

# **Resources and Services for Effectively Engaging Faculty**

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# Faculty Senate Meeting

February 12, 2018

4:00 PM

GEB A204

# Agenda

- Call to Order
- Approval of Minutes
- Committee Reports
- University Faculty Council Update
- Discussion and Vote on Three Resolutions
- Other Business
- Adjourn

# Committee Reports

# University Faculty Council Update

- Terry Cooper
- Phyllis Richey
- Martin Donaldson

## **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.

# Vote on Resolution 1

## **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



## Resolution 2 – Continued

**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.

# Vote on Resolution 2

### **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

### **Resolution 3 - Continued**

**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.

# Vote on Resolution 3

Other Business

Adjourn