

FACULTY ISSUES & THE BOARD

A June 2019 update from the University Faculty Council

Faculty, the UFC, and the Board

The Association of Governing Boards highlights the importance of working with **elected faculty**

representatives in order to avoid the proliferation of expensive layers of management and wasted time. We continue to advocate for more dialogue between Senates the Board.

Shared Governance

The open forums held by Interim President Boyd were a **welcome example** of dialogue with faculty on every campus. We encourage official and informal engagement with faculty leadership on all campuses, as well as the reinstatement of a faculty trustee.

2019-2020 Leaders

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Faculty Evaluation and Post-Tenure Review

- Faculty are not opposed to post-tenure review. We measure the productivity of faculty through Enhanced Tenure-Track Review (**ETTR**), the Tenure and Promotion (**T&P**) process, **Annual Performance and Planning Reviews (APPR)**, Enhanced Post-Tenure Performance Review (**EPPR**) and, starting this winter, **PPPR**, which creates additional faculty committees to review department head-assigned ratings in APPR. UTK will be monitoring the hours required for this review of the reviews.
- All campuses need support for the reporting out required of us. System investments in institutional memberships to ORCID and better platforms for faculty data would help.

Graduation Rates and True Student Success

- We agree with Interim President Boyd that access is central to UT's mission, which is reflected in variable admissions standards across our campuses. That means that graduation rates cannot be an end in themselves. If the goal is more educated students with a valuable degree, don't let graduation rates drive the conversation. Find better ways to assess student success.
- Faculty issues, properly understood, are all about student success. Tenure, faculty research, and focusing on faculty hiring are all keys to student success. UTHSC significant need for more resources for faculty is thus also a student issue.

Registered Student Organizations funding policy

- As faculty advisors and professors, we are close to students and their co-curricular activities. **These often function as internships** that develop leadership, planning, budgeting, management, and presentation skills. Their constitutional rights to free speech make some uncomfortable, but that should not undercut the opportunities and innovation that RSOs create. Our student populations are very different and a one size policy may not fit all.

Graduate Education in Knoxville

- We see tremendous room for improvement through policies that grow current programs in their reputation, size, and research contribution. Adding GTA and GRA lines, especially on the Ag campus and in growing programs, is fundamental to the success of the whole research venture.