

**FACULTY SENATE**  
Virtual Meeting by Zoom  
May 11, 2021 4:00 PM CST/5:00 PM EST  
Monthly Meeting

Attendance: 79 (senators, administrators, faculty, and guests)

Senators attending: Venturin, Erickson, Cooper, Wilson, Cory, Smith, White-Means, Starlard-Davenport, Donaldson, Bohn, Jiang, Reed, Clark, Madlock-Brown, Fan, Lancaster, Diangelo, Sanders, Quesenberry, Nicholson, Orucevic, Hevener, Spivey, Richey, Sun, Little, Chamberlin, Mandal, Herr II, Jean, Pishko, Bettin, Koltnow, F. Park, Pourmotabbed, Williams, Hartig, Harvey, Dabbs, Doettl, Moss, Bieber, Carrillo-Marquez, Zite, Choby, Lu, Zhang, Williams, Davis, Hill, Murray, Nicholson, Krishnan, Ishrat, E. Park, Pledger, Abhyankar, Jasmin, McCarthy Maeder

Meeting called to order at 4:01 pm cst/5:01 pm est

**Meeting Minutes:**

Floor opened for discussion of the April 13, 2021 meeting minutes. Following no discussion, a motion for acceptance of the minutes was made by Dr. Cooper, and seconded by Dr. Pourmotabbed. Minutes passed with 97% “yes”, 0% “no”, and 3% “abstain.”

**Faculty Wellness:**

Welcomed Dr. Kris Clancy and Cynthia Reeves, to discuss Faculty Wellness.

- Dr. Clancy started the discussion reviewing how the COVID 19 pandemic has changed everyone; specifically, that each person is unique, with different experiences. She discussed that as humans we have been under a significant amount of stress, but that it was a different stress that previously experienced. Dr. Clancy reviewed various types of stress and the impacts and importance of identifying one’s emotions. She encouraged faculty to look at various handouts available through HR. (See attached handout for Dr. Clancy’s discussion).
- Ms. Reeves provided an overview related to the racial trauma as individuals we have been experiencing. She encouraged faculty to be aware of their own “self-awareness” and belief system(s). Ms. Reeves encouraged the faculty to really listen and to take care of one’s self, in order to take care of others. She strongly urged faculty to have a support system that they can call, as well as to have conversation(s).
- Tom Laughner, TLC, shared that a series related to instructor wellbeing had recently started, and there would be a follow-up session on July 9<sup>th</sup>. The focus of the July 9<sup>th</sup> seminar/workshop will be discussion strategies for implementation related to wellbeing and stress. Additionally, TLC will be providing new resources on their website related to instructor wellbeing.
- The floor was opened for discussion regarding wellness. Several comments were made regarding the new meditation garden and how it has helped. Additional discussions

regarding the implementation of a Wellness Office or additional materials for faculty regarding wellbeing were positively discussed.

#### **Board of Trustees Handbook Changes:**

- The Board of Trustees has requested that all faculty handbooks reflect a recent change to the appeals process. The BOT has amended the appeal process so that it is final at the level of a Chancellor, and cannot be appealed to the Office of the University President.
  - Floor was opened for discussion. Following no discussion, Dr. Cooper made a motion to accept the change, and Dr. Murray seconded the motion.
  - Motion to accept and amend the Faculty Handbook to reflect the change passed with – 88% (45) yes; 8% (4) no; and 4% (2) abstaining

#### **Bylaw Changes:**

- Dr. Cooper shared several proposed changes to the Faculty Senate Bylaws. Changes included:
  - Senate President Year – the year would not count toward a 3 year consecutive term
  - Provided wording regarding who would be eligible to serve in the CAB role
  - Provided wording related to the nominating and voting of the BOT research, service, and education committee senate nominee
  - Provided wording related to who was eligible to run for faculty senate and who is not (i.e., division chief/chair or higher administration would be excluded)
  - Provided wording defining the role and need of a Vice Chair for each committee
- The Bylaw changes were only reviewed, and will be voted on during the June 8<sup>th</sup> meeting. A copy of the changes were emailed/shared with all senators for review prior to the June 8<sup>th</sup> meeting.

#### **Senate Elections:**

- Senators were encouraged to complete any open or needed elections in their colleges.
- Additionally, senators were reminded to run their college's FSEC election.

#### **Committee Reports:**

- Committee Chairs were asked to please send a yearly update to Dr. Smith for the June Business Meeting reports.

#### **New Business:**

- Short discussion on if senate meetings should stay virtual (zoom meetings) or if there would be a return to in-person meetings. Overall, those senators on the Nashville and Knoxville campuses agreed that the virtual meetings have felt more inclusive. A suggestion for potential hybrid meetings in the future was mentioned, however, it was agreed that overall attendance and participation has been more positive since going virtual only.
  - The senate agreed to return to this topic in the near future.

#### **New Announcements:**

- It is Police Week, senators and faculty were encouraged to acknowledge the women and men who keep the campus safe.
- *Upcoming Faculty Senate Meetings:*

- *June 8, 2021 at 4:00 pm cst/5:00 pm est.*

There being no other business, the meeting adjourned at 5:07 pm cst/6:07 pm est.

Respectfully Submitted,

Jillian McCarthy Maeder, PhD, CCC-SLP  
Faculty Senate Secretary

## Self-care in these challenging times

There is no complete literature search for this.

*We are not the same people we were a year ago. We have all been impacted.*

- ◆ Stress, loss in many forms, change, grief, trauma.
- ◆ Workplace. Home. Activities.
- ◆ And it's not just about the previous 14 or so months bringing us to today.
- ◆ The impact of these is influenced by our past experiences, losses.

Impact of stress: The FAMILIAR and the UNFAMILIAR.

We are not constructed for ongoing stress.

- ◆ Physical: Gastrointestinal; musculoskeletal; heart rate, respiration; sleep (insomnia, restless sleep, dreams)
- ◆ Emotional: Feeling sad; crying easily; withdrawal and isolation; **irritability** and anger: **guilt** (coulda shoulda woulda); anxiety and worry
- ◆ Cognitive: Concentration; memory; multi-tasking (observed via FMRI)

**The Girdle Principle:** If you push it in somewhere, it will pop out somewhere else.



**So, what are we to do?**

**\* Healthy lifestyle, of course... Diet, exercise.**

## GET OUT OF YOUR HEAD

- ◆ PAUSE and identify your feelings. Experience them. This can be difficult and uncomfortable.
- ◆ There are probably many feelings occurring simultaneously.
- ◆ Feel like an old-fashioned pinball machine?
- ◆ Get into the routine of this activity, which promotes mindfulness.

Learn to know yourself... to search realistically and regularly the processes of your own mind and feelings.

— Nelson Mandela —

- ◆ Once you have identified your feelings, determine your NEEDS.
- ◆ Learn to ASK for what would be helpful. Be honest and transparent.
- ◆ Rethinking The Golden Rule...
- ◆ THE PLATINUM RULE: Treat others in a way that is helpful to THEM.

The platinum rule is not about “treating others as you’d like to be treated” [the golden rule] but is about understanding how other people want to be treated, and respecting that the way they want to be treated may differ from the way that you might like to be treated

- Kim Scott, author of "Radical Candor"

## COPING

- ◆ Healing takes time, but time alone is not enough. We have to do the work.
- ◆ Keep moving forward through the pain and discomfort >>>



## PSYCHOLOGICALLY RESILIENT PEOPLE

- ◆ Build and embrace social support systems.
- ◆ Talk to trusted persons... Friends, family, spiritual mentors, a professional counselor...
- ◆ The value of ROUTINE... It keeps us moving.



- ◆ Give thought to your routine. Revise as needed.
- ◆ Proactively include activities that are healthy, enjoyable, and consistent with your values. Depriving yourself of enjoyment does not help others...



- ◆ The value of FLEXIBILITY... It helps reduce anxiety.
- ◆ “Blessed are the flexible, for they shall not be bent out of shape.” (L.D. Martin)
- ◆ What can we let go of? Choosing battles. Give grace to ourselves and others.
- ◆ “Be an observer, not a judge.” (Dale Carnegie)

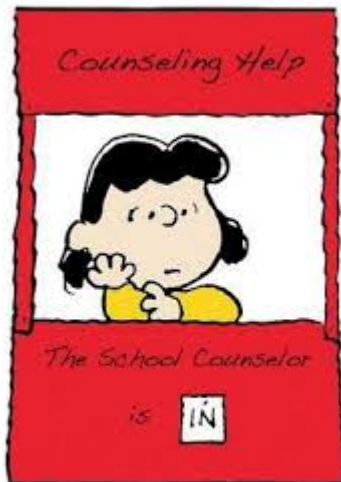
## RESOURCES

<https://www.here4tn.com/>

5 Sessions ~ Free ~ Confidential  
Call Here4TN (855-437-3486)



Should I talk with a professional?



1. Is stress interfering with functioning/pleasure in any area of life? Professional, home, social, hobbies?
2. It's FREE, so do it anyway!

## Revisions to the Faculty Senate Bylaws

### Section 2. Eligibility for Membership in the Faculty Senate

Each college or the equivalent has at least eight elected senators. A college with fewer than eight departments or the equivalent elects the additional senators as members at large.

~~No more than one departmental division chief/chairperson or equivalent may be elected from a college or the equivalent to serve on the Faculty Senate.~~

Administrative faculty members ~~above the level of~~ (division chief / chair / or equivalent (assistant / associate dean / dean or higher administrative position) are not eligible ~~for election to the~~ Faculty Senate membership.



### **Section 3. Election of Senators and Term of Office**

Senators are elected at least one month prior to the annual business meeting of the Faculty Senate for a term of three years. The term begins on July 1 of the year in which the faculty member is elected and ends on June 30 of the third year in office. A senator can serve no more than three consecutive terms. Any year that a senator serves as President of the Faculty Senate is excluded from their term (consecutive years as a Senate member) calculation.

## Article VI. Faculty Representative to the Campus Advisory Board

### Section 1. Eligibility

The term “full-time faculty member” refers to a person whose official employment status is both “full-time” and “faculty” and who is engaged full-time in teaching, research, clinical care and/or service and who does not simultaneously hold an administrative appointment (division chief, chair or equivalent, assistant or associate dean or higher administrative position); ~~provided that holding an appointment as an academic program director will not disqualify a faculty member as long as the responsibilities of an academic program director are not substantially the same as those of an academic department head/chair (for example, performing annual faculty performance reviews and making recommendations to the dean on retention, promotion, and tenure of other faculty members).~~

The faculty representative to the Campus Advisory Board will also serve as a non-voting, *ex officio* member of the Faculty Senate and Faculty Senate Executive Committee.

## **Article VII. Nomination and Election of Faculty Representative to the UT Board of Trustees ERS Committee**

### **Section 1. Eligibility, Nomination and Election**

Nomination and election procedures for identifying the Senate candidates for faculty representative to the UT Board of Trustees Education, Research and Service Committee will follow the same procedures used for nomination and election of the representative to the Campus Advisory Board (Article VI Section 2.a). However, eligibility requirements are determined by UT Board of Trustees policies. Following the Senate election, the name of the Senate candidate and documents required by Board of Trustees policies will be forwarded to the Chief Academic Officer in preparation for a final selection by the Chancellor. In the case of a tie vote among two candidates for the post, both candidates will be forwarded to the CAO for consideration by the Chancellor.

## **Article VIII. Executive Committee**

### **Section 1. Members**

The Executive Committee is comprised of the elected officers of the Faculty Senate and at least one representative from each of the colleges or the equivalent. A college or the equivalent with more than fifteen departments elects an additional representative for each additional fifteen departments or fraction thereof.

Administrative fFaculty members who hold an administrative appointment (division chief, chair or equivalent, assistant or associate dean or higher administrative position) are not eligible for election to the Faculty Senate Executive Committee.

## Article IX. Committees

### Section 1. Standing Committees

The Executive Committee of the Faculty Senate appoints the members of the standing committees for confirmation at a regularly scheduled meeting of the Faculty Senate. All members of the standing committees are elected faculty senators with the goal of representing as many colleges as feasible on each committee. Committees are free to invite other faculty or administrators to attend committee meetings. The chair of each Committee will, in consultation with the FSEC, select a vice-chair to serve when the chair is not available. It is a specific responsibility of each Committee chair to mentor the vice-chair and other members of his/her Committee to facilitate their assuming future roles as Senate leaders.