

## FACULTY SENATE

### MINUTES

May 4, 2020, Zoom Meeting

Absent: Douglas Aaron, Samereh Abdoli, Brad Areheart, Joe Bailey, Monica Black, Chris Boyer, Courtney Childers, Chris Cimino, Frank Cuevas, Neal Eash, Sarah Eldridge\*, Michael Gilchrist, Kyung Han, Matt Harris, David Icove, Karen Jones, Michael Kilbey, Teresa Lee, Luiz Lima, Madhu Madhukar, Crystal McAlvin, Darryl Millis, Stephen Paddison, Chris Parigger, Kristin Rearden, Reza Seddighi, James Williams

\*Alternate: Justin Arft for Sarah Eldridge

#### **I. ESTABLISHMENT OF QUORUM** (E. Bernard)

E. Bernard established a quorum.

#### **II. CALL TO ORDER** (G. Skolits)

G. Skolits called the meeting to order at 3:30 p.m.

#### **III. ANNOUNCEMENTS**

##### President's Report (G. Skolits)

G. Skolits began the meeting by reviewing Zoom logistics. G. Skolits noted that since the time the agenda was prepared, three items have been requested to be added; as such, the rules must be suspended to entertain new items and modify the agenda. He called for objections. M. Collins objected due to a lack of time to properly consider the items. G. Skolits launched a poll indicating that a 2/3 majority must approve to move forward. The motion passed by a 2/3 majority.

##### UTK Chancellor's Report (D. Plowman)

D. Plowman noted that what we have done this spring to accommodate students has been absolutely amazing; there is more time to plan for fall term. E. McIntyre and S. Smith will be reporting on this later in the agenda. The purpose of the task force is to generate creative ideas amidst three scenarios. The members are determining the best ways to ensure the safety of the entire campus community while also fulfilling our academic mission. D. Plowman noted that the University will take a phased approach to returning to campus. She explained that there will be a phased process for knowing who will come back to campus and what this means with regard to processes for cleaning, training, PPE, etc. D. Plowman announced that UTK received \$19.2 million in CARES emergency funding for students and the campus; 50% must be spent as direct emergency funding for students. 90% of the funds will be used as block grants for the lowest income students (Pell-eligible and non-Pell-eligible, but still in need.) 10% of the funds are being used to supplement the emergency fund in the Office of Student Life. She noted that the remaining \$9.6 million is for the university that we can use within very strict guidelines; no decisions have been made on how to use these funds as yet. S. Hutson asked whether the determination to exclude graduate students in distance education programs for CARES funding was made based on the federal regulations. D. Plowman responded that she was unsure but would find the answer and respond at a later date. G. Alexandre asked if there was any indication of how many students will be returning to campus. D. Plowman noted that we do not yet have a number, but that we have a good indication that if we are exclusively online, we will lose enrollment. D. Manderscheid reported that we have extended the commitment deadline for

new students for a Fall seat to June 1. D. Keffer asked about a scenario when there is a positive test in a campus building and how the building occupants will be notified. D. Plowman responded that the fall task force is working on those procedures. F. Cuevas is working on how many rooms we can use of the dorms as isolation quarters. D. Plowman noted that the procedure for this will be clarified soon.

#### Provost's Report (D. Manderscheid)

D. Manderscheid reported that the Teaching Learning Innovation Center is planning on offering summer bootcamps for online instruction; information about this was sent by M. Theriot. He explained that a faculty fellows program will be launched around bringing disciplinary expertise to online education. D. Manderscheid announced that the Law Dean search is on pause; an interim dean will be announced who will begin on July 1. He added that the strategic visioning process will have information forthcoming later this week about how we are restarting the process.

#### UTIA Report (T. Cross)

T. Cross has been engaged with the Chancellor and the policy group to determine practices with regard to safety, PPE, re-entry guidelines. The challenge is that every county will be a little bit different and consistency will be ensured to the extent that it is possible. T. Cross reported that Dr. Robert Burns announced plans to step down as Dean for UT Extension on 5/31/2020. Dr. Scott Senseman will serve as Interim until a search can be launched.

### **IV. MINUTES OF THE FACULTY SENATE AND EXECUTIVE COUNCIL**

The Faculty Senate meeting minutes of April 16, 2020, were presented for approval. B. Krumm moved approval of the minutes; G. Kaplan seconded. The minutes passed unanimously.

The Faculty Senate Executive Council meeting minutes of April 20, 2020, were included as an information item.

### **V. OLD BUSINESS**

#### Senate Bylaw Update (G. Skolits)

*UTIA-Extension Bylaws* (2<sup>nd</sup> reading). G. Skolits noted that there has been no change about this since the first reading, except to correct the College of Communication and Information. A. Ludwig moved approval, G. Kaplan seconded. The motion carried unanimously.

*2020 Bylaws Changes* (2<sup>nd</sup> reading). G. Skolits noted two changes since the first reading. One change was related to the Research Council; the question was regarding the format for how the committee chairperson information will come forward to the FSEC. This information will come in the form of a recommendation. The second change pertains to clarifying the procedure regarding what happens when the Faculty Senate only approves part of an action and the process that follows thereafter. RJ Hinde, A. Welch and B. Lyons worked on this. B. Lyons moved approval; M. Anderson seconded. The bylaws changes were unanimously approved.

#### Unfinished Business (G. Skolits)

G. Skolits noted that there are several items on which we need to complete work over the summer. The FSEC will meet over the summer to stand in for the Senate. He also reported that B. Killion sent an email regarding any committee change requests for the next academic year.

## **VI. NEW BUSINESS**

### Election of Faculty Senate President-Elect (G. Skolits)

B. Krumm introduced himself and provided some background. He conveyed his excitement about the opportunity to become the president-elect of the Senate. B. Krumm noted his interest in helping the university to move in a direction that is challenging. Looks forward to working with the faculty and administration closely to develop solutions. G. Alexandre asked why he wanted to take this role on. B. Krumm responded that faculty need a voice and need to collaborate with the administration to ensure business gets accomplished in an effective manner. M. Black asked if he had served on the Faculty Senate. B. Krumm responded that this is his first year serving on the Faculty Senate. He assured the senators that he will work hard to solve the issues that need to be addressed now and in the future. Results will be provided in the mini-minutes later in the week to account for any write-ins that may be forthcoming and sent to B. Killion.

### Re-imagining Fall 2020 (S. Smith and E. McIntyre)

S. Smith began by expressing appreciation for the participation of the campus to contribute to re-imagining the Fall term. He reviewed the charge to the committee including: 1) returning to campus on Aug 19 or later with modifications; 2) returning to campus but an outbreak requires return to remote learning; and 3) instead of returning, go virtual. He conveyed that the questions they are considering for each scenario include: 1) What are the major considerations for planning? 2) What are the recommendations for safety, agility, and effectiveness? In addition, the Chancellor provided some things to address within each of the 6 subcommittee topics. He noted that the deadline for report is May 18. As things stand now, of the 70+ total individuals, the task force group includes 1/3 faculty (23) who are faculty w/o admin appt. about 10% are NTTF; 18 are faculty with some sort of administrative appointment, 1 NTTF and 1 faculty without an administrative appointment are subcommittee co-chairs.; 7 of the 15 on T&SS are faculty without admin apt.; plus 2 faculty with administrative responsibilities; 3 of those are NTTF (2 of which are former NTTF chairs); Task force includes current and former FS president; exempt professional staff include advancement, athletics, communications, enrollment, facilities, health, human resources, student success, etc. S. Smith shared some preliminary examples of recommendations: 1) Create once-per-week versions of classes that can be taught FF on Saturday in a 3-or 4-hr slot.; 2) Public awareness campaign to encourage best practices in disease mitigation; and 3) potentially require all contracted students who are within a commuter range to live at home. Feedback summary was provided by E. McIntyre. She noted that almost 1,000 responses came in. More than half of the responses were by faculty and staff, then the next big group was students. The focus of the responses fell in workplace safety, engagement and outreach, general, research, residence halls and student spaces, teaching and student success, and visitors to campus. A few themes were provided to give an idea about what was communicated. FTF classes are most effective, most imagined a fully online or hybrid model. A. Roessner asked how decisions by peer universities are impacting the process? E. McIntyre responded that there is a resource page being compiled to help inform the committee. E. McIntyre noted a question in the chat pertained to how committee members were selected. E. McIntyre responded that the Chancellor selected the 17 members. From there, the subcommittees asked deans to provide recommendations. She further noted that subcommittee chairs were also asked to provide recommendations of individuals to serve. After all the names were generated, wanted to strike the difference by expertise and role in the university on each subcommittee. E. McIntyre emphasized that the analysis of the survey was not intended as research, but rather a descriptive analysis to be provided to the subcommittees

as the ideas generated are very creative solutions for the challenges that will present in the Fall term. B. Lyons asked how TNVoice will inform the Fall Task Force. J. Zomchick noted that TNVoice has concluded, but at the end of the course evaluation survey there was an additional link for students to answer general questions about the transition to online learning. He was not certain when results would be available. L. Knox noted that the NTTI committee asked NTTF to provide feedback on the transition to online learning. The survey results need to be analyzed. B. Killion offered to provide assistance. OIRA also offered to help with analysis.

#### Faculty Fellows for Online Teaching (M. Anderson)

M. Anderson noted that we put forward the faculty fellows program from the senate leadership. The areas of expertise have not yet been determined, but M. Theriot will be reaching out to senate leadership to assist with this.

#### Salary Study (K. Baker and E. Schussler)

K. Baker provided a brief presentation on the salary analysis. Did two analyses, including one on TT faculty salaries and another on NTT faculty salaries. He noted that the 2018-19 data received include information: 1) broken down by college/department/rank; 2) UTK average, minimum and max salaries by rank; 3. RUVH average, minimum and max salaries by rank, 4) cost to increase average UTK salary to match average RUVH salary by rank; and 5) ratio of UTK average salary to average RUVH salary by rank. K. Baker qualified the analysis by noting that means were used, not medians. He summarized results including that the average salary for all 1,147 profs is \$115K. UTK is higher than peers, consistent with RUVH, and lower than aspirational schools for all ranks. Data was provided on the 5-year salary changes at UTK were higher than RUVH institutions for every rank, but barely for assistant professors. UTK mean TT salaries by college vary with three colleges that are above the university average (Haslam, Tickle, and Law). The Colleges of Business, Architecture, and Communication faculty make proportionally more than RUVH institutions; Law makes proportionally less. K. Baker noted that every unit has increased in pay over the last five years, although to varying degrees. K. Baker shared the NTT analysis. Info includes 9-month and longevity pay. Original data included 783 faculty members, but then excluded part-time faculty members. Ultimately, a total of 468 observations of NTTF were used in the analysis. The mean salary was \$63,250 and median was \$55,996. Lecturer group makes up 70% of NTTF, Clinical and Professors of Practice salaries tend to be higher than average. UTK NTTF mean salaries vary widely. A comparison of TT and NTT salaries was presented. The analysis did not provide evidence of a gender wage gap.

#### Resolution Affirming Faculty Control over Curricular Decisions (J. Shefner and A. Langendorfer)

J. Shefner presented the resolution. A. Langendorfer added that the purpose of the resolution is to remind everyone that teaching and research are the domain of the faculty. Discussion ensued. K. Gehrman asked about modifying the resolution to suggest more of an action to amend the resolution to include the appropriate composition of faculty and extend the deadline of the Fall Task-Force by 10 days to allow the faculty to participate. K. Gehrman worked on modifying the language originally presented. G. Alexandre moved approval. R. Toledo seconded. Voting by poll was launched and the motion passed with 71% approval.

#### Resolution to Advocate for Faculty Input over all Future Budget Cuts (J. Shefner and A. Langendorfer)

J. Shefner presented a resolution to advocate for faculty input over all future budget cuts. A. Langendorfer urged thoughtful consideration about the integrity of the institution. B. Schussler

noted that committees of the Faculty Senate that deal with budget should be included in the resolution. She noted uncertainty about the role of the faculty in the budget process and suggested involving the Senate Budget and Planning Committee. She articulated that faculty should be involved in budget decisions. Discussion ensued and wording changes were suggested across several senators. The resultant language is attached. A motion was made and seconded. Voting by poll was launched and the motion passed with 82% approval.

Committee Annual Progress Report Presentations (G. Skolits)

Appeals Committee (R. Prosser)

Athletics Committee (J. Williams and B. Ownley)

Benefits and Professional Development Committee (A. Lapins)

Budget & Planning Committee (B. Schussler and K. Baker)

Diversity & Inclusion Committee (A. Roessner and J. Anderson)

Faculty Affairs Committee (B. Lyons)

Graduate Council (D. Patterson)

Library and Information Technology Committee (M. Collins)

Non-Tenure Track Issues Committee (L. Knox and C. McAlvin)

Research Council (M. Kilbey)

Teaching & Learning Council (A. Sall and K. Rearden)

Undergraduate Council (A. Welch)

University System Relations Committee (M. Anderson)

Letter from AAUP to Chancellor Plowman (L. Jewell)

L. Jewell noted that the letter expresses concerns regarding faculty experiences with the transition to online learning and emphasizes faculty input. L. Jewell indicated that a meeting with Chancellor Plowman is scheduled for Friday, 5/8/2020.

**VII. REPORTS OF STANDING COMMITTEES**

Undergraduate Council Minutes (A. Welch)

UG Council Minutes of [April 14, 2020](#) were presented. A. Welch noted that there were minor academic policy updates and clarifications. He reviewed the linked summary. 140 VolCore course proposals from the Gen Ed committee. The minutes of the UG council were approved unanimously.

Graduate Council Minutes (D. Patterson)

Grad Council Minutes [March 26, 2020](#) were presented. D. Patterson noted that the summary report includes a number of items to wrap up the academic year including a report from the Dean of the Graduate School and a report from the President of the Graduate Student Senate. The minutes of the Graduate Council were approved unanimously.

Consent Agenda

The consent agenda was included as an information item.

**VIII. ADJOURNMENT**

G. Skolits adjourned the meeting at 5:36 p.m.

Respectfully submitted,  
Sadie Hutson, Faculty Senate Secretary