



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**UNIVERSITY FACULTY COUNCIL  
MEETING 46 - Minutes  
October 2, 2014  
8:30 a.m. 204 Food Science Building**

8:30-11:00

Health Sciences 204, University of Tennessee Institute of Agriculture

Present: Debra McAllister (UTC) (representing Kay Cowan), David Golden (Faculty Trustee, non-voting), Katie High, (System AA &SS), India Lane (UTK, AA &SS) Martin Donaldson (UTHSC), Brian Donovan (UTM), Phyllis Richey (UTHSC), Thad Wilson (Faculty Trustee, voting), Candace White (UTK), Jenna Wright (UTM), Joanne Hall, (UTK), President Joe DiPietro, Carey Whitworth

The minutes from the August 20 videoconference meeting were approved.

Debra summarized the UTC campus report.

The group discussed the Accessibility Task Force, working on making all classrooms more accessible.

India noted that using the General Counsel (GC) might help and volunteered to assist as well.

The group discussed Tennessee Promise, voicing concerns about enrollment, which might affect UTC, UTM and UTHSC more than UTK. The economic impact of the program was considered as it relates to the state budget. We will have to wait and see about the quality of incoming students.

Candace summarized the 3 major themes she was aware of from the discussions today and last evening: 1) impasses between faculty and administration regarding Handbook changes, for example, and what then can be done about the impasse, 2) funding issues and 3) the writing and implementation of the new Sexual Misconduct policy.

Katie surmised that the Sexual Misconduct and Relationship Violence Policy was being modified and piloted at UTK and then would be a system-wide policy. Joanne mentioned that the task force for this policy would be completing its revision of the interim policy by December 1, 2014. Brian spoke of concerns regarding the rights of those reported to have done sexual misconduct, especially in the situation of a student potentially falsely accusing faculty or staff members. He added that there needs to be due process. He also stated that the "preponderance of evidence"

standard as too light for protection of the respondents, and that findings of the criminal system would not affect the internal process for handling these cases. What are the consequences for making a false report? Joanne noted that the language being used for a standard was the “reasonable person” criterion.

Candace reviewed Steve Smith’s information about how others can access UTK library resources. The institutions are working on shared databases, but noted that there is not enough money to add everyone to all the databases Steve is also working on preserving print copies, and faculty should conceptualize its importance.

Candace further mentioned the challenge of distributing information from administrative listservs and that they do not always reach everyone with the information. Getting too many emails is minor in comparison to not being informed.

Katie went over the agenda for the Academic Affairs and Student Success (AASS) meeting She pointed out that some purposes included educating trustees regarding the tenure process, UTK’s admissions processes, and partnerships.

There was a discussion about the situation of accepting D grades from transfer students. Thus far it seems that if one has an associates degree, they are admitted. However, if this does not meet departmental and upper level requirements this will trigger the student to retake those courses.

Katie returned to the topic of the accessibility task force. She distributed a draft of the proposed recommendations. It includes reviewing policies, evaluating vendors, audit/inventory of materials, training, etc. The mandate is that we must have a plan. Fortunately this will not be legislated. The major conversations are around how to make teaching materials accessible. This will then require education of the faculty as to the changes they can make to increase accessibility.

Anthony Haynes and Carey Whitworth joined the group and talked about the government relations/advocacy group. There is a new political world around higher education. Things used to be decided by a small group ahead of time; now this has changed to large outside organizations’ influence, including foundations, super PACs, etc. in a climate of rapidly shifting politics. Would like to see more Tennessee level decisions. Government relations group consists of a professional staff that can assure continuity in work/operations. They have a strong UT brand to use. Mention was made of the need for federal research dollars, which is enhanced by good relationships with Washington groups.

Carey talked about advocacy. Being active because “everybody is doing it” and if you don’t someone else will fill in the void. Advocacy 1) breaks down the pressing issues and advises the UT community by using the Friday brief, 2) is about getting connected with your legislators, and 3) advocacy alerts encourage people to speak out on strategic calls to action—needed because we currently spend a lot of time on

defense. Examples cited were preference legislation, guns on campus and student activity fees.

Anthony (Haynes) reinforced major categories of their work: keeping politics out of the classroom, funding, removing barriers. Discussed the value of form letters, original letters, His team is working on software, a mobile alert system, such that one can call directly through an app.

A request was made to add all faculty names to the advocacy list so they would be informed in a timely way. Carey stated that names and email addresses are all that is needed. Phyllis asked about getting legislators to the Memphis/UTHSC. Likely will need to work through the vice president and the President's office. The efforts must be coordinated to be effective. There should be a single voice, a single strategy that is structured.

President DiPietro joined the meeting at 10:30 and addressed the group with some reiteration of the points he made at the Aug 20 meeting; and he expanded on those points. He talked about Bill Fox's analysis and projections regarding economic realities. New or sustaining funding is not going to happen. 3-3-0 is real, and may not be aggressive enough. Using board members to look at the budget issues. He raised the question of how do we compare ourselves to others. Discussed strategic academic portfolio analysis (described in Association of Governing Board's *Trusteeship* article previously distributed). Program portfolios would be looked at for cost/benefit ratios for growing or contracting in certain areas. This is only under consideration at this point, and would be a campus level process. Unclear whether we need an outside group to advise on this process.

Candace posed the major concern as being faculty worried about sustaining jobs. Board policy includes contingencies for transitions, etc. and always plans the process to be done with style and grace.

Phyllis posed a question about whether federal guidelines are being followed for suspected research misconduct. There are some lingering cases, with some perception that they will go away. Reply was that GC is working on complex cases, and advised contacting GC for information.

Candace asked Joe about how to handle an impasse between faculty and administration, if it happened anywhere in the system. What would be the process? The President responded that the handbook should be a joint process. Thad commented on the faculty who are part-time administrators are now moving into full time administrative positions, with an economic emphasis. The biggest sticking point seems to be the perception that there is a desire to fire people, and in some cases they are using misassignments. The campus has shut out the arbitrator/mediator, and faculty has lost confidence in shared governance. Joe answered in support of mediation. Martin mentioned that there are faculty

grievances about departmental refocusing. Thad asked for a meeting with faculty and student leaders.

The President said that his term has been renewed for the next four years, he is determined to take on the issue of the lack of revenues in the state budget, and the need to develop a new business plan, since if there is no change in state revenues for education in the state (K-12 as well as higher education), there will be a 155 million dollar shortfall within 10 years. He plans to build a coalition including corporate people, and hopes for a more grass roots response as well. President DiPietro spoke about Bill Fox's economic analysis and Anthony Haynes' work in advocacy as very advantageous.

Brian reiterated his concern regarding the Sexual Misconduct Policy, how would false accusations be handled? Joanne asked whether the permanent policy being developed by the UTK task force would then be applied on the other campuses. Joe said, yes, we believed that would be the most efficient way to go about it.

After the President left the meeting other topics were discussed.

Candace talked about system website and went over the next dates for videoconferences.

India gave a quick update regarding online instructional teams meeting. The plan is to use this year's targeted online course development to build models and training materials for making digital instructional materials accessible.

Thad made more comments regarding the BOT Retreat and highlighted that funding shortfalls are likely to get worse. He added that Trustees are focused on program review and having a focus. Jenna mentioned faculty input on the educational need for programs in the humanities, etc.

The following topics were discussed at the evening meeting on Oct 1, and were also repeated in this meeting:

Issues about Senate terms being coordinated for Senate Presidents, so that start times match among the campuses. Upon comparison from the past year, this has not been a problem.

The Tennessee Promise initiative was discussed. This seems to be potentially more problematic for enrollments on the UTHSC, UTC and UTM campuses as compared to UTK. Faculty concerns include what standards will be met in the transfer process, with implications that this cohort may not be as well prepared as generic students.

Candace emphasized that greater faculty presence at BOT meetings is now somewhat improved since UFC members are invited to the luncheon on Thursday, (as per Thad's motion from Aug 20 that UFC members be invited to all BOT social

functions) .UFC members will be acknowledged in Joanne's welcome speech at the luncheon by standing.

UFC members should make themselves as visible as possible, prominently display their name tags and speak to the Trustees, as well as offer to be a resource to the Board members.

The meeting was adjourned at approximately 11:50.

Respectfully,  
Joanne Hall

UFC Campus reports are appended below:

**THE UNIVERSITY OF TENNESSEE AT MARTIN**  
**Campus Report - October 1,**  
**2014 University of**  
**Tennessee Faculty Council**

Brian W. Donavant, Faculty  
Senate President Jenna Wright,  
UFC Campus Representative

**Selected Highlights from the UT Martin Faculty Senate:**

\* Dr. Roberto Mancusi (Associate Professor of Music) is this year's Faculty Senate Vice President and President-elect for 2015-16. Jenna Wright (Associate Professor of English and Chair of the Department of English and Modern Foreign Languages) was re-elected to serve as the UFC Campus Representative.

\* In response to a request from the Faculty Senate, Chancellor Tom Rakes created a task force to study the potential impacts of the General Assembly's Tennessee Promise Scholarship Act of 2014 (House Bill 2491/Senate Bill 2471) on the UT Martin campus. The task force, including five Faculty Senate members with one representative from each college and chaired by Dr. Dan Pigg (Professor of English and chair of the Faculty Senate's Committee on Instruction), convened over the summer and has forwarded its report to the Chancellor. Task force recommendations are under review to determine strategic priorities.

\* Upon recommendation from the University's Sustainable Financial Model Committee, and after review by the Faculty Senate and its Budget and Economic Concerns Committee and other campus stakeholders, a Premium Out-of-State Tuition (POST) Scholarship has been approved for implementation in Fall 2015. With minimal enrollment increases projected among in-state students over the next decade, expansion of the out-of-state student base is critical for generating the revenue sources necessary to continue University operation at the current level without increasing the financial burden on Tennessee students and taxpayers. The plan adjusts out-of-state full-time students' tuition to an amount equal to the current in-state tuition rate plus the per-student subsidy in the THEC funding formula recommendation calculation, and involves on-campus housing and food service requirements to offset initial tuition revenue losses and facilitate increased levels of student engagement. Students not meeting these requirements will continue to pay the current out-of-state rate.

\* The Faculty Senate Committee on Instruction (COI) considered a resolution from the Student Government Association requesting review of midterm grade policies. The SGA is concerned with the widespread use of "S" grades at mid-term and has requested the campus administration and Faculty Senate persuade faculty to use more transparent mid-term grades such as A, B, C, D, or F. The resolution was returned to the SGA for clarification. In addition, the COI requested information from the Office of Academic Records on the number of S's and U's given by faculty at midterm.

\* In cooperation with the UT System and with the editorial assistance of Assistant Vice Chancellor Vicki Seng, revision of the UT Martin *Faculty Handbook* is progressing. The Faculty Senate approved new drafts of two chapters at its September 23 meeting, and the Senate Personnel Policies Committee will present motions to approve two additional chapters at the next Senate meeting on October 28. The Senate anticipates approval of all *Handbook* revisions by the end of fall semester.

\* In response to numerous faculty requests, the Faculty Senate Executive Committee recently entertained discussion about the increasing amount of unauthorized student regalia worn at commencement and the perception that the commencement dress code is being unfairly managed. The matter has been referred to the Honors and Ceremonies Committee where it can be discussed with input from both students and faculty.

\* A number of issues have been discussed and/or remain actively studied by the Faculty Senate. Some of the most notable issues include:

- Improvement of the electronic forms used for curricular requests and student special requests
- Restructuring and improvements to recruiting, academic advising, and continuous mentoring efforts
- State tax revenue projections and impacts on state allocations to higher education

## THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA Campus Report for October 2, 2014 to the University of TN Faculty Council

Susan Davidson, Faculty Senate President  
Kay Cowan, UFC Campus Representative

- Since the election of Faculty Senate President was conducted later in the year than usual, time has been spent in obtaining Faculty Senate officers, members and filling Faculty Senate committees.
- In addition, the following ad hoc committees have been formed since July: UTC Diversity Advisory Council, Faculty Workload Committee, Accessible Technology Initiative Oversight Committee, and Director of Community Partnerships Search Committee.
- The following ad hoc committees are in process of being formed: University Planning and Resources Advisory Council (UPRAC), Organizational Appraisal Committee and Technology Committee
- The Facilities Use Policy is being developed to provide a more uniform basis for the use of all campus facilities, both indoors and outside on campus for student organizations, academic departments and administration.
- The University Strategic Plan Committee has been conducting work groups to gather input for the new mission statement, vision and goals of the university.

- The BOT passed UTC Bylaws and a revised chapter 2 at the June meeting, 2014. The Senate Handbook Committee will continue to review and revise as needed. This committee is also reviewing the Faculty Handbook chapter 3, which has to do with the EDO process for promotion, tenure and reappointment of faculty.
- TEDx UT Chattanooga will take place on Saturday, October 25<sup>th</sup> from 9:00 am until 4:00 pm in the Fine Arts Center Ward Theatre. Dr. David Levine, a co-chair of this event, has been invited to attend the annual TED conference next March 2015.

Campus wide discussion continues on the potential impact of the TN Promise that begins in fall of 2015.

### **University of Tennessee, Knoxville Campus Report**

UFC meeting Oct. 1, 2014

- **Sexual Misconduct Interim Policy** Many universities are facing the need to change or add to their policies on sexual assault and relationship violence. Several are being formally investigated. (Not UT) This comes from a federal mandate, based on the Clery Act, Title IX, and definitions in VAWA renewal. The Chancellor has appointed a large broad-based task force to form a permanent policy and implementation plan by Dec 1. This is a faculty concern e.g., in areas of confidential communication with students versus mandatory reporting. We are seeing increasing sexual assault reports, because of the Clery Act, though we were obviously having underreporting before this. Definitions of consent and assault, sexual contact, etc. will be aided by faculty input. Are other campuses undergoing this process and how is it going?
- **Budget issues** In a climate of decreasing state revenues and the move toward less support of UT higher education (Though more support for community colleges), the system faces dire constraints. Faculty concerns include faculty-student ratios, salaries, tuition, and increasing online education. Additionally, strategies will be considered such as recruiting more out of state students, etc.
- **Academic freedom and free speech**, and to protect the rights of students on those points. This remains a concern. It remains to be seen whether the decisions about student use of student fees will be negatively affected by the changes in the joint resolution.
- **Accessibility** of education is also going to affect our UTK students, faculty and policymakers and OIT, etc. The change there is that there should be fewer onuses on the student asking for accessibility

accommodations, and more on making things accessible in the first place. This has implications for online education, with its emphasis on the visual, etc. State regulation is driving this, though federal regulations have been in place, though not always heeded—that ALL instructional materials and platforms must be accessible. Going forward, we will be challenging vendors of instructional products and platforms, and not buying ones that are not accessibility-based, but retrofitting what we have would be costly. The faculty will be heavily affected, and a conceptual change precedes the practice changes.

- **Technologically updating communication between Senate and faculty**, and if other campuses need to do this, we might share information on how to do that, and how to use technology better to conduct UFC meetings as well. We are changing the name of our Senate Information Officer to “Communications Officer” reflecting a change in perspective on communication, and the plan for greater transparency and dialogue.
- **Concerns about Bylaws** in general, the need to streamline and or simplify committee bylaws, so that committee might require fewer members, (the current separate subcommittee bylaws are cumbersome in that often large numbers of senators are called for by committees that might not need so many, etc.). Could we arrive at any common language to generally simplify to one bylaws statement about all senate subcommittees, and make committee assignments easier, and committee work more efficient? Secondly, with the election of NTTF to the Senate, some foresight is needed in examining bylaws, to assure that there is a balance of NTT and TT faculty in the Senate, and that, e.g., requirements for committee memberships and chair positions are specified.
- **Logo**--UTK is considering a new logo as part of their re-branding process. This has implications regarding image and emphasis. The obvious one is identity as a flagship campus, but there are additional concerns about the distinguishing of the academic and athletic missions, and that is a faculty concern. Connecting with and distinguishing UTK from the other campuses is a factor to consider.
- **ELEMENTS**. The Vice Provost for Faculty presented, (and the rollout has begun, in the Business School), a database on T/TT faculty productivity, purported to be for gathering information for administrative reports, metrics, etc., called ELEMENTS. Concerns from the Senate here include that it will be one more place where faculty must enter their information for reports, and that rather than be just “collective data” it may be used for evaluative purposes at the individual level. While not presently linked to it, ELEMENTS *is* planned to be linked at some point to our online Faculty Evaluation System.



- **Compliances—Imedris system** is now being implemented. Faculty members who have tried to use it are already raising concerns. It is the same system used by Memphis. Faculty filing IRB applications, etc. are finding it repetitive, and not user friendly for our purposes. We would like input from those who are already using it.
- **Engaged Scholarship** We had a great panel discussion on this led by David Patterson, and this represents a new means of giving credit, and possibly changing tenure criteria to more accurately account for those forms of faculty achievement that are not linked to traditional research. The humanities and arts, but also professional schools are unduly affected by having to “prove” that while the University wants more community and other engagement, we have excellent forms of engaged scholarship among many faculty, and this is not well-recognized.
- **Quality Enhancement Program** is an initiative UTK will have to incorporate. This is required by SACS and involves a mandatory data-supported goal and campus wide involvement (similar to Ready-for-the-World at UTK). Ideas for topic are being discussed; faculty are involved, and have concern for the ultimate goal/program. The topic and goal must be set by December. This may be something on which the Senate could weigh in. Faculty will be key to implementing the QEP.

## **The University of Tennessee Health Science Center**

Campus Report – October 10, 2014

University of Tennessee Faculty Council

Martin E. Donaldson, Faculty Senate President

Highlights from the UTHSC Faculty Senate

1. Faculty Handbook – In June the Faculty Senate Executive Committee and the entire Faculty Senate approved a new Faculty Handbook. Meetings have just began with the Senate Handbook Committee and the office of the Vice Chancellor of Academic, Student, and Faculty Affairs
2. SACS Accreditation - Since 1897, the University of Tennessee, Knoxville, has been continuously accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate, master’s, and doctoral degrees. As a matter of record, the University of Tennessee, Knoxville, and the University of Tennessee, Memphis (as the University of Tennessee Health Science Center was previously named), merged in 2000 for the purposes of accreditation. Prior to this date, the University of Tennessee, Memphis (i.e., the University of Tennessee Health Science Center) was accredited by SACSCOC from 1972 to 2000. Given the size, scope, annual budget and relative uniqueness of the UTHSC, it is time one again to seek separate accreditation. The efforts to secure separate

accreditation will be ongoing and significant. These efforts are progressing according to the timetable established and the campus has received high reviews on preliminary reviews.

3. Searches for two Vice Chancellors are currently underway
  - a. Vice Chancellor for Research – is the current Interim Vice Chancellor
  - b. Vice Chancellor for Academic, Faculty, and Student Affairs – Cheryl Scheid is the current Vice Chancellor. Dr. Scheid will be retiring in a year
4. Town Hall Meetings – over the summer Chancellor Schwab held two Town Hall Meetings
  - a. July 31 – State of the University Town Hall
  - b. August 21 – research Update Town Hall
5. Strategic Planning – the next step in the strategic planning process for the campus will be to focus on the following two areas:
  - a. Educate outstanding graduates who meet the needs of the State and its communities
  - b. Grow the research portfolio in targeted areas
6. IT Updates – The campus is currently in the process of updating IT and increasing Internet security throughout the campus under the direction of Johannes (Jan) J. van der Aa, the Vice Chancellor for Information Technology Services
7. Updating of Faculty Senate goals and approval of 2014-2015 Committee membership – on August 28 the Faculty Senate Executive Committee met to discuss the Responsibilities and Goals for the various Senate Committees. These updates will be then be approved by the Executive Committee and then the full Faculty Senate
8. Faculty Grievances – The Faculty Senate Executive Committee has been holding grievances hearings for four faculty members, both tenured for various reasons including removal from a practice at Le Bonheur Hospital, an insufficient number of publications in the College of Pharmacy, and salary reduction related to dismissal from an directorship