

The Faculty Voice

Faculty Senate Newsletter

October 2012

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This newsletter is provided to you as a means of keeping you connected to the activities of the UT Knoxville Faculty Senate, your representative body for the Knoxville campuses. The intent of this newsletter is to keep all faculty members informed about current issues before the Faculty Senate and to motivate all faculty to get involved. Questions regarding and suggestions for this newsletter may be directed to the Information Officer of the Faculty Senate, Stefanie Ohnesorg, at ohnesorg@utk.edu.

Items Covered in this Newsletter:

- 1. Mark your Calendars: Fall 2012 Mic/Nite on Wednesday, Oct. 24, 2012**
- 2. Lecturer Promotion**
- 3. New Employee Code of Conduct**
- 4. Proposal for More Comprehensive Non-Tenure-Track Faculty Inclusion in the Faculty Senate**
- 5. Partner Benefits**
- 6. Faculty Senate Updates**
 - Links to Minutes, Agendas, and Reports
 - Info and links related to the **October 22, 2012 Faculty Senate Meeting**
 - **Make Your Voice Be Heard! Provide Input via the Senators from YOUR Unit!**

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1. Mark your Calendars: Fall 2012 Mic/Nite on Wednesday, October 24, 2012

Fall 2012 Mic/Nite will be held on Wednesday, October 24 at "The Relix Variety Theatre" (1208 North Central Avenue). The event will begin at 5:30 pm with a social hour, and presentations are scheduled from 6:30 pm until around 9 pm. There will be a total of 11 action-packed presentations by faculty and staff, and more information on the event is available at <http://provost.utk.edu/mic-nite/>. There is free admission for faculty/staff and spouses/partners, and no RSVP is necessary to attend.

2. Lecturer Promotion

In 2011-12, a total of 47 lecturers were promoted to the rank of Senior Lecturer. After the Board of Trustees had first approved the lecturer promotion process, the Faculty Senate agreed that the Provost's Office could conduct an initial round of promotion reviews before a 'final' procedure for lecturer promotions was developed. In October 2012, Vice Provost for Faculty Affairs, Dr. John Zomchick, presented a draft with updated guidelines for the lecturer promotion process to the Faculty Senate. This draft constitutes a refinement of the process used in 2011-12, it is patterned on the promotion process for tenured or tenure-track faculty, and it has been presented to the Faculty Affairs Committee for review and comment. The plan is to eventually add the procedure to the Manual for Faculty Evaluation where it will be readily available to all lecturers and the departmental faculty conducting the first level of review. In view of the fact that full approval could not be obtained in time to conduct promotion reviews this year, Vice Provost Zomchick requested

that the Faculty Senate extends its provisional approval through 2012-13. On October 10, 2012, the Faculty Senate Executive Council voted in favor of granting this request. Details on the 2012-13 Lecturer Promotion Process will be communicated by the Vice Provost for Faculty Affairs Office to the campus once the procedure for 2012-13 has been finalized. Dr. John Zomchick will hold a **workshop on the *Guidelines for Lecturer Promotion Process* on Tuesday, October 23, 2012 from 9:00 to 11:00 am, in the University Center Crest Room**, and all regular full-time lecturers are encouraged to attend. Any questions regarding the workshop and/or the lecturer promotion process should be addressed to Dr. Zomchick; his office can be reached at 974-6152.

The Proposed Review Calendar for the Lecturer Promotion 2012-13 is as Follows:

Department / School / Program (recommended):

- January 30: Eligible Lecturers submit dossiers to their units.
- February 28: Units submit recommendations to the College.

College (recommended)

- March 1-March 31: College Lecturer Promotion Committee reviews candidate dossiers
- April 1: College Lecturer Promotion Committee submits recommendations to Dean of the College
- May 1: Dean makes recommendations to the Provost.

Campus (firm and final)

- May 1: Provost's Office receives recommendations from the Deans
- June 1: Provost notifies candidates of outcome of the process

3. New Employee Code of Conduct

In an e-mail dated October 2, 2012, Faculty President Steve Thomas was informed by Bill Moles, Director of the Compliance of the Office of Institutional Compliance for The University of Tennessee System, that a "New Employee Code of Conduct" took effect on July 1, 2012. The message requested assistance from Steve Thomas, in his role as President of the Faculty Senate, to help in "communicating about the code to those [he] represent[s]." A copy of this e-mail is posted on the Faculty Senate's webpage at <http://senate-utk.edu/wpengine.netdna-cdn.com/files/2012/08/1-Employee-Code-of-Conduct.pdf>, and "The Code of Conduct with Related Policies and Training" is posted here: <http://compliance.tennessee.edu/codepolicy.htm>. There was general agreement at the October 10, 2012 Faculty Senate Executive Council that it was disconcerting to learn in this manner about such important action which had been taken without any input from faculty members. David Patterson was asked that this concern should be shared with the University of Tennessee Faculty Council (UTFC) during its October meeting. Faculty Senate President Steve Thomas will address the issue during the Oct. 22, 2012 Faculty Senate meeting under "New Business and Announcements."

4. Proposal for More Comprehensive Non-Tenure-Track Faculty Inclusion in the Faculty Senate

At the October 22, 2012 Faculty Senate meeting, senators will be asked to vote on a proposed change of the Bylaws of the Faculty Senate. If approved, this proposed change of bylaws will allow Clinical Instructors and Lecturers to vote in Faculty Senate elections and to run and serve as

Faculty Senate Senators beginning with the spring 2013 elections. Furthermore, the faculty census which allocates seats among the caucuses would be modified to include Lecturers and Clinical Instructors, and – based on the 2011-12 census -- this would result in adding a total of 17 new seats to the Faculty Senate. If approved, the academic year 2012-13 would be treated as a transition period, and an election would be held among the Lecturers and Clinical Instructors for ten interim Senate at large seats. The terms of these 10 senators would expire July 31, 2013. The Resolution proposing this change along with the suggested changes for the Faculty Senate Bylaws is posted at

<http://senate-utk-edu.wpengine.netdna-cdn.com/files/2012/08/3-NTT-membership-proposal1.pdf> .

A data-sheet explaining the resulting seat allocations among caucuses is posted here:

<http://senate-utk-edu.wpengine.netdna-cdn.com/files/2012/08/3-FTE-Faculty-Counts-by-Faculty-Senate-Caucus1.pdf> .

5. Partner Benefits

In spring 2012, the Benefits and Professional Development Committee had passed a resolution asking for benefit support for LGBT partners and heterosexual couples who chose not to marry. This resolution is posted at http://senate.utk.edu/files/2011/09/2-LGBT-benefit-equality-resolution-2_16.pdf . At the April 2, 2012 Faculty Senate meeting this resolution was passed unanimously (see Minutes of the April 2, 2012 Faculty Senate meeting: <http://senate-utk-edu.wpengine.netdna-cdn.com/files/2011/09/April-2012.min> .pdf). The Chancellors response dated Sept. 7, 2012 was presented to the Faculty Senate at its September 24 meeting. Here, Chancellors Cheek and Arrington write that they consider “the three specific proposals for domestic partner benefit equality outlined in the operative clauses of the resolution are inconsistent with the public policy of our state expressed in constitutional and statutory provisions.” A copy of the Chancellors’ letter is posted on the Faculty Senate website at <http://senate-utk-edu.wpengine.netdna-cdn.com/files/2012/08/2-Ltr-to-Faculty-Senate.pdf>

The general tone of the discussion on this matter during the September 24 Faculty Senate was that the letter did not fully address the issues raised within the resolution and that the brevity of the response was considered inconsistent with statements that maintain that diversity is valued on this campus. Steve Milewski (Chair of the Benefits and Professional Development Committee) stated that his committee would place this issue on its agenda for fall 2012 for further discussion, and he invited faculty members who would like to provide input on this matter to get in touch with him at smilewsk@utk.edu. The minutes of for the September 24, 2012 Faculty Senate meeting contain more details on this discussion; they are posted at <http://senate-utk-edu.wpengine.netdna-cdn.com/files/2012/08/September-2012.min> .pdf .

It may be important to note that the documentation attached to the resolution presented to the Chancellors in April 2012 lists in detail what kind of partner benefits are offered by our peer institutions. The Benefits and Professional Development Committee had collected data from publicly accessible websites of peer institutions and compiled these data in a spreadsheet. This survey documents that there is a wide range of different types of benefits offered by these institution: Most of our peers support at least some of the 33 different benefits that were identified while others support most of them.

The spreadsheet compiled by the Benefits and Professional Development Committee documents the status quo across the country in spring 2012. It is included as pages 10-12 in the minutes for the Feb. 20, 2012 Faculty Senate Executive Council meeting posted here: <http://senate.utk.edu/files/2011/09/Exec.-Minutes-February-2012.pdf> .

6. Faculty Senate Updates

The UT Knoxville Faculty Senate is the representative body through which the faculty participates in University affairs and shared governance. Through committees and a democratically elected legislative body, it promulgates policies and regulations regarding the general educational objectives of UT Knoxville. **It is, therefore, important that all faculty members stay 'connected' with the Faculty Senate by staying informed and by providing input and comments via the Senators who represent them in the Faculty Senate.**

Please familiarize yourself with the Faculty Senate website (<http://senate.utk.edu/>) so that you will know where to find all current and past Faculty Senate documents and reports.

The **calendar for all 2012-13** meetings of the Faculty Senate and the Faculty Senate Executive Council are posted here: <http://senate.utk.edu/calendar/>

Important Resources on the Faculty Senate Website:

a. Links to Minutes, Agendas, Reports etc. for 2012-13

<http://senate.utk.edu/archives/senate-reports-minutes-publications-2012-2013/>

Please make sure to scroll down to the bottom of this page in order to see the updates for all areas.

Please check frequently for updates regarding the work of Faculty Senate because new items will be added as they become available!

Archived Senate Reports, Minutes & Publications are organized by academic year and can be found here: <http://senate.utk.edu/archives/>

b. Links to the **Agenda for the October 22, 2012, Faculty Senate Meeting**

(<http://senate-utk-edu.wpengine.netdna-cdn.com/files/2012/08/FSAgenda-10-22-121.pdf>), and to the

Faculty Senate President's Report for October 2012

(<http://senate-utk-edu.wpengine.netdna-cdn.com/files/2012/08/PresidentReport-2012-10-101.pdf>).

IMPORTANT: Make Your Voice Be Heard!!

The List of all 2012-13 Senators (incl. contact info) is posted here:

<http://senate-utk-edu.wpengine.netdna-cdn.com/files/2011/07/Membership-2013-2015-with-email-addresses2.pdf>

All 2012-13 Senate Committee Assignments are posted here:

<http://senate-utk-edu.wpengine.netdna-cdn.com/files/2011/07/Committees-2012-20134.pdf>

The List of all 2012-13 Faculty Senate Caucus Leaders will be posted shortly at:

<http://senate.utk.edu/membership/>

Contact information for the 2012-13 Faculty Senate President, Steve Thomas, and for all other Faculty Senate Officers in 2012-13 is posted here:

<http://senate.utk.edu/membership/senate-officers-2012-2013/>