

Committee and Members	Summary of Bylaws- Charge	2019-2020 Goals
<p><u>Appeals</u> 18+ faculty members appointed to staggered three-year terms, at least one with legal expertise. No ex-officio members, no administrators at or above the level of department head.</p> <p><u>Members</u> Rebecca Prosser (chair) Jennifer Akerman Gladys Alexandre Brad Areheart Stefanie Benjamin Ann Berry Monica Black Harry Dahms Neal Eash Yanfei Gao Martin Griffin Greg Kaplan Rebecca Koszalinski Luiz Lima Madhu S. Madhukar Merilee McCurdy Darryl Millis Adam Taylor Phyllis Thompson Stewart Waters Courtney Wright</p>	<p>Gather evidence and make recommendations to the chief academic officer (or to other members of the campus administration, as described in the <i>Faculty Handbook</i>) for the disposition of cases within its jurisdiction using processes specified in the <i>Faculty Handbook</i>.</p> <p>Jurisdiction includes complaints regarding violations of due process and fairness in tenure or promotion decisions, annual and cumulative performance reviews, and violations of provisions contained in the <i>Faculty Handbook</i>, the <i>Manual for Faculty Evaluation</i>, and collegiate and departmental bylaws. The Appeals Committee also engages in other activities relating to faculty grievances, disputes, performance, and employment as set forth in the <i>Faculty Handbook</i>.</p>	<ul style="list-style-type: none"> • Consult with ombudspersons to assess general climate for faculty rights of grievance.

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<p><u>Athletics</u> 12 faculty members plus: the chief officer charged with academic affairs (or designee), the VC and Director of Athletics (or designee) the Director of Women’s Athletics, the faculty chairperson of the UT Athletics Board, the Director of Student Recreation, two student athletes appointed by the Athletics Department, and two students elected by the Student Senate. The Committee will also include the following non-voting ex-officio members: the Director of the Thornton Advising Center, and the Associate Athletic Director for Compliance.</p> <p><u>Members</u> James Williams (Co-Chair) Bonnie Ownley (Co-Chair) Teresa Abrams Sarah Huff Burnley James Chyz Matt Harris Jon Hathaway Harrison Meadows Robin Nicks Chris Parigger Aaron Smith Sylvia Trendafilova Scott Wall</p>	<p>This committee shall concern itself with academic aspects of intercollegiate athletics as well as the intramural athletics program.</p> <p>It may also concern itself with any other athletics matters that the committee deems appropriate and that lie within the purview of the Faculty Senate.</p>	<p>Explore issues related to student-athlete health and safety (e.g., physical, mental, and emotional well-being); discuss potential impacts of sport’s gambling on and in the institution, as well as integrity issues in regards to faculty, staff, and student-athletes; celebrate faculty and student-athletes working relationships from an academic or learning perspective; and examine additional transitioning initiatives for student-athletes reentering the civilian sector as a working professionals.</p>

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<p><u>Benefits and Professional Development</u> 10 faculty members</p> <p><u>Members</u> Alexander Lapins (Chair) Brad Case Yuri Efremenko Kyung Joon Han Stephanie Madison Angela Rollins Reza Seddighi Liz Teston Forbes Walker Edward Yu</p>	<p>1) Suggest administrative actions that would permit and encourage professional development and monitor resulting actions and programs.</p> <p>(2) Initiate and monitor activities and programs that facilitate the development of faculty members as professionals.</p> <p>(3) Develop and monitor a policy of professional leave (sabbatical leave).</p> <p>(4) Enhance and expand international teaching and research opportunities for faculty and faculty exchange.</p> <p>(5) Examine, clarify, and recommend to the Faculty Senate on issues and concern on retirement, leave, faculty welfare, insurance, and fringe benefits.</p>	<p>Primary Action Items:</p> <ul style="list-style-type: none"> • Coordinate with Non-Tenure-Track Committee and Teaching & Learning Committee regarding their priorities for faculty development. Take this information to the office of Teaching & Learning Innovation to clarify what is already available and what more could be made available. • Establish discounted rates at non-UT exercise facilities (gyms). <p>Other Items:</p> <ul style="list-style-type: none"> • Collect follow-up input from parking services about how the resolution passed by the senate last year could be better written from their perspective • Collect initial inquiries with the Early Learning Center about the possibility of expanding access to quality childcare on campus to a greater number of faculty members.

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<p><u>Budget and Planning</u> 10 faculty members</p> <p><u>Members</u> Beth Schussler (Co-Chair) Ken Baker (Co-Chair) Joe Bailey Phillip Daves Lisa Driscoll Tamah Fridman Lou Gross Tim Hulsey Alexandre Rodrigues Kai Sun</p>	<p>The primary concerns of the Budget and Planning Committee are policy and communication. The Budget and Planning Committee is not expected to become involved with, nor engaged in, comprehensive investigations necessary as a basis for budget decisions</p>	<ol style="list-style-type: none"> 1. Review campus budget process for FY20 and FY21 and advocate for increased transparency and mechanisms for faculty input 2. Provide faculty input on budget model redesign 3. Conduct living wage analysis and estimate cost to create a new base pay 4. Conduct annual salary survey, including NTTF salaries and cost to create a new base NTTF pay (collaborate with NTTF Affairs Committee for NTTF pay and maybe Commission for Women on gender equity data) 5. Work with Grad Council on understanding allocations for GTA pay (and fees) and GTA lines 6. Foster connections with other Faculty Senate committees on issues related to Athletic budget, UT system budget transparency, ORI creation, and cost of PPPR

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<p><u>Diversity and Inclusion</u></p> <p>8 faculty members</p> <p><u>Members</u> Amber Roessner (Co-Chair) Joel Anderson (Co-Chair) Samereh Abdoli Jason Brown Matthew Castillo Freida Herron Casey Sams Michelle Violanti Srinivasan (Rajan) Mahadevan Richard Wood</p>	<p>The charge of the committee is to actively support diversity and inclusion at UTK.</p>	<p>We intend to promote a culture of inclusivity on this campus by advocating for continued educational initiatives around topics of diversity and inclusion, by assisting in the coordination of programmatic initiatives, such as United at the Rock and United Summit, by offering advisory counsel to interim Vice Chancellor for Diversity & Engagement Tyvi Small, and by coordinating responses to any unforeseen developments that inhibit the establishment of an inclusive campus environment that is welcoming to ALL Vols. Moreover, we discussed the possibility of coordinating a community dialogue around invisible diversity (i.e., sexual orientation, class, religion, age, regionalism, and other categories) and hidden difference at the University of Tennessee, that privileges theories of intersectionality and conversations about identity, inclusion, and engagement, and the potential coordination involved in constructing pedagogical materials around recent patterned incidents of hate within this community.</p>

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<p>Faculty Affairs 9 faculty members, no administrators at or above the level of department head.</p> <p>Members Beauvais Lyons, Chair Eliza Fink Todd Freeberg Cheryl Greenacre Maria Hristov Brian Krumm Elizabeth MacTavish Jon Shefner Jessica Westerhold</p>	<p>The Faculty Affairs Committee shall concern itself with the adoption and amendment of faculty governance policies and rules, including the development and refinement of criteria and procedures for faculty appointment, promotion, retention, evaluation, the granting of tenure, retirement, and discharge for cause.</p> <p>The Faculty Affairs Committee is responsible for reviewing proposed revisions and recommending changes to the <i>Faculty Handbook</i> in accordance with the amendments procedures set forth in the <i>Faculty Handbook</i>, and for reviewing proposed revisions and recommending changes to the <i>Manual for Faculty Evaluation</i> in accordance with the amendments procedures set forth in the <i>Manual for Faculty Evaluation</i>.</p> <p>The activities of the Faculty Affairs Committee shall be conducted at all times in a manner consistent with the Trustees' Policies Governing Academic Freedom, Responsibility, and Tenure, as the same may be amended from time to time, and shall be guided by faculty governance best practices in higher education, including especially those identified and promoted by the AAUP.</p>	<p>Work with the Office of the Provost and the Office of General Counsel on a variety of goals; (1) help to bring the bylaws of all colleges and departments into compliance with the Faculty Handbook since the October 18, 2018 audit; (2) review the list of "Other Policy Documents" from Section 1.11 of the <i>Faculty Handbook</i>; (3) review the Appendix I section of the <i>Faculty Handbook</i>, some of which might be removed and listed elsewhere; (4) work with the Non-Tenure Track Issues Committee on finalizing text for an appendix to Chapter 4 of the <i>Faculty Handbook</i> on the hiring, evaluation and promotion of NTTF, which represents the final section of the MFE needing to be incorporated in the <i>Faculty Handbook</i>; (5) continue to review a proposed policy on bullying for the <i>Faculty Handbook</i> and sample department bylaws language on conflict resolution; (6) with the Office of the Provost, review the of the outcomes of the new PPPR policy, (7) consider the implication of being designated a Carnegie Community Engaged Institution on the <i>Faculty Handbook</i>; and (8) in coordination with the Appeals Committee, meet with the University Ombudsperson to assess potential policy revisions</p>

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<p><u>Graduate Council</u> Membership (by a separate voting process) shall consist of faculty representatives chosen for three-year terms from the schools and colleges of the university engaged in graduate work and two graduate students appointed by the Graduate Student Senate.</p> <p>Chair: David Patterson (see: https://gradschool.utk.edu/faculty-staff/graduate-council/graduate-council-membership/)</p>	<p>The Graduate Council is charged by the Faculty Senate to set standards for graduate admission, retention, and graduation; assess curricular revisions and new proposals for graduate programs; evaluate interdisciplinary, intercollegiate and international programs; approve individuals to direct doctoral dissertations; and consider new initiatives and other matters of policy pertaining to graduate programs. Its structure and activities are governed by its Bylaws, which are adopted and amended by the membership of the Graduate Council and include rules consistent with these Bylaws.</p>	<p>1) Graduate Council will continue work on developing a Procedures Manual for the Graduate Council and the subcommittees. This will likely include consideration of policies related to "a second chance" for some dismissed students and the development of procedures for confirmation of intention to enroll.</p> <p>2) The Graduate Council will monitor potential challenges of the proposed Oak Ridge Institute at UT (ORI@UT) to the delivery of graduate education consistent with the policies and procedures of the UT Graduate School</p> <p>3) The Graduate Council may also address policy, procedures and/or curriculum issues related to online learning, if such request is initiated by the Dean of the Graduate School</p> <p>4) Graduate Council will also advocate for and contribute to the Faculty Senate's community outreach efforts.</p>

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<p><u>Library and Technology</u> 10 faculty members representing broad interests with experience in library policies, educational and/or information technology, and research. The Student Government Association and the Graduate Student Senate may select one undergraduate student member and one graduate student member, respectively.</p> <p><u>Members</u> Mark Collins (Co-Chair) Tami Bland (Co-Chair) Robin Bedenbaugh Rachel Caldwell Eva Cowell Nick Geidner Maged Guerguis Asafa Jalata Andrea Ludwig Rob Spirko Dan Wang</p>	<p>Duties of the Library and Information Technology Committee include: (1) identifying, reviewing, and recommending information technology policies; (2) representing the Faculty Senate on key university committees that address information technology; (3) reporting to the Faculty Senate on key information technology issues and developments that affect the campus; and (4) ensuring that library services and collections meet the teaching, research, and public service needs of the campus communities with particular focus on library policies and procedures that facilitate use of resources.</p>	<ul style="list-style-type: none"> • Gather and evaluate emerging information science trends for future configurations of library spaces, as well as the greater question about how to best centralize knowledge while making it easily accessible to our faculty, students, and researchers. • Assess UTK cybersecurity practice, and work to help keep our data, work flow, output (including those of faculty, student, staff), and infrastructure protected and operational. • Assist and inform campus leadership on the immediate need to structure and fund online module, course, and program development and ongoing management, especially at the undergraduate level. • Communicate with faculty about open access publishing to aid our mission to make UTK faculty research more accessible to Tennesseans, as well as to other stakeholders globally. • Examine third-party publisher course ancillaries, measure faculty use, and consider the impact on face-to-face and online student learning. • Adopt a futuristic curiosity regarding how powerful new technologies such as artificial intelligence, augmented/virtual realities, and big data analytics might be leveraged by faculty, students and staff to further UTK's educational mission, reputation, and prominence nationally and globally.

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<p><u>Nominations and Appointments</u></p> <p><u>Members</u> Shawn Spurgeon, Chair Andrea Ludwig (UTIA-AG) Jennifer Akerman (Arch & Des) Harrison Meadows (A & S-Hum) Stephanie Madison (A & S-N. S.) Todd Freeberg (A & S-S. S.) Phillip Daves (Haslam COB) Nick Geidner (C & I Sciences) Lisa Driscoll (CEHHS) Xiaopeng Zhao (Engineering) Brian Krumm (Law) Nathalie Hristov (Libraries) Jennifer Tourville (Nursing) Lt. Col. Matthew Castillo (ROTC Air) Phyllis Thompson (Social Work) Andrew Yu (UTSI) Marcy Souza (Vet Med)</p>	<p>Recommend faculty members and chairpersons of all standing and special councils and committees of the Faculty Senate, (except Executive Council, this Committee on Nominations and Appointments, the Undergraduate Council, and the Graduate Council—see Bylaws). The Faculty Senate President shall retain responsibility for all nominations of faculty to administrative committees and other bodies. The Committee reports to the Faculty Senate at its regular May meeting of each year and at other times as may be required. This Committee on Nominations and Appointments shall also recruit two nominees for Faculty Senate President-Elect every year and two nominees for the campus representative to the University Faculty Council in the spring semester of every third year.</p>	<p>Assemble the Caucus chairs in the fall to charge them with gathering communications about faculty accomplishments; identify the main campus communicator for your Caucus and work with that person to host more positive faculty content through the new Faculty-Serving-Faculty initiative; start early on recruiting; ask Caucuses to designate a Faculty Pub or other public gathering or forum to encourage conversation throughout the Caucus; ask each Caucus to meet with a relevant administrator to discuss local issues and concerns.</p>

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<p><u>Non-Tenure Track Issues</u> 7 faculty members, four of whom shall be non-tenure track and three of whom shall be tenure-track. The chairperson shall be a non-tenure-track faculty. Non-senators can be appointed.</p> <p><u>Members</u> Laurie Knox (Co-Chair) Crystal McAlvin (Co-Chair) Sarah Eldridge Kristina Gehrman Anne Ho Jennifer Jordan Anne Langendorfer Samantha Murphy Rosy Toledo Pedro Tomás-Mitchell</p>	<p>The Non-Tenure-Track Issues Committee shall concern itself with policies and issues regarding non-tenure-track faculty, including, but not limited to, the development and refinement of criteria and procedures for non-tenure-track faculty appointment, compensation, benefits, promotion, retention, evaluation, shared governance, retirement, and termination.</p> <p>The NTTI Committee is responsible for reviewing proposed revisions and recommending changes to the Faculty Handbook that affect NTT faculty in accordance with the amendments and procedures set forth in the Faculty Handbook, as well as for reviewing proposed revisions and recommending changes that affect non-tenure-track faculty to the Manual for Faculty Evaluation in accordance with the amendments procedures set forth in the Manual for Faculty Evaluation.</p> <p>In order to ensure representation of non-tenure-track faculty interests, the Non-Tenure-Track Issues Committee will work with other committees such as, but not limited to, the Faculty Affairs Committee and the Benefits and Professional Development Committee.</p>	<p>1) Monitor the implementation of the revisions to Chapter 4 of the Faculty Handbook that were approved by the UT Board of Trustees in June 2019. - Work with the Faculty Affairs Committee and the Provost's Office to ensure that an appendix providing guidance on process and procedures for implementing the new policies is added to the Faculty Handbook soon as possible - Encourage, advise, and support the Provost's Office to fulfill the resolution passed by the Faculty Senate in May 2019, requesting training for NTTF supervisors about how to implement Chapter 4 of the Faculty Handbook.</p> <p>2) Propose a revision of the Faculty Handbook to eliminate the final sentence in clause 5.6, which reads <i>"The University may, at any time, with or without notice, terminate the appointment of a non-tenure-track faculty member without cause upon payment of the remaining salary due during the appointment."</i></p> <p>3) Spearhead efforts to collect data that will illuminate the roles and working conditions of NTTF on the UTK campus, including an official data request to the Provost's Office and a NTTF survey.</p> <p>4) Conduct inquiries on issues that affect the ability of NTTF to participate fully in the faculty's learning and knowledge-production community, including academic freedom as it applies to NTTF and the right to due process. Inquiries should culminate in the development of WHITE PAPERS recommending policy-reforms.</p> <p>5) Encourage the Benefits and Professional Development Committee to inventory NTTF's benefits and recommend changes that can improve the working conditions, security, and satisfaction of long-term NTTF—especially with regard to family leave and retirement benefits.</p> <p>6) Monitor whether NTTF perspectives and circumstances are being represented in every issue that the Faculty Senate addresses this year, including the use of ELEMENTS as a record of faculty productivity, the faculty salary survey, the implementation of the VolCore Curriculum.</p> <p>7) Communicate with other committees of the Faculty Senate to make sure that they are aware of and working on NTTF issues and concerns related to each of their missions.</p>

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<p><u>Research Council</u></p> <p><u>Members</u> Michael Kilbey, Chair Christopher Boyer Graciela Cabana Sherry Cox Qiang He David Icove Julia Jaekel Andreas Nebenfuehr Tore Olsson Stephen Paddison Sean Schaeffer Lisi Schoenbach Soren Sorensen Andrew Yu Xiaopeng Zhao</p>	<p>The Research Council advises the Vice Chancellor for Research. The Research Council shall promote excellence in research, scholarship, and other creative activity through the study and recommendation of policies. The Research Council shall initiate and support efforts to communicate an understanding of and appreciation for research, scholarship, and other creative activity to the campus community and the community at large. The Research Council co- administers some programs of the Office of Research, as requested by the Vice Chancellor for Research or the Associate Vice Chancellor for Research. Areas of concern include research incentives and support, intradisciplinary and interdisciplinary research activities, compliance with State, federal and university regulations governing the conduct of research, rights to and commercialization of intellectual property, the broad range of research infrastructure including all forms of telecommunications and computational support, and other research-related re- sources. Further, the Research Council shall concern itself with the institutional policy on research grants and funding, with copyright and patent policy, with protection of investigators, with the protection of human subjects of research, with the protection of experimental animals, and with policies affecting compliance of research activities with environmental and occupational health and safety requirements. Further, the Research Council shall encourage publications and the development of specialized research facilities for intercollegiate and/or interdisciplinary uses in accordance with any other policies pertaining to research programs. The Research Council shall also encourage media releases of research successes of UTK, UTIA, and UTSI researchers. When appropriate, the Research Council shall report its actions for approval to the Faculty Senate.</p>	<p>Understand and participate in shared governance related to the development of the Oak Ridge Institute and the UTK/UTIA unification; develop a clearer view of how research is defined outside of STEM disciplines and how productivity is evaluated and rewarded; assess and evaluate best practices related to retention and career progression of research staff and its impact on facilities that form infrastructure; and develop insight into Office of Research and Engagement strategic planning cycles and identify pathways for engagement.</p>

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<p data-bbox="186 275 615 310"><u>Teaching and Learning Council</u></p> <p data-bbox="186 310 615 695">15 appointed faculty members with active teaching responsibilities, as well as three graduate students selected by the Graduate Student Senate in consultation with the chairperson of the Teaching and Learning Council and three undergraduate students selected by the Student Government Association, and/or the Director of the Honors Program, in consultation with the chairperson of the Teaching and Learning Council.</p> <p data-bbox="186 772 298 800"><u>Members</u></p> <p data-bbox="186 800 444 831">Amadou Sall (Co-Chair)</p> <p data-bbox="186 831 477 863">Kristin Rearden (Co-Chair)</p> <p data-bbox="186 863 451 894">Sudhadeep Chakraborty</p> <p data-bbox="186 894 358 926">Dallas Donohoe</p> <p data-bbox="186 926 371 957">Michael Gilchrist</p> <p data-bbox="186 957 371 989">William Jennings</p> <p data-bbox="186 989 318 1020">Karen Jones</p> <p data-bbox="186 1020 298 1052">Justin Arft</p> <p data-bbox="186 1052 323 1083">David Keffer</p> <p data-bbox="186 1083 427 1115">Thura Mack (past alt.)</p> <p data-bbox="186 1115 350 1146">Audris Mockus</p> <p data-bbox="186 1146 355 1178">Solange Munoz</p> <p data-bbox="186 1178 358 1209">Isabella Pfeiffer</p> <p data-bbox="186 1209 337 1241">Andrew Pulte</p> <p data-bbox="186 1241 310 1272">Zhili Zhang</p>	<p data-bbox="638 275 1013 1045">Areas of concern for the Teaching and Learning Council include incentives for recognizing quality instruction and advising, methods for improving instruction at a campus and departmental level, and guidelines for routine and disciplinary evaluation of teaching, academic advising, and curriculum. The Teaching and Learning Council works with Teaching and Learning Innovation to run a yearly campus-wide program that involves faculty and staff in addressing issues central to improving instruction and advising. The Teaching and Learning Council works with both the Graduate School and Teaching and Learning Innovation to develop practical means of improving and rewarding instruction and advising on campus.</p>	<ol data-bbox="1036 275 1432 1562" style="list-style-type: none"> 1. Define and Promote excellence teaching and learning with input from Teaching and Learning Innovative Center, Community Engagement Office, Undergraduate Council (VolCore courses), Graduate School, College of Education (Teacher Education) and the UT community. 2. Develop a rubric/standards which can document faculty excellence with teaching and learning (e.g. Baseline expectations for each ranking and possible sources of evidence). 3. Collaborating with the Teaching and Learning Innovation Center to develop and promote professional learning opportunities for faculty and graduate students. 4. Create a subcommittee to oversee the Chancellor's excellence in teaching/advising awards. 5. To promote a uniform messaging and information about excellence teaching and learning on institutional webpages (e.g. Core values, teaching award winners, syllabus repository, workshops). 6. Work with the Chancellor the Vice Chancellor for International Education, and the Provost to increase the study abroad scholarship for our Low income and First Generation students.

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<p><u>Undergraduate Council</u> Representatives chosen (by a separate voting process) for three-year terms from the schools and colleges of the university granting baccalaureate degrees, one member of the ROTC faculty, and four students designated by the Undergraduate Academic Council. Members shall be chosen in the spring term for terms to commence at the start of the next fall term.</p> <p>Chair: Anthony Welch (see: https://ugcouncil.utk.edu/membership/)</p>	<p>The Undergraduate Council is charged by the Faculty Senate to set standards for admission, retention, and graduation; review curricular matters in the undergraduate programs; development of interdisciplinary programs; approve new programs and any other matters of educational policy pertaining to undergraduate programs. Its structure and activities are governed by its Operating Guidelines, which are adopted and amended by the membership of the Undergraduate Council and include rules consistent with these Bylaws.</p>	<p>Communicate with faculty on the new general education (Volunteer Core) requirements and implementation process; review Vol Core course proposals and related updates to degree program requirements; provide a standing report of Vol Core curriculum approvals to the senate; work with the senate to update and clarify senate bylaws regarding UG Council membership and curricular change procedures.</p>

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<p><u>University Systems Relations</u> 8 faculty members, including the elected campus representative to the University Faculty Council.</p> <p><u>Members</u> Misty Anderson, Chair Douglas Aaron Elyssa Gould Bruce MacLennan (UTFC) Pat Rutenberg Gary Skolits Marcy Souza Shawn Spurgeon Jennifer Tourville</p>	<p>The University/System Relations Committee will provide for faculty input (1) into activities of The University of Tennessee system, including Research, ORNL, Information Technology, and the Cherokee Campus and (2) with the Board of Trustees and the Tennessee legislature. The University/System Relations Committee shall work with the Budget and Planning Committee to monitor The University of Tennessee system budget.</p>	<ul style="list-style-type: none"> • With the Research Council, invite VP Stacey Patterson and VC Robert Nobles to present emerging plans for the ORI to the Senate on Sept. 16 and provide them with a list of faculty questions before hand. (*Kilbey, Research Chair, is gathering what he has—list to come, with room for more) • Work from that session with the Research Council to draft a “design principles” document detailing what we would like the new ORI to include and observe. • Help the Provost and the Chancellor establish Campus priorities and authority in the coming year. • Attend at least one of the UTIA/UTK “brainstorming/listening” sessions for faculty. • Review the feedback document prepared by the UTIA/UTK Land Grant Team and provide additional commentary to the Team. • Ask lead organizers for both new Institute /Reunification initiatives to outline the points at which we will engage in consultative conversation during the remaining process so that we can model shared governance going forward. • Help clarify the System and Campus roles and lines of authority in the new Institute arrangements. • Review best practices and models for System/Campus organization.