

FACULTY SENATE MINUTES

UTHSC Faculty Senate Meeting

Zoom Monthly Meeting
April 11, 2023

Attendance: (senators, administrators, and faculty)

Attending: Jillian McCarthy, Tayebah Pourmotabbed, Karen Derefinko, PJ Koltnow, Phyllis Richey, Brett Wilson, Richard Smith, Terrance G Cooper, Martin E Donaldson, Shaun Rowe, Jeff Staack, Wanda Irene Claro-Woodruff, Fatima Ahmed, Shaunta' Martina Chamberlin, Paddy McConville, David Hamilton, Sharon Little, Jeffry Bieber, Shelley White-Means, Shaun Rowe, Zheng Fan, Ramesh Narayanan, Ted Cory, Alexandria Q Wilson, Rebecca B Reynolds, Thaddeus A Wilson, Maria Tirado, Emma Murray, L. Alexia Williams, Kim Carter, Yi Lu, Chris Wood, Steven M Doettl, Kevin William Freeman, April Hilsdon, Laura T Reed, Laila Elsherif, Elisha McCoy, Hassan Almoazen, Jaqueline D Venturin, Tauheed Ishrat, Vrushali Abhyankar, Yanhui Zhang, Mary Erickson, Frank Park, Heather Moss, Erinn Finke, Rachel Barenie, Tracy McClinton, Edwards A Park, Alina Cernasev, Dennis Leo, Donna Lynch-Smith, Vickie Baselski, Kristi Forman, Kristi Forman, Cynthia Russell, Steve Goodman, Lee Weaver, Dan Young, Tara Lemoine.

Meeting was called to order at 4:05 pm CST/5:05 pm EST

Faculty Senate Meeting

Presiding: Dr. Jillian McCarthy, President

Approval of March 14, 2023 minutes

- The floor was opened for discussion of the March 14, 2023 meeting minutes. No edits were recommended. Dr. Richard Smith

motioned to accept the minutes as written. Motion was seconded by Dr. Martin Donaldson.

- Poll Everywhere vote:
 - Accept: 100% (45/45)
 - Do not accept: 0% (0/0)
 - Abstain: 0% (0/0)

Acknowledgement of Dr. Steve Goodman's service to the Faculty Senate

- Dr. Jillian McCarthy presented on Dr. Steve Goodman's accomplishments as Vice Chancellor of Research
- Dr. Yanhui Zhang also spoke about Dr. Steve Goodman's accomplishments
- Dr. Goodman spoke about his time as Vice Chancellor of Research

Discussion and vote of the Tenure Extension Resolution (see Addendum 1)

- Dr. Terrance Cooper thanked Dr. Cynthia Russell and Dr. Kristi Forman for assistance in approving the multi-year appointment for non-tenure track
- Dr. Terrance Cooper described revisions to the resolution accepted by the Faculty Senate Executive Committee
- Dr. Terrance moved that resolution be accepted. Dr. Richard Smith seconded
 - Poll Everywhere vote:
 - Accept: 95% (41/43)
 - Do not accept: 5% (2/43)
 - Abstain: 0% (0/0)
- Resolution will be forwarded to the University Faculty Council

Committee Updates

- **Research Committee:**
 - Resolution for Dr. Steve Goodman
 - Discussed goals for coming year
 - New nominees for chair and vice chair

- **Non Tenure Track Committee**
 - Developed multi-year appointment for non-tenure track
- **Clinical Affairs**
 - Met last month, looking at COACHE survey results
- **Computing and Communications**
 - IT is looking at best practices for hardware refresh
 - Information gathering stage
 - Blackboard migration this year
 - “K16” is doing this
 - Coordinated through academic Deans
- **Education Committee**
 - AI information gathering
 - Discussion with TLC, and Dr. Liz Hall
 - Discussions with Dr. Charlie Snyder
 - New policies are coming for code of conduct and honor code for students
 - Education Committee would like to be involved

Elections of senators:

- Reminder that a single term lasts 3 years
 - You can serve 3 terms in a row (thus 9 years), then one must take a 1 year break
- If you don't know where you are in your term, email Karen Derefinko
- Good to have full representation in your department

Dr. Tara Lemoine, Executive Director of CHIPS Center

- CHIPS is an accredited center, requires faculty meet baseline standards of simulation education and training
 - Training takes at least 1.5 hours to complete
- Upsurge of simulation-based activities, which is welcomed
 - Need creative solutions to meet demand
- Would like to see more use of experiential activities and move past didactic training

- Questions about specific disorders and possibility for simulation, such as vocal folds
 - No current model for that, but simulation can be developed
 - Invitation to connect offline to start this work

New Business

- Elections for Faculty Senate: Ensure that your department is holding elections for those whose terms are up
- Senate Officer elections will be held at the June meeting and results presented
 - Consider running for Faculty Senate Officer or Executive Committee position

Announcements:

- Up-coming faculty senate meetings:
 - May 9th 2023:
 - Multi-year appointment language
 - Dr. Chandra Alston will talk about wellness
 - Honor Tony Ferrara with resolution
 - Award voting

The meeting adjourned at 4:48 pm CST/5:48 pm EST.

Respectfully Submitted,

Dr. Karen Derefinko
Faculty Senate Secretary

Addendum 1

3-22-23 Distributed initial draft resolution to Handbook Committee for review and revision

Initial draft revised by Handbook Committee

3-30-23 Distributed to Handbook Committee for disposition

4-1-23 Revision Distributed to Handbook Committee for disposition

4-4-23 Added last Whereas clause

4-6-23 Revisions accepted by FSEC members and unanimous vote to forward resolution to full Senate

Resolution of the UTHSC Faculty Senate -----, 2023

Increase Flexibility of the Tenure Clock Suspension Clause of Board of Trustees Policies

Whereas, the Board of Trustees Policies have a very defined policy addressing temporary suspension of the tenure clock; and

Whereas, “Except as otherwise provided in this policy, the probationary period shall be six years” (UT Board of Trustees Policy BOT0006 Article III Section E.1); and

Whereas, by Board policy only three conditions permit suspension of the tenure clock, “a. accepts a part time faculty position; b. accepts an administrative position; or c. is granted a leave of absence or modified duties assignment” (UT Board of Trustees Policy BOT0006 Article III Section E..3a, 3b, 3c); and

Whereas, the acceptable justifications cited above do not cover many of the real-world reasons for which a temporary suspension of the tenure clock would be justified; and

Whereas, a more flexible temporary, tenure clock suspension policy will afford significant benefits to UT faculty in that it will

- Provide opportunities for faculty to fully develop their work despite undergoing challenging life circumstances, e.g., dual careers, births, catastrophic illnesses, immediate family deaths, etc.; and
- Provide opportunities, in rare cases, for young faculty to make midcourse corrections in their research focus and direction when there is clear advantage to doing so; and
- Afford faculty with high potential, pursuing long lead-time projects, the ability to succeed at UT rather than missing the 6-year probationary period, not receiving tenure, and moving to another university where their potential for success is later realized, but at a loss of valuable time incurred by the need to relocate reducing their personal competitiveness; and

Whereas, the University of Tennessee will derive significant benefits from a more flexible, temporary tenure clock suspension policy in that it will

- Provide increased diversity potential, e.g., under-represented minorities, dual-career couples, or faculty who do not always follow traditional career tracks; and
- When needed, provide higher quality evaluative information for faculty departmental promotion and tenure committees, deans and chancellors; and
- Afford competitive recruiting advantages for new faculty relative to institutions with “rigid” 6-year tenure clocks; and

- Avoids the loss of initial University investment (setup and salary) when the policy retains high potential faculty who would otherwise generate significant institutional income following a move in response to a failed tenure decision; and
- Increase University faculty morale, loyalty, and willingness to reach out to potential collaborators; and

Whereas, the Board of Trustees and/or Faculty Handbooks of our peer and aspirational institutions contain the recommended flexibility in policies for temporary tenure clock suspension for demonstrably good cause;

Now Therefore, the UTHSC Faculty Senate recommends that the University of Tennessee Board of Trustees revise Board of Trustees Policy BT0006 Article III, Section E.3. to yield a more flexible policy that permits temporary suspension of the six-year tenure clock for demonstrably good causes.