

# UTK Faculty Senate Executive Council

Committee Reports for February 17, 2020

## Appeals

- No report

## Athletics

- No report

## Benefits and Professional Development Committee

BPD 1/29/20 Meeting

Stephanie Madison report from Chancellor Plowman meeting.

The meeting was during the chancellor's office hour 11/26/19:

Chancellor as very receptive to all of BPD's stated concerns.

At that time UTK was working on 6 weeks of parental leave, starting with 12-month staff.

Developments since then have UTK working on mimicking the Governor's 12 weeks paid leave for his staff.

Parking: Chancellor agreed that should be taken care of.

Sick leave bank: Also supported. While the sick-leave bank and/or 9-month employees accruing sick leave through their contracts were originally raised as tactics for greater equity in offering paid parental leave, these topics should still be pursued for their own merits, even in light of possible (probable?) 12-month paid leave for UTK faculty in the near future.

The chancellor had promised a follow-up email to Stephanie Madison, which has not yet come. Stephanie will send a follow up email to the chancellor to continue these conversations.

Parking: agreed that the Senate/Parking-Services conversation is stymied, and that working with the Chancellor is the only realistic route toward success in this area. Good news: the Chancellor is strongly in favor of the Senate's initiative.

Fitness Center Discounts:

HR has communicated a reticence to publish a list of locally-sourced discounts online, as these agreements frequently shift or disappear for various reasons.

BPD feels that an online list of these discounts would be a significant benefit to faculty/staff.

Solutions may include: A disclaimer on the list suggesting that any discount listed needs to be verified by a faculty member interested in that facility, or restricting listings on this page to those who attend the benefits fair at UTK in the fall.

Another solution to the online list question: Could the Senate put together an online collection of information for the faculty about discounts, as HR does not appear enthusiastic about the monitoring duties of locally-sourced discounts?

Discussion of distributing lobbying duties: Deadline of this Friday, 1/31/20 for committee members to claim any facilities they particularly want to contact, then I will assign the rest. The

deadline to initially contact the assigned facilities will be March 18; one week before the next BPD committee meeting.

#### Professional development:

We may want to shift our focus to research about TLI, at this point.

We reviewed the bylaws language and we feel there is not a lot of instructions there for our committee regarding monitoring & evaluating benefits initiatives.

Stephanie Madison: training more people about active learning to make better use of active-learning classrooms, and/or better clarification of how active-learning classrooms are made available based on whether or not active-learning is being done in that space.

The administration should be encouraging faculty to reach out to TLI for training.

Survey of department heads about how to get more people going to TLI?

Alex Lapins will ask Matthew Theriout about what TLI wants the faculty/administration to do for better faculty engagement. What has already been done?

BPD explores TLI website between now and the next meeting.

Stephanie Madison believes from attending many TLI events that TLI is somewhat understaffed.

## **Budget and Planning**

Budget and Planning Committee, minutes from January 27<sup>th</sup> 2020 meeting.

Members present:

Ken Baker, Tamah Fridman, Alex Rodrigues, Timothy Hulse, Lisa Driscoll, Lou Gross

Time began: 3:30, Time ended: 5PM

Members spent time considering the upcoming tenure track (TT) and non-tenure track (NTT) faculty salary survey that we are doing this spring. Approaches are to compare TT and NTT salaries for each college to identify whether there are larger disparities in some units than others. We will identify base pay for each College and consider the cost to raise that base pay across the institution. Alex and Tamah are taking the lead on these analyses and will report to the group at our March meeting. Ken is going to chase down whether a better database of comparable NTT salaries exist for peer institutions. Ken is going to connect with Denise Gardner and request the FY 19 TT and NTT salary data. The group then discussed questions to ask at our upcoming Vice Chancellor visits (Research and Athletics). The group finally considered questions that could be asked at upcoming Budget Allocation Model meetings.

## **Diversity and Inclusion Committee**

- No report

## **Faculty Affairs**

- No report

## **Graduate Council**

- No report

## **Library and Technology**

- No report

## **Nominations and Appointments**

- No report

## **Non-Tenure Track Issues Committee**

- No report

## **Research Council**

- No report

## **Teaching and Learning Council**

Faculty Senate Teaching and Learning Council  
Meeting Minutes from 11/21/19

Below is a brief description of the meeting.

1. Teaching and Learning Innovation presentation: Matthew Theriot, Chris Lavan and Ferlin McGaskey provided an overview of teaching support initiatives offered by the Teaching and Learning Innovation center.
  - a. Shared the “Defining Inclusive Teaching Excellence” document (attached)
  - b. Discussed upcoming spring semester lunches to support transition to Vol Core
  - c. Described the Inclusive Teaching Task Force
2. Discussion of faculty/graduate student professional development needs for teaching (Request by Alex Lapins, Faculty Senate).
  - a. Services offered by Teaching and Learning Innovation seem to be filling this need; no additional requests were identified.
3. Chancellor’s Honors Teaching Awards and Advising Awards Subcommittees
  - a. Karen Jones will serve as the liaison for the Advising Awards and will work with Phyliss Shey on the selection process.
  - b. Teaching award subcommittee members (appointed) include Justin Arft, Subhadeep Chakraborty, Dallas Donohoe, Audris Mockus Solange Munoz, Thura Mack, and Zhili Zhang.
  - c. Nomination period closes Dec 15; nominees will be notified before the winter break. Observations of finalists will begin in January.

Meeting times next semester

To be determined after the Chancellor's Honors work is complete

## **Undergraduate Council**

- Undergraduate Council Minutes for [January 28, 2020](#)

### **Undergraduate Council Summary Report – January 28, 2020 Submitted by Anthony Welch, Chair**

**Academic Policy** (December 4 and January 15): The committee presented five proposals: (1) to replace the ABC/NC grading system with ABC/N, in order to comply with the State of Tennessee Attorney General's opinion on HOPE Scholarship grade calculations; (2) to incorporate these ABC/N grades into the general repeat policy; (3) to revise the grade replacement policy by (a) extending the current policy to 300- and 400-level courses and (b) replacing the "most recent grade counts" policy with "highest grade counts"; (4) to revise the add/drop policy by (a) reducing the length of the add/drop period and (b) extending the maximum number of allowed drops (i.e., "W"s) from four to six classes; (5) to add new catalog language concerning Distance Education programs. The Undergraduate Council approved all five proposals.

**Advising** (November 19): The committee shared standing reports from the UTK advising community and other campus units. These items were informational only and did not require action from the Undergraduate Council.

**Appeals** (N/A): The committee presented a report on the impact of the Dismissal Reinstatement policy approved in Spring 2018. Based on three semesters of student performance data, this study showed the program to be successful enough that the Undergraduate Council voted to continue the program and gather data for another three semesters.

**Associate Deans:** No report.

**Curriculum** (January 14): The committee presented low- and mid-impact curricular proposals from nine colleges and several other units for the 2020-2021 catalog. For a summary of each College's proposals, please see pp. 4891-92 of the Undergraduate Council minutes. In addition, the College of Arts and Sciences submitted one high-impact proposal for the 2021-2022 catalog, changing the 100-level Chemistry courses that are taught as four-hour combined lecture/lab sections into independent three-hour lecture courses and one-hour lab courses. The proposal was presented now to give other academic units time to incorporate these course changes into their own curricula. All proposals were approved.

**General Education** (January 15): The committee presented 81 course proposals for inclusion in Vol Core, effective Fall 2021, in the following categories: WC, AOC, QR, AH, NS, SS, and GCI. Of those courses, five were also recommended for inclusion in the current General Education

curriculum, effective Fall 2020. One additional course was proposed only for the current General Education program. Finally, the GCI subcommittee proposed to revise one learning outcome in that category for the sake of clarity. All proposals were approved.

### **University System Relations Committee**

- No report