

**Faculty Senate Committee/Council Summary Reports**  
**for Executive Council Meeting March 21, 2022**

**Faculty Senate Committee/Council Reports:**

1. Appeals Committee (M. Griffin)
2. Athletics Committee (B. Ownley/J. Williams)
3. Benefits and Professional Development Committee (S. Madison)

**February 21, 2022 – Meeting Minutes**

Present: Jeremy Chandler, Anne Ho, Andrew Griffith, Stephanie Madison, Elena Shpak

Absent: Brad Case, Tony Estep, Laurie Knox, Liz Teston, Forbes Walker

**Updates**

- Liz will be on research leave this semester.
- The updated Faculty and Family Care Policy has been posted online.
- The sick leave policy for 9-month faculty is possibly being revised again because there is no on-boarding (everyone starts with zero hours no matter how long they have worked at UT).

**Discussion about our Annual Goals**

- Follow up on family leave policy implementation, especially as it applies to teaching faculty. How are units actually implementing it?
  - The updated policy is posted: <https://provost.utk.edu/facultyaffairs/faculty-policies-guidelines/family-leave/>
  - We will check in with Lou and our Department Heads to see how this has been communicated. We will ask for the link to be sent out if it has not been.
- Meet with HR about what benefits are available to all categories of faculty and staff.
  - Elena found this table on the HR website: <https://hr.utk.edu/wp-content/uploads/sites/56/2021/01/Summary-of-Benefits-ver-01-2021.pdf>
    - It is a good summary of benefits, but we have questions about the categories of faculty and staff that they refer to in the document.
    - We discussed concerns with the insurance benefits starting after the first full month of work. This could be a large problem for international faculty and post-docs that are hired. Is this delay in benefits made clear to new hires?
  - The HR website should have a link to the new Faculty and Family Care Policy.
  - We will email HR about these questions and concerns.
- Educate ourselves on and then document kinks and problems that people are facing in actually taking advantage of benefits, maybe create a faculty-wiki on how to navigate issues.
  - Faculty have taken a lot of surveys in the past few years that could have collected these concerns. We will ask Lou what type of survey data we can examine.
- Explore how professional development policies apply to all categories of faculty and staff.
  - We will revisit this later.

4. Budget and Planning Committee (P. Daves/T. Fridman)
5. Diversity and Inclusion Committee (M. Violanti)
6. Faculty Affairs Committee (B. Lyons)  
February 14, 2022 Meeting Minutes ([link](#))
7. Libraries and Information Committee (M. Brannen/M. Collins)
8. Non-Tenure Track Issues Committee (A. Langendorfer/M. Stanley)
9. Teaching and Learning Council (B. Issa/W. Jennings)
10. Research Council (B. Long)
11. University Systems Committee (D. Patterson)