

UTK Faculty Senate Executive Council

Committee Reports for October 4, 2021

Appeals

- No report

Athletics

Faculty Senate Athletics Committee (FSAC) Report

Co-chairs – James Williams and Bonnie Ownley

Members present: Sarah Lamb, Derek Alderman, James Chyz, Matt Harris, Jon Hathaway, Kyung Joon Han, Harrison Meadows, Rachelle Scott, Aaron Smith, Sylvia Trendafilova, Joe Scogin

Guests: Mónica Lebrón (Deputy Athletic Director for Championship Resources) and Kat Jones (Director of NIL Programming)

The FSAC developed three goals at the Faculty Senate Retreat, including 1) Continue to explore issues related to student-athletes' health and safety (e.g., physical, mental, and emotional well-being) during health challenges (COVID-related) in order to develop a more holistic approach to athletics and to the student-athlete's experience; 2) Examine NIL (Name Image and Likeness) and its impact on student-athletes, athletics, and academia; and 3) Find beneficial ways to communicate and to facilitate an understanding between the faculty and athletics roles on campus.

The FSAC met on September 27, 2021, via Zoom and discussed two topics: 1) Details and impact of the Athletics Department's decision to modernize the football ticket pricing model beginning in 2022, and 2) Campus update on the challenges and good news related to Covid-19 and NIL faced by Student-Athletes.

Changing the season football ticket pricing model

- Football season ticket holders were recently notified that the Athletics Department has decided to change its pricing model for donations and tickets, which has historically been centered on football. Several committee members were aware of this because they had been contacted by other faculty and staff, or they had received notice from athletics.
- Mónica Lebrón joined the committee to address this issue. In the past, football season ticket holders were given access to tickets for other sports. The UT Athletics Department reviewed modern ticketing models used by other institutions and saw that more numbers are generated when there is sports specificity, and more numbers will generate more revenue. A change in donation/ticketing policy was also needed to be fair and equitable, i.e., some ticket holders were not required to give donations.
- It has been proposed that across the Southeastern Conference (SEC), faculty and staff be required to make donations, and pay 80% of the cost of tickets. The Athletics Department has

asked ticket holders to contact them and discuss the matter to determine what is the best ticketing choice for them and their family.

- Senators asked what proportion of season ticket holders are faculty and staff? Monica said she did not have the numbers but would get that information for the committee. Senators stated that their season tickets were initially part of a faculty and staff appreciation campaign that occurred several years ago. Senators acknowledged that Athletics has the right to make these changes, but the negative perceptions of faculty and staff may have been avoided if there had been conversations with Athletics before decisions were made. Can exceptions be made for faculty and staff?

Campus update on Covid-19 Challenges/ good news for Student-Athletes

- Concerns remain about adherence to the mask mandate in large classrooms. Many students are having a hybrid education. Overall students are excited to be back in class.
- Student-athletes and Athletics Department staff have an 86% vaccination rate. Medical staff have held Zoom sessions with families of students to encourage vaccinations. The medical staff must know who is vaccinated in order to contact trace and comply with SEC rules, which do not require quarantine for vaccinated, but require that unvaccinated be tested weekly.
- More students are seeking counseling for mental health concerns, which has led to more initiatives and staff in the Athletics Department. Seeking mental health care is becoming normalized.

Campus update on NIL Challenges/ good news for Student-Athletes

- Kat Jones, who joined Athletics 2 weeks ago will be the Director of NIL programming. An overview of NIL at UT was provided (see p. 3, this report). Her responsibilities will include education, identify student concerns (taxes, stress), and compliance with federal and state law.
- An undergraduate interdisciplinary minor in entrepreneurship has been developed. Seven colleges and 14 departments collaborated on selection of courses for the minor (see p. 4, this report). A new course, "Introduction to NIL," is being developed.
- Senators suggested topics to consider for the minor, i.e., personal finance, financial wellness, microeconomics, litigation, liability, opportunity management (case studies), and alignment of student-athlete values with companies and brands.

Other

- A question was raised on how the new transfer rules are affecting education of student-athletes. Discussion followed on how moving to other institutions changes the reference point for students with decisions about majors, course transfer, and if additional courses beyond what was originally planned will be needed.

Our next meeting will be on October 25th, 2021.

Benefits and Professional Development Committee

- Meeting scheduling in progress

Budget and Planning

- The Budget and Planning Committee met on September 28, 2021 from 3:30 to 5:00 via Zoom. The meeting was not recorded. Kelly Fecteau volunteered to be on the BAM Space Allocation Committee. Eric Lukosi volunteered to be on the BAM Allocation Review Committee. The Committee had a wide-ranging discussion involving the new role of the Committee under the new budget allocation model.

Diversity and Inclusion Committee

- No report

Faculty Affairs

Report for the October 4, 2021 Executive Council Meeting

The committee met on Friday September 27, 2021. The agenda included:

1. Follow-up on Report to the Provost on Equity and Fairness and deliberations from August meeting. Review the practice of conducting retention votes for tenure-track faculty, placing more emphasis on qualitative assessment. This will be discussed further.
2. Review proposed changes to the Ombuds section (5.2) proposed by Lisa Yamagata-Lynch. These are being sent to the Office of general Counsel for preliminary review.
3. Since we are no longer asking people to submit paper copies for the *Assembly of the Tenure and/or Promotion Dossier*, Item three describes “Number of copies required,” and instructs people to provide “four copies of the original.” This will be removed to reflect the new, electronic procedures.
4. Guidelines for Retention Reviews Following a Clock Suspension were discussed and language was finalized in email communications subsequent to the meeting

Minutes will be posted soon. The next regularly scheduled meeting of the committee will take place Monday October 25, 3:30-5:00pm.

Friday August 27, 2021, 1:00-2:30pm (FS Retreat) MINUTES

Members Present: Beauvais Lyons, Thomas Berg, George Dodds, Cheryl Greenacre, Justin Jia, Judson Laughter, Mary McAlpin, and Kai Sun. **Members Absent:** Jessica Westerhold **Guest:** Diane Kelly, Vice Provost for Faculty Affairs

Approval of the Minutes: April 12, 2021 (reviewed electronically by in May by Faculty Affairs)

Attachments:

- 2021-22 Faculty Affairs Committee Goals
- Report to the Provost on PPPR
- Report to the Provost on COVID19 Impacts

Business:

1. Discussion of Committee Goals for 2021-2022 (see attached)
The committee discussed the goals and made minor clarifications in a 8-27-2021 draft.
2. Discussion of Report to the Provost on PPPR.

- Is this an argument for how UTK and UTIA comply with UT Board Policy, or is it a case for how our campuses interpret board policy? Diane said that this would be part of our campus's efforts to enhance existing evaluation procedures so that PPPR might no longer be deemed necessary by the UT BOT.
 - Initiative #1 would have more substance if it would reference criteria for rank in college and unit bylaws as part of the APPR narrative. Where clear criteria do not exist, bylaws should be updated. Diane said that our committee could advocate for more clarity and structure to what the three-year narratives address.
 - The case for revision of the PPPR procedures should acknowledge that triggered EPPR still exists as mechanism for post tenure review. Diane said that this is about improving our current process so that EPPR would potentially be even less frequent.
 - Initiative #2 should be rephrased to remove the term "probationary faculty" to "faculty during their probationary period."
 - As a mechanism to fulfill UT Board Policy on PPPR, EAPPR seems fine, but there needs to be clarification regarding whether this involves outside reviewers. If EAPPR was to involve college P+T Committees, when would this take place in relation to the work that is typically done in January for promotion and tenure review? These are good questions, and if the committee wants to work on this set of recommendations, this could be determined.
 - There was some concern whether this and other forms of post-tenure review are a good use of faculty and administrative time.
3. Discussion of the Report to the Provost on COVID19 Impacts
- It was remarked that the it is a very thorough and constructive report. The issue of 1.E was raised, with concern about the implications of this for faculty assignment of workloads.
 - The committee thanks Diane for reflecting some of the concepts in this report in her instructions to department heads in this evaluation cycle.
4. Adjournment: 2:28pm.

Future Meetings this Semester:

Monday September 27, 3:30-5:00pm

Monday October 25, 3:30-5:00pm

Monday November 22, 3:30-5:00pm

Graduate Council

- Graduate Council Minutes [September 2, 2021](#)

Library and Technology

- No report

Nominations and Appointments

- No report

Non-Tenure Track Issues Committee

NTTI Committee Report

October 1, 2021

The NTTI Committee is taking up a host of issues directly affecting NTTF at UTK, as described in our entry on the *Committee Goals* at the Faculty Senate Retreat. They include compensation inequity and salary compression; diversity of NTTF and hiring practices; policies around non-renewal of appointment, dismissal/termination, and appeals processes; policies and practices around appointment letters, their contents, their receipt, and compliance with existing handbook language; and other related items stemming from recommendations made by the Office of the Provost's NTTF Taskforce in 2020-2021 (including NTTF titles, appointment lengths, promotion procedures, etc). Many of these agenda items require interfacing with the Office of the Provost, the Faculty Affairs Committee, and possibly other committees, such as the Budget and Planning Committee.

While we see all of these issues as important and worth our collective efforts, our committee has chosen two parts of this agenda to begin work on immediately:

First, the committee has begun work on adjusting existing Faculty Handbook language affecting NTTF, especially (but not limited to) policies on reappointment, non-renewal, dismissal/termination, and appeals processes—in particular (but not limited to) 4.1, 4.7, and 5.6. It is our intention to work with the Office of the Provost and Faculty Affairs Committee to craft new language to amend, adjust, or replace several parts of the handbook. Our initial work on this is to identify the language we would like to make proposals about and craft language more appropriate toward NTTF and their relationship to UTK. We intend to interface with Vice Provost Diane Kelly about these changes to find common ground with administration as we work through the process. We expect that beginning with these issues in the handbook will lead to their entanglements with other parts of our agenda, and ideally, to more comprehensive rearrangement of the university's relationship to NTTF, and vice versa.

Secondly, the committee has begun work on addressing non-compliance with existing handbook language on appointment letters for NTTF. It is the committee's observation that colleges and departments/units draft and issue appointment letters to NTTF with very different content and rarely with everything the handbook stipulates they must have. In the absence of the mechanism of tenure (as well as an absence of any substantial labor relations), the appointment letter is the crucial instrument binding NTTF to the university. We again intend to collaborate with the Office of the Provost to make proposals for a more careful and attentive process for the composition of appointment letters and the timelines on which they should be issued and received.

The committee sees these two as perhaps among the more immediately actionable items in the overall agenda, and the hope is that these first two pursuits lead to more. To address a few more items on said horizon:

- compensation inequity and salary compression remain high priority concerns for NTTF at-large; this issue tends to produce different effects in each college, department, or unit, with varying levels of emergency. This makes it a more complicated issue to understand and address comprehensively. However, recent reports (especially in 2019 and 2020) from the Budget and Planning Committee have proven incredibly instrumental in understanding the disparities between TT and NTT salaries in various situations. The committee hopes to continue working with and learning from Budget and Planning on this to develop more concrete approaches and outcomes.
- following up on recommendations made by the NTTF Taskforce in 2020-2021, NTTF titles, appointment lengths, promotion procedures, reappointment procedures, etc. are now all items the committee can take up and work on directly with the Office of the Provost and other Faculty Senate Committees and entities. Those recommendations have been shared and they await implementation.

Research Council

- All minutes from Research Council meetings can be found here: <https://researchcouncil.utk.edu/minutes/>

Teaching and Learning Council

- No report

Undergraduate Council

- Undergraduate Council Minutes [September 14, 2021](#)

University System Relations Committee

- No report