

UTK Faculty Senate

Information Item: Committee Summary Reports

Benefits and Professional Development Committee

November 11, 2019 Meeting

Professional development – no additional comments and waiting for more information before moving forward.

Athletic club discounts

- Recommend having someone from human resources post the available discounts on a central website so others can easily find the information.
- Discussed whether committee should be lobbying for more discounts or if we are just information gathering.
- Decided that we can approach on an individual basis certain business that might be more likely to participate – small, local companies
 - Next step is to identify companies to be contacted and dividing among the group

Maternity/Paternity Leave Benefits for NTT Faculty

- Updated FMLA – currently only availed to tenure track faculty
- Sick time accrual for 9 month TT and NTT faculty –
 - Maybe discuss with chancellor to determine if board of trustees would be amenable
 - Discussed whether sick leave bank could be used for FMLA

Parking

- Parking services feels like their special parking permit serves this need already.
- Recommend Stephanie brings this up to the Chancellor

Budget and Planning

October 21, 2019 Meeting

We discussed the Vice Chancellor visits for the spring (three are currently scheduled). We made sure that everyone was clear about the purpose of these visits. We discussed the budget remodel, mostly focusing on potential risks of moving to a new model. We are concerned that an overly entrepreneurial Dean may decide to save money by eliminating full time non-tenure track faculty members or they might replace all professional advisors with faculty advisors. What guardrails are put in place by the administration to make sure that Deans adhere to certain rules or make decisions aligned with institutional strategic initiatives? We are working on a plan to investigate non-tenure track faculty (NTTF) salaries at UT. We are going to request data from OIRA and work with NTTF affairs committee to fill in with other data on workload and hours worked per week. We would love to also have a record of what different units pay

adjunct Lecturers by credit hour. We are going to try to access data that Vice Provost Zomchick is collecting on comparable Lecturer pay at other SEC institutions. In terms of our goal to investigate GTA salaries and fees, we began talking about how the new budget model may impact graduate student pay or lines. It would be nice to collect baseline data on GRA / GTA pay so that we would be able to compare it to the post-budget model. One way to help this would be to suggest to Senate President Skolits that we add GTA pay to the data dashboard the Faculty Senate wants to create (workloads, pay, etc). We reminded ourselves that part of our duties are for Planning too and need to figure out who is on the Master Planning Committee! We also were thinking about suggestions to make budget documents more transparent so they are easier to read by non-accountants.

November 25, 2019 Meeting

Vice Chancellor Cimino provided the group an overview of his Finance and Administration unit, which employs over 1220 people. Priorities for the next budget year are to work on the budget allocation model, enhance public safety and building access, work on emergency plans, think about how to consolidate administrative functions, work on IT security, think about next generation facilities, and work on space utilization. VC Cimino indicated that the biggest change with the new budget remodel will be that instead of his unit allocating funds to other units, that they will allocate funds to his unit (for the support units). We asked about profits from beer sales, which are significant in some cases, and how those will be used by various units. VC Cimino also updated us on the progress of the new budget model design, and indicated that the Colleges were just getting a look at a standard budget model so that they could start the process of customization. They should be done customizing in February with the plan to then run the new model in parallel with the old model over the next fiscal year. One major sticking point is the cost for support units such as space or library facilities for different units. They will also be starting to create the governance for the new budget model soon. In January there will be another open forum which will feature a panel of people from other universities who have gone through this process. We then switched to view a preliminary analysis of non-tenure track faculty salaries at UTK. We talked about what we could add to the analysis and how we might think about what a baseline salary might need to be. We decided to share the preliminary analyses with the absent budget committee members, the Chairs of the NTT Faculty Affairs Committee, and Faculty Senate President Skolits to get additional feedback. This will prepare us to analyze both tenure-track and non-tenure track faculty salary survey for the 2019 data set.

Diversity and Inclusion Committee

Diversity & Inclusion Committee of the Faculty Senate

Monday, 12/9/2019, Meeting Summary

Committee members in attendance: Samareh Abdoli (Nursing), Joel Anderson (Co-Chair, Nursing), Jason Brown (Art/CDI), Casey Sams (Theatre), Freida Herron (Social Work), Srinivasan (Rajan) Mahadevan (Psychology), Lori Amber Roessner (Co-Chair, Journalism), Michelle Violanti (Communication Studies).

The Diversity & Inclusion committee of the Faculty Senate convened at 3 p.m. December 9, 2019.

We focused the first portion of our meeting on feedback from Joel Anderson, who is designing a survey to distribute to Faculty Senate members to determine their knowledge about internal and external resources related to diversity and inclusion. We offered suggestions for the survey audience and survey design, in particular modifications to the wording of some prompts, and Roessner recommended that Anderson reach out to Hillary Fouts, a faculty fellow for the Office of Diversity & Engagement, who is in the midst of establishing a database of faculty experience in the area of diversity and inclusion.

We focused the second portion of our meeting on the development of United Around Hidden Difference, a year-long campus dialogue around invisible diversity (i.e., sexual orientation, class, religion, age, regionalism, and other categories), that we will kick-off with a panel scheduled for 3:40 p.m. Tuesday, March 3 in advance of a three-day campus anti-bullying initiative. We have recommended the following panelists—[Mitsunori Misawa](#), [Brian Gligor](#), [Tony Murchison](#), [Helene Jul Sinnreich](#), and [Thomas Cruise](#), who will share their experiences with sexual orientation, class, education-level, regionalism, religion, and veteran status, in five to seven-minute vignettes before Misawa, an anti-bullying expert offers some concluding thoughts. As our audience of students, faculty, staff, and additional community members exit, they will have an opportunity to anonymously share their own experiences on a visual display. After the kick-off event, we will continue to gather additional stories across campus and to engage in dialogues around community resources for individuals with invisible differences and the opportunity to foster a welcoming, inclusive, and engaged community that unites us in our differences, and to engage with [Christina Irene](#), an expert on invisible diversity, at our proposed finale.

Amber Roessner will schedule a room in the Student Union and add the event to the University calendar. CDI representative Jason Brown will reach out to Joan Heminway to determine how we might situate our event as something of a kick-off to the anti-bullying programming. Michelle Violanti will look into the logistics of gathering stories after the event.

In the coming weeks, we will engage in additional organizational and planning tasks related to the survey and the invisible diversity programmatic initiative by email, and the co-chairs will circulate an agenda and a logistical reminder in advance of the first scheduled meeting in February 2020.

Research Council

Research Council

Meeting Date: Nov 13, 2019

Items of Business

1) The Research Council received an update on the process being used to review two research centers

sponsored by ORE.

2) The Research Council welcomed Dr. Stacey Patterson, UT Vice President for Research, Outreach, and Economic Development, who provided an update on the Oak Ridge Institute at the University of Tennessee (ORI). This update follows the brief remarks made by President Randy Boyd's to the Board of Trustees at their November 2019 meeting. Vice President Patterson indicated that the business plan for ORI remains in development, and a recommendation report is due to the Board by December 31, 2019. This will include a framework that allows for Infrastructure, People, and Collaborative Opportunities to converge, establish and align policy between the University and ORNL that intersect performance metrics and expected outcomes. An additional opportunity for broad input, similar to the recent open forum, is being planned.

3) Dr. Robert Nobles, Interim Vice Chancellor for Research & Engagement, addressed the Research Council and shared his thoughts about his six-year tenure at the university, including his leadership of the Office of Research and Engagement and partnership with the Research Council. The Research Council expressed its appreciation and respect for Dr. Nobles for his service, leadership and innovation at the University of Tennessee-Knoxville.