



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

UNIVERSITY FACULTY COUNCIL

Meeting 98
22 December 2017
Videoconference
MINUTES (unapproved)

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

UTHSC	Martin Donaldson (Faculty Senate President)	present
	Phyllis A. Richey (Campus Representative)	present
UTK	Beauvais Lyons (Faculty Senate President)	present
	Bruce MacLennan (Campus Representative)	present
UTM	Chris Caldwell (Faculty Senate President)	present
	Robert Nanney (Campus Representative)	present
UTC	Gretchen Potts (Faculty Senate President)	present
	Gavin Townsend (Campus Representative)	present

Trustees (Ex-Officio voting)

	Susan Davidson (Board of Trustees faculty voting member)	absent
	Terry Cooper (Board of Trustees faculty non-voting member)	present

UT Faculty Council Ex-Officio Non-voting Members

UT	Dr. Joe DiPietro (System President)	absent
UT	Linda Martin (Vice President, Academic Affairs and Student Success)	present

Faculty Council Guests

UT	India Lane (System Office of Academic Affairs and Student Success)	present
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Call to Order 4:00 PM EST by Bruce MacLennan

The minutes of Meeting 97, 2 November 2017, were approved unanimously.

Old Business

None

New Business

Updates from Academic Affairs and Student Success

India reported that the issues surrounding tenure, viewed from the perspective of the Board of Trustees (BOT), were more complicated than once thought. The BOT was receptive, however, to UFC concerns about salaries for those administrators transitioning to tenured faculty positions, and the termination procedures raised by Chris at the last meeting. These concerns were incorporated into the final draft of the BOT's tenure policies.

Beauvais wondered how newly adopted policies were going to be "translated" into our faculty handbooks. He asked specifically about language regarding Enhanced Post-Tenure Performance Review (EPPR). India replied that she will investigate this further. The EPPR language was held up because of this new review process. We should know more after the BOT meeting in March. But EPPR is effective now, even if it is not in all of our handbooks. Beauvais suggested that it would be helpful to set June as the deadline to incorporate this new language so that it is in place for next academic year. India noted that the proposed handbook changes would be subject only to UT Academic Affairs review and would not have to go before the BOT for approval.

Terry asked about the cause of the holdups regarding new handbook language. India responded that while EPPR language has been incorporated into the UTC Faculty Handbook, it has not been so included in the handbooks of the other UT campuses. More work will be needed to update all the handbooks, and not just regarding EPPR. Terry reported that the UTHSC faculty was deep into its handbook revisions; he was concerned that those revisions may not be perfectly coordinated with any new BOT policy language. India assured him that the EPPR language was set, and that UTHSC should confidently proceed with that and with whatever other "trickle down" policies were needed.

Beauvais then asked about the new Academic Freedom policy and whether that needed to go into all the handbooks as well. India said yes. Beauvais said it would be helpful to the UCF if we could see a "matrix" of all the proposed new BOT policies so that we could more easily update our handbooks. Beauvais expressed concern about there being "too many cooks" involved with these policies and that a matrix would help ensure the adoption of consistent language. India said that she and Linda would work on such a document for us.

Faculty Survey Response

India was pleased with the 27% response rate to the recent survey of UT faculty regarding tenure. Out of some 3,500 faculty, there were 942 responses.

External Review

India acknowledged the concerns coming from UT Martin about the mandate to seek external reviews for tenure candidates. She admitted that this is an issue requiring more discussion. She hopes to have draft language ready for faculty review this winter. The goal is to have some acceptable prose ready for review by the BOT in March.

Gretchen pointed out that UTC already has handbook language requiring external review for tenure. She wondered if that language might have to be revised in accord with whatever the BOT might approve. Gretchen noted that she has found it difficult personally to identify peers willing to provide external reviews. She asked if it would be possible to collect some data on this issue. India assured Gretchen that each campus can figure how best to implement external review. Linda was surprised to hear of Gretchen's experience. Perhaps it might be wise to develop some "best practices" when it comes to soliciting letters. Phyllis, too, was surprised to hear about the difficulty in securing external letters; she had not heard this complaint before.

India suggested that as UT faculty become used to external review, we will come to see the process as a means to network with other faculty. Terry asked if India would share a "best practices" document about external review. India agreed.

Phyllis said it can be difficult at the full professor level to identify external reviewers among other full professors in a specialized field who have no association with the candidate. Beauvais agreed that some level of prior collaboration between candidates and external reviewers at the level of full professor is inevitable and should be acceptable.

India reminded us that at UTC, UTM and UTHSC, the need for external review is limited to tenure. External review is not required for promotion.

Bruce asked India if she had any "inklings" about the position of the BOT regarding external review. India described the inkings as "vague."

Legislative Matters

India reported that Anthony Haynes, UT's Vice President for Government Relations and Advocacy, has noted that keeping tuition rates low "polls well" with state legislators, though there is some concern in Nashville that repeated annual caps on tuition may be starving the state universities.

Legislators are also concerned that K-12 students in the public schools are not performing well on reading tests; that perhaps there's a need to enhance the teaching of teachers. The UT System has been asked to pull together some information about this.

Anthony Haynes and Matthew Scoggins, UT General Counsel, have been working with Nashville to craft some language regarding free speech on campus. Currently, outside speakers require sponsorship by a student group. Some politicians want to lift that restriction to allow

anyone to speak on campus without the need for sponsorship. UT intends to discourage any such legislation.

Some in Nashville are also concerned that UT's adherence to Title IX regulations is putting those accused of sexual assault/harassment into unfair positions without due process. Further protection for the accused may be in the works, although there is hope that potential directives from Nashville can be forestalled by formal policies recently adopted by UT regarding student and employee conduct.

Beauvais asked if there are any bills anticipated allowing students to carry guns on UT campuses. He noted that Moms Demand Action for Gun Sense in America was active at UTK and wondered if that organization was also present at the other UT campuses.¹ Beauvais said he would send contact information on the organization: <https://momsdemandaction.org/>.

India suggested that hazing on campus is another issue that the Tennessee Legislature may consider soon.

Outside Interference in Student Government

Bruce recalled an article in the *Chronicle of Higher Education* about how some outside groups, especially those on the political right, were attending student senate meetings, presumably to intimidate any student-lead moves to prohibit concealed handguns on campus. Some outside groups were known to even pour money into student election campaigns to encourage the election of conservative leaders. Bruce urged us to remain alert to such activity on our campuses. Robert confirmed that there was considerable concern about political intimidation at UT Martin. But Chris reported that there was no specific problem with outside financing of student government campaigns at UT Martin since there was so little interest among the students in serving in the student senate in the first place. Martin reported similar apathy at UTHSC. In contrast, Gretchen reported that students at UTC take government seriously, that they campaign as a slate, and that they wouldn't tolerate any outside interference. Beauvais said that the situation is the same at UTK. Phyllis observed that students at UTHSC can't practically run as a slate given the organization of the various colleges on campus. India said she would keep tabs on this issue.

Program Effectiveness Group

Linda reported that representatives from all the UT campuses were involved in this group's efforts to develop best practices for implementing new policies, reviewing academic programs, and determining whether recommendations for program improvements have proven to be beneficial. Strategies for implementing program review have been shared across the campuses.

EAB

Linda also reported on efforts to employ EAB (Education Advisory Board) services across the

¹ In an email from 22 December 2017, Beauvais offered the UCF a link to Moms Demand Action and reported that faculty at UTK have worked with the organization to support sensible gun laws.

UT campuses to handle “payroll and academic measures” and to look for opportunities for growth and savings. Currently, EAB is working with UT to develop definitions for workflow and “teaching effort.” The technical division of EAB is already engaged with some campuses. The leadership division, working with campus administrators, will eventually supply EAB software to help UT administrators make informed decisions about enrollment trends and student progress.

Campus Security and Employee Tracking

Martin and Phyllis expressed concerned that UTHSC was investing \$20 million in technology to, among other things, add a stick-on GPS chip to employee ID cards. “Are we moving to a police state,” asked Phillis? Linda responded that there are national conversations about such employee tracking. Phyllis asked if the rest of us are having to deal with such tracking. The general response: we all use ID cards for swipe-lock access on campus, but none outside of UTHSC have had to don a GPS tracking chip. Martin indicated that the matter will be addressed at UTHSC next month. Memphis faces security challenges greater than those faced by the other campuses. After checking her email, Phyllis determined that the manufacturer of the chip is Siemens. Beauvais noted that Siemens is a German-based firm; he recommended that we all watch the movie, *The Lives of Others*, to refresh our knowledge of the heavily-surveilled world of communist East Germany.² Phyllis wondered if the UFC should consider pursuing a resolution that would limit employee tracking. Linda requested that Phyllis keep us apprised once more is learned at next month’s UTHSC faculty meeting.

Optional Retirement Plan Resolution

Beauvais asked if the campuses had the opportunity to present to their faculty senates the resolution regarding the option to withdraw more than 50% from our ORP plans upon retirement. All the senates passed the resolution except one: UTHSC. Beauvais asked if UTHSC will have the chance to deal with the resolution before the next BOT meeting. Martin said it was on the senate’s agenda for January 4. With that, Beauvais asked Bruce to put the matter on the UFC agenda for January 17.

The meeting was adjourned at 5:17 PM EST.

Next meeting: 17 January 2018

Respectfully submitted,
Gavin Townsend
UFC Member

² In an email to the UFC on 21 December 2017, Beauvais provided a link to the movie’s summary, and reminded us of the role Siemens played supporting Nazi Germany during World War II. That same day, Linda distributed to the UCF a article from *The Washington Times* (11 January 2016) about how Oral Roberts University records freshmen exercise patterns with Fitbit GPS-enabled fitness trackers.