

UTK Faculty Senate Executive Council

Committee Reports for April 20, 2020

Appeals

- No report

Athletics

The Faculty Senate Athletics Committee met on February 24, 2020, mainly to discuss sports wagering on intercollegiate athletics. Andrew Donovan (Senior Associate Athletic Director for Regulatory Affairs) led the discussion. The NCAA forbids university administrators, coaches, staff, and student-athletes from gambling on “any intercollegiate, amateur or professional team or contest.” The NCAA defines a “wager” as “any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value.” The NCAA legislation was established in 2007 and revised in 2020.

Andrew shared specific information on Tennessee state law, which legalized online sports betting on July 1, 2019; however, student-athletes, Athletics Department staff members, individuals with responsibilities related to the Athletics Department, and university students/employees with relevant non-public information on student athletes or teams are prohibited from betting. Wagering is not allowed on individual student athletes. Athletics department training, specifically on sports wagering, compliance forms and affidavits for staff and student-athletes were also shared. Andrew indicated that he periodically sends reminders to staff and student-athletes about compliance, especially before big events. Andrew also shared documents that he provides to staff on the 2019-2020 education rules pertaining to student athletes, including gifts, recruiting, autographs, unethical conduct, academic eligibility, and many other topics.

The committee also discussed the “real value” of the student-athlete experience. Top in-state recruits on scholarship receive approximately \$115,382 in funds and services. This includes scholarship (\$50,056), travel (\$30,003), sports equipment (\$8,941), student stipend (\$6,502), sports medicine (6,377), academic support (\$5,061), strength and conditioning (\$4,413), training table (\$3,650), and sports science (\$379). Although non-scholarship student-athletes receive less, they often are given several thousand dollars in travel, training, and services.

Benefits and Professional Development Committee

- No report at this time

Budget and Planning

Faculty Senate Budget and Planning Committee

Meeting Date: March 30, 2020

In attendance: Beth Schussler, Ken Baker, Phillip Daves, Lou Gross, Joe Bailey, Tamah Fridman, Lisa Driscoll, Alex Rodrigues (briefly)

We first discussed our upcoming meeting with Provost Manderscheid (April 13) and whether we thought he would still be able to attend. Beth has e-mailed his administrative assistant, but in case he cannot attend, we brainstormed questions to ask him regarding grad student support for finishing research, undergraduate and graduate admissions impacts, graduate student fees, the current budget process, and BAM timeline. Similarly, Chris Cimino was unable to attend the meeting, so we collected questions to ask him focused on the current budget process, impacts of the pandemic on UT's budget, whether we should anticipate negative impacts on the budget, how hiring is being impacted, and impacts on BAM. We then shared the current salary analyses for tenure track and non-tenure track faculty members, created a plan for finalizing those analyses and reports, and set up a due date of draft reports for April 13.

Adjourned at 4:54

Faculty Senate Budget and Planning Committee

Meeting Date: February 10, 2020

Attending: Beth Schussler, Ken Baker, Tamah Fridman, Alex Rodrigues, Phillip Daves, Lisa Driscoll, Lou Gross

Meeting started at 3:35.

At this meeting, we hosted two Vice Chancellors: Interim Vice Chancellor for Research Mench and Athletic Director Fulmer.

Dr. Mench will be compiling information about the state of the research office to pass to the next Vice Chancellor when he or she is hired. Some things he noted are that although federal expenditures are up over time, that NSF funding is decreasing and proposal applications are flat. He thinks we underperform in federal grantsmanship. One area for discussion is how to maintain a strong central research office under the new budget model, when there will likely be pressure to de-centralize some efforts to Colleges. We discussed how more support could be provided for scholarship that does not earn federal funding and how this is important for the prestige of the university. He highlighted the many opportunities of the UTIA merger, ORI creation, and new partnerships at the Innovation Park / Cherokee Farm.

AD Fulmer highlighted the strong progress the Athletic Department has made over the last two years, with revenue up over time. Unfortunately rising costs have actually drawn down the reserve funds by 8 million since last year (this matters because there is a target reserve fund amount that would trigger the re-assessment of funding for the academic side of campus). The extra \$34 million in budget has been used to fund new SEC mandates that have increased costs, the cost of tuition has increased, food has been "de-regulated", they had to hire more

nutritionists, strength coaches, medical staff, travel, coaches' salaries, etc. When asked what would build the reserves back up, he said season ticket sales for football, which bring in about 80% of the revenue. Alcohol sales bring in 1-2 million but this is not a huge part of the budget. We asked about the SEC payouts (\$46 million this year) and were told it just goes into the "general budget". They acknowledged that the new budget model would likely require them to pay more funds to campus. We talked about making game days more family friendly and drawing in new ticket holders, and that the south end stadium renovation would probably start in January 2021 and be complete in 2023.

Meeting adjourned at 5:05

Diversity and Inclusion Committee

Diversity & Inclusion Committee of the Faculty Senate Monday, 3/13/2020, Meeting Summary

Committee members in attendance: Joel Anderson (Co-Chair, Nursing) Samareh Abdoli (Nursing), Jason Brown (Art), Lt. Col. Matthew Castillo (Engineering), Lori Amber Roessner (Co-Chair, Journalism), Casey Sams (Theatre), Michelle Violanti (College of Communication & Information).

The Diversity & Inclusion committee of the Faculty Senate convened on April 13, 2020. We focused on dialogue around four specific agenda items [see below]:

- 1) Hillary Fouts, a Faculty Fellow for the Office for Diversity & Engagement, shared the results of the university-wide Invisible Labor survey conducted in Fall 2019, and we discussed ways in which our committee might be able to raise awareness and champion the recommendations surrounding the issue of invisible labor at the University of Tennessee;
- 2) Committee co-chair Joel Anderson shared the results of a University-wide survey around awareness of Diversity & Inclusion resources and willingness of University faculty to share their expertise with the Office for Diversity & Engagement;
- 3) Committee co-chair Amber Roessner facilitated a debrief and discussion of next steps in our year-long initiative around Hidden Difference.
- 4) Committee co-chairs Amber Roessner & Joel Anderson moderated a conversation around the purpose and goals for our committee moving forward.

The Zoom video recording and chat record will be available to all committee members, especially for those who were unable to attend.

Diversity & Inclusion Committee of the Faculty Senate **Monday, 2/10/2020, Meeting Summary**

Committee members in attendance: Samareh Abdoli (Nursing) Jason Brown (Art), Freida Herron (Social Work), Lori Amber Roessner (Co-Chair, Journalism), Casey Sams (Theatre), Michelle Violanti (College of Communication).

The Diversity & Inclusion committee of the Faculty Senate convened on February 10, 2020. After informing the committee that our resource survey, facilitated by Joel Anderson, would be circulated by Robert Spirko the following day, we moved forward with planning for our March 3, 2020, community dialogue around invisible diversity (e.g., 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. Co-chair Amber Roessner invited the committee to offer any additional feedback on the university calendar announcement [https://calendar.utk.edu/event/united_in_hidden_difference_a_community_dialogue_around_invisible_difference#.XkbkkK3MxZ0] or the flyer [updated pdf attached]. Modifications have been implemented [see updated pdf attached], and we all agreed that we would circulate the pdf flyer widely in our individual colleges, as well as to the commissions and organizers of the anti-bullying event, etc. Roessner has reached out to Misty Anderson and Tyvi Small to inquire again about the possibility of printing posters, and if funds are allocated, Roessner will reach out to you all to help distribute and post in the coming days. Moreover, Roessner will distribute the flyer to the appropriate individuals within the University's Office of Communication to promote and facilitate the on-screen display at Hodges Library and Student Union buildings. Thanks to the efforts of Casey Sams and Matthew Castillo, we have secured two student volunteers to help CCI specialists with the filming and livestreaming the event. Freida Heron generated a panelist guide [please review attached document and offer any feedback by noon Monday] and will facilitate the delivery of the writing utensils, sticky notes, and white board on the day of the event. Michele Violanti and Roessner plan to meet in late February to begin discussions about the next phase of the year-long project, involving interview collection.

Faculty Affairs

Faculty Affairs Committee

Monday March 19, 2020, 4:10-5:00pm

Dunford Hall 2412

Members Present: Beauvais Lyons, Eliza Fink, Cheryl Greenacre, Jessica Westerhold

Members Absent: Elizabeth MacTavish. Todd Freeberg, Nathalie Hristov, Brian Krumm, Jon Shefner

Guests: Lisa Yamagata-Lynch and members of the Appeals Committee (Rebecca Prosser, Merilee McCurdy, Stephanie Benjamin)

Approval of the Minutes:
[February 10, 2020](#)

Discussion of Goal 8: A conversation with Ombudsperson Lisa Yamagata-Lynch
<https://ombuds.utk.edu/ombudsperson-faq/>
<https://ombuds.utk.edu/wp-content/uploads/sites/28/2019/08/519379-Ombuds-Annual-Report-accessible.pdf>

In advance of the meeting, Lisa sent the following email message with two attachments, a dashboard summary and a slide presentation documenting her activities. She also wrote in italics below....

I believe that for our community to take full advantage of the Office of Ombuds Services, it is vital that we demystify the activities that we provide to UT/UTIA graduate students, faculty, and staff to the extent possible while remaining confidential. Therefore, I have information I am going to share with you.

For the Faculty Senate presentation in February, I did not have enough time to present all of what I prepared for the 2019 annual data (May to December). You will find the data I intended to present as an attachment to this message. I tried to make the data slides decluttered and as self explanatory as possible, so if you have a chance to review them before the 9th please do so. I am also attaching what I call the Ombuds Dashboard that has a quick snapshot of the most up to date data as of today.

With my academic background in instructional design I have some practical visual design training for communication purposes, but I am not a visual design expert, so for those of you who are experts please excuse anything that does not make sense to you. Additionally, please feel free to provide me advise about the visuals that can help me improve my ability to communicate to the UT community.

In terms of visitor traffic as of today, since May when I was appointed to the Ombuds position I have met with 180 visitors. When you open the 2 files it will not add up to that number because for the latest data in the Dashboard, I have decide to capture only Fiscal Year 2020 rather than starting May 2019. Therefore the FY2020 visitor traffic count does not include the 22 visitors during May and June.

Assuming visitor traffic continues to average 20 or more per month, FY2020 total visitor traffic will range between 215 to 230 by the end of June 2020. Just for contextual information, what seems to be standard traffic for well established ombuds offices at institutions our size with comparable number of students and employees that we serve is 300.

One more piece of data that is not in the files I am sending is my progress to be certified as an Ombuds by the Internal Ombudsman Association. That information is below:

Accomplished in 2019			Planned for 2020		
May	June	August	March	April or May	June
Began Services	Attended training	Passed Written Exam	Attend IOA Conference and Present	Apply for CO-OP	Become Certified or a Candidate

In discussion at the meeting, some issues she flagged are graduate student experiencing health issues that may impact their study and work. She noted that students can retain health coverage if they are taking a leave for medical reasons at \$177/month. Because they are not paying student fees, they lose the right to go to the Student Health Center. International graduate students would have to be handled differently.

In FY 2020 she has had 21 cases where there were touch points with a department head. In some cases these have been initiated by the faculty member.

Lisa notes in her report that policy clarification is a subject that nearly 40% of her visits involve. Sometime this may involve seeking clarification with the Office of the Provost how the policy will be interpreted in their situation. She said it is less an issue of the policy being unclear, only how it is interpreted.

For department heads, their inquiries sometimes related to *ex parte* communications.

From the Appeals Committee perspective it is often about whether a policy has been followed fairly. Cheryl also brought up the issue of changing assignments and responsibilities for a faculty member.

Lisa said she does hear about service loads, and how these are sometimes unequal.

She said she gets more inquiries from non-tenure track faculty than tenure-track faculty members., and it was thought that our new Faculty Handbook language about percentage of effort will address these concerns.

There was discussion of graduate students, who can be caught between their roles as both students and employees or instructors.

She noted that she has a dedicated office at Dunford Hall 2423. She said that she meets with Matthew Scoggins, the Chancellor's Chief of Staff monthly. There was discussion about how to ensure the position is sustainable in her role as a faculty member and

ombudsperson. Some consideration to having more than one ombudsperson might be worth pursuing.

Quick Committee Updates:

Goal 5: Update on the Bullying Task Force (Nathalie Hristov and Todd Freeberg)

The bullying task force met on February 14 to discuss a definition offered by Jenny Richter based on the TACIR (Tennessee Advisory Committee in Intergovernmental Relations) policy. The task force members made several recommendations to the policy and Jenny will send us a revision based on the committee's input soon. Once the revised definition (to be approved hopefully this month) is agreed upon by the committee, the other subcommittees will move forward with implementation, policy-setting, education and outreach.

Goal 9: Update on dismissal of NTTF in Handbook 5.6 (Brian Krumm)

Brian has been in communication with Laurie Knox and Crystal McAlvin about taking a first run at drafting new handbook language. Efforts to include AAUP still need to be pursued. Lisa noted that in a "for cause" case the process moves too slowly, and that this could be revised. She noted that use of this provision to quickly remove someone who presented a risk to themselves or others might not need to be used. Jessica advocated for an appeals process that aligned more with the appeals processes for tenure-track faculty.

Goal 2-3: Update on ["Other Policy Documents"](#) from Section 1.11 of the *Faculty Handbook*, and review the [Appendix I](#) section of the *Faculty Handbook*, These issues are on the agenda for the February 3, 2020 committee meeting. (Beauvais Lyons) Beauvais is communication with John Zomchick about meeting the week of March 23 to follow up on these matters.

Future Meeting:

Monday April 13, 3:30-5:00pm, Dunford Hall 2412

Adjournment at 5:02pm.

Graduate Council

- Graduate Council Minutes of [March 26, 2020](#)

Library and Technology

- No report

Nominations and Appointments

- No report

Non-Tenure Track Issues Committee

NTTI Committee Summary List AY 2019/2020

Co-chairs: Laurie Knox and Crystal McAlvin

- We are continuing to monitor the changes to the Faculty Handbook and implementation of the new policies.
- Laurie and I met with Dean Lee from the college of Arts and Sciences and requested formation of the Deans Lecturer Advisory Council (DLAC). In response to that meeting, Dean Lee held an election, created the DLAC, and they are holding their first meetings April 2020. The DLAC will serve as a direct channel from lecturers to the Dean.
- From the meeting with Dean Lee about DLAC, it came to fruition that Laurie and I were asked to join the Arts and Sciences Bylaws Taskforce. This committee was formed to recommend and make appropriate updates to the COAS Bylaws with regards to the new policy changes in the FH on NTTF evaluation and promotion.
- Laurie and I participated in the Faculty Senate Bylaws project to update the description of the NTTI committee and its charges to more accurately reflect the work of the committee.
- We began a discussion about a troublesome sentence at the end of Ch. 5.6 in the Faculty Handbook. Discussion so far has included the Faculty Affairs Committee and the ombudsperson here at UTK. We are in the process of writing up a draft section to replace the troublesome passage and elucidate and elaborate on what options are available for NTTF with regards to termination and/or dismissal.
- Data request: we put in a huge data request for NTTF with regards to salary, workloads, and several other metrics that we hope can guide committee work in coming semesters. This request was submitted by Gary Skolitz and approved by David Manderscheid, so now all we are doing here is waiting for the data to come in.
- Survey work: we drafted a number of survey questions before the transition to online, but decided to suspend that work because we weren't sure of our goals. However, recently, Laurie drafted and employed a survey of NTTF about NTTF's experiences with the transition to online learning in response to COVID 19 and the data is very interesting. We shared this data with Gary Skolitz so that our work can inform and align with a whole- faculty survey that he plans to do.

Research Council

Research Council Meeting Date: March 11, 2020

Items of Business

- 1) The Research Council received an update from the SARIF GRA Committee. All RC committees – SARIF GRA Committee, Center & Institute Review Committee, Chancellor Award Committee, and SARIF Equipment Fund Committee have completed their work for the year.
- 2) The Research Council welcomed Dr. Joel Reeves, Associate Vice Chancellor and Chief Information Officer, who provided an update on computing resources of the Advanced

Computing Facility and its organization under OIT. Perspective on the age of clusters and plans for updating and growing the research computing resource were shared.

3) Interim Vice Chancellor for Research Matthew Mench discussed COVID-19 response and planning with regard to campus research and laboratory safety.

Research Council Meeting Date: February 12, 2020

Items of Business

1) The Research Council received an update from Dr. Kim Eck, Assistant Vice Chancellor for Research Development, who described ongoing efforts of the Research Working Group established in conjunction with the UTK/UTIA reunification process. Dr. Eck described the charge to the Research Working Group and the process by which they were pursuing their charge, which entails identifying the top opportunities and ideas to enhance research collaboration between UTIA and UTK faculty; identifying changes needed to facilitate research development, administration, compliance and support; and helping to solve problems that impeded those efforts. Dr. Eck shared a sense of the recommendations that seem to be percolating from the process and interactions, and noted that a final report is due to the Chancellor in mid-March.

Research Council Meeting Date: January 8, 2020

Items of Business

1) The Research Council received an update from the SARIF Equipment Fund Committee. Notifications were sent in early December.

2) The Research Council welcomed Dr. Shawn Campagna, who described the UT Core Facilities Program and the new strategic plan for Science Alliance, a state-funded center of excellent. With respect to the latter, five key areas and programs were described. These include programs to support undergraduate and graduate researchers, the establishment of Faculty Development Fellows, a program to support collaborative initiatives between UTK faculty and ORNL staff, and a team-based initiative that supports small teams of scientists on efforts that align with emerging areas of focus at ORNL.

3) A series of changes to Research Council Bylaws were presented, discussed, amended and approved. These were transmitted for inclusion in revision of Faculty Senate bylaws.

Teaching and Learning Council

- No report

Undergraduate Council

- Minutes of Meeting [April 14, 2020](#)

Undergraduate Council Summary Report – April 14, 2020 Submitted by Anthony Welch, Chair

Academic Policy (March 4): The committee presented seven proposals:

- (1) to update the policy on transfer credit for students who have completed an associate's degree and a Tennessee Transfer Pathway (TTP) at a Tennessee Board of Regents (TBR) community college to include additional categories of prior learning assessment;
- (2) to clarify the undergraduate grade appeal procedure;
- (3) to update the American history requirement in response to recent changes in the Tennessee Code;
- (4) to clarify that the new grade replacement policy applies only to 100- to 400-level courses taken for undergraduate credit;
- (5) to update catalog text related to the policy on N-prefix grades for ABC/N courses that was approved earlier this semester;
- (6) to authorize the Coordinator of Curriculum/Catalog to make minor updates to catalog text to reflect policies approved by the Academic Policy Committee, if errors or omissions are found prior to the committee's next scheduled meeting in Fall 2020;
- (7) to allow the Vice Provost for Academic Affairs and the Coordinator of Curriculum/Catalog to make editorial changes over the summer, if necessary, to comply with a Department of Education ruling regarding the term "regionally accredited."

The Undergraduate Council approved all the proposals.

Advising (February 18): The committee shared standing reports from the UTK advising community and other campus units. These items were informational only and did not require action from the Undergraduate Council.

Appeals: No report.

Curriculum (March 31): The committee presented low- and mid-impact catalog corrections from six colleges and several other units for the 2020-2021 catalog. In addition, the committee affirmed the creation of the new S/CR/NC grade mode for Spring 2020 undergraduate courses. This grade mode will be shown on the website of the Office of the University Registrar and on an individual student's transcript, but will not show in the undergraduate catalog. The Undergraduate Council approved all the proposals.

General Education (March 11 and April 8): The committee presented the minutes of two meetings held in March and April. On March 11, 56 course proposals were approved for the Vol Core curriculum, effective Fall 2021, in the following categories: WC, AOC, QR, AH, AAH, SS, and EI. On April 8, 84 course

proposals were approved for Vol Core in the following categories: WC, AOC, AH, AAH, NS, SS, and GCI. The committee will hold an extra meeting on May 13 to review additional Vol Core proposals. The Undergraduate Council approved all the proposals above.

Other: Due to closures and social distancing measures caused by COVID-19, many business partners who have previously hosted paid internships for our students are unable to offer paid positions this summer. To accommodate the need to transcript unpaid off-campus internships during Mini-term and Summer 2020 without creating a financial burden for students (who are required to pay per-credit-hour tuition rates for these transcribed courses), both the Curriculum Committee and the Undergraduate Council considered a proposal to create zero-credit sections, in Mini-Term and Summer 2020 only, for certain off-campus study courses that normally carry 1-15 credit hours. The proposal was approved.

Should it be necessary to extend any of the emergency measures already approved for Spring 2020 into one or more additional terms, the Council approved a proposal to schedule a meeting between late May and early June, which would include the full Undergraduate Council and its Committees, to consider those measures.

University System Relations Committee

April 26, 2020

University System Relations Committee Year-end Report

By-laws charge: 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.

During this active year, which began with the announcement of the ORI and the reunification of the UTK and UTIA campuses, we spent much of the fall tracking with the developing content of these major changes and initiatives. Additional key goals for this year included matters related to these developments

- 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. *We met this goal.*
- Work with the Research Council to draft a “design principles” document detailing what we would like the new ORI to include and observe. *We met this goal.* (*Note: the Committee has still not seen the university’s ORI report produced this fall)
- Help the Provost and the Chancellor establish Campus priorities and authority in the coming year that will exemplify the value of shared governance. *We met this goal through a proposal on shared governance practices that now place the Senate President on the Chancellor’s University Leadership Council, the President Elect on the Steering Committee for Campus Strategic Planning, and the past President to meet with the*

Council of Deans once a semester. We hope that the System's move off campus will further clarify the organizational structure of Campus and System relations.

- *Attend at least one of the UTIA/UTK "brainstorming/listening" sessions for faculty. We met this goal.*
- *Review the feedback document prepared by the UTIA/UTK Land Grant Team and provide additional commentary to the Team. We met this goal, though it is an ongoing process.*
- *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. We attempted to meet this goal but were not able to get clarity on the ORI process.*
- *Help clarify the System and Campus roles and lines of authority in the new Institute arrangements. We will continue to monitor this goal.*
- *Review best practices and models for System/Campus organization. We continue to monitor this goal.*

In addition to these goals, we produced working papers recommending the restoration of a faculty trustee, a proposal for a Faculty Communications page, and represented faculty by collecting questions and attending the town hall prior to the Board naming Randy Boyd System President.

Because of a number of significant changes in the 2019-20 AY, including a new Chancellor, the proposed move of the System to a site off campus, the status of Interim President, now President Randy Boyd, the proposed ORI, the UTIA/UTK merger, the first full year without any faculty representation from UTK or UTIA on the Board, and the retirement of Board secretary Catherine Mizell, this was a year to consider the function and role of this committee. We have delayed the formal amendment of our charge in the bylaws, though we are working with the following draft:

University/System Relations Committee. Membership shall consist of at least eight faculty members, including the elected campus representative to the University Faculty Council. During years when the campus has a faculty representative on The University of Tennessee Board of Trustees or any of its committees, that person will also serve on the University/System Relations Committee. The chairperson shall be a faculty member. The University/System Relations Committee will provide for faculty input (1) into policies of The University of Tennessee System, including but not limited to those related to tenure, research, ORI, 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.

We have agreed to complete the amendment of our section of the bylaws in the fall and focus our attention next year on the following:

- Involvement and advocacy through the University Faculty Council, where President Shawn Spurgeon and rep. David Patterson will be our voting representatives. The UFC is the faculty advisory body to System President Randy Boyd
 - Continue to develop relationships with the Board of Trustees.
 - Field at least one faculty speaker from UTK at every Board of Trustees meeting.
- Continue to advocate for the restoration of a faculty trustee on the Board of Trustees.