

FACULTY SENATE
MINUTES
September 16, 2019

Absent: Gladys Alexandre*, Joel Anderson, Brad Areheart, Joe Bailey, Ernest Bernard, Tami Bland, Jason Brown, Graciela Cabana, Vincent Carilli, Courtney Childers, Chris Cimino, Fabrizio D'Aloisio, Tamah Fridman, Yanfei Gao, Nick Geidner, Michael Gilchrist, David Icove*, Laurie Knox, Harrison Meadows, Darryl Millis, Audris Mockus, Solange Munoz, Stephen Paddison, Chris Parigger, Isabella Pfeiffer, Andrew Pulte, Casey Sams, Lisi Schoenbach, Joe Scogin, Marcy Souza, Phyllis Thompson, Pedro Tomás, Scott Wall, Andrew Yu, Edward Yu, Zhili Zhang, Xiaopeng Zhao

Zoom: J. Anderson, A. Pulte, M. Souza, C. Parigger, H. Meadows, P. Thompson

*Alternates: Richard Wood for David Icove, Jeremy Chandler for Gladys Alexandre

I. ESTABLISHMENT OF QUORUM (B. Lyons)

B. Lyons established a quorum.

II. CALL TO ORDER (G. Skolits)

G. Skolits called the meeting to order at 3:33 p.m.

III. ANNOUNCEMENTS

President's Report (G. Skolits)

G. Skolits noted that we began the week with a very positive message about the boy who created his own UTK shirt; we ended the week with an unfortunate message painted on the rock. G. Skolits noted that this year will be spent reaffirming and advancing faculty practice (teaching scholarship, and service), values (commitment to academic excellence, working towards a culture of civility, and upholding the dignity of work), and engagement towards student success and institutional excellence within the framework of meaningful shared governance. He underscored that we need to reaffirm/expand these values, acknowledging that they flourish in the context of academic freedom. G. Skolits also shared some aims/tactical considerations including: 1) capacity building; 2) collaboration; and 3) culture building. He concluded by providing a few guiding questions for the Senate. G. Skolits expressed appreciation to Chancellor Plowman for her rapid response in condemning the hate speech on the rock as well as her meetings with students, faculty and other constituencies that led to meaningful policies, practices, and programming to unite our community and limit/manage any future occurrences.

UTK Chancellor's Report (D. Plowman)

D. Plowman welcomed the senators back for the new academic year. She noted that holding office hours has been a successful practice; she has asked those visiting to talk to her about what their hopes are for the new chancellor. Themes have included: 1) transparency; 2) visibility; 3) stability in leadership; 4) weariness from crises/negative stories; and 5) hunger to elevate our good story. D. Plowman noted an outpouring of support and indicated that everyone is ready to feel that there is strong leadership in place and the University is alive and well. She noted that the t-shirt story was a great example of a self-organizing system that is guided by values. The VolShop adapted and responded to the story. As of today, 94,000 t-shirts have been sold. There were donations for the scholarship from institutions and individuals from all over the country. D. Plowman noted that there was another hate speech message on the rock and asked that everyone join her in trying to move to a different place on our campus. The policy for outside/unaffiliated speaker requests has been

changed. Venues can include the stadium, arena, and conference center; the speaker must be sponsored by organization or department. Everything else is for educational purposes or community efforts that work in conjunction with the University. Cameras are also being installed on the rock; one is there currently, but another is being added including a live feed that will be available on the website. Signage will also be posted to let individuals know that the world is watching. D. Plowman noted that SGA wants to take responsibility for the rock. There is going to be a closet established where a supply of paint will be kept so that if needed, messages can be painted over quickly. D. Plowman discussed that she had a good meeting with faculty where several ideas emerged around activities and intellectual conversations regarding the cost of hate. She would like to also add on that focuses on the power of love. A calendar of these activities will be promoted. J. Shefner expressed his thanks for the seriousness and immediacy with which D. Plowman addressed the hate speech on the rock.

Provost's Report (D. Manderscheid)

D. Manderscheid highlighted three separate things: 1) Investments in the academic mission via the budget; 2) Data that has been gathered; and 3) US News and World Report rankings. D. Manderscheid noted that a half million dollars has been dedicated to increase the minimum GA salaries; this was targeted toward specific disciplines. Further, the minimum salary for full-time lecturers was raised to 40K, and 24 faculty lines have been added with an additional 21 net new faculty lines being added this year (five of those lines will be set aside for diversity hires). D. Manderscheid noted that he is seeking proposals from the colleges for the diversity hires; specific criteria are outlined in the call for proposals. Criteria include: 1) the candidate must fill an existing instructional need; 2) the candidate must show promise of making a substantial contribution to research excellence and productivity; and 3) the candidate must have either demonstrated experience working with students of diverse backgrounds OR a well-developed program of scholarship related to the study of underserved populations, social, economic, educational, or other disparities. D. Manderscheid noted that there have been many investments in enrollment and student success. The 4-year graduation rate is at its best and the 6-year graduation rate is holding steady. UTK enrolled its largest first year class in history which represents an enrollment increase of 2%. UTK also moved from 115th to 104th nationally in the *US News and World Report* Rankings. UTK moved from 52nd to 44th in the nation among public universities. D. Manderscheid noted that *US News and World Report* is placing more emphasis on how to enhance social mobility. UTK is 2nd in the SEC with regard to students who are Pell-eligible. D. Manderscheid announced that we are going to hire a Vice Provost for Student Success. This is now handled by RJ Hinde who needs to spend more time on curriculum. D. Manderscheid noted that on Friday there was a decision to be more aggressive in our attempts to attract out-of-state students; the TN pipeline of students is declining. One strategy to recruit out-of-state will be to discount out-of-state tuition more significantly on the basis of academic quality. C. McAlvin expressed thanks for efforts last year to work to get Chapter IV changes implemented in the *Faculty Handbook*. She discussed that Faculty Affairs is working with the NTTI Committee and J. Zomchick to revise and replace Chapter VI. She expressed concern that the old *Manual for Faculty Evaluation* is still posted on the Provost's website and inquired about the possibility of requesting the addition of a note about the revision process on the website, directing individuals to the Provost's office for any inquiries. D. Manderscheid noted that this was an excellent suggestion. A. Lapins asked about reduction in tuition for out-of-state students. D. Manderscheid noted that a calculation was done to "scholarship" students so that they are paying more than in-state, but not paying the full out-of-state rate. D. Manderscheid explained that the revenue generated will cover the cost of instruction, with the ability to add the TT faculty lines. L. Gross asked 1) of the 600 new students, how many are graduate students?; and 2) with regard to the faculty lines from last year, how many have been filled and how many are associated with the previous cluster hires? D. Manderscheid responded that the growth of students has been seen at the undergraduate level. The rate of new graduate students is flat. D. Manderscheid could not provide

an exact number about the number of faculty lines from last year that were filled, but he did clarify that those were not associated with the cluster hires. D. Manderscheid noted that a statement can be placed on the website to show where the faculty lines were distributed across the University. A. Langendorfer offered gratitude for the lecturer raises and the discussion of how enrollment is being tied to the classroom. She noted appreciation for the discussion about ensuring that the students who come here leave here with a degree, but is concerned that hiring a Vice Provost for Student Success is an investment that could have otherwise gone toward hiring faculty for the classroom. D. Manderscheid stated that more work will be done with lecturer salaries. J. Zomchick is benchmarking this. He also explained that presently, student success efforts are not coordinated. There are efforts in Student Life and in the colleges. He reiterated that he does not take lightly adding a Vice Provost. A. Roessner stated that after the incidents of last spring, a conversation occurred about updating the student code of conduct and inquired about where that process is. D. Plowman stated that a group met this summer and has proposed a revision that added a category of behavior that must be addressed by student conduct. B. Lyons inquired about whether any changes to the student code of conduct would be ready to go to the BOT by November; D. Plowman responded that this was not likely.

UTIA Report (T. Cross)

T. Cross noted that it is a pleasure working with D. Plowman. He described that most of summer was spent talking about unification and that one of the primary advantages is working closely with D. Plowman and the Cabinet. He expressed thanks to B. Ownley, M. Anderson, C. Cox, and A. Ludwig for serving on the reunification task force. He explained that this effort has caused him to think, stretch, and grow and emphasized that there is great talent across the entire university, including UTIA. T. Cross noted that if collaboration can be incentivized the needs of the state can be better met. T. Cross also expressed thanks to R. Nobles for opening up research opportunities to UTIA faculty.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate meeting minutes of May 6, 2019, were presented for approval. B. Lyons moved approval, M. Anderson seconded. Minutes unanimously passed.

The Faculty Senate Executive Council meeting minutes of September 9, 2019, are forthcoming as an information item.

V. OLD BUSINESS

Bylaws Revision on Election of Faculty Representative to Campus Advisory Board (B. Lyons)

B. Lyons noted that at the May meeting a proposal was presented as a first reading regarding a bylaws change on the election of the UTK faculty representative to the campus advisory board. The intention of this change is to ensure that the faculty representative is in place before the student representative is elected in order to avoid any potential conflicts of interest. This is an action item awaiting your approval. The vote was called and the motion carried unanimously.

VI. NEW BUSINESS

Oak Ridge Institute Proposal (S. Patterson, D. Manderscheid)

D. Manderscheid noted that when he accepted the position as Provost, his decision was fueled by the potential to partner with ORNL. S. Patterson wanted to provide an explanation about the genesis of the Oak Ridge Institute proposal. In March 2019, the UT BOT challenged the administration to come up with ideas to grow the UT research enterprise from \$400 million to \$600-800 million in the next five years. Strategies have included: identifying opportunities and eliminating barriers to success, diversifying funding sources, recruiting faculty in growth areas, and leveraging and enlarging our unique partnership with ORNL. S. Patterson noted that everything that is being

proposed is in addition to the faculty hires mentioned by the Provost.

S. Patterson discussed the ways in which research expenditures are measured, including that one avenue is by the NSF HERD survey. System-wide research expenditures hit an all-time high in 2018 at \$417 million, increasing 46% since FY09; this growth was driven by IACMI. S. Patterson noted that system-wide federal research expenditures have increased 9% since FY09. She noted that the rankings are based on the NSF HERD Survey and that UTK is ranked 107 compared with all universities; UTK is ranked at 72 amidst public universities. She explained that if we reported with UTIA and UTHSC, our rankings would go up. S. Patterson also explained that there is a linear correlation between the number of T/TT faculty and total research expenditures. A calculation was done to examine how do we move from \$417 million to \$600-800 million. Based on the math, the University would need to add approximately 600 faculty funded at a rate of 2.5 times the current faculty. S. Patterson noted that 98% of the funding comes from our STEM faculty. She moved to a discussion about GA Tech and UC Berkeley being two institutions that outpunch their weight class; these institutions were studied in detail by visiting. S. Patterson noted that the boom at GA Tech has happened in the last few years. Both institutions had really strong partnerships with federally-funded research development centers. She emphasized that we have a robust partnership with ORNL; now we are looking to expand our potential. S. Patterson noted that Lamar Alexander was instrumental in bringing ORNL to East TN by creating the Science Alliance. Out of that program came distinguished scientists, the GST Graduate Program (joint faculty), Joint Institutes facilities, Governor's Chairs, UT/ORNL partnerships and economic development, and public policy leadership. S. Patterson explained that all of these are managed disparately; as such the Oak Ridge Institute at UT has been proposed. The hope is that the ORI will be a point of contact to strengthen the relationship across the various programs and help faculty. S. Patterson described that there will be a ten-year commitment to become self-sustaining; 60 new researchers/faculty will be recruited and matched 1:1 with ORNL scientists. She noted that the joint PhD program will grow to 500 students. There is the potential to attract \$150+ million in a new research funding annually; this positions UT as a top research institution.

S. Patterson noted that on June 21, 2019, the BOT passed a resolution to create the ORI and that many are concerned about the wording regarding the detailed business plan that is being presented on November 9, 2019. S. Patterson stated that the overarching goals will be to establish robust partnerships platforms that promote industry engagement, entrepreneurship, and tech implementation and to provide flexible mechanisms that promote discovery, build on existing joint programs to strategically integrate collaborative opportunities between UT and ORNL and offer an enriched interdisciplinary education and research experience for the students. She noted that to achieve long-term success ORI should work toward a strategic alignment of expertise, promote the growth and recruitment of top-tier faculty and graduate students, identify needs and support opportunities for large multidisciplinary collaborations and funding, develop and support programs to enhance the collaborative culture of UT and ORNL, create an administrative home that provides support and guidance for partnering opportunities, and serve as a repository and develop reports to describe the joint efforts. S. Patterson noted that to date, ORI planning has included: 1) UT ideation session July 20; 2) launched the email and website ORI@tennessee.edu; <https://research.tennessee.edu/oak-ridge-institute/>; and 3) announcement of the Steering Committee. S. Patterson stated that the steering committee met last Friday; the charge to the committee is to create a set of guiding principles that will enhance success, a timeline for rollout and implementation, envision a system of accountability that ensures goals are met, and identify key implementation tasks and processes for beginning the implementation. M. Madhukar noted that S. Patterson mentioned Berkeley and GA Tech and inquired about whether the problem was with streamlining or something else. S. Patterson noted that the ORNL-UT relationship is strong, but that ORI will help make it stronger. M. Madhukar emphasized that if you visit labs at other places, they

are eager to provide funding. S. Patterson responded that there is a focused effort to figure out how we leverage these possibilities without duplicating efforts but instead, sharing resources. L. Gross pointed out that a comment was made that the ORI effort must be faculty driven, but that the steering committee membership does not suggest this. D. Manderscheid responded that there will be many opportunities for faculty input and that this is simply a plan for the November BOT meeting. S. Patterson suggested that the charge to the committee should be reviewed as presently, the charge is administrative in nature. L. Gross suggested that the structure for what happens after this needs to be inclusive of faculty. B. Shussler asked about whether the funding has been decided? S. Patterson responded that they are working on a variety of mechanisms for budget for this initiative; presently the only funding source that has been secured is that S. Patterson's office has committed all of the discretionary funds to this initiative. State and federal funding will be discussed for new monies.

UTIA/UTK Land Grant Report (B. Ownley, M. Anderson)

M. Anderson noted that there have been many listening sessions regarding the reunification; she wanted to address several rumors. She underscored that there is not a move to de-emphasize agriculture in the state and this reunification does not represent a demotion for UTIA leadership. She also noted that UTIA is not changing locations, extension presence programming and services will not disappear or be weakened; funding for UTIA teaching and research will not be weakened or disappear. M. Anderson stated that the reunification does not make us organizationally different from other land grant institutions. She provided rationale for the reunification to include: 1) Improve NSF ranking; 2) added influence of UTIA leader at UTK; 3) enhance state appropriations; and 4) enhanced cross-campus collaboration. M. Anderson provided an overview of the land-grant reunification team whose job it has been to listen to various audiences. B. Ownley noted that one of the themes that was communicated early in the process was about broken trust because of how this was rolled out. She stated that when we gave people a chance to speak honestly about their concerns, the discussions advanced significantly. M. Anderson and B. Ownley wished to ask the faculty about ideas for rebuilding trust; they asked that the senators please think about this and send ideas to them or via the senate listserv. M. Anderson noted that the land-grant mission is embodied every day as UTIA has a presence in every county. Questions include: 1) What are the most successful existing initiatives that embody our land-grant mission?; 2) What do you most fear will be lost or weakened as a result of the UTIA-UTK reunification?; 3) What programs and/or services could be provided to better serve your needs?; and 4) What new, innovative and or bold ideas do you have that could enhance national reputation and/or position UT to be a national leader? B. Ownley encouraged senators to think about these questions in the context of "the sky is the limit."

Resolution Honoring Past President Misty Anderson (G. Skolits)

G. Skolits presented with a plaque and a resolution for M. Anderson for exemplary leadership and service. The resolution reads as follows:

"WHEREAS, Misty Anderson, a Lindsay Young Professor in the College of Arts and Sciences and a James R. Cox Professor of English, with courtesy appointments in both the Theatre and Religious Studies Departments, is a highly-respected colleague who is nationally renowned for her scholarship and leadership in Eighteenth-Century Studies, and

WHEREAS, she has served with distinction as President of the Faculty Senate during the 2018-2019 academic year, providing strong leadership to ensure the effectiveness of the Faculty Senate in shared governance, working to enhance relationships between the Senate and the greater University community with vision, wisdom, collegiality and good will; and

WHEREAS, through her emphasis on external communications establishing #UTellOurStory and hosting the Op Ed Project, she has effectively promoted our role as a publically engaged university while also advocating for the principles of academic excellence, a culture of civility, and the dignity of work, and

WHEREAS, she has advanced the reputation and influence of the Faculty Senate through countless initiatives, recruiting future faculty leaders, and represented the faculty as a member of the Search Committees for both Donde Plowman and David Manderscheid, and

WHEREAS, she has built strong and positive working relations with faculty, staff, students, alumni, board of trustees' members, and administrators,

THEREFORE, BE IT RESOLVED THAT the University of Tennessee Faculty Senate expresses its sincere appreciation to Dr. Misty Anderson for her exemplary leadership and service to the Senate and the University of Tennessee; and

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Misty Anderson and that the Resolution become part of the minutes of the Senate meeting held on September 16, 2019."

P. Rutenberg moved approval. S. Sorenson seconded. The resolution was unanimously approved.

VII. REPORTS OF STANDING COMMITTEES

The 2019-2020 Committee Goals were included in the agenda as an information item.

VIII. ADJOURNMENT

G. Skolits adjourned the meeting at 5:02 p.m.

Respectfully submitted,

Sadie Hutson, Faculty Senate Secretary