

Draft Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

November 10, 2015

GEB A204

Members present (n=42): Beranova, Sarka; Brown, Jami; Cook, George; Cooper, Terry[^]; Diaz-Thomas, Alicia; Donaldson, Martin; Elabiad, Tammam; Fan, Zheng; Green, Brenda; Gu, Weikuan; Hamby, Ellen*; Hamilton, David; Hartig, Margaret; Head, Penny; Hori, Rod; Jain, Vinay; Lowe, Tau Lu; Mathew, Alexander; McCoy, Elisha; McDonough, Sharon; Mutrie, Lauren; Nolen, Ann; Noyes, William; Ragain, Jr., James; Richey, Phyllis; Scroggs, Reese; Self, Tim; Shafi, Nadeem; Sharp, Jackie; Spivey, Christina; Stegman, Elaine; Sun, Wen Lin; Talati, Ajay; Thomas, Fridtjof*; Vanatta, Jason; Versluis, Antheunis; Wang, Junling*; Williams, Richard; Williamson, Wes; Wilson, Thad; Zhang, Jie. (+1 other by phone)

***Attended by Adobe Connect, [^]Attended by phone.**

Academic Affairs Representative: Russell, Cindy

Members absent (n=39): Airee, Anita; Accardo, Dwayne; Bensinger, Hallie; Boughter, John; Braxton, Ashanti; Bruijn, Lucy; Buckingham, Steven; Burton, Eddie; Callahan, William; Choby, Beth; Christian, James; Craft Robert; Emerson, Stacy; Gosmonova, Elvira; Grandas, Oscar; Gray, Richard Ian; Haberman, Brent; Hastings, Coleen; Hatten, Marie; Ismail, Mohammad; Joshi, Vijaya; Karydis, Anastasios; Koshy, Santhosh; Kumar, Sajeesh; Lazarus, Edward; Ledbetter, Chris; Levin, Michael; Malakoff, Gary; Martin, Dan; McDonald, Michael; Nelson, Eric; Phebus, Jeff; Rao, R.K.; Rinsdale, Lisa A; Sebelik, Merry; Webb, Sherry; Williams, Regan; Yates, Ryan; Wu, Zhaohui.

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1. Call to order by President Wilson: 4:04 PM
 2. Approval of Minutes: The minutes from the October 13th Faculty Senate meeting were approved as distributed by email.
 3. Committee reports:
 - a. The Budget and Benefits had met twice since the last Faculty Senate meeting and indicated that a report would be submitted.
 - b. The Legislative Resource Committee has rescheduled the Legislative Breakfast to Friday, November 20th.
 - c. The Education Committee met and reviewed goals. They discussed the need for new software to monitor cheating by students, etc. There is concern on observation that students have poor patient communication skills.
 - d. The Faculty Affairs Committee has not met and has no chair.
 - e. The Faculty Research Committee sent a report by email.
 - f. The Faculty Computing and Technology Committee met and focused on major goals to facilitate resources for faculty, e.g., where to find information and what outputs are wanted. CIO Vander Aa updated the committee on the status on resources and on the IT upgrade to

the network. A question was raised regarding faculty research incentive bonus. It was suggested that faculty ask VC Ferrara by email.

4. New Business.

- a. President Wilson announced that the Faculty Senate Executive Committee has recommended that the University Faculty Council representative be included as a voting member of that committee. He asked the Faculty Senate vote on that recommendation. The Senate approved the recommendation by a voice vote.
- b. President Wilson presented a resolution regarding UTHSC Faculty Evaluations. The resolution was passed by the Executive Committee and is attached at the end of these minutes. The resolution was suggested by a number of faculty members in order to have the Faculty Senate address the misuse of a definition of “needs improvement” found in APPR documents that had not been approved by the UT Board of Trustees or the UTHSC Faculty Senate. Motion was made by Senator Donaldson and seconded by Representative Richey. Vote was: 35 in favor and 3 opposed. The motion passed.

The meeting was adjourned at 4:31 PM.

Upcoming meetings:

FSEC meeting with the Chancellor – December 15th, 8:00 AM in Hyman 101

FSEC and Chairs – January 7th, 8:00 AM in MSB 201

Next Faculty Senate meeting – January 12th, 4:00 PM in GEB A204

Respectfully submitted, George A. Cook, Secretary, UTHSC Faculty Senate (approved Jan. 12, 2016-December meetings of FSEC and full Senate were cancelled.)

The resolution on faculty evaluations is attached.

Resolution by the UTHSC Faculty Senate
Approved November 8, 2015 by the FSEC
Approved November 10, 2015 by the UTHSC Senate

Whereas: the UTHSC administration in the 2013-2014 and 2014-2015 academic year posted on the UTHSC website entitled "Annual Performance and Planning Review" (APPR) documents that contained a definition of "needs improvement" that was not approved by the UT Board of Trustees or the UTHSC Faculty Senate; and

Whereas: the UTHSC Faculty Senate passed a resolution at its September 2015 meeting requesting that the UTHSC administration remove the aforementioned documents from its website and suggested the UT System administration and the UTHSC administration require anyone in a position to evaluate faculty performance to refrain from using such altered documents for the conduct of faculty evaluations and to restore the original, Senate- and Board-approved APPR document to govern the annual faculty review process, and

Whereas: during academic years 2013-14 and 2014-15 several UTHSC faculty members received performance evaluations of "needs improvement" based on evaluation criteria contained in the altered definition, and

Whereas: these faculty members have requested the Faculty Senate to address such misuse of the inappropriate unapproved definition and consequences resulting from it, and

Whereas: The University of Tennessee and UTHSC are committed to the principles of shared governance and the equitable and just treatment of all faculty, therefore

BE IT RESOLVED: the UTHSC Faculty Senate urgently requests the University of Tennessee System Administration to require the UTHSC Administration to collaborate with UTHSC Faculty Senate officers to create a fair and effective system by which faculty members who have received adverse performance evaluations of "needs improvement" or "unsatisfactory" during the past three years can review and have corrected any errors in those reviews, based upon discrepancies between approved versus unapproved documents or any other erroneous elements used in their review process, and also

BE IT RESOLVED: the UTHSC Faculty Senate further requests the University of Tennessee System Administration to require the UTHSC Administration to work collaboratively with UTHSC Faculty Senate officers to create a fair and effective system whereby any faculty members who have received future expectations in their reviews resulting from discrepancies between Faculty Senate and Board of Trustees-approved and –unapproved documents can review and have corrected any errors in those reviews that occurred in this way, and

FURTHER BE IT RESOLVED: the UTHSC Faculty Senate urgently requests the University of Tennessee System Administration to require the UTHSC Administration to make restitution to such faculty members where it can be shown that they have suffered adverse consequences deriving from the use of the unapproved documents or any other erroneous elements used in the review process