

Meeting 121 Minutes  
December 18, 2019; Videoconference  
4:00 pm (ET) / 3:00 pm (CT)

Eighth Floor Conference Room Andy Holt Tower (zoom info in the email from Doree Brown).

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

UTHSC Peg Hartig (Faculty Senate President)  
Martin Donaldson (Campus Representative)

UTK Gary Skolits (Faculty Senate President)  
Bruce MacLennan (Campus Representative)

UTM Philip Smartt (Faculty Senate President)  
Chris Caldwell (Campus Representative)

UTC Jamie Harvey (Faculty Senate President)  
Beth Crawford (Campus Representative)

**Faculty Appointee to Education, Research & Service Committee (Ex-Officio voting)**

UTM Jeff Rogers (Board of Trustees ERS Committee faculty appointee) x

**UT Faculty Council Ex-Officio Non-voting Members**

UT Linda C. Martin (Vice President, Academic Affairs & Student Success) x

**Faculty Council Guests**

UT Jorge Pérez (Associate Vice President, AA&SS)  
Stacey Patterson (Vice President for Research, Outreach and Economic  
Development)

UTHSC Terry Cooper

**Call to Order** Chris Caldwell, Chair

**ORDER OF BUSINESS**

Approval of minutes of previous meeting

**Old Business**

None

**New Business**

Update from Academic Affairs and Student Success

Linda reported that the Mental Health and Wellness summit was very successful. Board very interested in this topic for students, faculty, and staff, as well as those who are in place to support our community. New programs put forward. Getting ready for next BOT meeting.

Academic Affairs is getting ready to identify committee to work through the External review of tenure report – representation from faculty and this group. Some low hanging fruit.

Cindy Moore is the new board secretary. Has Board experience and insight.

Randy is in Nashville reporting on sunset audit. Document and videos available for viewing.

Linda hiring new entry level administrative level person to do administrative work for the IR side of the work.

UT Promise is going well. Many applicants. We are on target. Large contributions to endowment

UTK-UTIA reunification report issued. Working to identify opportunities and work through committees to move forward. Lots of feedback from the state.

Stacey Patterson reported on the One UT Innovation and Collaboration grant opportunity. They had as many as 279 attendees for much of the introductory zoom session. One of the primary questions was whether they would include faculty salary options, which is no. Gas and post docs are allowed, but no release time, no stipends.

Bruce asked why. Stacey said we know the university is already paying for faculty work. Don't want this to compete with other extramural programs. Accepting applications through February 3. Committee will evaluate and make awards April 6. Up to two years for projects.

Stacey reported about the Oak Ridge Institute report, which is going to print and will be submitted to the Chancellor, Lab Director, and President on Friday.

### **Tenure and Promotion External Review**

Linda reported on the T&P outside review. The report is on the Transparent UT website (link: <http://tennessee.edu/wp-content/uploads/2019/12/The-University-of-Tennessee-External-Review-of-Tenure.pdf>). As a follow-up to the report, we need to ensure evaluation is being done with rigor and respect for different contributions. Having these data will be really valuable to answer the questions of the board.

Gary responded that he liked the training recommendations. Linda stated they were so impressed with UFC and one of them hoped to implement on their own campus. Chris liked the point at the end to conduct interviews with those leaving (interesting that they said those who left involuntarily). Jeff encouraged that the recommendations on the last pages be directed down to the individual campuses. Linda responded that the CAOs will work together to see what we might all do and each CAO will take to their specific campus. Bruce mentioned the ongoing problem of tracking those faculty who leave before they get to the end of the tenure process... try to get the "real" reason. Linda responded that there has been a move for this in the past, but some departments are more or less willing to share than others. Chris mentioned that the hiring process is so difficult when we lose someone; we have somehow done something wrong – or not done something right. One recommendation from the report was to go through the UFC on some of the suggestions. Chris asked if we are recommending to bypass that recommendation. Linda said we are not trying to bypass but also want to make sure we make use of the CAOs too. Do we want parallel groups...integrate them? If we have suggestions, please make them to take it to the group. This recommendation for the weighting systems is thorny and has been discussed for many years. Some things can be addressed quickly and some things may not be able to be

addressed. This isn't a directive, but an inventory of suggestions.

Chris wondered about AA response to the evaluation rankings, renaming the reviews to have just three levels, etc. Linda thinks that is something good for this group to talk about. If everyone says a great idea, then it is low hanging fruit. If not, then can have ongoing discussions and take information back to the faculty senates.

Chris mentioned that we will revisit parts of this document at the next meeting. He requested that we circulate to our senates.

### **System Presidency**

The System presidency was discussed further. Peg asked if there will be some discussion of what criteria we are looking at. Linda stated that if we want to suggest criteria to the board, that would be appropriate input for us to provide. John and the Board are still looking into the ideas and what will happen going forward. Bruce mentioned the timeframe. Linda said there are lots of options. Jeff mentioned that perhaps what we as a group (UFC) should be concerned with is the options for search or no search. We should focus on the type of search, not the criteria. What we could do as a group is discuss what type of search we would want to recommend to the board. Linda said perhaps we could ask John how we could help him with getting input for the board for making this decision. Jeff stated that he believes we should decide if UFC should collectively provide a response. Chris says he would agree with that.

Beth moved that Chris will contact John to see if he can talk to John to ask him how we can assist him. Linda stated that AA will facilitate the communication process. We had a second. Motion passed. Chris will get this put together and send to Linda for transfer to John.

### **Revisit faculty representative on the BOT?**

Do we want to revisit this question? Martin asked if there was a possibility we can talk to anybody about this. Bruce mentioned that Misty advocated for this at the last board meeting and he believes she got some positive responses about that. Will take support from the board to get that changed through the legislature. Linda believes the board is listening and are sympathetic. She asked for time to think about potential next steps. Perhaps we could come up with a resolution? Martin said that was why he wanted to bring it up. Linda said we could use Misty's talk as the basis for the resolution. Terry mentioned the potential for consideration of membership, with or without voting. The group decided to contact Misty to get a copy of the speech to inform the resolution.

Chris called for adjournment of the meeting.