

Faculty Senate Executive Council
MINUTES
November 8, 2010

Present: Joan Heminway, Vince Anfara, JoAnne Deeken, Toby Boulet, Stefanie Ohnesorg, Doug Birdwell, Chris Cimino, Laura Howes, John Koontz, India Lane, Susan Martin, Carole Myers, Conrad Plaut, Lloyd Rinehart, Anne Smith, Steve Thomas

Absent: Becky Jacobs, Jimmy Cheek, Michael Essington, Beauvais Lyons, Ken Stephenson

Guests: Linda Francisco (for Linda Hendricks), Annazette Houston, Charles Houston

I. CALL TO ORDER

J. Heminway called the meeting to order at 3:30 p.m.

II. REVIEW OF MINUTES

A motion to approve the minutes of the Executive Council meeting of October 4, 2010, was made, seconded, and approved unanimously.

III. REPORTS

President's Report (J. Heminway)

A. Update on Presidential Search

Thanks to all who participated in the search process, including those who sent background information on and assessments of the candidates to J. Heminway. All of this information and the assessments were shared with the Search Committee. We had two well-qualified candidates. Dr. Joe DiPietro will assume the Presidency in January. J. Heminway publicly stated that the pool had quality but that we also should have been able to achieve more diversity. Diversity is included in the charge to every search committee, and it is referenced in advertisements.

B. Update on VOL Vision 2015

The core of the plan has been redrafted by the planning committee and is now in the form of a three-page summary. The revised plan reflects that fact that many comments on diversity and staff inclusion were received. Implementation and metrics for VolVision are being developed by newly constituted committees. Provost Martin has agreed to post the document and implementation plans to the VOL Vision Web site.

C. Update on Program Discontinuance Proposals

The scheduled October meeting to discuss the proposals for discontinuance of the Russian and Italian majors was held. The Provost, Dean and Department Head all had a chance to speak freely. All requests for data generated at the meeting have now been answered. The Dean of the College of Arts and Sciences has subsequently resigned his deanship effective in December 31. Any possible effects on this process are currently unknown. Overall, Heminway has been pleased with this part of the process.

D. Senate Election Process

V. Anfara announced the Nominations and Appointments Committee will meet on Nov. 19 at 3 PM. Although not all members of the committee responded to the call for a meeting, this was the most convenient time for those who did respond. Anfara urged representatives from all colleges to suggest names from their colleges; representation from each unit is important. All present were asked to think about possible nominations for President-Elect of the Senate and send them to Anfara (before the meeting, if possible). The college caucus chairs have been asked to provide examples of best practices for communicating with faculty.

E. Research Council

Ken Stephenson, Chair of the Research Council was unable to attend this meeting. Through a written report read by Heminway, he noted that the Council had a "lively and frank" question and answer session with the Chancellor Cheek. He also stated that Lee Riedinger will meet with the Council on 12/1 to discuss the CIRE program. The committee has asked the Provost to respond to the NRC data. Birdwell said that he has heard UT does not look good in the report. The only comments have been that the data is "old". Birdwell feels we need to discuss the data before it appears in the Press.

F. Faculty Senate Graduate Assistant

With Ashley Meredith's resignation, Heminway has returned to the candidate pool from which she was chosen. One contact has been made with a candidate from that pool. She hopes to be able to hire from that pool without having to repost the position.

G. Faculty Senate Past-President's Luncheon

In December, Heminway will be hosting a lunch for all Faculty Senate Past-Presidents in the Executive Dining Room of UC.

Provost's Report (S. Martin)

The Provost is happy the Presidential search was successful. She hopes none of us have to go through the process again for a number of years. She indicated the importance of stability in that position for the UT System.

The Board of Trustees approved the Energy Science and Engineering Ph.D. program. It has now been routed to THEC. THEC will send representatives to campus.

The search for the Vice-President for Research is ongoing. The Provost is meeting with the search firm (one different from the firm used for the Presidential search) next week.

Dr. Hap McSween has been appointed the Interim Dean of the College of Arts and Sciences. His term in this position will start January 1.

There will be a meeting next week to discuss the program discontinuance proposals for the Italian and Russian majors. The meeting will discuss data collected and next moves. Dean Bursten will attend the meeting. Any future meetings will include the Dean or the Interim Dean, depending on meeting dates.

The Provost indicated that Dean Carolyn Hodges is the contact person for the NRC ratings. If anyone has been following the *Chronicle of Higher Education*, they will note that interpretation

of the data is complex. All that can be said by any University is "We're not number one." It was suggested that Dean Hodges be invited to a Research Council or Senate meeting.

IV. OLD BUSINESS

Heminway reiterated the Provost's comment that the Board of Trustees approved the Energy Science and Engineering Ph.D. program. She reported CIRE had received one positive report on the program from an outside reviewer, which she read to the Council. The other reviewer will be on campus November 16. Since the next THEC meeting is November 18, it will not be possible for to receive and disseminate a report from this reviewer in time for the THEC meeting. The next board meeting after November 18 is not until January. This presents a conundrum since CIRE is conditionally recruiting students for the fall 2011 semester. THEC may be asked to delegate final approval to the Chair or a subcommittee at the November meeting, subject to a review of the second outside reviewer report.

Chancellor's Final Report of the Task Force on Civility and Community

Heminway reported she had not received any comments on the Report from members of the Council or the senate, other than email commentary from members of the Budget and Planning Committee, which plans to meet to discuss this. She asked the Council for its counsel as to whether it should take a vote to endorse the Report or postpone once more time to allow for consideration of the Budget and Planning Committee's deliberations? C. Plaut reported that the Budget and Planning Committee was examining the report. They have concerns with the lack of effort to collect data on the extent of the problem before positing solutions. The report is suggesting some programs that could be very expensive. It seems questionable to start programs without any prior assessment to both judge the extent of the problem and to provide a baseline to track improvement. There has been no effort, for instance, to compare the problems, activities, and effects on and at other UT campuses or at other universities. The Budget and Planning Committee is looking at other non-academic programs on campus with respect to the same issues—assessment and accountability. This could be a good test case for the kind of analysis that could be applied to non-academic program budgeting and planning.

The Executive Council debated on whether or not to endorse the Report before the Budget and Planning Committee meets, since the Council's next meeting is not until late January. Anfara moved and Birdwell seconded a motion to wait to endorse the Report until after the Budget and Planning Committee meeting. They felt we should not make a hasty decision on the Report. Discussion ensued. Among the questions raised and discussed were the following:

Who will store assessment data for new non-academic programs (like those suggested here) and who will decide if a non-academic program should be terminated?

Is incivility in the classroom a problem at UTK?

Across the board, are programs already in place on campus meeting their goals?

How does the Task Force propose to do assessment and set metrics, or will the Chancellor be developing those aspects of any programs he determines to invest in, perhaps in consultation with committees or individuals on campus?

Some expressed that the Task Force Report was insufficient to allow for endorsement in its current form. The Committee includes C. Cimino, Vice Chancellor for Finance and Administration, and through him can make contact with the Chancellor's office on these matters until the next meeting of the Executive Council. Heminway will meet with the Chancellor this month and discuss the need for more specific information in task forces charges and reports on articulation of the problems to be addressed through posited solutions, accountability, and implementation plans that include success metrics.

Anfara amended his motion to say "Move that we not endorse the Report today and give the Budget and Finance Committee a chance to address issues discussed today." It was seconded by Birdwell. The amended motion passed unanimously.

V. New Business

1. Celebrating African-American Undergraduates at UTK

Charles Houston and Annazette Houston, co-chairs of African-American Achievement, a celebration of the 50th Anniversary of the first African-American undergraduates at UTK, shared plans for the year-long celebration. They want to commemorate not just the African-American students, but also the students, faculty and staff who made the integration of UTK relatively non-confrontational and peaceful. To quote from their handout, "This landmark celebration will honor all individuals involved in the desegregation of the university. It also will recognize the vast accomplishments of African Americans during the past 50+ years, chronicling both triumphs and struggles." The group plans to invite back many of the African-American firsts at the University, not just undergraduates. The family of Gene Gray, the first African American admitted to Graduate School at UTK in 1952 is also being invited. Mr. Gray is deceased. A website, achieve.utk.edu, is under development and should be up-and-running for January. Currently, the celebration is described at <http://alumni.utk.edu/programs/blackalumni/celebration.shtml>. This celebration will mesh with the campus civility campaign, and connections have been explored with the Life of the Mind Program.

The Houstons asked the Executive Council for support of their efforts. While they are getting support from the Chancellor, other monetary donations are welcomed. More importantly, they are asking for the Faculty Senate's and individual senators' support in publicity, in identifying people to invite back, and in sharing the excitement.

They added that this will be a celebration of not just African Americans, but also the celebration of the integration of other groups, such as Jews, LGBT people, and others. The celebration is of how far the groups have come, as well as an acknowledgement of how much further there is to go.

2. Recruiting

Linda Francisco reported that the UT System has purchased the TALEO recruitment tracking system. Human Resources is undergoing a major transformation in the area of recruiting. The department has redesigned its entire processes. More work will be done online. Fewer signatures will be required. The system is designed to give maximum hiring flexibility to the supervisor who will have more responsibility for programs like affirmative action.

In the reorganization, the Human Resources Department established three work teams. The first focuses on the minimum length of time a position should be posted. The minimum length of time for a posting for exempt and non-exempt staff will be seven days. The job will remain posted for 30 days. If the person posting the job so desires, he or she can keep the position open longer than that in order to get a better pool. Team two deals with the role of compensation. The group decided that any change in a position, or reorganization, would need to go through compensation. Compensation will review salaries outside the expected range, but it is possible, in exceptional circumstances, to go outside the range. Council members suggested that Human Resources do a true market study. In some cases, positions are widely undercompensated when compared to the market. The third team worked on the role of equity and diversity. That department will now be advisory, but will have access to all aspects of the hiring cycle. The 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. 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. They will also be working on helping all areas of the University deal with succession planning, particularly for faculty and exempt staff. HR will be educational and advisory, but not signatories to hiring decisions.

3. Amendment to the *Faculty Handbook*

A proposed modification of Section 3.10 of the *Faculty Handbook* was introduced by S. Thomas, chair of the Faculty Affairs Committee, on its behalf. The exact text of the proposed amendment resolution was posted in advance of the meeting on the Faculty Senate Web site, and in substance provides that the following text be inserted as a new paragraph between the existing two paragraphs.

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. Last year, 69 applied for promotion; 61 were approved; 8 were not. Of those who reapplied, all waited at least one year before reapplying. This text is being added principally for clarification in the event that this issue arises in the future (as it has at times in the past).

The amendment passed unanimously.

4. Amendment to *Manual for Faculty Evaluation*

The proposed revision to the *Manual for Faculty Evaluation*, also introduced by Thomas on behalf of the Faculty Affairs Committee, is to insert "...the following statement 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;"

The exact text of the proposed amendment resolution being proposed was posted in advance of the meeting on the Faculty Senate Web site. Discussion was varied. All seemed to agree that outreach work should be considered in tenure, promotion, and annual reviews. But it was noted that this statement only appears in the portion of the *Manual* dealing with annual reviews and that it expressly mentions outreach teaching only. Heminway explained that this was the only one of many suggestions on incorporating outreach into the Manual that had been presented to former Provost Holub. Members of the Council expressed concern that the addition to the Manual was too limited in scope and may negatively impact the consideration of other outreach in the evaluation of faculty. What do we do with service research? Should we delay for a complete discussion of outreach? Should we just remove the word "teaching?" If we pass now, the first reading by the Faculty Senate would be in November and the second would be in January. The proposal could be withdrawn or amended at either meeting. The motion passed unanimously.

5. Amended and Restated Faculty Senate Bylaws

A motion was made, seconded, and unanimously approved to postpone discussion of proposed changes to the Faculty Senate Bylaws until the next Executive Council meeting.

VI. Adjournment

Adjournment was moved, seconded, and approved at approximately 5:15 p.m.