

FACULTY SENATE
MINUTES
November 18, 2019

Absent: Douglas Aaron, Joe Bailey, Monica Black, Tami Bland, Vincent Carilli, Lt. Col. Matthew Castillo, Courtney Childers, Chris Cimino, Mark Collins, Fabrizio D'Aloisio, Harry Dahms*, Phillip Daves, Neal Eash, Eliza Fink, Yanfei Gao, Kristina Gehrman*, Nick Geidner, Michael Gilchrist, Matt Harris, Jon Hathaway, Qiang He, Anne Ho, David Icove, Karen Jones, Teresa Lee, David Manderscheid, Merilee McCurdy, Solange Munoz, Tore Olsson, Stephen Paddison, Andrew Pulte, Amadou Sall, Sean Schaeffer, Lisi Schoenbach, Joe Scogin, Jon Shefner, Soren Sorensen, Shawn Spurgeon, Adam Taylor, Michelle Violanti, Forbes Walker, Scott Wall, Courtney Wright, Edward Yu, Zhili Zhang, Xiaopeng Zhao

Zoom: Eva Cowell, Freida Herron, Rebecca Koszalinski, Chris Parigger, Reza Seddighi, Phyllis Thompson, Andrew Yu

*Alternates: Rajan Mahadevan for Harry Dahms, Martin Griffin for Kristina Gehrman

I. ESTABLISHMENT OF QUORUM (E. Bernard)

E. Bernard 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 welcoming everyone and reviewing the protocol for communicating during the meeting so that we all know who is speaking. G. Skolits will work on putting time limits to the agenda in order ensure we move through items in a time-efficient manner. G. Skolits informed senators that it will be necessary to meet on January 13, 2020, to cover items related to VolCore. He noted that one major item that will be upcoming is the need to identify a new representative to replace L. Gross on the campus advisory board; a new representative is also needed to replace B. MacClennan on the UFC. G. Skolits noted that there is a search underway for the next president-elect. He reported that the conversations continue to evolve regarding shared governance. Further, the annual faculty survey is forthcoming; please encourage faculty to respond.

UTK Chancellor's Report (D. Plowman)

D. Plowman expressed her appreciation to those who attended the investiture. She noted that it was a great day and is looking forward to all of the wonderful things that will be accomplished. D. Plowman described that she is working in collaboration with the FSEC regarding the shared governance document. She noted that in discussions with M. Anderson and G. Skolits, one particular issue is being examined to identify what administrative committee meetings are occurring and which of those may be the most appropriate for senate leadership to attend. D. Plowman emphasized that many questions have arisen regarding the Senate President sitting on the Chancellor's Cabinet or the Deans Council. These requests were made in good spirit to determine where the decisions are being made. D. Plowman described that the Chancellor's Cabinet are all the Chancellor's direct reports (all vice chancellors); this is an operational

meeting. In addition, D. Plowman holds two town hall meetings per semester. Given that these meetings are large, it is difficult to have an engaging forum. D. Plowman would like to propose a University Leadership Council (ULC) which would meet twice per semester. The goal of the ULC is that it would be a policy-making group. For example, when policies are made, the ULC would help to ensure there would be communication about them across the campus, all approvals would be garnered, and implementation issues would be discussed. The goal is to pilot the ULC in the spring term. D. Plowman and D. Manderscheid will continue to meet monthly with elected leaders of the Senate. D. Plowman provided an update regarding strategic planning. At this time, she is in the process of putting together a strategic visioning committee and will be asking for names of faculty, department heads, students and vice chancellors to be on the committee. The goal is to establish the group before the winter holiday and begin work in the spring term. The strategic visioning committee will have significant input in drafting the next version of the strategic plan which will be more encompassing and substantive than a set of metrics. D. Plowman announced that the search committee for the Vice Chancellor of the Office of Research and Engagement will be co-chaired by B. Wirth and D. Manderscheid. There has also been discussion in response to concerns about how ORE and the Provost's Office are in two different places on the campus; this poses challenges to working more effectively together. D. Plowman has solicited names of individuals to serve from the Senate on the search committee. Further, an interim Vice Chancellor for ORE will be named before the end of the week. D. Plowman also announced that T. Cross is soliciting names of individuals to serve on the UTIA-UTK unification sub-committees to begin work on operational issues that must be addressed. B. Lyons noted that there has been conversation about system administration moving to the TVA building and asked whether there may be positions that would be better placed in the tower to have more effective leadership. D. Plowman noted that the BOT approved this move and it will free up significance space in the short term for needs that need to be addressed. D. Plowman emphasized the importance of the Chancellor and Provost moving to the center of campus. A. Langendorfer noted that D. Plowman laid out a future plan where senior administration is not in AHT and asked who might move in. D. Plowman noted that a committee is being assembled to begin discussing this issue. A. Langendorfer underscored that poor building conditions is a big issue across the entire campus.

Provost's Report (D. Manderscheid)

No report.

UTIA Report (T. Cross)

No report.

IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL

The Faculty Senate meeting minutes of October 14, 2019, were presented for approval. M. Anderson moved approval, A. Crum seconded. The minutes were unanimously approved.

The Faculty Senate Executive Council meeting minutes of November 4, 2019, are posted on the Faculty Senate website as an information item.

V. OLD BUSINESS

UTIA-UTK Reunification Report and Response (B. Ownley)

Both the UTIA-UTK Reunification [Report](#) and the [Response](#) were included with the agenda. B. Ownley wanted to begin her report by referring to the memo that was written in response to the UTIA-UTK Reunification Committee report that states, "We will heed the clear message from faculty, staff, students, and stakeholders about the importance of input and process in building trust moving forward." B. Ownley thanked the leadership for hearing this message. Much of the remainder of the response centers upon matters related to funding for UTIA. The instructional budget for the Herbert College of Agriculture was moved from UTK to UTIA, under the oversight of Vice Chancellor Cross. Additionally, UTK will fund five new graduate teaching lines within Herbert College of Agriculture to support graduate education and promote parity. There is a plan to add 6.6 million in recurring funds to address comparative salary inequities and to add 32 Extension agents in TN's rural and distressed counties. Further, 1.7 million in safety and security funding was allocated to UT Extension to ensure the safety of the 4-H youth centers in Greeneville, Crossville, Columbia, and Middleton. UT Parking and Transit has provided permits to 60 residents and interns in the College of Veterinary Medicine which will allow parking on the west side of campus. UTK plans to add an express bus route between west and east campus starting in spring 2020. B. Ownley noted that as UTK starts renewing its strategic visioning process, UTIA will be involved. To help follow up with the various initiatives there will be five working groups; Vice Chancellor Cross is soliciting volunteers for those working groups. M. Anderson asked whether the call for volunteers was just from UTIA or UTK as well. B. Ownley noted that volunteers will come from both UTIA and UTK.

Proposed Revisions to Chapter 4 of *Faculty Handbook* ([click here](#)) (B. Lyons)

B. Lyons reviewed the proposed changes to Chapter 4 of the *Faculty Handbook*. He noted that the Faculty Affairs and the Non-Tenure Track Issues committees have been working together. B. Lyons stated that the drafts included today are from 11/12/19 on the new appendix. He emphasized that as we dissolve the MFE, all of the College bylaws that reference the MFE will need to be revised. B. Lyons underscored the importance of the second sentence which notes that, "Promotion criteria are to be weighted in relation to the faculty member's assigned responsibilities." He also stated that this would be a good time to consider a faculty emeritus for NTTF; this will be going to the Deans at their first meeting in December.

New Appendix to Chapter 4 of *Faculty Handbook* ([click here](#))

This item is presented for an initial reading; it will come back in January for a vote. L. Knox expressed gratitude to the Faculty Affairs and Non-Tenure Track Issues committees. She noted that she has entertained several inquiries about emeritus appointments and asked whether the possibility exists to extend Emeritus to distinguished faculty given that there is no additional cost involved. B. Lyons noted that he would take this question forward.

VI. NEW BUSINESS

Welcome: Old World Delegates (Republic of Georgia) (G. Skolits) ([click here](#))

G. Skolits described that one of the first things that he did when he became Senate President was to respond to an email he received from the international group, Old World Delegates. Joanne Schuetz and Diana Lopez spoke to the faculty and described that they volunteered to organize an 8-day visit to East TN for delegates from the Republic of Georgia who are all in higher education. These individuals applied through an Open World program which provides opportunities for individuals from the Soviet bloc countries to come to the United States. J.

Schuetz noted that the program began in 1999. She described that the group of delegates visiting East Tennessee went to the Hardin Valley Campus of Pellissippi State; they will also visit the International House and Walter's State. The hope is that co-op programs will emerge as part of the visit. D. Lopez described Friendship Force International, which is an organization focused on promoting understanding, cultural education and citizen diplomacy through homestay journeys and personal friendships. D. Lopez has hosted individuals in her home and has also been hosted in other countries. She announced a meeting tomorrow night at the Knoxville Unitarian church. D. Lopez introduced the delegates and thanked G. Skolits for the opportunity to come talk with the senate.

Board of Trustees Meeting Update (M. Anderson)

M. Anderson provided report on the BOT meeting. The BOT met on Nov 8. There were four very strong presentations to the board from faculty members. M. Anderson encouraged senators to read the comments or watch the video of the meeting. She described that the conversations being addressed pertained to the floor for NTTF pay, advocating for a voting faculty trustee on the main policy-making board, practices of shared governance, and the use of student activities fees and the use of SPFF allocation. M. Anderson stressed that this senate has a responsibility to continue to ask about these four issues. M. Anderson noted that the conversation on NTTF faculty pay has the propensity to move forward but will depend on the new budget model. Further, it was decided that any tenure-track family member who takes time off the clock will not be penalized or expected to seek early tenure consideration if they decide to go up for tenure at the time they would have been expected when hired. M. Anderson stated that Cynthia Moore was approved by the BOT to serve as the secretary. C. Moore comes from the University of Pittsburgh and will serve as special council. M. Anderson also stated that R. Boyd apologized for the speed and the lack of consultation in the roll-out of the ORI and UTIA-UTK reunification. M. Anderson expressed gratitude to D. Plowman for taking the conversation about better shared governance forward so that we can continue to have strong voices representing the faculty. M. Anderson noted that the UT Focus Act changed how presidential searches are run. By state law, the BOT only has to produce one candidate; this is evolving and additional updates will be provided. M. Anderson discussed open faculty lunches which was created in response to feedback that faculty don't have the opportunity to get together and talk. The first open UTK-UTIA faculty lunch included 38 individuals; M. Anderson thanked each of the table hosts. The next open faculty lunch will be on January 22, 2020. M. Anderson encouraged senators and guests to give to the Faculty Senate account which helped offset the costs associated with the lunch. M. Anderson also announced that Senate leadership is working with M. Theriot regarding VolCore sessions. M. Anderson announced that the Provost's office is going to provide approval for a pop-up bar for after the Jan 13 meeting. M. Anderson also noted that we have faculty representation on the Education, Research and Service Committee. B. Ownley has previously served in this role. It will be another 2.5 years before there is someone from UTK on this board again as representation rotates across the system campuses. M. Anderson also strongly encouraged nominations for representation on UFC as this body advises the President of the system.

Bullying Policy - First Reading (N. Hristov, T. Freeberg)

Bullying Resolution ([click here](#))

Report on Policy on Bullying ([click here](#))

Bullying Language ([click here](#))

N. Hristov began by noting that she and T. Freeberg are both members of the Faculty Affairs committee. In the last academic year, they met with former Ombudspersons B. Nugent and E. Wynn who provided an account of situations that were occurring on campus, suggesting that bullying was a significant issue, particularly among faculty. N. Hristov noted that there is no anti-bullying policy in the *Faculty Handbook*. N. Hristov and T. Freeberg examined policies of other universities and then drafted a definition which was sent to J. Zomchick during the last academic year. T. Freeberg reviewed the linked document that provides sample language from other universities. A resolution was presented that draws on Volunteer Values. An anti-bullying task force has been convened and will meet on December 11 for the first time. D. Manderscheid will give the charge to the taskforce. The resolution comes forward as a motion from the Faculty Affairs committee; the committee is affirming the need for the Provost's Office to establish the task force. N. Hristov provided some statistics sourced by the Workplace Bullying Institute from a survey in 2007. T. Freeberg noted that if UTK moves forward with a policy we will be at the forefront in addressing bullying as an institution. N. Hristov read the resolution aloud. Currently, there are faculty, staff, and students who are suffering from the effects of bullying; these individuals cannot afford to wait for action. N. Hristov offered a quote from Dr. Martin Luther King: "In the end, we will remember not the words of our enemies, but the silence of our friends." A. Roessner noted that she wanted to applaud the resolution and offer a friendly amendment on behalf of Michelle Violanti to replace the phrase, "people who are its targets" to "people who have been targeted." J. Williams noted that it is important that the definition recognizes that bullying can be non-verbal and that individuals need to be able to feel safe. S. Benjamin asked senators to reserve March 5-7 as Dr. Leah Hollis will be coming to UT to provide a keynote address and conduct four workshops; she is an expert in bullying and higher education. She is the author of the book, *Bully in the Ivory Tower*. K. Reardon asked that the semi-colons be corrected in the resolution. G. Cabana asked about the definition of bullying as repeated behavior. She inquired about the role of individual acts and where this falls in overall behavior. N. Hristov responded that this was discussed at the FSEC, noting that a singular egregious act should be included, but there was discussion about how the research tends to show that bullying is repeated. There can be single acts that warrant examination. N. Hristov reminded senators that the vote was for a resolution, but not necessarily the definition; this will be addressed in the task force. The question was called to accept the resolution to include the two friendly amendments as shown below:

Resolution on Bullying

This resolution was initiated by Faculty Senate Faculty Affairs Committee and approved by the Faculty Senate Executive Council on November 4 and is presented for approval by the Faculty Senate on November 18, 2019.

WHEREAS, academic bullying has a negative impact on the University of Tennessee's mission to provide excellence in teaching, research, scholarship, creative activity, outreach, and engagement; and

WHEREAS, Volunteer Values acknowledge that respecting the contributions and strengths of each individual is integral to teamwork and to fostering a culture of inclusive excellence; and

WHEREAS, bullying generates long-term negative emotional and physical consequences in the lives of people who have been targeted; and

WHEREAS, inaction and passive acceptance of bullying behaviors serve to promote them; and

WHEREAS, every member of the campus community should feel safe, welcomed, supported, included, and valued by the university; and

WHEREAS, the Chancellor's Task Force on Civility and Community encourages all community members to speak out against incidents involving bigotry and other types of incivility so the university can fulfill its responsibility of responding in a fair, timely and consistent fashion; and

THEREFORE, BE IT RESOLVED that the UTK-UTIA Faculty Senate stands against bullying and calls on the university to enact enforceable policies and provide training at all levels that address bullying.

A. Roessner moved approval; P. Rutenberg seconded. The resolution was approved as amended, unanimously.

Bylaws Update and Change Process (G. Skolits)

G. Skolits noted that there is a need to examine the bylaws closely related to titles that have changed and other areas that need to be addressed. G. Skolits has asked committee chairs to examine the bylaws and provide any needed revisions by 12/10/19. Another change is to ensure UTIA has adequate representation in the Senate. He noted that all of these bylaws changes will be pulled together for a vote.

Vol Core/Curriculum Changes – Senate Role this Spring (A. Welch)

A. Welch noted that the review process is going quickly. Every course that will form part of the Volunteer Core curriculum must undergo a five-stage review process: each proposal is first approved by a subcommittee that oversees one of the Vol Core requirements, and is then reviewed by the General Education Committee, the Undergraduate Council, the Faculty Senate Executive Council, and the full Faculty Senate. A. Welch reported that the review of course proposals for the new Volunteer Core curriculum has been moving quickly and efficiently this semester. The General Education Committee is meeting monthly in AY 2019-2020 to review the large volume of Vol Core proposals as quickly as possible. The committee has approved more than 100 course proposals so far. A problem with the approval calendar was encountered; the Undergraduate Council will not meet again until January 28. Any courses approved at that meeting will not be reviewed by the Faculty Senate until March 3. Thus, the courses approved by the General Education Committee in October, November, and December 2019 would not ordinarily receive final approval until March 2020. A. Welch stressed that this long delay poses a significant problem. Numerous stakeholders, including departments, advisors, and administrators both at UT and at colleges across the state, need to know as soon as possible how VolCore will affect their curricula, transfer policies, etc. A. Welch noted that in consultation with the Faculty Senate leadership, an agreement has been reached that the Undergraduate

Council and the FSEC will occasionally conduct a review of VolCore course proposals by e-vote. The Undergraduate Council will hold an e-vote this week on approximately 90 VolCore courses approved by the General Education Committee at its October 9 and November 13 meetings. The FSEC will e-vote on those courses in December, such that they can be reviewed by the full Senate at the January 13, 2020, meeting. A. Welch noted that it is likely that we will follow the same e-voting procedure from time to time in the spring semester as well. A meeting is scheduled to discuss this with the Senate leadership later this month and examine the approval calendar to consider specific dates. A. Welch stressed two points: 1) he expects that all votes conducted by the full Senate on the VolCore curriculum will be in-person votes only, taking place at regularly scheduled Senate meetings; and 2) every effort will be made to preserve the standard five-business-day period for senators to review curricular changes prior to voting on them, in keeping with the Faculty Senate bylaws.

VII. REPORTS OF STANDING COMMITTEES

Approval of Minutes

UG Council Minutes [October 15, 2019](#). The minutes were unanimously passed.

Grad Council Minutes [September 26, 2019](#) The minutes were unanimously passed.

Consent Agenda - [Committee Reports](#)

The reports were unanimously passed.

VIII. ADJOURNMENT

The meeting was adjourned at 5:04 p.m.

Respectfully submitted,
Sadie Hutson, Faculty Senate Secretary