



THE UNIVERSITY of TENNESSEE
KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL
MEETING 47- Minutes
November 19, 2014
4:00 p.m. EST Videoconference

UT Faculty Council Voting Members (Quorum, 5 voting members)

UTHSC	Phyllis A. Richey (Campus Representative)	present
	Martin E. Donaldson (Faculty Senate President)	present
UTK	Joanne Hall (Faculty Senate President)	present
	Candace White (Campus Representative)	present
UTM	Brian Donavant (Faculty Senate President)	present
	Jenna Wright (Campus Representative)	present
UTC	Susan Davidson (Faculty Senate President)	present
	Kay Cowan (Campus Representative)	absent

Trustees (Ex-Officio voting)

	Thad Wilson (Board of Trustees voting member)	present
	David Golden (Board of Trustees non-voting member)	present

UT Faculty Council Ex-Officio Non-voting Members

UT	Dr. Joe DiPietro (System President)	absent
UT	Dr. Katie High (Academic Affairs and Student Success)	absent

Faculty Council Guests

UT	Dr. India Lane (Academic Affairs and Student Success)
	Linda Harig (Human Resources)
	Mary Lucal (Human Resources)

Candace White called the meeting to order at 4:03.
The minutes from the Oct. 2, 2014 meeting were approved.

New Business

It was noted that Kay Cowan, faculty representative from Chattanooga, has resigned and will be replaced by the UTC faculty senate.

- I. Employee Engagement Survey. Linda Harig and Mary Lucal addressed questions about the Employee Engagement Survey. Key points included: The survey results are completely handled by ModernThink, an outside (neutral) party. They will not share the raw data files. Campuses (Chancellors) will receive item-by-item reports for that campus. This year, the Chancellors have requested data by department or functional. During the Survey discussion, Linda Hendricks-Harig pointed out that each campus

has a Work Culture Improvement team made up of faculty and staff. These teams review input and make recommendations to the respective Chancellors.

Phyllis Richey stated that in a small department, individuals might be identifiable. She noted that the survey should be termed “confidential” rather than truly “anonymous” since there is a linkage somewhere to the individual’s identity (at ModernThink). Some UTHSC faculty members were offended by personal demographic questions, although these questions have a “choose not to respond” option. Mary Lucal responded that many individuals/groups do want these identifiers, so that these groups are recognized. The specific items were suggested to the Chancellors by the Diversity Advisory Council (DAC) and will be helpful in understanding/documenting diversity on UT campuses.

- a. UTK and UTHSC reps pointed out a desire to see all aggregate results to avoid a perception of only receiving the positive information. Linda stated she will relay that message to the President.
 - b. UTM noted that the last survey results were shared with departments and each department worked to decide how to use the information to strive for improvement.
 - c. As a point of information, the results should be available in March or April 2015.
 - d. Action: Senates from each campus will request the data from their chancellors and assist in communication the results to faculty. We will get the powerpoint presentations that ModernThink provides. The UFC will get the data for the shared governance items (38, 39, 42) from Linda Harig.
- II. Candace White reminded the group of UT Advocacy efforts and hoped that faculty are signing up for advocacy communication.
- III. Candace White brought up UTK concerns with iMedris, including logistical issues and the increasing burden of IRBs for social science and other research if it does not involve risk to human subjects. Joanne pointed out that there are two issues for compliances in this case: risk to human subjects and institutional risk.
- a. UTHSC reps pointed out the logistical problems are common and that “one size might not fit all” with this system.
 - b. UTHSC acknowledged the reality of federal and other pressures increasing the numbers of types of research for which IRBs are needed.
 - c. At UTK some initial efforts have been made at meeting with the AVCR and Candace advocated for working with the IRB Director on respective campuses to discuss and possibly modify or resolve some of the burden on faculty and timelines for student-conducted research for classes.
- IV. Phyllis Richey brought up the draft policy under discussion at UTHSC re: Disciplinary Sanctions for faculty.
- a. Thad Wilson pointed out that the draft really wasn’t to be shared yet but that they were asked to see if any other campuses had or were working on similar documents. None were.

- b. India pointed out the policy was in very early form and may have arisen from the concern that termination is the only current sanction and may be too harsh for some faculty violations/indiscretions.
- c. Thad recalled that the administrative concern was that it was too hard to fire faculty and therefore more “sticks” were needed.
- d. Brian Donavant expressed concern that the policy shifted too much responsibility for punishment to peers over supervisors. Thad wanted more faculty involvement in any disciplinary process. India pointed out that there is always a balance between faculty being self-regulating and administrators acting when they have to in the interest of the institution. Conclusively the hope is that both groups make the right decisions in challenging situations.
- e. Martin Donaldson mentioned another, AAUP document that speaks to this issue. David Golden sent a link to the Council members.

Reports

- V. Candace asked for BOT updates. No updates were given except that we need to watch the Budget and Finance deliberations carefully if academic portfolio (i.e. programs) review is considered. David Golden is on that committee.
- VI. India reported there was little to report from AA & SS at this time.

Old Business

- VII. Candace asked for an update on cross-campus course collaboration. Two issues have been discussed 1) ability to do a cross-UT program (e.g., MPH), and 2) ability to work with TBR and collaborate in their online course library (ROCC). There was a motion, which passed unanimously, “The will outline issues that programs need to think about for cross-campus course collaboration.”
 - a. The group agreed to action to formally endorse cross-UT collaboration and consider how to approach the major impediments to such collaboration.
- VIII. Candace asked if other campuses are using new Shared Governance language, which further protects faculty comments as free speech in the context of shared governance activities. (these were approved for UTK handbook under Shared Governance).
 - a. Brian mentioned that the new UTM handbook has something similar.
 - b. Action: The board-approved wording that will be sent to all UFC members.
- IX. Joanne Hall gave an update on the UTK Interim Policy on Sexual Misconduct.
 - a. India corrected previous understanding that this policy would be applied system-wide; each campus is working on a similar policy. Joanne commented that most recently the Task Force has affirmed that the policy is to “fit” with each campus culture.
 - b. Joanne reported that the discussions have continued on the definition of “consent,” the evidence requirement; and she noted that the reporting lines are still very confusing. Based on federal guidelines and discussions,

“preponderance of evidence” is likely to stand (and has been the requirement in the past for such policies, e.g., Title IX, OED) versus “clear and convincing” or “beyond a shadow of a doubt.”

The meeting was adjourned at 5:00 p.m.

Joanne Hall,
UFC Secretary