



Health Science Center

FACULTY SENATE

A204 GEB December 11th, 2018 4:00 PM

Recording available: <https://mediaserver.uthsc.edu/uthscms/Catalog/catalogs/tflorencia-2018>

Present: Shiva Bohn, Bill Callahan III, Shawna Clark, George Cook, Terry Cooper, Cathy Crill, Martin Donaldson, Ioannis Dragatsis, Mary (Molly) Erickson, Jami Flick, Lori Gonzalez, Bruce Hamilton, David Hamilton, Peg Hartig, Vinay Jain, Vijay Joshi, James W. Kennedy, PJ Koltnow, Csaba Kovessy, Jennifer Langford, Sam Li, Carol Likens, Sharon Little, Nawajes Mandal, Jillian McCarthy Maeder, Myra Meekins, Dayna Myers, Debendra Pattanaik, Phyllis Richey, James (Will) Pledger III, Tayebah (Fruz) Pourmotabbed, Laura Reed, Shaun Rowe, Cindy Russell, Reese Scroggs, Jackie Sharp, Christina Spivey, Helmut Steinburg, Fridtjof Thomas, Kwame Torgbe, Thad Wilson, and Yanhui Zhang.

Absent: Kristen Bettin, Jami Brown, Beth Choby, MaryAnn Clark, Ricketta Clark, Wanda Claro-Woodruff, Dawson Colvert, William Dabbs, Alicia Diaz-Thomas, Tammam ElAbiad, Meiyun Fan, Peter Fischer, Amado Freier, Oscar Grandas, Carrie Harvey, Penny Head, Michael Herr II, Kenneth Hohmeier, Colin Howden, Uzoma Ibeguogu, Robert Jean, Jerry Jones Jr., Vickie Jones, Rajesh Kabra, Rafal Kedzierski, Ramesh Krishnan, Aneel Kumar, Sajeesh Kumar, Santosh Kumar, Roberto Lachica, Mack Land, Chris Ledbetter, Roberto Levi-D'Ancona, Morgan Lisner, Tao Lowe, Tracy McClinton, Elisha McCoy, Mike McDonald, Linda Moses-Simmons, Megan Mulligan, Edwards Park, Frank Park, Jeff Phebus, Ranjit Philip, R.K. Rao, Duane Schafer, Nadeem Shafi, Anthony Sheyn, Richard Smith, Wen Lin Sun, Michelle Surbrook, Jeffery Towbin, Kirtikumar Upadhyay, Jason Vanatta, Gregory Vidal, Regan Williams, and Wes Williamson.

Meeting called to order at 1600 hours CST.

A. Approval of Minutes

Minutes for the November 13th, 2018 meeting were approved unanimously.

B. Announcements

1. President Report –

- Shared that the UTHSC Advisory Board Members has been appointed by Governor Haslam. UTHSC will determine who represents the student body and faculty members. The Student Government Association (SGA) Executive Council will decide on their representation. Faculty Senate will decide who represents the faculty. Comments invited from the audience, which included: Executive Committee should nominate candidates and have an election. Faculty Senate should diversify representatives.

- Chancellor Schwab is considering a new type of regional tuition and working with the Dean's to do so.
 - Competing programs: At University of Memphis, the Doctor of Physical Therapy proposal has been tabled by THEC. Doctor of Osteopathy programs compete with UTHSC students for residency programs. Chancellor Schwab has expressed interest in increasing Family Medicine residents in TN.
2. Subcommittee for non-tenured faculty issues – Next meeting Wednesday, Dec. 12, 2018 from 4-5 p.m. CST in the UTHSC Library Room 230.
 3. Committee Reports – Tabled for next meeting.
 4. Discussion on Faculty Senate restructuring – Tabled for next meeting.
- C. **Guest Speaker** – Special Advisor to the President on Diversity and Inclusion – Dr. Noma Anderson
1. Presentation on the Diversity, Gender or Sex is available on the Mediasite recording.
 - Provided a description of current roles and responsibilities as the Special Advisor to the President on Diversity and Inclusion.
 - Reviewed Senate Bill No. 1553 and explained that the bill substituted the word sex versus gender. Background information provided on the difference between sex and gender.
 - Presented current data on diversity for the UT system and UTHSC, as well as future goals for diversity.
 2. Audience Questions and Answers –
 - Question: Why not use NIH criteria? Answer: ORI was decided on, however open to considering NIH criteria in the future.

*Please see Mediasite recording for full details. Responses have been paraphrased for the purpose of the minutes.

D. **New Business**

Voting on Faculty-Student Relationship Policy.

Action taken: Motion to table the Faculty-Student Relationship Policy.

- Old Business – None.
- Next full Faculty Senate meeting: January 8, 2019 from 4-5 p.m. in GEB A204.

There being no other business, the meeting was adjourned at 1700 hours CST.

Respectfully submitted,

Jami E. Flick, MS, OTR/L

Faculty Senate Secretary

3.8.7 Relationships with Students

3.8.7.1 Definitions

This policy applies to all faculty as defined in Section 6 of the *Faculty Handbook*, whether employed full-time or part-time, whether paid or unpaid. For the purpose of this policy, "relationship" includes any amorous or sexual conduct, whether occurring one time, occasionally, or regularly. Colleges, departments, offices, or other units may impose more restrictive policies governing relationships with students, which shall take precedence over this policy except to the extent such policies violate any Board of Trustees policy or conflict with law. The term "student" is broadly defined to include undergraduate, graduate and professional students, as well as other trainees.

3.8.7.2 Purpose

The purpose of this policy is to preserve the trust and respect that are essential to the faculty-student relationship and the instructional mission of the University of Tennessee Health Science Center. Trust and respect are diminished when a person in a position of authority abuses - or appears to abuse - his or her power. Faculty members are in positions of authority and exercise power over students in many ways, whether in giving praise or criticism, evaluating academic or clinical work, evaluating research, making recommendations for further studies or future employment, or in many other subtle expressions of authority over students. An amorous or sexual relationship with a student greatly increases the potential for a faculty member's abuse of power because of the inherently unequal status of the persons involved in the relationship. Even in cases where such a relationship begins with the mutual consent of the participating persons, it can result in exploitation of the student or the creation of a hostile learning or work environment for the student. Other students and employees may also be adversely affected by the amorous or sexual relationship because the faculty member is positioned to favor or advance one student's interest at the expense of others. In all such cases, the trust and respect essential to the university's instructional mission are diminished.

3.8.7.3 Prohibited Relationships

Amorous or sexual relationships between a faculty member and a student are prohibited when the faculty member has professional authority over, or responsibility for, the student. This professional authority or responsibility encompasses both instructional and non-instructional contexts as defined below:

1. *Relationships in the Instructional Context.* A faculty member shall not have an amorous or sexual relationship (consensual or otherwise) with a student who is simultaneously enrolled in a course being taught by the faculty member or whose academic or work performance is subject to supervision or evaluation by the faculty member. The instructional context includes but is not limited to teaching in the classroom, direct instruction in didactic, experiential and laboratory settings, as well as academic advising, mentoring, tutoring, or participating in student committees.

2. *Relationships outside the Instructional Context.* Outside the instructional context, a faculty member shall not take any action or make any decision that may reward or penalize a student with whom he or she has, or has had, an amorous or sexual relationship. Faculty members must be especially cautious to avoid taking any action that rewards or penalizes the student, or influences others responsible for taking such action.

A faculty member violates this policy by engaging in an amorous or sexual relationship with a student over whom he or she has authority or professional responsibility, even when both parties have consented (or appear to have consented) to the relationship or conduct. Relationships that do not fall under the prohibition in 3.8.7.3, above, even if they appear to be consensual, are strongly discouraged. Voluntary consent by a student to an amorous or sexual relationship with a faculty member is inherently suspect, given the fundamentally asymmetrical nature of the relationship. Furthermore, conduct that begins as consensual can become non-consensual at any time. Even when both parties initially consent to particular conduct, past consent does not preclude a finding of sexual harassment if the conduct was unwelcome or if later conduct was unwelcome. Moreover, conduct that is *consensual* for purposes of criminal statutes, may be nonetheless *unwelcome* and therefore may constitute a violation of the University's policy prohibiting Sexual Harassment and Other Discriminatory Harassment (HR0280), Equal Employment Opportunity (HR0220) or UTHSC's Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation.

3.8.7.4 Reporting Violations of the Policy

Faculty members who have knowledge of a possible violation of this policy are encouraged to report that concern to the Office of Equity and Diversity (OED) for review or investigation. Certain conduct described in this policy may also trigger a mandatory reporting obligation: (a) if the involved student is a minor; (b) if the conduct appears to violate UTHSC's Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation; or (c) if reporting is otherwise required by law or University policy. In the case of uncertainty about the reporting obligation, OED officials may be consulted without providing personally identifiable information (only if they are a confidential resource) in order to clarify the reporting obligation, or to get more information about how OED might handle a possible violation of this policy. Otherwise, all mandatory reporters/responsible employees are required to disclose all details with the Title IX Coordinator or Deputy Title IX Coordinators as required by University policy. If a report is found to have been intentionally false or made maliciously without regard for truth, the reporter may be subject to disciplinary action, in keeping with UTHSC's Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation. This does not apply to reports made in Good Faith (as defined by UTHSC's Policy on Sexual Misconduct, Relationship Violence, Stalking, and Retaliation).

3.8.7.5 Disciplinary Sanctions

When a faculty member is found to have violated this policy, an appropriate sanction, up to and including termination, may be imposed pursuant to the disciplinary procedures applicable to

faculty (Board policies, this Faculty Handbook, and HR policies). Disciplinary sanctions may be appealed through any applicable appeal procedures [\(e.g., Faculty Handbook, Section 7 and Section 8.4\)](#).

3.8.7.6 Administrative Actions

Before - or in addition to - any disciplinary sanctions, University officials may take administrative actions (in consultation with the Chief Academic Officer) for any of the following or similar reasons: to ensure the safety of any person; to protect the integrity of an academic course or other program; to end or prevent a hostile learning or work environment; to end or prevent retaliatory conduct; or for any other reason required to comply with state or federal law.

Administrative actions may include (but are not limited to): temporary administrative leave pending investigation of an alleged violation of this policy; temporary reassignment of courses; temporary reassignment of research projects; or temporary removal from campus. If there is an appeal process for an administrative action, the faculty member may appeal the action, but the administrative action will not be held in abeyance during the appeal.

3.8.7.7 Retaliation Prohibited

Retaliation is prohibited against any person who reports possible violation of this policy or related policies. Retaliation is also prohibited against any person who participates in an OED investigation. Faculty members who have reason to suspect that the prohibition against retaliation has been violated or are the objects of retaliation themselves are directed to contact the OED.