



UTK Faculty Senate Meeting Minutes
Monday, September 19, 2022
3:30 pm – 5:00 pm

I. Call to Order at 3:30 pm

Not in attendance: D. Alley; K. Franck; S. Groenke; M. Harris; L. Knox;
A. Langendorfer; X. Li; K. Martin; S. Mobley; M. Nowicki; S. Rampold; M. Stanley;
R. Toledo; Z. Zhang; C. Lavan; C. Cimino; and F. Cuevas.

II. Approval of Minutes

a. Faculty Senate Meeting Minutes, [May 2, 2022](#)

N. Hristov moved to approve; seconded by M. Brannen. Discussion: There was no discussion. The minutes were approved unanimously. (68 In Favor, 0 Against)

b. Approval of Undergraduate Council Minutes, [August 30, 2022](#); [UG Council August 30, 2022 Voting Summary](#) (K. Baker, Chair)

Baker and Schussler reminded the Senate that by approving these minutes we approve all the actions and curricular changes in them. The minutes were approved unanimously. (80 In favor, 0 Against)

President Schussler reminded the Senate that minutes in the Informational Items section are minutes in which no action needs to be approved, this includes the last two sets of Graduate Council Minutes. L. Meschke introduced herself as chair of the Graduate Council.

III. Announcements and Reports

a. President's Report ([link](#)) (E. Schussler)

In addition to the linked report the President added that the UT Police Advisory Council has requested a representative. Please let the President know if you are interested in serving in this position.

The President reviewed the undergraduate and graduate curricular processes and the responsibility of the Senate in overseeing the process. Curriculum proposals are also

posted on the Provost's website a month in advance of each curriculum meeting:
<https://provost.utk.edu/curriculum-proposals-for-ay-2023-24/>

She reminded the Senators that we discuss and/or affirm committee work, come to consensus on ways to move forward on current concerns, and debate contentious issues. In discussing difficult issues, we should avoid incivility, misattributing motive, showing contempt or using inflammatory rhetoric. We should listen and respectfully ask questions to come to a clear consensus on issues. This is true in the Zoom chat as well. There was no discussion

b. UTK Chancellor's Report (D. Plowman)

The Chancellor was unavailable to attend

c. Provost's Report (J. Zomchick)

The Provost echoed the President's thanks to Senators for their work and the President's clarification of how work should be discussed in the Senate.

Enrollment is at record numbers at all levels. There are over 33,000 students on campus. Retention rates have improved by over 1%. The 4-year and 6-year graduation rates have increased, and the number of graduate and professional students has also increased. The application site for student/faculty research awards opens tomorrow.

The Chancellor and Provost announced via email the next phases in academic restructuring. They are looking forward to answering questions.

A Senator asked about graduate students in distance education. Provost Zomchick indicated that 1,667 are currently enrolled, which is up from last year. Undergraduate distance education is also up.

VP Kelly shared information on the implementation of the NTTF (Non-Tenure Track Faculty) taskforce recommendations, at the request of President Schussler. Her office and the Faculty Senate NTTF Issues committee are working on changing title series and contract lengths. These changes should be coming to Senate for approval soon. They are considering the timing of Lecturer continuation notices. She pointed out that her office has done an extensive review of faculty handbooks across the country and interviewed administrators at other institutions. This has led to significant revisions to the *Faculty Handbook*, Chapter 4, in particular. Her office has been working on a template letter for appointments that should be released soon to departments. They will be issuing new hiring guidelines soon. There is a new NTTF template for promotions and they have updated the NTTF family care policy that makes clear that NTTF are eligible for family leave and modified duties.

There was no further discussion.

- d. UTIA Report (C. Castille)
Dr. Castille did not attend the meeting

IV. New Business

- a. Discussion of [College of Arts and Sciences Restructuring: Survey Results](#) (E. Schussler)

The Chancellor sent a campus-wide announcement in the afternoon prior to the Senate meeting elucidating the restructuring changes the institution is now pursuing (which includes the creation of a Baker Center College of Public Policy, a new Interdisciplinary College, a new Music College, and Divisions with Divisional Deans in the College of Arts and Sciences).

A Senator commented that in the presentations about restructuring there were large discrepancies with the budget numbers, particularly the deficits accrued by certain units. In the presentation to sciences the shortfall in their budget was underestimated while in the presentation to the humanities it was overestimated. He asked the Provost: “Would you please clarify where you got the data for your budget estimates and explain why they differ so dramatically from CAS numbers—to the great detriment of the Arts, Humanities, and Social Sciences?”

Provost Zomchick clarified that the difference between presentations to divisions was because they reduced information they presented to larger groups who might have more questions. He stated that none of the budget figures were definitive. They did their best to show what was on the table without any intent to misrepresent the data.

Someone asked about the difference between the current structure and the divisional structure. The Provost said this will be worked out. There is no set plan at this point. The administration will be asking for input from the college and their faculty.

In response to the question about how much time will be allowed for feedback, Provost Zomchick said that there will be committees formed and Senators should indicate their interest in serving.

In regard to a question about how will the new interdisciplinary college impact existing interdisciplinary programs, Provost Zomchick replied the new college will be an incubator for new interdisciplinary programs and should not impact existing programs in the College of Arts and Sciences in any way.

Another question was posed about how the Baker Center will operate as a college and how will faculty be hired, tenured and evaluated? Provost Zomchick responded by stating said there is a task force on this which has yet to report. The Baker College will have to follow the *Faculty Handbook* just like other programs.

In response to a comment regarding the existence of other interdisciplinary groups in the UTORII Bredesen Center, the Provost replied that the new college will be similar

to the Graduate School (no programs or faculty) but will focus on interdisciplinary undergraduate programs. The Bredesen Center focuses on graduate programs.

The Provost replied to a question about what metrics will be used to evaluate how successful these changes have been? He stated that there is a commitment to having metrics. Faculty satisfaction will be a metric. Enrollments are expected to grow and the larger the college, the more effective the divisional model will be to serve larger groups.

A question was posed about why music will become a college and own how might this impact their connection to other arts disciplines? Provost Zomchick replied that music is a different kind of program (differences in recruiting and evaluating students, promotion and tenure, etc.) and their day-to-day operation is different from all other arts. This will not keep them from having connections with other arts.

On Wednesday, September 21, at 2:00 pm, Senators will be able to meet with administrators to discuss these developments. A google doc will be available where faculty can submit questions if they are not able to attend this meeting. It was suggested that perhaps a subcommittee should be formed to handle this feedback.

- b. Humanities Caucus Curricular Impact Resolution ([link](#)) (H. Meadows and Humanities caucus)

Caucus Chair Meadows explained that this resolution came about because the flow of information on the curricular process broke down last year as exemplified by a significant decrease of 12.5% of enrollment in the MFL department, which was the result of the approved change of removal of the foreign language requirement in the Haslam Business College. Our established curriculum review process did not trigger the conversations that should have happened with this change.

Senator Collins, Haslam College of Business, asked for the floor and shared the following: All changes in Haslam are made with faculty input. In the transition to VolCore, the Haslam faculty realized that requiring intermediate Foreign Language meant students potentially needed 3-9 hours of pre-requisites before meeting this requirement. They would use up their elective opportunities and thus the Haslam College of Business approved only VolCore requirements (one Global Inquiries International course) and not a specific language requirement to give students more flexibility. Foreign language is still an option for Haslam students. Haslam College did not replace the elective hours with Business credits but with general electives that will be mostly taken in the College of Arts and Sciences. Most Haslam students take their foreign language at other universities so now they will stay at UTK for their elective hours.

Senator Collins said that from the perspective of one college to another, it is impossible to know the financial ramifications of changes on other colleges. The financial impact at the college level was minimal. VP Hinde set up the posting of curricular changes on the Provost's website. For two months these changes were

available before the curricular committee met. Other colleges are making the same kind of changes. It is not fair to single out Haslam in the resolution and all colleges have the right to change their curriculum as best suits their students. The Senate should not inhibit a college's ability to make curricular changes as they see fit.

Undergraduate Council (UC) Chair Baker clarified that even though he is a faculty member in the College of Business, he is impartial as chair of the Undergraduate Council. He reiterated that the resolution asks the UC to conduct a post mortem on how this change happened. Should this just be about MFL and Haslam or about analyzing the weak spot in the process? He is prepared to lead an investigation with a subcommittee on these issues.

President Schussler clarified this is not about singling out individuals or programs and that the discussion today clarifies that these discussions need to happen in the Senate at appropriate levels. The extremely high volume of changes last year made these discussions almost impossible.

A Senator commented we are not singling out a college but rather using this specific change as an example of the importance of the process. The resolution is about process, not about changing the decisions made by Colleges. Nonetheless, the lack of warning on impacted departments is the reason for this resolution. MFL will possibly have to let NTT go because of this change.

Most curricular changes evaluate unit to unit impact not college to college impact. This should be evaluated in the Undergraduate Council post mortem.

Roessner offered a friendly amendment: revising or amending the language in the resolution that specifies Haslam to read "various units removed their" and "the change to unit-level curriculum" in the first and fourth whereas, respectively.

Meadows indicated that it would be important to verify that there are other units who made similar changes.

These types of issues will be more common with the implementation of the new Budget Allocation Model (BAM).

This may be primarily a failure of the curriculum change form itself which the UC will address. This kind of issue has occurred in the past because changes are made based on unit needs not on impacts outside the unit/college. There needs to be a report generated from the Provost's office on how changes will impact other colleges. Curriculog, the management system, may provide this.

The resolution looks at this as a case study and asks for the UC to evaluate how to improve the curricular change process.

The friendly amendment was accepted by the co-sponsors.

The resolution passed. The amended resolution is attached below. (65 in favor, 7 against)

President Schussler asked UC Chair Baker to spearhead this initiative.

- c. Strategies to advocate for faculty salaries within the new BAM environment (E. Schussler)
 - [UTK Faculty Salary Report 2020 - 2021 from Budget and Planning Committee](#)
 - Budget and Planning Committee's PowerPoint: [2022 UTK Tenured and Tenured Track Faculty Salary Analysis Report and 2020 NonTenured Track Salary Analysis Report](#).

This item was tabled until the next meeting by consensus of the body.

- d. Motion to approve A. Roessner (President-Elect) to preside over the October 17, 2022 Faculty Senate Meeting

Moved by Newkirk, second by Efremenko. There was no discussion. The motion was approved. (73 in favor, 1 against)

The Senate approved President-Elect Roessner to preside over the October 17, 2022 Faculty Senate Meeting.

The President reminded the Senate to review the informational items and to read the attached minutes as well as the links to other reports in the agenda. At the bottom of the agenda are upcoming issues that will be considered for inclusion at future Senate meetings.

Senator Hay reminded Senators of the Divisive Concepts Speak-in designed to address divisive concepts and what faculty can discuss in their classes. Contact AAUP President Freeberg for more information.

V. Information Items and Committee Reports

- a. Graduate Council Minutes [April 28, 2022](#) and [September 1, 2022](#) [Items of Interest from April 28 and September 1, 2022](#) (Laurie Meschke, Chair)
- b. [Senate Committees and Councils Summary Reports and Minutes](#)
- c. Unapproved Faculty Senate Executive Council Minutes, [September 12, 2022](#). (A motion to advocate for a faculty member seeking permanent residency has already been acted on).
- d. [Non-tenure Track Faculty Task Force Report](#)

- e. [Shared Governance Retreat Summary \(August 29, 2022\)](#)

VI. Adjournment at 5:04 pm

*NOTE that we are hoping to have the October and November meetings in person.

Prospective Agenda Items for Fall

- a. NTT Issues Committee Handbook changes (M. Stanley, A. Langendorfer)
- b. Upcoming Faculty Handbook Revisions (J. Laughter)
 - Faculty Role in budgets (§1.10)
 - Termination of Faculty (§3.12)
 - Policies on NTTF (§4)
- c. Revision of retention review process (J. Zomchick)
- d. Virtual test proctoring (M. Brannen)
- e. Intellectual property rights for online courses (E. Schussler on behalf of AVP J. Steele)
- f. BAM information (E. Lukosi, T. Fridman)
- g. New Honorary Degree Procedure (E. Schussler via M. Scoggins)