

## MINUTES

### Faculty Affairs Committee

Monday February 8, 2021, 3:30-5:00pm

Zoom Address: <https://tennessee.zoom.us/j/4604281435>.

**Members Present:** Beauvais Lyons, Julie Andsager, Thomas Berg, Cheryl Greenacre, Justin Jia Brian Krumm, and Mary McAlpin, Kai Sun, Jessica Westerhold.

**Member Absent:** Elizabeth MacTavish,

**Guests:** Diane Kelly, Vice Provost for Faculty Affairs, Rachel Caldwell and Michelle Brannen from UT Libraries.

**Approval of the Minutes:** [November 23, 2020](#) were approved by consensus after one small typo was corrected.

### Business:

1. **Update on proposed changes to the *UTK-UTIA Faculty Handbook*, 1.11 Other Useful University Policy Documents, and Appendixes I**, which is [posted here](#) for the February 1 Senate meeting agenda. Diane Kelly reported that the changes are under final review from the Office of General Counsel before implementation. She will keep us updated on this process.
2. **Updates from Vice-Provost Diane Kelly**
  - a) Diane shared a document of proposed changes to handbook as a result of a new policy to extend the tenure clock approved by the Board of Trustees in December 2020. In preparing the changes, it was noticed that another board policy is not reflected in this section of the handbook. Following some discussion of the specific text, she will review the proposed text, and have it ready to share with the Faculty Senate Executive Council for the February 15 meeting, and for presentation to the full senate on March 1.
  - b) Diane is seeking to initiate an effort to revise the UTK-UTIA Faculty Handbook to make the document gender neutral, and has allocated a stipend to support such an effort. Concern was expressed about HB2248, a Tennessee Law that prohibits university funding of the promotion of gender-neutral pronouns (and about which Diane will check with the Office of General Counsel), the committee agreed this was a good goal. There was discussion of the best way to do this, advocating that a faculty supervised graduate assistant this summer might be the best use of faculty time. Beauvais will follow up with Diane to help staff such and effort.
  - c) There was discussion of the effort last fall to have faculty establish diversity goals as part of their APPR planning statements, and what percentage of faculty did so. Diane indicated that it be hard to track this. One proposal was to ask department heads to compile a summary report indicating the percentage of faculty who

included diversity goals in their planning statements, and some examples of these efforts to showcase and recognize such initiatives.

- d) Diane noted that the Office of the Provost now has a subscription with [National Center for Faculty Development and Diversity](#) to support assistant and associate professors through summer programs.

**3. Continued Discussion of the White Paper: “Crediting Faculty for Open, Public Access to Research and Scholarship as Outreach Service in APPR”** from the Faculty Senate Library & Information Technology Committee. The draft document is posted [here](#).

Rachel Caldwell gave a presentation that addressed concerns expressed from the November 23<sup>rd</sup> meeting about efforts to promote Open Access (OA) publishing, connecting this to the new strategic plan and our land-grant mission. She emphasized that OA publishing is not about the rigor of scholarship, but ensuring the work of faculty is accessible to the public that underwrites it through tax dollars, and that it plays a vital role in supporting public and non-profit sector access to peer-reviewed research and scholarship. She noted that many funding agencies, such as NIH, require an effort to share research with the public through OA platforms. A central way that the UT Libraries does this is through faculty working with the library to upload author accepted manuscripts into [TRACE](#).

Discussion focused on how to encourage more faculty to make a commitment to using TRACE to share their work consistent with the Open Access agreements with their publishers, which typically require some kind of delay, from 6 months to two-years. After much discussion, that addressed questions regarding citations, mobility, digital object identifiers, the relationship between TRACE and other Open Access archives such as [Research Gate](#) and the [SSRN eLibrary](#), and the incentivizing faculty participation, there was consensus that:

- a) Rachel would be invited to make a presentation (that would address the mobility issue) for the March 1 Faculty Senate meeting to promote submissions to TRACE.
- b) An effort would be made through the Office of the Provost to look at ways that ELEMENTS could include submission categories to incentivize submissions to TRACE, linking scholarship and public service.

**4. Adjournment** at 5:03pm

**Future Meetings:**

Monday March 8, 3:30-5:00pm (conversation with Lisa Yamagata-Lynch)

Monday April 12, 3:30-5:00pm