

The Faculty Voice
Faculty Senate Newsletter
November 2010

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This newsletter will be provided to you over the course of the year as a means of keeping you connected to the activities of the UT Knoxville Faculty Senate, your representative body on campus. The intent of this newsletter is 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. **Presidential Search Update**
2. **VOL Vision 2015 Update**
3. **Faculty Senate Elections**
4. **Celebrating the 50th Anniversary of African-American Undergraduates at UT**
5. **Human Resources: Transformation of the Recruiting Process**
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1. Update on the Presidential Search

During its fall 2010 meeting, the Board of Trustees elected Dr. Joseph DiPietro, who is currently Chancellor of the UT Institute of Agriculture, as the 24th President of The University of Tennessee. He will assume the Presidency in January 2011. The President of The University of Tennessee leads a system consisting of campuses in Knoxville, Chattanooga, and Martin; the Health Science Center based in Memphis; the statewide Institutes of Agriculture and Public Service, and the Space Institute in Tullahoma, which is managed by UT Knoxville.

(see also: http://www.tennessee.edu/media/releases/102210_presdipietro.html)

Faculty Senate President Joan Heminway extends her thanks to the members of the campus community for the input and feedback they provided to the Search Advisory Council and Search Committee in October in connection with the presidential search.

2. VOL Vision 2015 Updates

VOL Vision 2015, the strategic plan for the campus, has been redrafted by the planning committee. The revised plan reflects feedback from the campus community, particularly with regard to issues related to diversity and staff inclusion. Implementation plans and metrics for VOL Vision 2015 are being developed by newly constituted committees. Provost Martin will make the document and implementation plans available via the VOL Vision 2015 website, <http://www.utk.edu/strategic-planning/>

3. Faculty Senate Elections

The Faculty Senate's Nominations and Appointments Committee met on Nov. 19, 2010 at 1 PM. Faculty Senate President-Elect Vincent Anfara urges representatives from all colleges to suggest names from their colleges for nominees for senator positions and President-Elect of the Faculty Senate, since representation from each unit is important. He can be reached at vanfara@utk.edu.

4. Celebrating the 50th Anniversary of African-American Undergraduates at UTK

Charles Houston and Annazette Houston, co-chairs of the African-American Achievement celebration scheduled for 2011, are currently in the process of planning events for the celebration of the 50th Anniversary of the first African-American undergraduates at UTK. In the context of these events, they want to commemorate not just the African-American students, but also the students, faculty and staff who helped to make racial integration at UTK relatively non-confrontational and peaceful. The organization committee plans to invite back many of the African-American "firsts" at UTK; a website with detailed information on these events (<http://www.achieve.utk.edu>) is under development and should be up-and-running as of January. Celebrating the 50th Anniversary of African-American Undergraduates at UTK will mesh with the campus civility campaign, and connections are being explored with the Life of the Mind Program. More details on this initiative can currently be found at <http://alumni.utk.edu/programs/blackalumni/celebration.shtml>. While the Chancellor of UTK is providing the core funding for this celebration, other monetary donations are still needed and welcomed. The co-chairs, Charles Houston (cahouston@tennessee.edu) and Annazette Houston (amccane@utk.edu), are asking for the campus community's support in publicity, in identifying people to invite back, and in sharing the excitement.

5. Human Resources: Transformation of the Recruiting Process

Human Resources is undergoing a major transformation in the area of recruiting, and the UT System has purchased the TALEO recruitment tracking system. Human Resources has redesigned its entire recruitment processes. In the future, more work will be done online and fewer signatures will be required. The new system is designed to give maximum hiring flexibility to the supervisor, who will have more responsibility for programs like affirmative action.

The new workflow will have only one required step: supervisors must check in with the Office of Equity and Diversity ("OED") pre-offer for exempt hires. But even that step will be automated. No written signatures will be required, and the supervisor making the hire will have the responsibility for the hire, not Human Resources or OED.

With the time freed up by this automated routine, Human Resources will be focusing on ensuring everyone receives an annual review. When merit pay is allocated, there will be existing paperwork to direct its distribution. Human Resources will also be working on helping all areas of the University deal with succession planning, particularly for faculty and exempt staff.

6. CIRE Update

The new Ph.D. program in Energy Science and Engineering (“ESE”) proposed by the UTK/ORNL Center for Interdisciplinary Research and Graduate Education (CIRE) was approved by the Board of Trustees during its fall 2010 meeting, and it has now been routed to THEC. Detailed information on CIRE is available here: <http://cire.utk.edu/>. Lee Riedinger, the director of the CIRE, will come to the meeting of the Faculty Senate Research Council to be held on December 1, 2010 to discuss various features of the CIRE and ESE Ph.D. program in more detail.

7. Civility Task Force Update

In March 2010, Chancellor Jimmy Cheek announced plans to focus the UTK community on civility after a series of incidents that reflected bias on campus. Creating and maintaining a welcoming campus climate that promotes civility and community is one way to increase diversity at UTK, while sustaining gains made from previous efforts to expand access to the University for faculty, staff, and students. To this end, Chancellor Cheek appointed a 13-member task force. The Final Report of this task force is now available at <http://web.utk.edu/~senate/reports/index.html>.

The Faculty Senate’s Budget and Planning Committee is currently reviewing the report. The Faculty Senate Executive Council expects to be able to make a decision on endorsement at its January meeting, so that the deliberations of the Budget and Planning Committee can be taken into consideration.

8. Proposed Amendment to the *Faculty Handbook* (Section 3.10: Promotion)

The Faculty Affairs Committee proposes a modification of the section on “Promotion” in the *Faculty Handbook* (Section 3.10). In a first reading, this proposal will be presented to the Faculty Senate on Nov. 22, 2010. A vote on adoption is expected to follow at the Faculty Senate meeting to be held on Feb. 7, 2011, and the full text of the proposed amendment resolution is posted here for your review: http://web.utk.edu/~senate/docs/2010-11/FAC_Resolution_promotion_to_professor.pdf.

In summary, it is proposed that the following text be inserted as a new paragraph between the existing two paragraphs of Section 3.10.

An associate professor should consult with his or her department head before initiating promotion procedures. The final decision on proceeding rests with the faculty member. However, if the faculty member is denied promotion after completion of the process described in the next paragraph, then he or she must forgo at least one full promotion cycle before again initiating promotion procedures.”

In the past, there had been discussion on whether someone needed to wait one or two cycles after having been denied promotion before s/he can initiate a new round of promotion procedures. The proposed amendment basically describes the status quo, and it

mainly provides clarification in the event that this issue arises in the future. During the last year, for example, 69 applied for promotion; 61 were approved; 8 were not. Of those who reapplied, all waited at least one year before reapplying.

9. Proposed Amendment to the *Manual for Faculty Evaluation* Regarding Outreach Teaching

The Faculty Affairs Committee proposes a revision to the *Manual for Faculty Evaluation* which aims at including evidence of outreach teaching as one of the elements to be considered in the evaluation of a faculty members teaching performance as part of the annual review process. In a first reading, this proposal will be presented to the Faculty Senate on Nov. 22, 2010. A vote on adoption is expected to follow at the Faculty Senate meeting to be held on Feb. 7, 2011, and the full text of the proposed amendment to the Manual for Faculty Evaluation is posted here for your review:

http://web.utk.edu/~senate/docs/2010-11/FAC_Resolution_outreach.pdf.

In summary, it is proposed that the following statement be inserted as point b and re-designating points "b" through "f" as "c" through "g" of Part II.B.2. of the Manual.

- b. any statements from administrators, community collaborators or peer review regarding engagement in outreach teaching;"

At the last Faculty Senate Executive Council meeting, Faculty Senate President Joan Heminway explained that this was the only one of many suggestions on incorporating outreach into the Manual for *Faculty Evaluation* that had been deemed acceptable by former Provost Holub.

10. In Short

a. Search for the Vice-President for Research.

The search for the Vice-President for Research is ongoing. The Provost met with the search firm (one different from the firm used for the presidential search) last week, and more details regarding the status of this search will be communicated to the campus as they become available.

b. Resignation of Dr. Bruce Bursten, Dean of the College of Arts & Sciences.

Dr. Bruce Bursten, the Dean of the College of Arts and Sciences has resigned his deanship, effective December 31, 2010. Dr. Hap McSween has been appointed the Interim Dean of the College of Arts and Sciences. His term in this position will start on January 1, 2011. For more details see:

<http://www.utk.edu/tntoday/2010/11/02/mcsween-interim-dean-college-arts-sciences/>.

c. NRC Data.

At the Faculty Senate Executive Council meeting of Nov. 8, the Research Council asked the Provost to respond to the NRC data. The Provost indicated that Dean Carolyn Hodges is the contact person for the NRC ratings, and it was also suggested that Dean Hodges should be invited to share her interpretation of the NRC data at a Research Council or Faculty Senate meeting. Further details on this will be communicated to the campus as they become available.

11. Faculty Senate Updates // **MAKE YOUR VOICE BE HEARD!**

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.**

i. Links to Minutes, Agendas, Reports etc. for 2010-11

Main Page: <http://web.utk.edu/~senate/reports/index.html>

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!

ii. Items on the Agenda for the next Faculty Senate Meeting (November 22, 2010):

- ➔ Update on VOL Vision 2015 and Program Discontinuance Proposals
- ➔ Information on the 50th Anniversary of African-American Undergraduates at UT and the Revised Recruitment Process
- ➔ Work/Life Climate Report
- ➔ Updates on the CIRE ESE PH.D. Program and the Chancellor's Force on Civility and Community
- ➔ Proposed Amendments to the *Faculty Handbook* and to the *Manual for Faculty Evaluation*
- ➔ Presentation on the Bias Protocol
- ➔ **IMPORTANT: Make Your Voice Be Heard !!**

Provide Input & Feedback via the Senators from YOUR Unit!

- a. The List of all 2010-11 Senators (incl. contact info) is posted here: http://web.utk.edu/~senate/docs/Membership_2011-2013_updated.pdf.
- b. All 2010-11 Senate Committee Assignments are posted here: http://web.utk.edu/~senate/docs/Committees_2010-2011_updated.pdf.