

UTK Faculty Senate Executive Council

Committee Reports for November 2, 2020

Appeals

- No report

Athletics

FS Athletics Committee Meeting – 09/28/2020

Attending: James Williams, Bonnie Ownley, James Chyz, Andrew Donovan, Matt Harris, Katy Locke, Harrison Meadows, Chris Parigger, Joe Scogin, Aaron Smith, Sylvia Trendafilova, and Jason McVeigh

The FS Athletics Committee met with Jason McVeigh, Director of Sports Medicine, to learn about measures that had been developed by the Athletics Department to protect student-athletes (SA) and Athletics Department personnel from Covid-19.

- In April, the Athletics Department formed small task forces to develop procedures based on guidance from the TN Department of Health, Center for Disease Control (CDC), National Collegiate Athletic Association (NCAA), and the Southeastern Conference (SEC).
- In June/July, SA who played fall sports, such as football returned to campus. In August, other SA returned.
- Athletics personnel explained to SA about the new changes and what to expect before the SA returned to campus. During the first few days back, the SA worked with athletic trainers and the focus was on medical (Covid-19 antibody testing, fitness tests). Many discussions were held and all meetings were virtual.
- Students were given FAQ sheets, advised of flow patterns in the building, signage was posted, and masks were mandated. Entry into buildings required screening for temperature. Weight room equipment was well-spaced and was cleaned after each use.
- The Athletics Department has a full-time head team physician (Dr. Chris Klenck), who serves on the SEC task force, and works with Dr. Spencer Gregg (UTK Student Health Center Director). Dr. Klenck follows Knox County Covid-19 restrictions. The Student Health Center does contact tracing and testing for symptomatic students and those in close contact with students and employees who have tested positive.
- Sports have been categorized as high, moderate, or low risk of exposure to Covid-19. The high-risk sports are football, soccer, and basketball.
- All SA at greater risk due to health conditions like asthma have been identified and are watched more closely.

Discussion followed on what they had learned during the process.

- In the early days (April), they used the rapid tests, but found that they gave false positive results so they switched to PCR tests, which take longer to get results, but are more reliable.
- Flexibility with the plan is necessary.

- Surface cleaning is not as important as masks and social distancing. Temperatures are not as important, but whether you have a sense of smell/taste is critical.
- Majority of SA have been asymptomatic.
- There are potential long-term cardiac issues from Covid-19; this is due to inflammation. They test SA with EKG and check troponin levels to detect heart injury. This is required by the SEC.
- Social events are a problem, but SA are not getting infected during workouts.
- Some SA have resorted to protecting friends by changing their answers during contact tracing.
- Testing for Covid-19 is very expensive, but the SEC is paying for it. Cleaning supplies are also expensive and the Athletics Department has worked to trim other costs.
- To minimize personal contacts, all groups went through training on a facility flow plan.
- The number of tests an SA has is based on whether their sport is categorized as low, medium, or high risk. Those in high risk sports have 3 tests per week, moderate have 1 test per week and low risk sports, which are played outdoors, are tested as needed.
- The mental health team is embedded with students. There is a large range of how seriously SA take it. SA can opt out of playing their sport and keep their scholarship for 2 semesters. Isolation can create problems.
- NCAA ruling - If you have a positive antibody test, then you do not have to be tested for 90 days, which they extended to a full semester. But what happens when you do not have evidence that the SA was infected, and what if the antibodies detected were for a different coronavirus? For these reasons, they continue to test unless they can verify that the SA had Covid-19.
- It is not known whether organs other than the heart can be affected long-term. However, the lungs decondition quickly.
- The Athletics Department is not involved in developing procedures for safety of spectators. This falls under the auspices of Event Management. The SEC has a task force associated with it. There is a focus on messaging and signage.

Benefits and Professional Development Committee

October 9th, 2020 – Meeting Minutes

Present: Jeremy Chandler, Tony Estep, Kyung Joon Han, Stephanie Madison, Elena Shpak, Liz Teston

Absent: Brad Case, Forbes Walker, Edward Yu

Discussed progress on our current goals:

- Develop an online database or resource to connect faculty/staff in the need of childcare with students seeking part-time or occasional employment
 - This is now available with Handshake.
(https://docs.google.com/forms/d/e/1FAIpQLSc_rg-YlxGsEnb_1MNPLBttfkcmiwiP4RkxXsvzSCky9nI8FA/viewform)
 - We discussed how we can spread the word about this to all faculty and staff.

- Promote within our own colleges/departments
 - Contact UT Communications
 - Contact HR
 - Have it sent out by each caucus chair
- Provide professional development for faculty related to handling students with a mental illness or students experiencing a mental health crisis
 - We discussed ways to provide this type of training.
 - Optional training on KATE
 - Informational card sent to all faculty with steps to take in that type of situation
 - Looked at the RADAR card created by an Air Force ROTC cadet
 - Include as part of the UT App
 - We will contact the Student Counseling Center to help with developing the training/informational card/app.
- Address faculty concerns about what would happen if they become severely ill with COVID-19
 - We discussed that we need to remind all departments that each semester they need to have a list of who will cover each class in case the primary instructor becomes ill.
 - Have this sent out by all of the caucus chairs

Updates on goals from previous years

- 9-month employee sick leave will be revisited by the Chancellor and Provost
- Paid parental leave will start being discussed again in January

Budget and Planning

- http://senate.utk.edu/wp-content/uploads/sites/16/2020/10/BP_minutes09_28_2020.pdf
- http://senate.utk.edu/wp-content/uploads/sites/16/2020/10/BP_minutes10_26_2020.pdf

Diversity and Inclusion Committee

Diversity and Inclusion Committee Summary

The committee met on October 21 to go through the actions listed in the [Chancellor's response](#) to the letters from the CRC and UCW in the wake of George Floyd's murder in July to gauge progress on those goals and what steps our committee could take to move things along. We continue to gather information to share at the next Faculty Senate meeting. Of note is the following from the response: "Provost John Zomchick will partner with the Faculty Senate to review the promotion and tenure process to revalue service done in the interest of advancing racial equity." We contacted the Faculty Affairs Committee, which added this item to the agenda for a meeting with Vice Provost Diane Kelly.

Faculty Affairs

The Faculty Affairs Committee met on Monday October 26th and addressed several topics including (1) diversity hiring and mentoring initiatives from the Office of the Provost, (2) campus reports on PPPR at the October 22-23 UT Board of Trustees meeting, and (3) a set of proposed changes to the “Other Policy Documents” from section 1.11, and Appendix I of the UTK-UTIA Faculty Handbook. Faculty interested in PPPR may want to consult the following links:

ERS Committee Agenda with Campus Reports on PPPR:

<https://trustees.tennessee.edu/wp-content/uploads/sites/3/2020/10/ERS-Committee-Meeting-Appendix-Fall-2020.pdf>

ERS Committee Meeting webcast: see 8 - 54 minute for PPPR discussions

<https://mediasite.utk.edu/UTK/Play/3184804306c545edb9e30bd27c075b061d>

Graduate Council

- No report; Next meeting will be November 5th

Library and Technology

Library and IT Committee - September 15, 2020 (via Zoom)

MEETING MINUTES

Members: Rachel Caldwell, Holly Mercer, Robin Bedenbaugh, Michelle Brannen, Mark Collins, Jean Derco, Karen Franck, Jennifer Gramling, Asafa Jalata, Jacob Latham, Scott Mackenzie, Joel Reeves, Rob Spirko, Dan Wang

In Attendance: Rachel Caldwell, Holly Mercer, Robin Bedenbaugh, Michelle Brannen, Mark Collins, Karen Franck, Jennifer Gramling, Jacob Latham, Scott Mackenzie, Joel Reeves, Rob Spirko, Mary Mebine (note taker)

1. Welcome: Rachel Caldwell welcomed everyone to the meeting. The meeting began at 4:04pm.
2. Review L&IT committee goals (All committee)
 - Ensure that instructors on campus as well as Senate know that the committee (L&IT) is a conduit to the Libraries and OIT. If there are questions, comments, or concerns about services or future plans, L&IT members welcome those be brought to this committee.
 - Related to this, L&IT wants to be seen as open to emergent campus needs and to better understand how we might work with different committees on overlapping issues; Research Council, Teaching and Learning Council, Undergraduate Council, and Diversity and Inclusion are specific examples.
 - This year especially, L&IT will focus on improving integration of Libraries and OIT services and expertise with online classes. For example, OIT has received requests

- from faculty to set up optional Gmail accounts for faculty. The libraries received questions recently related to HaithiTrust digital access. Sharing information with members' colleagues and departments is very important.
- L&IT will also further consider how to support the Libraries' goals and strategic planning related to open education, open data, and open access to scholarship.
3. Review goals shared by other Senate committees (All committee)
 - A group of volunteers from L&IT will join at a later date to look over goals of other committees to see where we might find some connections and collaborations.
 - L&IT wants to look at these goals to see if there are areas that we can be of assistance.
 - Jacob Latham mentioned it may be useful to speak with other committees or subcommittees such as the Research Council about the cost of subscriptions. (The Libraries are working with a consultant on issues related to this during this academic year. More below.)
 4. OIT: Google email account option for faculty and staff (Joel Reeves)
 - Utilizing Microsoft email solely for faculty and staff had originally been so that UT could apply litigation holds.
 - Google at that time didn't have cost efficient options for faculty and staff due to the requiring litigation hold licensing for entire fac/staff population.
 - As students have become faculty and staff and retained their Google mailbox, the use Google mailbox has grown organically
 - Google has adjusted litigation hold model so it is no longer an additional expense for fac/staff.
 - Netid@utk.edu can go to either mailbox we can do litigation holds on both as needed.
 - One faculty member requested the option to use Google mailbox because she used Google Docs and Google sheets numerous times per day. With the integration between Google Docs and her email she said that it would save her hours per day. OIT turned it on for her and she has been ecstatic ever since.
 - This is being brought to this committee to see if it is an option that we should provide for everyone.
 - If we move forward, which mailbox is ultimate destination will be personal preference of the faculty member at this point.
 - Jacob Latham asked if there is a privacy distinction between either? Joel said that there is not a distinction that he can think of at this time. It is all going through Microsoft and the spam filters. This option would just allow you to forward it to a Google mailbox. All email traffic would still be encrypted in transit and at rest. Both options have two-factor authentication enabled.
 - Michelle Brannen asked if there are any considerations about campus scheduling that would be an issue with the Outlook calendars. Joel said that you will still have an Office 365 calendar but if people are using other calendars it could pose an issue. Follow up: checking with the OIT HelpDesk, very few calls re calendar integration these days.

- Switching between two suites poses its own set of problems. Obviously having everything in one suite is the easiest. With that said, the campus in general appears to leverage both Microsoft Office 365 and G-Suite.
- Rachel Caldwell said that it seems that having this option may help a lot of instructors and students. What is supported in each should be what individuals are made aware of.
- Joel Reeves said that he will make some notes to what is and isn't supported for each.
- Rachel Caldwell asked if it would be helpful to send this information to the Teaching and Learning Committee. Joel Reeves said that he and Rachel can send a joint email to that committee.

5. Libraries (Holly Mercer)

- UT Press joined UT Libraries as division of the Libraries in July 2020
 - One reason for this change is that there is a shared mission for scholarly communication and to disseminate and preserve scholarship.
 - Jacob Latham asked if the areas of concern for publication going to shift to the Library. Holly Mercer said she sees looking forward that we can have a shared service model and complimentary service.
 - The Chancellor has set aside funds to build office space in Hodges Library.
 - In 2005 the library started Newfound Press which is an open access and digital imprint. The focus of Newfound Press has changed a little bit since that time. Robin Bedenbaugh said that they are discussing what the main focus is going to be and what strategic direction will be going forward.
 - Apart from Newfound press and UT Press the library also has a platform to support open access journal publishing.
- Libraries plan of work with consultant regarding open access, vendor agreements
 - UT Libraries is currently working with Jeff Spies, a consultant who was affiliated with the Center for Open Science at the University of Virginia to work with libraries focusing on subscription journal packages, licensing and contracts.
 - UT is working with Jeff Spies to develop a philosophy on how we approach licensing resources. Looking at a values-based approach to making decisions to meet the needs of our users.
 - Joel Reeves said that there is a lot of attention paid to accessibility.
 - Karen Franck would like for this committee to keep the UT Extension in mind since they interface so much with the public across the state. This would be a benefit to those counties who are isolated and don't have a lot of services.
 - Michelle Brannen asked what groups across campus are being targeted to participate in the workshops outside of the libraries? Holly Mercer said that there is a group that helped write the initial plan of work. The library wants to support the University as a whole with good representation.

6. Announcements (All committee)

- Joel Reeves said that there is an RFP for a new online proctoring solution to replace Respondus Monitoring. This bid should be completed in approximately 30 days.
 - Mediasite is also being replaced by Panopto for lecture capture. (Joel Reeves)
7. Rachel Caldwell adjourned the meeting at 4:52. The next L&IT Committee meeting is scheduled for October 20, 2020 at 4:00.

Minutes submitted by: Mary Mebine

Nominations and Appointments

- No report; November meeting to be scheduled soon

Non-Tenure Track Issues Committee

Non-Tenure-Track Issues Committee
October 19 Meeting

The committee is working on many issues regarding NTTF, including workload and compensation; processes around hiring, dismissal (with and without cause), and non-renewal; promotion timelines and logistics; NTTF titles and ranks; family leave/care policies; and performance review processes. The foremost issue, especially light of the ongoing COVID-19 pandemic and the pressures it exerts on NTTF, is workload and compensation, with the other, larger structural concerns on a longer timeline. We are analyzing and studying salary data provided by the university to get a clearer picture of NTTF compensation in practice now and how it can be addressed. We are also working with Budget and Planning Committee members to better understand and evaluate the salary data they presented in May 2020.

The committee is also focused on building a strong relationship with the Provost's office, including through the newly formed NTTF Task Force appointed by Vice Provost Diane Kelly. Issues of concern relating to NTTF for the Provost's office are in alignment with those of the NTTI Committee. The committee looks to use this relationship as a means of translating the discussion of the task force into business for consideration on the Faculty Senate. The Provost's Listening Sessions with NTTF are also a topic of discussion and a mechanism through which the NTTI Committee can understand and advocate for those issues through the senate.

Research Council

- No report

Teaching and Learning Council

The Teaching and Learning Council held a meeting on October 12 , 2020. The meeting focused on the two main objectives of the TLC: 1) The teaching and mentor award process, and 2) A faculty check-in and teaching needs assessment survey to be conducted in early Spring. The committee established a nomination process sub-committee to work with co-chairs on the nomination procedures, scoring processes, as well as classroom observation assessment rubrics for ranking award nominees. It was noted that during the classroom observation process, all committee members can be expected to participate. The immediate next step of the process would be to create and publish the nomination form (survey) on the Faculty Senate web page. In addition, the TLC will be proposing a faculty survey to be sponsored by the Senate addressing faculty teaching and learning resource needs. The TLC will ask the Teaching and Learning Innovation center to participate in survey development. A November TLC meeting will be schedule during the Monday time slot reserved for the Senate.

Summary submitted by Co-Chairs Audris Mockus & Gary Skolits

Undergraduate Council

Minutes for October 20, 2020 Meeting:

https://trace.tennessee.edu/cgi/viewcontent.cgi?article=1115&context=utk_undergradcouncil

Approved proposals from Curriculum and Academic Policy committees regarding undergraduate certificates, and curricular proposals. Many Vol Core courses were approved (total = 94) and General Education outlined a new schedule for Vol Core rollout. Of note, the UGC voted down a motion from the floor to extend the S/CR/NC grading option for Fall 2020.

University System Relations Committee

University/Systems Committee

UTK Faculty Senate

October 26, 2020

Priorities for 2020-2021 Academic Year

Agenda Items and Action Steps

1. Monitor the unfolding relationship between ORI and UTK

<https://research.tennessee.edu/oak-ridge-institute/>

Invite Stacey Patterson to next meeting

What is the process now for large multi-disciplinary proposals?

2. Examine the status of the Cherokee Campus, future plans, and its under utilization

<https://www.tnresearchpark.org/>

Invite Stacey Patterson

3. UTIA/UTK Merger - monitor ongoing faculty concerns, research issues, and budget matters

**Reach out to Tim Cross, Bonnie O. & Andrea Ludwig (See Andrea's email below.)
Is there a transition committee? If so, who is on it and what are they doing?**

4. Revisit the matter of UT Presidential Searches- calls on the UT Board of Trustees to amend its bylaws to ensure a rigorous, open and inclusive search process for present and future presidential searches.

(Important but not urgent) Unaddressed resolution-perhaps low hanging fruit-

Take this back to the FS Ex. Comm

Passed in UTK Faculty Senate

Take to University Faculty Council as an information item. Will be addressed at our next meeting.

Will require a change in the BOT Bylaws.

Continue to encourage the BOT to name a Faculty Trustee

Report from UFC (Focus Act made this change) Would have to go to legis....

Perhaps we should be careful what we ask for.

Support a title change of UTK Chancellor to President and UT System President to Chancellor

Important, but not urgent

UFC issue? Start the conversation...

Cindy Moore – secretary to BOT (as about different systems study across the country)

Candice to follow-up – See email

Take this back to the UFC for a broader discussion.

5. Examine the UT System's Implementation of the Mentorship program and its implementation on the UTK/UTIA campus.

(UT Promise – slow roll out

Check in with FS Ex Comm

Check BOT meeting materials.

UFC – Resolution - Paid Sick Leave for 9-month Faculty

(leave this to campus) Ours is functional...

NTT – policy is straight forward

We need to have a conversation with the NTT Faculty Committee

Push back against this...

Taken to FS Ex Committee

Chancellor and Provost indicated they would come back to the Senate with a proposal.

University Faculty Council discussed issue in 10-22-2020 meeting. Will re-visit. System HR to be invited to next meeting.

UTK Maternity policy (adjustment in teaching) in place for TT. Not in place for NTT, may be negotiated in some departments.

Hi Sherry,

Thanks for the email and for being engaged on this. I so appreciate you asking me this question. I wasn't involved on the post-unification committees, so I have felt a little out of the loop but indeed do have some observations!

- Regarding the post-unification committees who reported their suggested plans in March, huge red flag that there was no Extension representation on the "Outreach" committee (I forget the specific name of the committee), yet the produced report made all sorts of suggestions on how Extension should adapt and operation. I believe there is now a representative on the implementation committee, but seems a bit too little too late in the process.
- There have been several operational changes regarding budgets that our business manager has shared at our faculty meetings. I'm worried this reflects a bigger behind the scenes merging of accounts and resources. During unification, I was told by an administrator that as long as we maintain separate accounts and budget lines, we will maintain our autonomy on the big things. The thing about this has always been that we don't really know the repercussions of unification, it's all intertwined.
- I'm concerned that generally, there was a lack of understanding among UTK audiences about the activities and operations of UTIA units, mainly Extension and AgReserach. I'll be the first to acknowledge both have huge opportunities for improvement. But, it seems that UTK groups weren't aware of the extensive efforts and there was this assumption that "we" needed to do more as the land grant. While the hearts are in the right place when folks talk about taking the land-grant mission across the university, I fear those towing that line haven't been exposed to know how those missions are currently being carried out to understand the best way to accomplish that lofty goal.
- The most resounding message I took in during listening sessions was that our folks, employees and stakeholders, did not want UTIA to lose our identity and autonomy. It was one of the "Guiding Principles" that the Institute name was not changing or going away. But, I have observed over the past year that faculty and administration alike don't know how to refer to UTIA now, there's some hesitation in knowing what title to use. I've even heard, several times from fellow faculty senators, that they thought we weren't the institute anymore, like we were dissolved. And it seems no one is taking action to clarify that. I understand there are places where unification has brought us

under the same umbrella, but there are also units/programs that should have remained unchanged, but I'm afraid it's a slow erosion of autonomy that many had feared. I hated not stepping into a committee role, but felt like it was best for all involved that I let others fill those roles. During the unification listening sessions, I repeated many promises that were made from administration about all the things that wouldn't change in unification. I just don't want to be made a liar or enabler.

Thanks again for working on all this! Sorry if this all sounds negative, I'm usually such an optimist!

Let me know if you'd like to zoom anytime too.

Cheers,
Andrea