

Minutes: Faculty Senate 2-13-2018

Recording:

<https://mediaserver.uthsc.edu/uthscms/Play/ed834b98242848929cda2e9cf9d2ca561d?catalog=283793f9-234c-42db-bdf5-52b0ef554cf3>

Present: (34) Beth Choby, James Christian, Ricketta Clark, Dawson Colvert, George Cook, Terry Cooper, Martin Donaldson, Ioannis Dragtsis, Peter Fischer, Rod Hori, Peg Hartig, Vinay Jain, Vickie Jones, Jennifer Langford, Chris Ledbetter, Carol Likens, Tao Lowe, Mike McDonald, Dayna Myers, Stephanie Nikbakht, Frank Park, Jay Ragain, Laura Reed, Phyllis Richey, Duane Schafer, Reese Scroggs, Tim Self, Christina Spivey, Helmut Steinberg, Wen Lin Sun, Michelle Surbrook, Richard Williams, Jie Zhang, Yanhui Zhang

Via Zoom: (8) Jami Flick, Ellen Hamby, Colleen Hasting, Kenneth Hohmeier, Shaun Rowe, Jackie Sharp, Fridtjof Thomas, Thad Wilson

Administration: MaryAnn Clark, Lori Gonzalez, Cindy Russell

Guest Speaker: Nigel Davies, Teaching and Learning Center
“Resources and Services for Effectively Engaging Learners”

The meeting was called to order at 4:17.

Minutes of the January 9 meeting were approved unanimously.

Committee Reports:

Education and Academic Affairs/Chair Peg Hartig- Anticipating mid-March demo of the proposed Learning Management System (LMS) to replace Blackboard. Watch for announcements to check out the new LMS. Peg is the Faculty Senate representative for the LMS committee. Please review the email regarding Blackboard to archive 2016 courses.

Cindy Russell- Faculty Recognition and Resource Fair- April 5- please send her your awards and recognition for inclusion. There is more participation for resource tables this year. The schedule is flexible for the event to accommodate faculty schedules.

Vote on Resolutions (resolutions are appended to these minutes)

Resolution 1: Policy on English Competency

28 responses

Approve: 80% (22)

Do Not Approve: 20% (6)

Zoom/email: 6 approve, 0 do not approve

Resolution 2: EPPR integration

Approve: 89% (24)

Do Not Approve: 11% (4)

Zoom/Email: 6 approve, 0 do not approve

Resolution 3: Disapproval of Text in Section 4.16.4.b and Appendix M

Approve: 96% (26)

Do Not Approve: 4% (2)

Zoom/Email: 6 approve, 0 do not approve

UFC Update from Terry Cooper, Phyllis Richey, and Martin Donaldson: The BOT retreat focused on the tenure process and performance review. The board raised 15 questions that were brought forward in a document- what do we do with the document? It has been sent back to the UFC and each Faculty Senate for an opportunity to comment. Please respond with your feedback.

The 2nd issue is the proposed legislation to change the composition of BOT. The current membership is 27, including 2 students, 2 faculty (non-voting members for the first year of their term). The issue is removal of faculty/student feedback from BOT discussions. The bill says the BOT will be vacated and reconstituted with only 11 members that are not students, faculty, or employees of any university. The bill allows for advisory boards. Do we want to lose the ability to have a say on the BOT? The governor proposed the change. It has to be approved by the legislature. Until we know more, we shouldn't comment. The time period is short, which should be emphasized.

The meeting was adjourned at 4:56PM.

Respectfully submitted,
Jennifer M. Langford
Faculty Senate Secretary

Resolution 1: Policy on English Competency

Whereas, it is important to periodically evaluate and update or revise the UTHSC Faculty Handbook, and

Whereas, the UTHSC Faculty Handbook Committee has negotiated a revised text for Handbook Sections 4.6.5 and 5.1.6 and recommended it to the Faculty Senate Executive Committee for evaluation and forwarding to the Faculty Senate for a vote,

Therefore be it resolved, that the UTHSC Faculty Senate approves revision of UTHSC Faculty Handbook Sections 4.6.5 and 5.1.6 into a single section as submitted to and recommended by the Faculty Senate Executive Committee, distributed to the Faculty Senate members prior to the 2-13-18 Faculty Senate meeting, and appended to the Minutes of the 2-13-18 Faculty Senate meeting.

Resolution 2: Integration of Enhanced Post-tenure Performance Review (EPPR) into the text of the 2015 Faculty Handbook

Whereas, the University of Tennessee Board of Trustees voted to replace the text of the Cumulative Performance Review policies with a newly constructed Enhanced Post-tenure Performance Review policy, and

Whereas, it is necessary to integrate the Board of Trustees policy language into the 2015 UTHSC Faculty Handbook, and

Whereas, the UTHSC Faculty Handbook Committee has negotiated with the UTHSC Administration to integrate the text of the EPPR policy with the 2015 Faculty Handbook text, and

Whereas, the language for Enhanced Post-Tenure Performance Review that is being substituted for Cumulative Performance Review language is located in various locations throughout the UTHSC Faculty Handbook (specifically, Sections 4.4.2, 4.16.3, 4.16.4, 4.16.5, 8.3.1, and Appendix J) and

Whereas, it is important to view the proposed revisions in the context of the locations where the integrations occur thus requiring that the entire sections be available for the Faculty Senate review of the proposed revisions, and

Whereas, it is only the documented changes made to the 2015 handbook text as shown in the revised sections submitted to and approved by the Faculty Senate Executive Committee for submission to the Faculty Senate for their review and disposition,

Thereby be it resolved, that the UTHSC Faculty Senate: **(1)** approves only those changes that appear in the Sections 4.4.2., 4.16.3, 4.16.4 4.16.5 8.3.1 and Appendix J as submitted to and recommended by the Faculty Senate Executive Committee, distributed to the UTHSC Faculty Senate members prior to the 2-13-18 Faculty Senate meeting, and appended to the Minutes of the 2-13-18 Faculty Senate meeting; **(2)** accepts that the approval cited above does not extend to any other existing text in Sections 4.4.2., 4.16.3, 4.16.4 4.16.5 8.3.1 and Appendix J of the 2015 Faculty Handbook and **(3)** directs the UTHSC Faculty Senate Handbook Committee to negotiate any future changes in these sections with the UTHSC Administration.

Resolution 3: Disapproval of text in Section 4.16.4.b and Appendix M

Whereas, The UTHSC Board of Trustees has approved a new policy on Enhanced Post-tenure and Performance Review, and

Whereas, it is appropriate that UTHSC Faculty be held accountable for the successful performance of activities associated with their faculty positions, and

Whereas, it is imperative that faculty be clearly informed of and understand the activities and level of performance required for satisfactory performance associated with their faculty positions, and

Whereas, the statement the expectations for faculty performance may differ by college, department, and even among sub-disciplines within a department or program, and

Whereas, the statement that those “expectations may be commonly-held standards in the discipline or may be stated explicitly in the faculty member’s own past annual performance reviews, work assignments, goals or other planning tools (however identified), as well as department or college bylaws, the UTHSC Faculty Handbook, the Board of Trustees Policies governing Academic Freedom, Responsibility, and Tenure, and in other generally-applicable policies and procedures (for example, fiscal, human resources, safety, research, or information technology policies and procedures).” appears in Section 4.16.4.b (Peer Review Committee’s Charge) and Appendix M, and

Whereas, the statement “commonly-held standards in the discipline” appearing in Section 4.16.4.b and Appendix M, does not possess clear, objective, and accepted criteria either within a discipline, between disciplines, within colleges of a university or between universities, and

Whereas, in the current and proposed texts in Section 4.16.4.b and Appendix M, “commonly-held standards in the discipline” may be used to assess a faculty member’s performance in place of expectations “stated explicitly in the faculty member’s own past annual performance reviews, work assignments, goals”, and

Whereas, the possibility exists that such expectations of “commonly-held standards within the discipline” may be capriciously applied to the evaluation of a faculty member’s performance in a non-uniform way within the University, colleges, departments and other university units rather than the other more specific and uniformly applied performance criteria,

Therefore be it resolved, that the UTHSC Faculty Senate requests that the Faculty member representative on the Board of Trustees request that the Board remove “commonly-held standards in the discipline” from all UTHSC faculty handbook sections describing performance review and evaluation policies and processes.