro, Kelly Ellenburg, Nathalie Hristov, David Icove, Jackie Johnson, Juan Jurat-Fuentes, Rebecca Koszalinski, Alex Lapins, Teresa Lee, Andrea Ludwig, Madhu Madhukar, Srinivasan Mahadevan, Tomas Martin-Jiménez, Stephen Marz, Crystal McAlvin, James Myers, John Orme\*, Stephen Paddison, Chris Parigger, Andrew Pulte, Victor Ray, Greg Reynolds, Alex Rodrigues, Elisabeth Schussler, Pedro Tomás, Jennifer Tourville, Scott Wall, Alan Wallace\*, Stewart Waters\*, Jessica Westerhold\*, Brian Whitlock, James Williams, Andrew Yu, Edward Yu, Zhili Zhang

Zoom Attendees: Eva Cowell, Phyllis Thompson, Katherine Newnam

\*Alternates: Sylvia Trendafilova for Stewart Waters, Jed Diamond for Jessica Westerhold, Will Jennings for Harry Dahms, David Patterson for John Orme, Matt Harris for Ham Bozdogan, Thura Mack for Alan Wallace

**I. ESTABLISHMENT OF QUORUM** (S. Hutson)

S. Hutson established a quorum.

**II. CALL TO ORDER** (M. Anderson)

M. Anderson called the meeting to order at 3:33 p.m.

**III. ANNOUNCEMENTS**

President's Report (M. Anderson)

M. Anderson reported that at this time last year, we were voting to censure a past president after the publicly humiliating firing of our first female chancellor and a year of antagonism around outsourcing, tenure, and sex week. She commended the Senate for working to uphold our deeply held values: the dignity of work, academic excellence, and a culture of respect. She noted that at today's meeting, committee chairs will point out their top accomplishments of the year including a re-establishment of a Vice Chancellor for Diversity and the re-funding of the Diversity office. M. Anderson reported that the meeting will include Interim President Randy Boyd introducing our 9<sup>th</sup> Chancellor and the second woman to hold the job, Donde Plowman. She encouraged senators to help Donde Plowman succeed, knowing that our future successes are intertwined. She noted that there is still work going on, including drafting a funding model for registered student organizations and a response to bias in end-of-course evaluations. These issues are in committee, where strong Faculty Senate voices are searching for just and fair outcomes. She underscored that these are two examples of the largely "offscreen" work of shared governance. She noted that shared governance is not a demand, but rather a collaboration; when it doesn't happen, decisions go poorly and the campus is at odds with itself; but when it is at its best, we advance the shared mission that brought us here: academically excellent public higher education. M. Anderson recounted that the Senate and Provost Manderscheid enacted shared governance when faced with an ill-conceived PPPR requirement from the previous Board of Trustees; this collaboration effectively patched a hole that could have been a back-door assault on tenure. M. Anderson noted that she worked to create more

space for dialogue in our formal proceedings over this academic year. She noted that we have debated, disagreed, and pressed each other to find a way forward in the face of hate, racism, economic need, and all the impediments our students face – although it has been high stakes and sometimes high emotions, that’s the way it should be; the stakes *are* high. M. Anderson commented that we haven’t won all our battles, but sometimes, things do change. She noted that next week, Interim President Randy Boyd will announce several additional big accomplishments from his first 6 months, and this summer, the Pride Center, along with several other organizations, will be moving into the Student Union, funded by the university. M. Anderson remarked that there will always be work to do, but our values and ideals aren’t worth much if they’re never embodied or practiced, and as soon as we do that, they enter the world of imperfection. She asked the Senate to keep their values high and clear, and, when disagreement occurs or mistakes are made, to show each other grace and compassion. She urged the Senate to show President Skolits grace as well as Provost Manderscheid and incoming Chancellor Plowman. M. Anderson urged the Senate to ensure that VolCore lives up to its promise and demand that academic labor, especially that of our NTT colleagues, be valued and respected. She noted that we must remember we are all working for the project of public higher education together and that we must stand up not just against, but for the University of Tennessee, Knoxville as the state’s public flagship. M. Anderson commented that public higher education is an audacious act of creativity, perseverance, and hope that we must constantly reclaim and sustain; it is fundamental to a healthy democracy and the best engine for positive social transformation. She underscored that we must work collaboratively with the faculty, administrators, the Board, and the staff so that we can face external challenges together. M. Anderson thanked the senate for what has been one of the greatest honors of her academic career to serve as President.

#### UTIA Chancellor’s Report (T. Cross)

T. Cross took a moment to thank M. Anderson for an excellent job with collaboration, communication, and leadership. He noted that she lives and demonstrates this daily. T. Cross enthusiastically reported that there has been great movement beyond feeling like there was distance between UTK and UTIA. He expressed his gratitude in working with W. Davis and D. Manderscheid.

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

D. Manderscheid added his thanks to M. Anderson, T. Cross, and W. Davis for their support in his first year as Provost. D. Manderscheid reported that we are currently amidst Dean’s searches. Janis Terpenney was selected as the Wayne T. Davis Endowed Dean’s Chair and Dean of the Tickle College of Engineering, beginning on August 1. The search for the Dean of Social Work resulted in the successful hiring of Lori Messinger, who will start in August. 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 January 1. D. Thompson will chair this search committee; the announcement about this is forthcoming. D. Manderscheid noted that the McClung Museum director search is in final negotiation stages.

#### Chancellor’s Report (W. Davis)

W. Davis wanted to thank the Senate for a great year. He noted that tomorrow is the one-year anniversary of his appointment as Interim Chancellor and that he is thankful for all the work that the Faculty Senate does for the University of Tennessee.

#### **IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL**

The Faculty Senate meeting minutes of April 1, 2019, were presented for approval. A friendly amendment was made to include A. Berry and L. Schoenbach as present. M. Anderson called the question. There was one abstention. The minutes passed.

The Faculty Senate Executive Council meeting minutes of April 22, 2019, were included as an information item.

#### **V. OLD BUSINESS**

Voting on *Faculty Handbook* Updates (M. Kwon)

M. Kwon reported that all of these documents (included with agenda) were presented on April 1 as a first reading. She noted that there are a few changes that are highlighted in yellow that are not substantive. L. Knox commented that there are still some elements of chapter 4 that are working their way through the Faculty Affairs Committee regarding non-tenure track faculty. M. Kwon validated this and noted that these changes will be ready to work on again in the fall. They sit currently with the Provost's office. M. Anderson wanted to clarify that we are moving to an electronic form for the *Faculty Handbook*; there will be an archived copy of changes which will permit department heads and deans the ability to see changes over time. C. Craig noted discomfort with Chapter 4 regarding promotion for NTT faculty. M. Kwon responded that the work in the fall term should be quick and that it can presumably be passed before the next evaluation cycle for NTTF. M Anderson called the question on the resolution to amend the *Faculty Handbook*; it unanimously passed.

Final Election Results (information item)

Senators-elect and those finishing a 3-year term were asked to stand to be recognized.

#### **VI. NEW BUSINESS**

Amending Bylaws on Campus Board Election Cycle (B. Lyons) ([click here](#))

B. Lyons noted that in October we amended the Faculty Senate Bylaws to elect a representative to the UTK Campus Advisory Board. This is a 2-year cycle. At the first meeting of that board, a concern was expressed regarding a possible conflict between the elected faculty member and student representative. D. Thompson raised a concern that the vote needed to happen earlier than March in the alternate years. L. Gross explained that the potential conflict of interest centers upon the faculty and student reps having some prior relationship (e.g. faculty advisor/student mentee). W. Davis noted that as long as the Graduate School and the Chancellor know who the faculty member is, it should be possible to avoid a conflict in selecting the student representative. B. Lyons suggested that perhaps an additional sentence should be added to note that the principle of avoiding a conflict is reflected. This will come forward for a vote at the first fall Faculty Senate meeting.

Resolution from TUFS Regarding Campus Polling Places (TUFS) ([click here](#))

M. Anderson introduced this item and noted that B. Ownley currently serves as the chair. She also stressed that there is not an opportunity to make editorial changes as this is the same document coming before various senates across the state. This resolution covers students who need a polling place close to campus. UTK has this at the Baker Center. Senator A. Langendorfer asked to clarify whether the Baker Center was only a polling place for presidential elections. M. Anderson noted that this is correct, but that there could be a conversation about

expanding this. B. Ownley pointed out that this came out because there was a bill introduced that didn't pass; MTSU was working with the legislator who proposed it. The former TBR schools did not have polling places. B. Ownley noted that UTK is ahead of the curve, but we wanted to demonstrate support. For TUFs, resolutions do not pass unless a majority of all Faculty Senates pass it. M. Anderson called the question regarding this resolution. The resolution unanimously passed.

#### Resolution Concerning Department Head Training for NTTF Evaluation (L. Knox) ([click here](#))

L. Knox noted that their committee generated a number of policy reforms about how NTTF are hired and evaluated. The committee is excited about these reforms because they make space for productive discussions about one of the major problems facing higher education. She further explained that core faculty roles of scholarship, teaching and service are being carried out by NTTF who do not enjoy the same working conditions as tenured faculty. S. Eldridge introduced this resolution because it will bring the matter to the attention of the Provost's office. L. Knox encouraged hiring units to routinely reassess the role that NTT faculty play in departments; NTT faculty make up about 1/3 of the faculty. She further commented that along with graduate students, NTTF are the instructors of record in the 100 and 200 level courses but also teach upper level courses, including graduate courses in every college of the university. They also bring in funding, do research, and bring UT's reach to the community. L. Knox stated that NTTF contribute to the university's publication record, serve on committees, and are the face of the University in the community along with faculty colleagues. She noted that the committee is urging the Provost's office to provide training that will emphasize the value of NTTF and support all of their contributions. L. Knox raised questions about whether NTTF have the working conditions necessary to fulfill their responsibilities, including, but not limited to pay and the match about what they are being asked to do and what they are being paid to do. She asked how it is possible to create a campus climate that fosters academic freedom, intellectual striving, and mutual respect, when NTTF have no meaningful right to appeal. L. Knox recognized that these questions are difficult to answer, but the committee felt it was appropriate to address this head-on. She urged the Provost's office to create space to talk through difficult issues. L. Knox noted that by presenting this resolution, the committee is asking solidarity and participation from the Senate in their ongoing action to address these issues. L. Gross thanked L. Knox and the committee for their work. He made a friendly amendment regarding the word "qualitative" in item 1, "1) establish clear expectations that annual evaluations of all faculty, including NTTF, should involve a qualitative review of faculty performance in their assigned duties" and asked whether it should be changed to "comprehensive." L. Knox accepted this friendly amendment. M. Anderson called the question and the resolution unanimously passed.

#### Resolution on Target of Opportunity/Diversity Hiring Plan (A. Roessner) ([click here](#))

A. Roessner noted that based on the report submitted to the Provost in September, the committee offers the following resolution. B. Lyons thanked the committee for the work on the resolution. He asked the Provost to respond given that the resolution places expectations on his office. D. Manderscheid noted that he is supportive of the resolution as presented and discussed it with the Council of Deans. K. Rearden noted that in the last "whereas" statement, the paragraph should be examined for similar sentence construction. It should now read, "Whereas, an explicit, quantifiable, and planned hiring effort will have benefits for undergraduate recruitment; new possibilities in intersectional research, scholarship, creative achievement; opportunities for more engaged scholarship; the integration of such issues into

coursework under our new VolCore curriculum; retention; and the recognition of the service of faculty members who..." G. Skolits also noted the elimination of the extra "the" in the "Therefore" statement. M. Anderson called the question and the resolution unanimously passed.

## **VII. YEAR-END REPORTS OF STANDING COMMITTEES** (consent agenda)

### Appeals Committee (R. Prosser) ([click here](#))

R. Prosser noted that they really don't want any business, but feel free to contact.

### Athletics Committee (J. Williams) ([click here](#))

J. Williams is not here today. Had a faculty member for each basketball game showcased and collaborated with VFL films.

### Benefits and Professional Development Committee (G. Kaplan) ([click here](#))

G. Kaplan noted the resolution for expectant and new mother parking as well as paid parental leave for 9-month faculty.

### Budget and Planning Committee (L. McKay) ([click here](#))

L. McKay noted that they met with several administrators, including the Associate Vice Chancellor for Research, Dave Irvin, the Provost, T. Cross, etc., to get ideas on where campus is headed with the budget and how the committee can help. He noted that the salary survey is up on the senate website. L. Knox noted that last year there was a request that the NTTF salaries be included in future salary surveys and wondered if this happened. L. McKay responded that it did not. It has been noted that a better model is needed for the salary survey.

### Coalition of Intercollegiate Athletics (B. Ownley) ([click here](#))

### Diversity and Inclusion Committee (A. Roessner) ([click here](#))

Will persist in efforts that Vol truly means all. Want to thank the committee for the dedication to all these efforts.

### Faculty Affairs Committee (M. Kwon) ([click here](#))

M. Kwon emphasized the handbook changes.

### Graduate Council (M. Aydeniz) ([click here](#))

### Library and Information Technology Committee (M. Collins)

M. Collins noted that his committee examined UTK campus cybersecurity and worked collaboratively with OIT on 2-factor authentication. They also evaluated open source options for UTK faculty research and continued work on T/TT and NTT experience with Elements. Two committee members are part of the Elements user group.

### Media Task Force (M. Anderson)

M. Anderson talked about 4 points: 1) hosting the OpEd project, 2) creating 2 short films with Grey Mangan and VFL films, 3) started a FB page, and 4) growing the Senate Twitter following with Brooke Killion's help.

### Nominations and Appointments Committee (G. Skolits)

Non-Tenure Track Issues Committee (L. Knox, C. McAlvin) ([click here](#))

L. Knox thanked the committee. They completed the years' goals by March and are working on inquiries into academic freedom and due process for NTTF.

Research Council (S. Sorensen) ([click here](#))

S. Sorenson wanted to highlight that they wanted to do a better job of monitoring UT system, UTRF, UTK Communications, ORNL/UTK interactions and UTK/UTIA research collaborations.

Teaching and Learning Council (S. Murphy, P. Rutenberg) ([click here](#))

S. Murphy noted that the largest task is completing the review for the nominations for the faculty teaching and advising awards for Chancellor's banquet and provided thanks to the committee.

Undergraduate Council (R. Mindrup) ([click here](#))

R. Mindrup reported that major accomplishment was delaying implementation of VolCore. A VolCore general session will be held on Monday, August 26 from 3:00-4:30; Thursday, Aug 29 from 1:30-3:00. This will kick off a new series of the VolCore working groups. All of these will be scheduled by mid-September.

University Faculty Council (B. MacLennan)

B. MacLennan noted that the UFC prepared an 8-page primer on tenure and faculty issues for the new BOT. They have had ongoing conversations with system faculty affairs and discussed new procedures for electing faculty representatives to the education, research, and service committee.

System Relations Committee (B. Ownley)

B. Ownley noted that the committee met with the advocacy committee. They are monitoring the TEAM initiative (fulfilling the Senates' 2018 call to review the system /campus structure), meeting with system administrators to better track with changes in leadership and board policy.

Special Legislative Task Force (D. Keffer)

M. Anderson thanked VFL films who helped with public perception and telling our story.

## **VIII. SYSTEM PRESIDENT AND UTK CHANCELLOR**

System President (R. Boyd)

R. Boyd noted that it has been a joy to work with M. Anderson during this academic year. He commented that when the Chancellor's search was initiated, they were looking to ensure the hiring of someone with key attributes including 1) stability, but also a drive for change; 2) innovation; 3) student centric; and 4) value in being part of a team. He noted that D. Plowman had all of these qualities. R. Boyd further described D. Plowman as someone with integrity, high-energy and empathy.

Chancellor (D. Plowman)

D. Plowman spoke to the Senate and expressed her excitement to be invited. She thanked M. Anderson for her work on the search committee and the senators for their attendance at lunch and the public forums. She noted being impressed in reviewing the work that has been accomplished this year. D. Plowman underscored her excitement about starting in July and

envisioning the possibilities of what can be accomplished next. She stated that she believes that faculty are the heart and brain of the university. She noted that it feels good to be back in Knoxville and that her time here years ago was brief but formative. D. Plowman stated that she learned about how to be an effective Dean and how to create effective programs. She watched J. Cheek and learned the importance of stable and calm leadership. D. Plowman commented that much of what she has done as an academic leader was learned at UTK and that the love people have for UTK is really impressive.

#### **IX. ADJOURNMENT**

M. Anderson adjourned the meeting at 5:00 p.m.

Respectfully submitted,

S. Hutson, Faculty Senate Secretary