

The University of Tennessee Faculty Senate
MINUTES
November 22, 2010

Absent: Lt. Col. Michael Angle, Itamar Arel, David Atkins, Caula Beyl, Doug Birdwell, Doug Blaze, Hoan Bui, Feng Chen, Chris Cimino, Jim Conant, Linden Craig, Steven Dandaneau, Jim Drake, Jerzy Dydak, Todd Freeberg, Michael Gant, Scott Gilpatric, Matthew Gray, Joanne Hall*, Lee Han, Rob Hardin, Russel Hirst, Nathalie Hristov, Baoshan Huang, Becky Jacobs, Robert Jones, Ron Kalafsky, Jeff Kovac, James Larson, Jun Line, Alex Long*, Brent Mallinckrodt, Clea McNeely, Lane Morris, Lynne Parker, Trena Paulus, W. Tim Rogers, Harold Roth, Rupy Sawhney, Juergen Schumacher, Gregory Sedrick, Carla Sommardahl, Edgar Stach, Marlys Staudt, Carrie Stephens, Michael Stewart*, Sam Swan, Adam Taylor, Matthew Theriot, Scott Wall*

*Alternate Senators: Patricia Carter for Michael Stewart, Jennifer Hendricks for Alex Long, Ted Shelton for Scott Wall, Susan Speraw for Joanne Hall

J. Heminway called the Senate to order at 3:35 p.m.

ANNOUNCEMENTS

Establishment of a Quorum (J. Deeken)

J. Deeken reported 43 Senators were present at the beginning of the meeting, by count of Deeken and Anfaara.

President's Report (J. Heminway)

Heminway suggested beginning the meeting with non-voting business. Senators present agreed unanimously.

- a. UT Presidential Search. All were thanked for their input and engagement in the successfully completed UT Presidential Search. Information submitted to Heminway was shared with the Search Committee. Dr. Joe DiPietro was selected and will become President in January.
- b. VOL Vision 2015. The campus strategic plan, now reduced to five pages, has been re-drafted based on input received. The new draft should soon appear on the Provost's web site. The implementation is scheduled to begin in Spring 2011. There are five strategic objectives. A committee has been established for each of them. The final output on the VOL Vision plan will comprise the five-page overall strategic plan and the implementation plans for the five strategic objectives.
- c. Program Discontinuance Proposals. Heminway expects word from the Provost's office soon. All information requested by the Provost has been received and is being reviewed.
- d. 50th Anniversary of African-American Undergraduates at UT. On January 1st, UTK will begin a yearlong celebration of the peaceful integration of the campus. More details are included in the minutes of the November 8, 2010, Faculty Senate Executive Council meeting (<http://web.utk.edu/~senate/minutes/2010-11/Exec.%20Minutes%20November%202010.pdf>) and in the Faculty Senate newsletter (<http://web.utk.edu/~senate/docs/2010-11/FSNewsletter%28Nov2010%29.pdf>). A schedule of planned activities will be available by January on a website currently under construction.
- e. Revised Recruitment Process. The Human Resources Department worked to create new hiring procedures. PowerPoint slides regarding all the work done to revamp the process are posted on the Senate website (<http://web.utk.edu/~senate/docs/2010-11/DOC111610.pdf>). All recruitment activities on campus will be moved to a newly purchased TALEO system. Two of the biggest changes are that the Human Resources

Department and the Office of Equity and Diversity will have advisory roles only. They will not need to sign off on the process. Responsibility for hiring decisions will rest with the department who is hiring.

f. Other.

1) *Getting message to the faculty:* Heminway's theme for her Senate Presidency is "Focus on Faculty." She wants the Senate to be prominent in every faculty member's consciousness, but some messages don't seem to be getting through. Heminway encouraged Senators to read (and to ask their constituents to read) the Faculty Senate web page where all meeting notes and attachments are stored (<http://web.utk.edu/~senate/>). Also, there is a newsletter squib and link in Tennessee Today that is distributed before every Senate meeting with a synopsis of relevant activities. Stephanie Ohnesorg does a good job in getting the information out. Would it be better for Heminway to send the newsletter through the Senate's "all faculty" listserv? She is reluctant to send too much over that listserv and fill mailboxes across campus, but faculty seem to feel uninformed.

2) *Campus Climate Survey:* This is an information only topic for this Senate meeting. It will be discussed at the February Senate meeting. A copy of the survey results is on the Senate web site (http://web.utk.edu/~senate/docs/2010-11/Work-Life_Survey_Report-August_2010.pdf). The report assesses the current knowledge and use of work/life issues on campus and makes recommendations for the future. Please send comments to Heminway before the Senate Executive Committee meets on January 24, 2011.

3) *Faculty Story:* The College of Law Education Law Practicum, taught by College of Law Distinguished Professor Dean Hill Rivkin, Adjunct Professor Barbara Dyer, and Cooperating Attorney Brenda McGee, is a clinical course in which law students represent middle and high school students in Knox County Juvenile Court who are being prosecuted for truancy...In October, the Practicum made a presentation to the Tennessee Legislature's Select Committee on Children & Youth about truancy reform and the "school-to-prison-pipeline." Professor Rivkin is publishing a scholarly law review article based on the work of the Practicum. Its title is "Truancy Prosecutions of Students and the Right [To] Education." It will appear in a Symposium on the collateral consequences of juvenile adjudication published by the Duke Law School Forum on Law & Social Change. This program is an important three-pronged victory: the law students get experience both working in a courtroom and making formal presentations, the secondary school students get the help they need, and the overall law profession learns through the scholarship involved in creating an article.

Chancellor's Report (J. Cheek)

Chancellor Cheek was unable to attend. There was no Chancellor's report.

Provost's Report (S. Martin)

Provost Martin briefly discussed the NRC rankings as a follow up to a question from the Senate at the October meeting. Carolyn Hodges is the liaison in the Provost's office on this report. Hodges, Heminway, and K. Stephenson (Chair of the Faculty Senate Research Council) will meet to set up a time for a forum on the rankings as they relate to the campus. The Research Council will also discuss the report. The report may be discussed by the full Senate at a future meeting.

A search committee for the Dean of the College of Arts and Sciences has been formed and meets for the first time on November 30. A public announcement about the committee will be made shortly.

Mary Albrecht in the Provost's Office is leading the implementation of the Top 25 initiative, which incorporates the VOL Vision strategic plan. Implementation will begin in the spring.

There then being no question about the existence of a quorum, the meeting continued.

MINUTES

Faculty Senate Minutes

Approval of the minutes of the October 18, 2010, Faculty Senate meeting was moved and seconded, and the minutes were approved.

REPORTS

CIRE Update (J. Heminway)

Heminway gave an update on the proposed Ph.D. program in the CIRE. Two outside experts, Dr. Phillip Parish of the University of Virginia and Dr. Marilyn Brown of Georgia Southern University, visited the campus in November as part of the THEC's approval process for the new program. Both wrote favorable reports. Dr. Brown's visit to campus was too late for the report to reach THEC before their meeting of November 18. At that meeting, THEC delegated final approval of the program to the THEC Executive Director, Rich Rhoda. Final approval is expected to be in early December.

Civility and Community Report (J. Heminway)

Heminway referred to the Final Report of the Chancellor's Task Force on Civility and Community included with the agenda. The Senate Executive Council voted to postpone discussion on the Report until the Senate Budget and Finance Committee can consider, among other things, the costs and benefits and return on investment of the Task Force's recommendations. The Chancellor understands the delay and is appreciative of the substantive input expected of the committee.

Undergraduate Council (J. Koontz)

J. Koontz summarized actions of the October 26, 2010, Undergraduate Council meeting. The full summary can be found at http://web.utk.edu/~senate/docs/2010-11/Summary_of_the_UG_Council_meeting_held_on_October_26th.pdf. At that meeting, M. Albrecht discussed the implementation of the undergraduate portion of the Top 25 quest. S. McMillan has newly formed an Associate Deans group focusing on undergraduates. A report from the group will be included in each Undergraduate Council meeting minutes.

Koontz highlighted a few things from the Undergraduate Council's minutes. The Academic Policy Committee approved 3 changes. The Appeals Committee reported that the number of appeals had decreased by almost 50% since 2008 when the University adopted new requirements for students dismissed more than once. The Curriculum Committee approved a new freshman admission policy for the College of Business.

A question from the floor asked about the proposed MW/T TH schedules. Koontz reported the proposal had been tabled.

Additional discussion involved the Undergraduate Council's approval of a policy clarification regarding students engaging in, e.g., directed research or independent study projects in the summer, but registering for the credits in the fall in order to get HOPE Scholarship funding. Since no tuition is paid for summer work done by faculty on these projects, there is no income to the University or compensation to the professor who teaches the student in the summer term. That is not acceptable. It was noted that faculty who teach an independent study class over the summer currently do not receive compensation for that teaching. It was further noted that Chancellor Cheek

is pursuing the possibility of changing the Hope Scholarship eligibility/usage requirements to allow for its use in covering summer school costs.

The report was unanimously approved.

Graduate Council (M. Essington)

M. Essington reported on the October 28, 2010, Graduate Council meeting. Full minutes can be found at <http://gradschool.utk.edu/GraduateCouncil/Minutes/GCMinutes10-28-10.pdf>. The Council approved changes to programs from Social Work and Veterinary Medicine. The Council accepted the changes to the CIRE Ph.D. program proposal approved by the Faculty Senate at its October meeting. The Council also voted to delete 65 classes not taught in 4 or more years, but to retain 64 others also not taught in that time frame.

The Appeals Committee reported they considered an appeal. A graduate student requested the appeal after the Graduate School rescinded the student's admission. The Dean of the Graduate School denied the appeal. The Committee supported the Dean.

The Council accepted the Credentials Committee's recommendations. They also approved the waiver of the residency requirement for the professional practice doctoral degree in Social Work.

NEW BUSINESS

Faculty Affairs Committee (S. Thomas)

S. Thomas first indicated that he would not make a motion to consider the proposal to amend the *Manual for Faculty Evaluation* submitted for consideration at this meeting. He then introduced for a first reading a proposed amendment to the *Faculty Handbook* clarifying when a faculty member who is denied promotion to Professor can reapply. After some discussion, Thomas clarified that promotions to Associate Professor are not covered by the proposed change. Thomas indicated that he would ask for approval of this change at the February meeting.

Bias Protocol (J. Cathey and A. Smith)

J. Cathey and A. Smith reported on the bias protocol and the work of the new Critical Response Subcommittee. The committee's web site is <http://bias.utk.edu>. On that site one finds a definition of bias, as well as how to report a bias incident and responses to reported incidents. The Committee on Diversity and Multiculturalism wanted to make the bias protocol more available and so established this subcommittee. The UT Police will link to the "Stop Bias" site (<http://bias.utk.edu/response.php>) from its site.

A bias protocol allows for the safe reporting of bias incidents that occur on campus. The "Stop Bias" web site (<http://bias.utk.edu/report.php>) identifies ways to respond if there is an incident.

An example of a bias event: In the dorms, someone writes something on their door that someone else finds offensive or derogatory (regarding matters of, e.g., race, sexual orientation, gender, religion). The University takes all these situations seriously and wants them reported. That's why they will be posting reports of all reported incidents. All names and personal information will be removed before the event is posted. The Critical Response Subcommittee does not plan to remove incidents and responses from the web site until they run out of computer space. FERPA rules will be followed.

The goal of the Subcommittee and the reporting system is to be educational. They are trying to raise awareness of the campus community so that fewer events will occur.

It was noted that we have to be very aware of First Amendment rights, as well as bias. The differences between the two will be the basis for conversation on campus. In some cases, an offender might have to understand that having the right to say *something* doesn't make it right to go ahead and say *anything*.

Cathey and Smith were asked how the group plans to respond to events with no known culprit. They responded that they will work with the campus community on a group response. The Chancellor's office, the residence hall communities, and the Critical Response Subcommittee will work together to try to prevent future incidents.

The Chancellor's Task Force on Civility and Community is working in tandem with the Critical Response Subcommittee.

The meeting adjourned at approximately 4:30 p.m.

Respectfully submitted,

JoAnne Deeken, Secretary