

FACULTY SENATE
MINUTES
October 14, 2019

Absent: Douglas Aaron, Gladys Alexandre, Joe Bailey, Ken Baker, Stefanie Benjamin*, Ernest Bernard, Ann Berry, Chris Boyer, Vincent Carilli, Courtney Childers, James Chyz, Chris Cimino, Lisa Driscoll, Neal Eash, Sarah Eldridge, Eliza Fink, Yanfei Gao, Michael Gilchrist, Elyssa Gould*, Matt Harris, Qiang He, Tim Hulsey, David Icove, Julia Jaekel, William Jennings, Karen Jones, Jennifer Jordan, Laurie Knox, Anne Langendorfer, Alex Lapins*, Andrew Ludwig, Darryl Millis, Solange Munoz, Stephen Paddison, Isabella Pfeiffer, Andrew Pulte, Amber Roessner, Amadou Sall, Lisi Schoenbach, Jon Shefner, Marcy Souza, Shawn Spurgeon, Matthew Theriot, Sylvia Trendafilova*, Forbes Walker, Scott Wall, James Williams, Zhili Zhang, Xiaopeng Zhao

Zoom: Andrew Yu, Anne Ho, Reza Seddihgi, Christian Parigger, Freida Herron, Eva Lynn Cowell, Phyllis Thompson, and Rebecca Koszalinski

*Alternates: Robin Bedenbaugh for Elyssa Gould; Jeff Graham for Sylvia Trendafilova, Justin Arft for Alex Lapins, Dallas Donohue for Stefanie Benjamin

I. ESTABLISHMENT OF QUORUM (B. Lyons)

B. Lyons established a quorum.

II. CALL TO ORDER

G. Skolits called the meeting to order at 3:35 p.m.

III. ANNOUNCEMENTS

President's Report (G. Skolits)

G. Skolits began the meeting by thanking the officers and those chairing committees for their hard work and donation of time. There was a major SEC meeting this week being attended by Chancellor Plowman and S. Spurgeon. G. Skolits wanted to emphasize that the UT BOT needs a voting student and faculty trustee; this is critically important. He noted that we should not stop the call for this to happen until it does. G. Skolits reviewed this year's strategic priorities including: 1) capacity building; 2) collaboration; and 3) strengthening the culture. It is important to build capacity, continue our strong collaborations and forge additional collaborations, and work smarter to strengthen the culture. One way to improve the culture is by conducting the annual faculty survey which began last year to gain information in advance of the upcoming legislative session. The survey will go out by the end of the month. A high response rate allows us to say that a "majority" of the faculty feel this way. Faculty productivity was questioned this year; G. Skolits was contacted by the Compass to provide a statement. There have been many questions regarding the measurement of faculty productivity as well as suggestions that faculty were not heavily engaged and not particularly busy as it pertains to workload. G. Skolits noted that the suggestion that we are not working a full week is ludicrous; the survey is important to help us obtain data about matters that are important to the faculty. Another priority for this year is to determine the data elements we want to collect and track over time. This task force will be led by D. Keffer. We have a senate office and meeting space where resources are available. G. Skolits explained that it is additionally important to look at the number of alumni who are giving back to the institution. It is also critical to track who gives to the shared governance fund over time. G. Skolits reminded senators that there is a senate

budget and administration has been gracious in helping us build this resource. Another goal is to enhance internal and external collaboration. G. Skolits and M. Anderson attended the TUFFS meeting last week. It is clear that United Campus Workers, AAUP, and other organizations need to all work together. At FSEC, there was a great meeting with Chancellor Plowman to begin a discussion about what shared governance is and how we wish to define it. The Provost will be hiring a VP for Student Success; this will help to ensure that a cohesive team is formed to ensure that everything we do supports students. In addition, committees are reframing their work; for example, Teaching and Learning will now oversee awards as well as examining teaching/learning issues.

Provost's Report (D. Manderscheid)

D. Manderscheid reported that there was a great campus advisory committee meeting Friday. L. Gross who represents the faculty was there; the meeting included lively discussion. L. Gross represented the faculty well. The meeting focused on three topics including: 1) Chancellor Plowman's presentation on her preliminary thoughts on her first few months including how we will embark upon strategic visioning; 2) a deep dive on budget matters including what the responsibility of the advisory board is to make recommendations regarding strategic and budgetary issues; and 3) an update on enrollment. The Provost urged senators to donate to the Faculty Senate Shared Governance Fund. D. Manderscheid noted that the Dean's search for the College of Law has started. In addition, the Dean of Education, Health and Human Sciences search is going well with plans for an announcement soon. D. Manderscheid reported that the Vice Provost for Student Success search will conduct campus interviews soon. The goal is to have the new VP start by January 1. The budget allocation model (BAM) committee added two faculty members, E. Freeberg and S. MacMillan. D. Manderscheid reported that the ORI committee is meeting regularly; the goal is to present a plan on how to proceed at the November 8 BOT meeting. There is not time to present a fully formed plan. Drs. Brian Wirth and Soren Sorenson were added to the workgroup representing faculty. A scheduled open forum regarding ORI is forthcoming. The BAM committee will hold an open forum on Tuesday, October 22 from 9-10 a.m. in 272C Student Union. Other opportunities for listening sessions will also be scheduled. T. Fridman asked whether there should be another increase to lecturer salaries expected. D. Manderscheid responded that there was one lecturer salary increase whereby the minimum was raised to 40K for full-time lecturers with terminal degrees. D. Manderscheid has charged J. Zomchick with looking at peer and aspirational schools to benchmark where we stand. One complicating factor in making comparisons is that the title lecturer can be different things at different institutions. T. Fridman noted that the current teaching load is 4:4 and asked the Provost to comment on this as it is 3:3 at other institutions. D. Manderscheid noted that comparisons in teaching load will also be considered. M. Black noted that SPAC was abolished last year; as it is understood now, student program funds will no longer be allocated for student programming, but instead departments will be responsible and could be held responsible. She also noted that when students want to use the money they paid in fees to the university, they must go to departments to ask for funds to be channeled through their departments. M. Black asked for clarification on this. D. Manderscheid noted that he needed to defer to the VC for Student Life, as he became aware of department requirements last week. The VC for Student Life will be the deciding authority; a programming committee will be formed with student representation. M. Anderson asked whether this policy is written and requiring presentation to the BOT. D. Manderscheid noted that he was fairly certain that this will be given to the BOT at the next meeting. T. Lee verified that at the department head meeting the description that M. Black described is consistent with what they understood to be

the process. Further discussion ensued. D. Manderscheid noted that the senate would be updated about this at the next meeting. D. Manderscheid ensured senators that he would bring these concerns to the Chancellor and VC Carilli.

UTIA Report (T. Cross)

T. Cross began by noting some concerns brought forward by students regarding reunification. Those most prominent are getting to class on time and parking; these are interrelated. A group from UTIA, as well as the Chancellor's and Provost's offices will explore the data about this to determine how students can get to class on time. T. Cross recognized this can be disruptive to faculty to have students come late and leave early. He encouraged that faculty reach out to ensure faculty input. T. Cross also reported that the system has formed a UT Commission on Agriculture. The first meeting will be held on December 5 and Interim-President Boyd is adamant that the meeting be spent listening and not talking. The goal is to improve engagement and form an assessment of needs and opportunities for agriculture across the state. T. Cross reported that Ag Day was held on October 5; this was a successful event. The Secretary of Agriculture attended again this year; and spent an hour engaging with 8 students in a great discussion. A group of faculty has convened to think about One Health including soil, plant, animal, environmental, and human health. The group is very ambitious and looking at several types of initiatives that can be undertaken to improve health. This may be a focus of the ORI, including some new educational/curricular areas of interest. T. Cross encouraged anyone interested in being involved to contact him. T. Fridman noted that when students are late for class, it's not a distraction, but rather time being stolen from their ability to learn; in addition, there are many classrooms without enough seats to accommodate those enrolled. She noted a need for better instructional technology and time.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate meeting minutes of September 16, 2019, were presented for approval. D. Keffer moved approval A. Nebenfuehr seconded. The minutes were unanimously approved.

The Faculty Senate Executive Council meeting minutes of October 7, 2019, are posted on the Faculty Senate website as an information item.

V. OLD BUSINESS

M. Anderson explained there is an abundance of Old Business on the agenda, including the approval of several sets of minutes of the Undergraduate and Graduate Councils. This is a result of last year's chairs submitting only summary reports to the FSEC and not the full set of minutes which went straight to TRACE. Arrangements have been made to ensure that the full minutes are submitted for the Senate's approval going forward, and that the Chairs and the Councils' staff support people are aware that we will need to review the full minutes.

Undergraduate Council Minutes for Senate Approval

Minutes of October 16, 2018. Main items included a new/revised ARTD that moved Graphic Design into Architecture; archiving/revision of Social Work courses; CIS review committee presentation revisions for the 1794 Scholars Program to allow transfer credit; and a call on Senate to revise III.2.N to reflect committee membership on UC by new titles.

Minutes of January 29, 2019. Main items included revised add/drop/W policy deadlines; Volunteer Bridge Program; UTrack reflects past tense for transfer, while updating TBR/CC

transfer credit process; changes to Herbert College major in CSAS; new BFA in graphic design; new ROTC and Baker Center courses; and a report on the VolCore name and changes to category names.

Minutes of February 26, 2019. The main item was the CIS graduation requirement to consider credit bearing courses first and then developing possible experiential/zero credit courses.

All sets of minutes were unanimously approved by date.

Graduate Council Minutes for Senate Approval

Minutes of November 29, 2018. Main items included changes to the master's catalog regarding concurrent master's degrees; 48 courses dropped and 41 retained after a review of those not taught in 4 years; Student faculty Research Award reported 84 applications with 18 funded; \$1000 GA salary increase; and update on graduate student/postdoc success center.

Minutes of February 14, 2019. Main items included a proposed embargo period on dissertations; discussion of a revised LOA policy; graduate and professional student appreciation week on April 1-5; Graduate Blueprint; concerns about no GSS representative on the Chancellor's search led to the appointment of Cara Sulyok; and GSS professional development travel awards- \$40K of \$50K spent.

Minutes of March 28, 2019. Main items included the embargo policy for dissertations of 1,3, or 6 years; consequences of non-enrollment without LOA; and a potential increase of \$1 million for graduate student stipends.

Minutes of April 25, 2019. Main items included a task force on online programming with Noodle Partners; THEC scholars program; Suzie Allard and her team won the Minerva grant; and D. Willis was elected as next GSS president, Sue Choi will be VP.

K. Gehrman asked to clarify the LOA policy asking whether students who do not apply for a LOA are responsible for continuous enrollment or reapply to their current program. M. Anderson will ask D. Patterson to ask about how to contest a denied LOA.

All sets of minutes were unanimously approved by date.

VI. NEW BUSINESS

UTK Alumni Affairs Update (L. Patouillet)

L. Patouillet provided a report and represents 250K alumni. Many outstanding presidents of the Faculty Senate serve on the alumni board. L. Patouillet noted the characteristics of great universities including great faculty, students, and passionate/supportive alumni. The mission of Alumni Affairs is to advance UT and enrich the lives of the students by engaging alumni and friends (faculty, staff, etc.). Everyone is focused on student success. L. Patouillet applauded the efforts on the strategic direction of the Senate, noting that the challenge is to get everyone in the same boat, rowing in the same direction. It is important to consider the students as alumni in residence. He reviewed the five I's of institutional advancement—identify, inform, involve, invest, and impact. Identify pertains to student recruitment including over 10 programs with admissions and 1100 alumni involved. More than 70 student scholarships are offered annually with additional growth in endowments. Inform pertains to programs such as Props to Profs.

There is a need to educate people on volunteerism and giving back. Involve includes activities such as Welcome Wednesday where faculty hosts can be involved; Student Alumni Associates (SAA); Dinner with 100 Vols; Vol to Vol; and Senior Toast. Invest involves campaigns such as the Big Orange Give – the goal is 2.25 million. VolStarter includes programs to help support student initiatives and Senior Impact can be promoted in the classroom; Alumni Affairs is working to engage more students. Other important Alumni Initiatives include the recognition of five outstanding faculty members including the Alumni Outstanding Teacher and Alumni Public Service awards. L. Patouillet noted that they are trying to build a culture of volunteerism and giving; they started the campaign with 32K donors and now have 37K donors. The Alumni Board is only 10 years old and includes 24 board members. L. Patouillet showed the 10-year celebration video. N. Geidner noted that they have had lots of issues trying to obtain information from the Alumni Association recognizing that if we want entrepreneurial professors, it needs to be easier to have these conversations. He asked that anything that can be done to make information flow easier, it would be appreciated and assist with converting small donors into large donors. B. Lyons asked L. Patouillet to talk about the relationship between campus and the system and the role of alumni living in TN in relationship to any issues. L. Patouillet noted that he oversees the UTK alumni operation. L. Patouillet noted that there is a great deal of data that is gathered every five years regarding how students perceive their experience. Overall, people feel good about their choice, but some work can be done with career development. Further, folks want to stay connected, but on their own terms. C. Sams noted that we are putting roadblocks in the way of student activities getting funded while at the same time thinking about them as alumni in residence.

Tennessee University Faculty Senates (TUFS) (M. Anderson)

M. Anderson is the President-Elect of TUFS, which met at UT-Martin last weekend. M. Anderson noted that there was a great deal of interest in talking about shared governance. She emphasized that we are alone in our lack of faculty representation on the BOT. There was a good conversation regarding where the Faculty Senate's voice is in governance and advocacy. M. Anderson reported that they are working on a project to articulate the theory and practice of shared governance; articulating the theory and living the practice. She noted that it will take effort and commitment to get a faculty trustee back on the BOT. She also highlighted that at UT-Martin, the Senate president is on the Chancellor's Cabinet and at Tennessee Tech, the senate staffs the two governing councils. ETSU and MTSU Senate Presidents sit on the Council of Deans.

UTIA - UTK Reunification (B. Ownley)

B. Ownley provided a brief overview of the [linked report](#) noting that the Reunification committee was divided into teams to meet with and/or survey specific groups of people. Some of the groups cross over into multiple teams. The original deadline to submit the report was October 1, but meetings and surveys were completed by the end of September. Due to a large response from stakeholders and UT personnel, additional time was needed for analysis of the surveys and report writing. Updates regarding the Task Force can be found at <https://tennessee.edu/transparency/utk-utia-unification/>.

Research Council Report (M. Kilbey)

M. Kilbey noted that the Research Council prepared a report regarding ORI. The Council met with S. Patterson and R. Nobles in September. Some recommendations in the report have

already been implemented. This is a positive and forward-looking document that reflects the Council's interests to ensure the priorities of the faculty.

Campus Shared Governance Discussion (G. Skolits)
Deferred to the next meeting.

VII. REPORTS OF STANDING COMMITTEES

Approval of Minutes

Undergraduate Council minutes of September 10, 2019, were unanimously approved.

Graduate Council minutes of August 29, 2019. D. Patterson noted the first meeting did not include curricular proposals. M. Anderson asked where we could access the professional development framework. D. Patterson noted that Dean Thompson has talked about this and he would follow up. The minutes come forward as an information item only.

The consent agenda, which included committee reports, was unanimously approved.

VIII. ADJOURNMENT

G. Skolits adjourned the meeting at 5:08 p.m.

Respectfully submitted,

Sadie Hutson, Faculty Senate Secretary