

<p style="text-align: center;"><b>Faculty Senate Committee/Council Summary Reports/Minutes for October 17, 2022 Meeting</b></p>
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### **1. Appeals Committee (M. Griffin)**

The Appeals Committee has no current active appeals (the last was concluded successfully for the appellant at the end of spring semester 2022) but is working on a review of current appeal/grievance procedures at UT. Our intention is to focus particularly on compliance with accepted models and potential reform options.

### **2. Athletics Committee (J. Chyz)**

The Athletics Committee met on Monday, September 26, 2022 with nine members present including two undergraduate student committee members. The committee hosted Kat Jones, Director of Name Image and Likeness (NIL). Director Jones delivered a presentation to the committee and answered committee member questions. Topics covered included the following:

- Judicial and legislative action that permitted athletes to benefit from their NIL while still maintaining NCAA eligibility.
- NCAA initial and continued response to judicial and legislative actions.
- Current Tennessee State Law and UTK rules and policies regarding NIL.
- NIL consultation and education provided by UTK to student-athletes including the 3-credit hour NIL course coordinated by Lynn Youngs (BUAD 399 / ENT 375).
- Continued sources of uncertainty including industry developments such as NIL collectives.

### **3. Benefits and Professional Development Committee (S. Madison)**

The Benefits and Professional Development Committee met on Tuesday, October 4, 2022 with five members present.

- Dr. Darrell Easley, HR director of Learning & Organizational Development, gave a presentation about the Needs Assessment that they conducted last year. He also discussed the various professional development workshops and programs that they provide faculty and staff. <https://hr.utk.edu/lod/>
- We discussed the other departments/groups on campus that offer professional development opportunities for faculty. We will have representatives from each group give a presentation at future committee meetings. Ultimately, we might develop a postcard or other resource that summarizes where faculty members can go for their various professional development needs.
- One committee member mentioned that their Caucus had discussed that some faculty members were unhappy with the changes to the insurance plans. Their comments were that the Vision Plan changed and the Dental Plan is expensive with few dentists in-network. We will all review the changes to benefits and listen to other faculty members in our departments to see how many might be concerned about the changes.
- We also discussed how it would be beneficial to have counseling services on campus for faculty and staff. Even using EAP, it is difficult to get an appointment with a provider.

#### **4. Budget and Planning Committee (E. Lukosi and T. Fridman)**

The committee has agreed that we will focus on the following items: 1) evaluate BAM at the college and support unit level to identify faculty/college feedback mechanisms to ensure effective use of funds to maximize the productivity of university activities, and 2) conduct a living wage analysis for faculty, staff, and graduate students, to include a comparison with peer institutions while accounting for inflation and regional cost of living.

The committee met on September 26, 2022 to have a discussion with Senior Vice Chancellor Chris Cimino. Chris presented on the BAM so all committee members were familiarized with it and the general process. Primarily, there are two basics to the model: 1) revenue generating (tuition, tuition and fees) and 2) support units. Revenue generated is split 80/20 between college of instruction and college of record. Colleges pay a 15% participation fee after all expenses are paid to 1) support colleges that cannot generate enough revenue to break even and 2) a small strategic investment pool. Each support unit budget is split between colleges based upon various metrics, such as the number of FTEs for the Employee Services support unit. It was reiterated that the BAM is meant to increase transparency to the university community and provide additional opportunities for feedback. Given the large transition, first year challenges led to little transparency at the college and support units, but the goal is to attain the higher level of transparency as the university settles into the new BAM. In FY23, the goal is to have all support units ready for review by the Allocation Review Committee (ARC) by January. College-level budgets and feedback should be coordinated with faculty within that college.

The next two meetings will be with Vice Chancellor Deborah Crawford to discuss the ORIED support unit and then TCE Dean Matthew Mench as a case study on the process of developing college-level budgets.

#### **5. Diversity and Inclusion Committee Report and Minutes (N. Hristov)**

The committee met on Wednesday, September 14 to discuss goals for the 2022-23 academic year and come up with action items. Goals agreed upon for the upcoming year include:

1. Drafting a resolution asking for the protection of diversity and inclusion efforts and programs on campus. (Fall 2022), John Han and Rossy Toledo
2. Drafting a resolution urging UT Administration to offer safe, affordable, gender-inclusive housing and counseling resources for the LGBTQ+ community within the framework of the Living and Learning Communities. (Fall 2022), Nathalie Hristov and Nicole Eggers

\*\*\*A suggestion was made to ask the Clayton Foundation for support since they have provided housing to members of the LGBTQ+ that have been cast out by their families for coming out.

3. Advocating funding and support to employ full-time diversity compliance officer for each college and/or division. (Spring 2022)
4. Ask for administrative support for the collection of data in terms of campus climate for underrepresented minorities. (Spring 2022)
5. The development of a mechanism to share information on research, surveys, programs, and other activities to reduce duplication of effort and more effectively support each other. (Spring 2022)

The committee will meet again on Wednesday, October 12, 2022 to review and revise goals, strategies, and action plans for the academic year.

## **6. Faculty Affairs Committee Report (J. Laughter)**

The Faculty Affairs Committee met on 26 September 2022 with seven members present. During the meeting, we approved the following member responsibilities:

- Senator Westerhold will liaise with the NTTF Affairs Committee, particularly around upcoming revisions to the FHB ¶4
- Senator Berg with work with Senate GA Jordan on updating and monitoring departmental and college bylaws for references to the MFE and for explicit expectations for promotion of NTTF
- Senator McAlpin will liaise with the Budget and Planning Committee for any necessary revisions to the FHB as regards the new budget model

During the meeting, we also approved forwarding the following three revisions to the FHB, which have now been vetted by the OGC:

- FHB ¶3.11.4 Probationary Period
- FHB ¶3.12 Termination
- FHB ¶5.2 Ombuds

Please note that while we are forwarding revisions to ¶3.12, we do not believe these revisions fully address the situation of Professor Anming Hu. As such, we will continue to investigate where other revisions might be required.

## **7. Library and IT Committee (M. Brannen)**

The Library & IT Committee met September 26, 2022 with 10 members present. During the meeting we discussed:

- Upcoming federal funding requirements for research in January 2023 requiring persistent researcher identifiers. UT is implementing the use of ORCID for researcher ID's for all UTK researchers and ScienCV for those researching in science fields. A messaging campaign is underway to inform researchers across campus.
  - Faculty need to register for a free ORCID account then populate the account with publications and scholarly outputs.
  - ORCID account can be linked to ScienceCV and Elements to pull info from ORCID into these profiles.
  - More information at <https://libguides.utk.edu/ORCID>
- The OIT suggestion box is a way to propose campus level adoption of software and tools. This can be used to make any suggestion for software, hardware, or systems that should be considered campus wide. When requests come in, OIT researches the request (cost, impact, etc.) to evaluate. Decisions are shared with the people who suggested items. There is not a standardized time frame for these considerations due to the varied nature of requests.
  - Information about OIT including the suggestion box is given in new faculty orientation. OIT has an opt-in newsletter that also includes a link to the suggestion box. Finally, the suggestion box is linked in the header of the OIT website.
  - For tools not intended for adoption by the entire campus, faculty should make requests through departmental processes.
- Intellectual Property Policy draft BT11 was reviewed. Committee members were asked to share this draft policy for discussion with their caucus. Discussion will continue in the October meeting with any recommendations or notes to be shared with Vice Provost Steele after the meeting.

- Minutes from the meeting can be read at [https://drive.google.com/file/d/1jEVB1byogvg3KoRMt9d\\_CJ7dJCgGRaZJ/view?usp=sharing](https://drive.google.com/file/d/1jEVB1byogvg3KoRMt9d_CJ7dJCgGRaZJ/view?usp=sharing)

## 8. Non-Tenure Track Faculty Issues (A. Langendorfer and M. Stanley)

- Ten committee members (joined by Faculty Affairs representative Jessica Westerhold) met via Zoom to discuss the committee's ongoing work to revise the pertinent sections of the Faculty Handbook that relate to NTTF.
- We decided to use Vice Provost Kelly's draft of proposed revisions as our starting point and asked for everyone to contribute ideas and feedback over the week.
- We will circulate a proposed revision before the next NTTI meeting and then vote on the draft at the next NTTI meeting
- Once voted out of committee, we will send it on to Faculty Affairs for their feedback and approval at their next meeting, with the hopes it will be up for a vote at the November meeting.
- The committee is also working on a letter of support for institutional support of NTTF Betsabé Navarro, who is seeking help with a permanent residency application.

## 9. Research Council (A. Steiner)

The research council has held two meetings, on September 7, 2022 and September 26, 2022. The principal issues which we have discussed and/or addressed are

1. **An update to the FS bylaws with regard to the research council:** The current bylaws are out-of-date and do not correctly describe the ex-officio members and the role that the UTK Communications now plays in research communication.
2. **The new ORIED rules for grant proposal deadlines:** ORIED has modified this process and as a result of discussion with Jean Mercer some informal recommendations have been made.
3. **Subcommittee assignments:** Subcommittee assignments have been made for working with ORIED and other administration offices in handling SARIF, Chancellor's awards, etc.
4. **Chancellor's Awards recommendations:** As a result of discussion in RC meetings and between faculty as part of the Chancellor's Award subcommittee, several recommendations have been made to improve the nomination process.

## 10. Teaching and Learning Council (B. Issa and L. Whitnah)

## 11. University Systems Committee (D. Ader and A. Schoenbach)

### September 26, 2022 UT Systems Relations committee minutes

Present: Christian Parigger, Lisi Schoenbach, David Ader, Xueping Li, Mitsunori Misawa, Beauvais Lyons

Beauvais presented a report of the University Faculty Council (see attached documented summarizing that meeting).

There are general problems with the council in terms of different size and mission of campuses.

All campuses have reps. Plus Andy Puckett is rep to the board.

Beauvais gave a report on August and September meeting:

Online curriculum. For example: Do we buy our online curriculum or create our own? The council thinks we build it. But this requires resources to support our faculty so that they can do this. Also, there are

challenges to online degree programs—namely, student engagement, especially with asynchronous learning. It's hard to keep students engaged and build community. Do these programs need some days on campus?

Community College partnerships. There have been efforts to engage Pellissippi state, Roane state, etc. We want students to do well before they come to UT. A lot of work that was done to standardize these relationships was undone by Covid.

Transparency: important to help faculty provide input into policies, but transparency needs to be about process not just outcomes.

Code of conduct: Does not impact faculty handbooks. Does affect life. No drafts had been sent around as of their meeting (and as of our meeting). Admins need to be mindful on the administrative burden put on people.

Post tenure review process- costs the system about 500k. Is there feedback to help improve it?

Sick leave policy for 9 month- faculty could provide 20 hours but would cost 25.6 million. Could be done as a pool by department.

Stacy Patterson leaves, so changes up structure. New president for foundation, new econ development etc. There will be four people to replace her at the systems level, something we may want to reach out about to the research office to find out more about these new positions.

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Some discussion followed Beauvais's report: comments on the positive outcomes of online education for physics students, online degree programs. There was a comment that the possible use of PPPR to encourage retirement could lead to an age discrimination suit. Financial literacy class for all UT students was discussed. Suggestion that sick leave policy works better when put into a pool.

Based on the report from the UFC we discussed how we might fit the following things into our priorities for this year: transparency, code of conduct, PPPR review, replacement of Stacey Patterson with multiple new positions. It was mentioned that it would be beneficial for us to meet with Carey Whitworth this fall instead of waiting until the spring as previously planned.

Further discussion of some of our priorities for this year, including working on the big and rather vague issue of transparency. Our role is both to communicate to the Faculty Senate anything we feel needs to be understood better by senators, eg, the status of the sick leave policy, code of conduct, etc. We also are hearing from campus representatives such as Marianne Wanamaker, Josh Steele, Carey Whitworth, etc., so that we are up to date on developments at the system level that impact faculty. Not only do we disseminate this information to faculty, we have to represent the questions and concerns of faculty when meeting with campus representatives and administrators. In other words, our responsibilities are to communicate in multiple directions. Think concrete outcomes for this year: a document, guidelines, etc. on the issue of transparency.

Upcoming: Beauvais will ask for the code of conduct. What are the repercussions? Faculty handbook has process.

Upcoming meeting with Joshua Steele from OLAP October 25. He is willing to answer questions on online learning from faculty senate. We need to pass this request along and create a google form for questions.

How can the system help with online ed? What are the rules in place about state lines? How do we get the proper resources in place? These are a few of the questions we would like to hear more about.

Other Committees / Task Forces:

**UTK Advisory Board (J. Hemingway)**

**University Faculty Council / UT Systems Relations Committee (B. Lyons)**

President Boyd was not able to attend the August 17, 2022 meeting, but was at the September 21<sup>st</sup> meeting. He requested that the Council discuss the following topics:

**Online education.** *To better serve our traditional students, but also to find new ways to reach non-traditional students, we must improve our online offerings. Do we build, buy or partner to develop the programming we need. What insights can faculty to provide?* The Council supported building our own tailored course offerings while pursuing opportunities for cross-campus collaboration. Emphasis was placed on the need for time and resources for current faculty to do this. At the September meeting issue of student retention and community-building was discussed in relation to on-line degree programs that use mostly asynchronous course delivery.

**Community college partnerships.** *We have aspired to improve transfers from Community Colleges but have not made much improvement. What strategies can we employ to improve our partnerships? What can faculty do to implement these strategies?* Based on a conversation I had with R.J. Hinde, I stressed the importance of doing a better job of connecting faculty from campuses with their regional community colleges to ensure that students can effectively make the transition to upper division coursework. The example of the importance of coursework in chemistry to prepare a student for coursework in organic chemistry was given.

**Transparency.** *On day three in my role as President, we launched “Transparent UT” where we attempted to put anything and everything we could on this website. We continue to update and add to it, but what are we missing. Faculty could share with us additional information we could share to be even more transparent.* There was not a lot of discussion of this topic, but members of the council value transparency, and emphasis was placed on ensuring there are processes that involve faculty input on the front end.

At the September meeting the following topics were discussed:

**Code of Conduct.** Katie Lane from the Office of General Counsel discussed the process and revisions of the newly proposed Code of Conduct. No draft was shared with the Council, which she promised was forthcoming, so the emphasis was on the composition of the committees tasked with setting policies in areas such as HR, Research, Compliance, and Safety. The policies discussed do not directly impact faculty handbooks. I expressed concern about ensuring new policies, or their implementation, did not place unjustified administrative burdens on faculty.

**Post Tenure Performance Review.** Mike Fitzgerald from the Office of General Council indicated that a report on PPR will be presented to the October BOT meeting.

**System Updates.** Bernard Savarese (Interim VP for Academic Affairs and Student Success) was introduced and attended the meeting. He is filling in for Linda Martin who is Chancellor of UT Southern. Stacy Patterson (Vice President for Research, Outreach and Economic Development) attended and reported on steps being taken through the establishment of new positions to replace her as she takes a new appointment at Florida State University.

**Next Meeting:** The UFC will meet in hybrid mode in conjunction with the October Board of Trustees meeting October 27-28 at UT Martin. I will need to attend the meeting virtually as I will be at a conference in Baltimore. Education, Research and Service (ERS) Faculty Representative Andy Puckett will be travelling to Martin. I encouraged communication with Andy regarding any issues on the ERS Committee agenda (once posted) that might be of concern to members of the Council.

### **Tennessee University Faculty Senates (M. Violanti)**

TUFS met the weekend of September 30 and October 1 in Clarksville at Austin Peay University. ETSU, MTSU, APSU, UTC, UTM, UTK, TTU, TN State, and Memphis were present. The schools all shared what is happening with their Senates this year. We also discussed some of the similarities (e.g., enrollment challenges from more or less than anticipated numbers of students, defining shared governance by faculty and administration, attacks on tenure), and differences (e.g., UT-Knoxville is the only campus where press attend FS meetings, being part of the state health and dental program, presidential terms, presence and role of ombudsperson) across our campuses. The next meeting, in February, will be a legislative update.

### **Executive Calendar Committee (S. Ohnesorg)**

2022-23 Committee Membership of the Executive Calendar Committee:

#### **Executive Committee**

- Brian Coldren, Registrar (Chair)
- Chuck Collins, College Representative
- RJ Hinde, VP Academic Affairs
- Stefanie Ohnesorg, Faculty Senate Representative
- Javiette Samuel, Diversity and Engagement Representative
- Joe Scogin, Athletics Representative
- Dixie Thompson, Graduate School Representative
- Amber Williams, Student Success Representative

#### **Campus Stakeholders**

- Brian Browning, Auxiliary Services Representative
- Deborah Crawford, Research and Engagement Representative
- Frank Cuevas, Student Life Representative
- Hunter Hammok, Graduate Student Senate Representative
- Gabriella Llanos, Student Government Association Representative
- Mary Lucal, Human Resources Representative
- Victoria Niederhauser, College Representative
- Gretchen Niesler, Center for Global Engagement Representative
- Kevin Rushing, University Bursar Representative
- John Stier, College Representative
- Celena Tulloss, Financial Aid and Scholarships Representative
- Greg Womac, Libraries Representative

The Executive Calendar Committee met on September 19, 2022 and will hold 3 more meetings this semester (see below). The meetings are chaired by Brian Coldren (Assistant Vice Provost for Academic Initiatives & University Registrar), and during the September 19 meeting we spent most of the time talking about updating and refining the currently existing (and partly outdated) “Guiding Principles” (dated 2018) for building the Academic Calendar. Brian Coldren agreed to synthesize the information shared from everyone during the September 19 meeting into a draft of what guiding principles should be going forward, and he will solicit the group’s feedback. This draft has not yet been shared with the members of the committee. Once these principles have been established, some draft calendar options based on those principles will be provided to the group for feedback.

Items brought up during the September 19 discussion included the scheduling of Fall Break and that it should be planned in such a way that it overlaps with Knox County Schools Fall Break. Another conversation point was the new Winter Miniterm, and Brian Coldren agreed to share data on enrollment during the 2022 Winter Miniterm.

Brian Coldren started a Teams Site for the Group in order to facilitate communication and the sharing of documents.

Planned Committee Meetings for Fall 2022, all taking place from 2:30 - 3:30 pm via Zoom, with the goals outlined on the agenda for the Sept. 19 meeting:

- **September 19**, overarching goals, committee charge, alignment with strategic vision, discussion of guiding principles
- **October 17**: based on September discussion, proposed calendars presented to group for consideration and to take back to constituents for feedback
- **November 21**: group returns with feedback from areas and works toward consensus on recommendations to Provost and Chancellor; refining implications of each calendar option
- **December 12**: finalize options to provide to Provost and Chancellor

#### **Credit Hour Task Force (E. Schussler)**

Headed by RJ Hinde, this group is working to revise the catalog description of what constitutes a credit hour to bring it in line with new course delivery mechanisms such as online synchronous or asynchronous teaching. Currently a credit hour is defined as 1 hour per week in classroom instruction and 2 hours doing out of class work. We have been working to instead define what three hours of engagement per credit hour might look like in different modalities.

#### **Police Advisory Council (E. Schussler proxy for M. Misawa)**

The group engages with Chief Lane to focus on campus safety concerns. At our meeting October 3 we talked about where to find the daily log of crimes on campus, what constitutes a recording of a campus crime, and how Clery Act reports are generated. Title IX or police reports are reported as a Clery notification (if applicable) but it is important to note that a direct report to the Clery form website does not automatically get sent to the Police for action. The Clery Act reporting covers all UT areas, including the hotel housing students on Papermill.

#### **BAM Allocation Review Committee (E. Lukosi)**

#### **Classroom Upgrade Committee (R. Small)**

Committee meets bi-weekly, and includes representation from Facilities Services, Provost's Office, Associate Deans, Registrar's Office, Office for Information Technology, Teaching and Learning Innovation, faculty, and graduate student.

Committee is responsible for identifying campus-hosted classrooms in need of upgrades (furniture, carpet, paint, technology) and targeting those rooms for required upgrades during upcoming summers. Funds for upgrades come from Facilities Fees. An annual report is submitted by Committee Chair Bill Dunne to the Deans of the Colleges.

In addition to the regular evaluation of rooms in need of upgrade, the committee considers a variety of other aspects of campus classrooms. Over the preceding year we have discussed the following:

- **Development of a Classroom Database Management System**: OIT led an effort to develop a database that tracks classroom upgrades over time, so the committee can see which classrooms were upgraded when and how. This tool helps identify rooms that have not been upgraded recently as potential candidates for upgrades. The database is operational, and the committee has used it in developing ideas for future classroom upgrades.
- **Development of a new model / method for scheduling campus classrooms**: Per the Registrar's Office, scheduling of classes in classrooms is difficult and involves competing interests (size of classroom, location of classroom, amenities of classroom, etc.). The committee, in concert with the Registrar's and Provost's Offices, proposed development of a quantitative model to allow for

more efficient allocation of space. A campus group is currently working on developing that model and collecting input on stakeholders needs.

- Considering the advisory role of the Campus Classroom Upgrade Committee to the Provost's & Senior Vice Chancellor's Offices: The committee discussed what we could provide to the university beyond designation of which classrooms are in need of upgrades – for example, what sort of classrooms do we need looking forward (capacity, layout, location) to improve student success.

#### **Campus Planning (J. Hathaway)**

Nothing to report

#### **Technology Fee (M. Brannen)**

The first meeting of the Technology Fee Board was held in September to orient new members to the process. This group meets monthly with much of the expected work to be in the spring when departmental technology fee proposals are reviewed. More information about tech fee (including meeting minutes) can be found at <https://techfee.utk.edu/>

#### **University Space Committee (K. Fecteau)**

Briefly, this committee makes recommendations concerning assignment and reassignment of space and reviews proposals for renovation of space. The committee met on September 26 to review action items from the August meeting, address room transfer requests in McClung Tower, review a request to rename the lawn sign in front of the Communications building from Communications to the more accurate description Communication & Information Building (this renaming of the exterior sign requires final approval from the Senior Vice Chancellor for Finance & Administration and the Chancellor), and receive updates on campus construction projects (available at <https://provost.utk.edu/wp-content/uploads/sites/10/2022/09/construction.png> ).

#### **Honorary Degree Committee (E. Shpak, D. Alderman, Y. Liu)**

No Report

#### **COIA (B. Ownley)**

No Report

#### **Unknown representatives on these committees listed below**

##### Commissions

For Blacks

For Women (J. Heminway?)

For LGBT people

For Disability (R. Spirko?)

For Diversity and Inclusion

**For Asian American and Pacific Islander** (new commission??--yes; they go by AAPI): Michelle Violanti served as a founding member of the commission during the 2021-2022 academic year as Chair of Diversity and Inclusion and continues to serve this year; Natalie Hristov as the new chair of Diversity and Inclusion may also serve on this new Commission (I will leave this for her to update as needed). The Commission had its kick-off meeting in September with welcoming messages from Chancellor Plowman and Vice Chancellor for Diversity and Engagement Small. There will be programming during the course of the upcoming year. They meet the second Tuesday of each month at noon.

COACHE

Dining Services

Facilities Fee

Student Media Board

Institutional Compliance

Traffic and Parking