

# 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**

**Diversity & Inclusion Committee of the Faculty Senate**

**Monday, 2/10/2020, Meeting Summary**

Committee members in attendance: Samareh Abdoli (Nursing) Jason Brown (Art), Freida Herron (Social Work), Lori Amber Roessner (Co-Chair, Journalism), Casey Sams (Theatre), Michelle Violanti (College of Communication).

The Diversity & Inclusion committee of the Faculty Senate convened on February 10, 2020. After informing the committee that our resource survey, facilitated by Joel Anderson, would be circulated by Robert Spirko the following day, we moved forward with planning for our March 3, 2020, community dialogue around invisible diversity (e.g., sexual orientation, class, religion, age, regionalism, and other categories) and hidden difference at the University of Tennessee that privileges theories of intersectionality and conversations about identity, inclusion, and engagement. Co-chair Amber Roessner invited the committee to offer any additional feedback on the university calendar announcement

[[https://calendar.utk.edu/event/united\\_in\\_hidden\\_difference\\_a\\_community\\_dialogue\\_around\\_invisible\\_difference#.XkbkkK3MxZ0](https://calendar.utk.edu/event/united_in_hidden_difference_a_community_dialogue_around_invisible_difference#.XkbkkK3MxZ0)] or the flyer [updated pdf attached]. Modifications have been implemented [see updated pdf attached], and we all agreed that we would circulate the pdf flyer widely in our individual colleges, as well as to the commissions and organizers of the anti-bullying event, etc. Roessner has reached out to Misty Anderson and Tyvi Small to inquire again about the possibility of printing posters, and if funds are allocated, Roessner will reach out to you all to help distribute and post in the coming days. Moreover, Roessner will distribute the flyer to the appropriate individuals within the University's Office of Communication to promote and facilitate the on-screen display at Hodges Library and Student Union buildings. Thanks to the efforts of Casey Sams and Matthew Castillo, we have secured two student volunteers to help CCI specialists with the filming and livestreaming the event. Freida Heron generated a panelist guide [please review attached document and offer any feedback by noon Monday] and will facilitate the delivery of the writing utensils, sticky notes, and white board on the day of the event. Michele Violanti and Roessner plan to meet in late February to begin discussions about the next phase of the year-long project, involving interview collection.

## **Faculty Affairs**

### **Faculty Affairs Committee Minutes**

**Monday February 10, 2020, 3:30-5pm**

**Dunford Hall 2412**

**Members Present:** Cheryl Greenacre, Nathalie Hristov (conference call), Jessica Westerhold, Jon Shefner, Beauvais Lyons, Todd Freeberg (conference call), Brian Krumm, Eliza Fink (conference call)

**Member Absent:** Elizabeth MacTavish.

**Guest:** John Zomchick (conference call during discussion of goals 2-3 below)

**Approval of the Minutes:**

[November 11, 2019](#)

In December the Committee also voted electronically to approve the following proposed revisions to the Faculty Senate bylaws, which have been sent to President Skolitz. Below is the proposed new language:

#### H. Faculty Affairs Committee.

Membership shall consist of nine faculty members, none of whom shall be an administrator at or above the level of department head. The Faculty Affairs Committee shall concern itself with the adoption and amendment of faculty governance policies and rules, including the development and refinement of criteria and procedures for faculty appointment, promotion, retention, evaluation, the granting of tenure, retirement, and discharge for cause. The Faculty Affairs Committee is responsible for reviewing proposed revisions and recommending changes to the Faculty Handbook and its appendices in accordance with the amendments procedures set forth in the Faculty Handbook, and for reviewing proposed revisions and recommending changes to the Manual for Faculty Evaluation in accordance with the amendments procedures set forth in the Manual for Faculty Evaluation. The activities of the Faculty Affairs Committee shall be conducted at all times in a manner consistent with the Trustees' Policies Governing Academic Freedom, Responsibility, and Tenure, as the same may be amended from time to time, and shall be guided by faculty governance best practices in higher education, including especially those identified and promoted by the American Association of University Professors.

Minutes from November 11 and proposed changes to the Faculty Senate Bylaws were approved by consensus.

#### **Goal 5:** Update on the Bullying Task Force (Nathalie Hristov and Todd Freeberg)

Nathalie reported that Provost Manderscheid has given the Bullying Task Force this semester to complete its work. The task force is divided into four sub-committees as follows:

- Definition of Bullying (on which both Nathalie and Todd are serving)
- Research
- Policy Setting
- Outreach and Education (workshops schedule for March 5-6, 2020)

Regarding a definition there was discussion about a threshold to constitute bullying (repeated or singularly egregious), ways that individual behavior can contribute to a hostile work environment, etc. There was consensus that a definition should place emphasis on discouraging coercive, unprofessional behavior by individuals. Tod and Nathalie will keep us advised as the work of the task force progresses.

#### **Chapter 5.6:** Update on dismissal of NTTF in Handbook 5.6 (Brian Krumm)

In advance of the meeting Laurie Knox shared a working document that was compiled with Lisa Yamagata-Lynch. Through John Zomchick and the General Council, Lisa learned that Clause 5.6 has rarely been invoked, and when it has been, it seems to have been used as a "band-aid" for a

different situation—firings that were actually FOR cause but could be handled under 5.6 to everyone's advantage.

As currently written, 5.6 has some good aspects:

*For administrators*, 5.6 provides a way to remove a lecturer from a situation that they need to be removed from teaching immediately with pay, and provides time for the lecturer to choose to resign rather than have a record that they were fired for cause in their permanent record.

*For lecturers* who are actually being fired for cause, 5.6 allows them to leave without having a blemish on their record and be paid to the end of their contract. BUT it also denies them access to a review process.

Some key issues identified regarding NTT Faculty are:

1. How might Handbook language in 5.6 achieve its current objectives of providing greater protections for non-tenure track faculty while also providing administrative flexibility as describe above?
2. As language in Chapter 5.1.2 seems to limit the right of appeal for dismissal for adequate cause (as described in 3.11.8) to tenure-track faculty, consider ways that such rights might be extended to non-tenure track faculty. Could the Handbook language in 3.12.3 have a parallel to non-tenure track faculty for cases of termination policies for misconduct?
3. While the Faculty Handbook (4.1) states that non-tenure track faculty have rights of academic freedom, how might the Handbook prevent capricious dismissal that violates academic freedom based on personal or political conflicts.
4. What protections do non-tenure track faculty have when budget issues result in "reduction in force" as described in HR policy 145?

The committee proposes that the NTTF Issues Committee should be encouraged to draft proposed changes to the Faculty Handbook that address the issues outlined above, and that a task force comprised of four people, one from NTTF Issues, Brian Krumm from Faculty Affairs, Appeals and the UTK AAUP Chapter work with Vice-Provost John Zomchick to explore language that would be acceptable to the Office of General Counsel before presenting to the full Senate.

**Goal 2-3:** Review the list of ["Other Policy Documents"](#) from Section 1.11 of the *Faculty Handbook*, and review the [Appendix I](#) section of the *Faculty Handbook*, These issues are on the agenda for the February 3, 2020 committee meeting. (Beauvais Lyons and John Zomchick)

Initial discussion focused on whether the other policy documents (Section 1.11) or Appendix I could be altered without Board of Trustee approval. John Zomchick indicated that, based on his conversations with the Office of General Counsel that it could. After further discussion, it was proposed that the Other Policy Documents Section 1.11 could direct faculty to Faculty Central, "a portal designed to quickly connect faculty with the campus web resources they use most often," which is maintained by the Office of the Provost. any useful campus resources.

In Appendix I, only the most important UT Board Policies should be included such as:

- [Charter and By-laws of the University](#) (contains statement of legal establishment of the university, including charter provisions and by-laws)
- [UT Policies](#) (all current official Board, Fiscal, HR, IT, and Safety policies, including the *University Code of Conduct* and the *Conflict of Interest Policy*)
- [Financial Exigency Plan](#)

Beauvais Lyons said that he will work with John Zomchick to initiate these revisions.

Additional discussion with John Zomchick included the rights of tenure-line faculty should some reduction in force take place as a result of shifting budgetary priorities. A recent example is when Audiology and Speech Pathology moved from the College of Arts and Sciences at UTK to the UT Health Science Center. In such scenarios, faculty with tenure have greater protections, especially if they can find another academic home within the university.

**Future Meetings:**

Monday March 9, 3:30-5:00pm, Dunford Hall 2412 (Conversation with Ombudsperson Lisa Yamagata-Lynch)

Monday April 13, 3:30-5:00pm, Dunford Hall 2412

**Adjournment at 4:35pm**

**Graduate Council**

- No report; Minutes of February 20, 2020 forthcoming

**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