



Health Science Center

FACULTY SENATE
Virtual Meeting by Zoom
September 8, 2020 4:00 PM
Monthly Business Meeting

Attending via Zoom: J. Bieber, R. Smith, L. Lu, G. Mancini, S. Clark, L.A., Williams, M. Lackey, T. Wilson, G. Cook, R. Wilson, T. Pourmotabbed, S. Lancaster, L. Enomoto, T. Cooper, C. Russell, S. Schwab, E. McCoy, M. Clark, K. Strahan, M. Fan, S. Doettl, A. Nicholson, H. Jasmin, A. Starland Davenport, A. Quesenberry, L. Reed, J. Lindsay, A. Hill, R. Sheehy, N. Mandal, S. Martina, A. Griffith, I. Dragatsis, L. Gonzalez, S. Sittnick, J. Yaun, R. Ru, E. Park, R. Zeng, A. Zachry, J. Venturin, C. Spivey, J. Jiang, H. Aziz, W. Cushman, M. Erickson, W. Dabbs, M. Davis, J. McCarthy Maeder, M. Davis, C. Manasco, R. Cowan, T. Jancelewicz, M. Hartig, R. Narayanan, T. Ishrat, K. Derefinko, R. Zeng, M. Herr, N. Zite, D. Diangelo, S. Bresee, L. Willingham, S. Pishko, H. Moss, L. Willingham, S. Little, W. Sun, K. Morris, M. Meekins, P. Khanna, W. William, S. Bohn, M. Panda, J. Pledger, D. Yakoub, F. Park, P. Albin, H. Cosby, V. Abhyankar, T. Cory, P. Richey, K. Hevener, S. Li, 6 Unnamed phone attendees

Meeting called to order 4:02 pm cst/5:02 pm est

- I. Chancellor Schwab opened the Faculty Senate meeting, and welcomed all faculty and staff in attendance in the Zoom meeting to the 2020-2021 academic year. Chancellor Schwab shared that over the last six months UTHSC had successfully graduated all students slated for a May/August 2020 graduation. He commented that overall the faculty, staff, and students had embraced and smoothly transitioned to the “new normal” and were successfully working remotely. He stressed that faculty were working more, as well as harder, but the transition had been remarkable. The Chancellor expressed his thanks to the faculty and staff for their outstanding work over the last six months. He provided a quick update on the budget for the year (i.e., flat budget), as well as building projects (i.e., Quad and new dental facilities). The Chancellor closed his remarks with thanking and wishing the Senate a productive 2020-2021 academic year.

Dr. Richard Smith, Faculty Senate president, opened the first meeting.

- Dr. Smith introduced the Faculty Senate officers for 2020-2021

Dr. Smith opened the floor for discussion of the June 2020 Full Faculty Senate minutes, following no discussion, Dr. Cooper made a motion to accept the minutes as written, and was second by Dr. Hartig.

- 100% in favor to pass the minutes as written.

- II. **Senate Working Committees:** Dr. Smith introduced each Faculty Senate subcommittee. The purpose of each committee and the goals developed by the Faculty Senate Executive Committee were presented, as well as the membership for each committee. Following the discussion of each committee, the Faculty Senate voted on the proposed goals and committee membership as presented.

- Research Committee:
 - Goals – passed with 100% agreement

- Membership – passes with 100% agreement
- Budget & Benefits Committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement
- Education Committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement
- Clinical Affairs Committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement
- Faculty Affairs Committee:
 - Goals – passed with 98% agreement, and 2% disagreement
 - Membership – passes with 100% agreement
- Computing and Technology Committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement
- Handbook Committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement
- Communications Committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement
- Nontenure Track Committee:
 - Goals – passed with 98% agreement, and 2% disagreement
 - Membership – passes with 98% agreement, and 2% disagreement
- Research committee:
 - Goals – passed with 100% agreement
 - Membership – passes with 100% agreement

III. Diversity Statement: The newly authored Diversity Statement was shared with all senators. The rationale for the diversity statement, as well as the statement, was read and the floor opened for discussion. Following no discussion, Dr. Cooper moved for the Senate to accept the Diversity Statement as written, Dr. Hartig seconded the motion.

- Statement passed as written 100%

IV. New Faculty Senators Orientation:

- Dr. Lori Gonzalez presented information about shared governance, and the importance of shared governance for the University. She stressed that there is a need for balance between the administration and faculty. (See appendix for slides)
- Dr. Hartig discussed the rationale for the Senate working committees, and the importance of serving on the committees. She stressed that senators should participate in their appointed committees (See appendix for slides)
- Dr. Cooper provided an overview of the system committees that the Senate has representation on; specifically, UFC (University Faculty Council), TUFS (Tennessee Universities Faculty Senate), Campus Advisory Board, and BOT (Board of Trustees). He also encouraged senators to look at the Senate website, and the associated documents posted on the website. (See appendix for slides)
- Dr. Wilson encouraged senators to get involved; specifically, meet other senators, attending meetings, and communicate Senate updates with their

respective department. He stressed that by voicing ideas, the University grows in a positive way. (See appendix for slides)

- Dr. Pourmotabbed reviewed the accomplishments of the Senate from the previous year, and highlighted the goals for the up-coming academic year. Specifically: (a) the importance of reviewing the UTHSC administration; (b) creating a research database to find collaborators across the campuses; (c) increasing the communications from the Senate (branding and streamlining); and (d) improving the funding and training for computing and technology across the campus, especially as so many people are working from a distance.
- Dr. Smith closed the Senate meeting, thanking all the speakers and opened the floor to questions.

Next Faculty Senate Meeting will be on October 13, 2020 4:00 pm cst

There being no other business, the meeting adjourned at 5:10 pm cst/6:10 pm est.

Respectfully Submitted,

Jillian McCarthy Maeder, PhD, CCC-SLP
Faculty Senate Secretary



UTHSC's Faculty Senate
September 8, 2020
Business Meeting & New Senate Orientation

Mooney Memorial Library, the Heart of UTHSC's Historic Quadrangle

1

Welcome UTHSC Faculty Senate! **UTHSC**

YOUR Faculty Senate Officers and FSEC Members

- Richard Smith, President (COM)
- Jillian McCarthy, Secretary (COHP)
- Peg Hartig, Past-President (CON)
- Fruz Pourmotabbed, President-Elect (COM)
- Dentistry: Wanda Claro-Woodruff
- Graduate Health Sciences: Shelley White-Means
- Health Professions: Anne Zachry
- Medicine-Basic: Edward Park
- Medicine-Clinical: Thad Wilson & Phyllis Richey
- Nursing: Tracy McClinton
- Pharmacy: Frank Park
- Library: Hilary Jasmin
- University Faculty Council: Martin Donaldson
- Advisory Board: Terry Cooper

2

Minutes – June 2020

Discussion

Vote

3

Standing and Special Committees **UTHSC**

Senators who accept appointments as Faculty Senate representatives to campus committees have the duty to represent the needs and point of view of all faculty at the University of Tennessee Health Science Center. Thus, as Faculty Senate representatives, these senators have the additional responsibilities to set aside some personal, departmental, and collegiate perspectives, thereby represent the interests and perspectives of all faculty.

4

Research Committee Responsibilities

1. Develop and promote all health science research
2. Enhance ment the research environment
3. Develop and review policies on:
 - research grants and funding
 - intellectual property, including copyrights and patents
 - human and animal research
 - scientific misconduct and fraud
4. Develop ment of interdisciplinary and interprofessional research
5. Identification and removal of impediments to research through collaboration with UTHSC administration.
6. Chair attends Post-Doc Committee and Graduate Studies Council

5

Research Committee Goals

- Implement UTHSC Faculty Research Resource Database on Quartz-UTHSC site.
- Collaborate with Vice Chancellor for Research in reviewing the institutional and foundation grant applications.
- Continue to pursue formation of grant review committee. (completed)
- Develop ongoing communication regarding the UTHSC intermural grant review process.
- Review invention disclosure and MTA approval policy and procedure.
- Assist and oversee progress in Office of Sponsored Programs (OSP).
- Discuss and prepare a request for research support among long standing faculty.
- Survey faculty to identify impediments for research at UTHSC.

6

Research Committee Members

Chair, Frank Park, College of Pharmacy
Vice Chair, Ioannis Dragatsis, College of Medicine - Basic

Ex-Officio

Joseph (Jody) Clemmons, College of Dentistry	Steven Goodman, VC Research
Carrie Harvey, College of Nursing	Steve Youngentob, AVC Research
Wen Lin Sun, College of Medicine – Basic	Don Thomason, Dean, COGHS
Athena Starland-Davenport, College of Medicine – Basic	
Tayebeh (Fruz) Pourmotabbed, College of Medicine – Basic	
Junaith Mohamed, College of Health Professions	
Denis DiAngelo, College of Medicine - Clinical	
Karen Definko, College of Medicine – Clinical	
Tammam ElAbiad, College of Medicine – Clinical	
Oscar Grandas, College of Medicine – Clinical Knoxville	
Alexandria Quesenberry, College of Medicine – Clinical Knoxville	
Stuart Bresee, College of Medicine – Clinical Knoxville	

Meeting: Fourth Tuesday of every month at 3:00 pm CST

7

Vote

Research Committee

8

Budget & Benefits Committee Responsibilities

1. Review and propose changes to Faculty Handbook sections related to faculty compensation
2. Review and propose updates to "Compensated Outside Activities Policy"
3. Review and propose updates to Faculty compensation package
4. Participate in Campus-wide long-range planning
5. Monitor space allocations and physical facilities with regards to faculty needs.
6. Review and propose policies related to faculty recruitment and retention
7. Update and provide education of faculty about the budget process and related issues
8. Examine tuition, specifically, the non-educational use of tuition dollars
9. Promote transparency in the campus budget and the budget process
10. Examine tenure policies and ~~how the~~ determination of the percentage of guaranteed salary is ~~determined~~

9

Budget & Benefits Committee Goals

Promote the dissemination of clearly stated Faculty compensation and benefits policies and encourage the equitable application of these policies across all colleges.

Promote clear and equitable consideration regarding the criteria for faculty salary raises and bonuses (based on merit, market/gender equity and/or cost of living and salary compression).

Monitor the campus debt service.

Review faculty salaries to ensure ~~gender~~ equity for all.

Review the budget to ensure that all tuition payments are dedicated to student education.

Review and/or conduct any pertinent surveys affecting faculty budget and benefits.

Work with administration to provide faculty support to initiatives that stand to benefit faculty in the areas of budget and benefits.

10

Budget & Benefits Committee Members

Chair, Thad Wilson, College of Medicine – Clinical

James Pledger III, College of Dentistry	<i>Ex-Officio</i>
Wanda Claro-Woodruff, College of Dentistry	
Martin Donaldson, College of Dentistry	Chandra Alston, Associate Vice-Chancellor
Ricketta Clark, College of Nursing	Tony Ferrara, Vice-Chancellor of Finance
Molly Erickson, College of Health Professions	Jacquelyne Cotton, Administrative Staff
Jerry Jones Jr., College of Medicine – Clinical	
Shiva Bohn, College of Medicine – Clinical	
Chris Ledbetter, College of Medicine – Clinical	
Phyllis Richey, College of Medicine – Clinical	
Terry Cooper, College of Medicine – Basic	
Christina Spivey, College of Pharmacy	
Jeff Staack, College of Medicine – Clinical Knoxville	

11

Vote

Budget & Benefits Committee

12

Education Committee Responsibilities

1. Review and collaborate with AVC to update Honor Code
2. Review and propose curricular and instructional goals
3. Propose, review, and approval of new programs and elimination of existing programs
4. Propose development of interdisciplinary and interprofessional programs
5. Review and propose Standards for admission, retention, graduation, and grading
6. Chair serves on Committee on Academic and Student Affairs (CASA)

13

Education Committee Goals

Communicate regularly with Academic, Faculty and Student Affairs (AFSA) about new program development or proposals and changes to or elimination of existing programs.

Review proposals for new academic programs and provide feedback and make recommendations about those programs.

Review and assess learning platforms utilized by the campus to enhance teaching effectiveness in accordance with the UTHSC Strategic Plan.

Promote and monitor the use of electronic plagiarism tools used by faculty and students.

Monitor guidelines and/or procedures for teaching metrics; provide a committee member for a UTHSC committee reviewing these policies, if requested.

Provide a stable link between the faculty and the Teaching and Learning Center.

Discuss best practices for remote learning/remote learning platforms and support faculty in working with them

14

Education Committee Members

Chair, Beth Choby, College of Medicine - Clinical (CASA)
 Vice Chair, Ramesh Krishnan, College of Medicine - Clinical

Mark Lackey, College of Dentistry	<i>Ex Officio</i>
Pam Albin, College of Dentistry	Tom Laughner, TLC
Alexia Williams, College of Nursing	Maryann Clark, AVC, Academic Affairs
Stephanie Lancaster, College of Health Professions	Chad Epps, CHIPS Director,
Danny Yakoub, College of Medicine – Clinical	
Kristen Bettin, College of Medicine – Clinical	
Omar Siddiqui, College of Medicine – Clinical	
Dipen Kadaria, College of Medicine – Clinical	
Vijay Joshi, College of Medicine – Clinical	
Sam Li, College of Pharmacy	
Wen Lin Sun, College of Medicine-basic	
Heather Moss, College of Medicine – Clinical Knoxville	
Andrew Nicholson, College of Medicine – Clinical Knoxville	
Bill Dabbs, College of Medicine – Clinical Knoxville	
Kimberly Morris, College of Medicine – Clinical Knoxville	

15

Vote
Education Committee

16

Clinical Affairs Committee Responsibilities

Enhancing awareness of excellence in clinical activities

Promoting clinical research

Facilitating University/Clinical Relations

Chair of Clinical Affairs attends the Dean's Faculty Advisory Committee (DFAC)

17

Clinical Affairs Committee Goals

Promote consistent faculty practice expectations and rewards within the Colleges and Departments.

Support clinical faculty professional development, including publication, resource availability and grant support.

Promote involvement of clinical faculty in all UTHSC missions by providing time to participate in teaching, research, and service.

Participate in the development and evaluation of policies and plans affecting clinical faculty and their missions.

Keep abreast of the new curriculum changes and be active in the content and implementation of teaching metrics.

Keep abreast of the construction plans of any new clinical building.

Increase clinical faculty – Senate engagement

Assess & address clinicians' academic needs

Promote UT Clinical Services

18

Clinical Affairs Committee Objectives

- Develop representation strategies for Senators
- Summarize Senate roles and what kinds of clinical issues can be brought to the Senate
- Grow content relevance of Senate sessions to clinical faculty
- Improve communication of Senate proceedings to clinical faculty
- Develop a periodic surveillance strategy of clinical faculty to (a) assess needs and interests, (b) include views in major university initiatives
- Promote the university's clinical practices available to faculty (e.g., UT Dentistry Faculty Practice)

19

Clinical Affairs Committee Members

Chair, Nadeem Shafi, COM – Clinical

Jaqueline Venturin, College of Dentistry	Patrick McConville, COM – Clinical Knoxville
Vinay Jain, College of Dentistry	Rong Zeng, COM – Clinical Knoxville
Vrashail Abhyakar, College of Dentistry	Laura Enomoto, COM – Clinical Knoxville
Tracy McClinton, College of Nursing	Andrew Russ, COM – Clinical Knoxville
Steve Doettl, College of Health Professions	Steven Fox, COM – Clinical Knoxville
Helmut Steinberg, COM – Clinical	
Mack Land, COM – Clinical	
Alicia Diaz-Thomas, COM – Clinical	
Ranjit Philip, COM – Clinical	
Maria Carrillo-Marquez, COM – Clinical	
Laura Grese, COM – Clinical	
Kwame Torgbe, COM – Clinical	
Matthew Davis, COM – Clinical	
Tim Jancelewicz, COM – Clinical	
Michael Veve, College of Pharmacy	

20

Vote

Clinical Affairs Committee

21

Faculty Affairs Committee Responsibilities

1. Review and propose changes in policies for appointment, promotion, and tenure
2. Review and propose changes in policies for off-campus assignments and leaves of absence
3. Review and propose changes in "Policy for discharge for cause"
4. Evaluation of administrators
5. Review and propose changes in procedures for faculty performance assessment
6. Propose and provide workshops on promotion and tenure
7. Review and propose change in "Policy on Consulting"
8. Collaborate with AVC in planning and producing "New Faculty Orientation"
9. Chair of the Faculty Affairs Committee serves on Faculty Affairs Working Group

22

Faculty Affairs Committee Goals

- Compile and examine information on the faculty evaluation processes employed across campus with an emphasis on consistency and transparency of faculty appointments, evaluations and advancement practices across colleges.
- Continue examining how the Faculty Senate administers upward evaluation of campus administrators, especially in view of faculty privacy concerns.
- Continue developing a fair, sensitive and equitable plan to share outcomes of the upward evaluation.
- Participate in Faculty Affairs Working Group policy development activities and report them to the FSEC.
- Promote consistent and transparent faculty appointments, evaluation, and advancement practices across all colleges.
- Advocate for faculty support and incentives to encourage faculty retention. (working with Non-tenured committee).
- Promote transparent and equitable workload expectations and requirements for all Faculty across all colleges.
- Continue upward evaluation of administrators on a regular basis.
- Promote the optimal balance between campus security and access.
- Provide feedback and input into the New Faculty Orientation as appropriate.
- Promote Team Science at UTHSC for all Faculty across all colleges (working with Research Committee and Clinical Affairs Committee).

23

Faculty Affairs Committee Members

Chair, Nawajes Mandal, College of Medicine - Clinical

Vice Chair, Sharon Little, College of Nursing

Wanda Irene Claro-Woodruff, College of Dentistry	<i>Ex Officio</i>
Anne Zachry, College of Health Professions	Lori Gonzalez, VC, CAO, Faculty and Student Affairs
Neeraja Yedlapati, College of Medicine - Clinical	Cindy Russell, AVC, Faculty Affairs
Meiyun Fan, College of Medicine – Clinical	
Elisha McCoy, College of Medicine - Clinical	
Stephen Pishko, College of Medicine- Clinical	
Terry Cooper, College of Medicine – Basic	
Shelley White-Means, College of Graduate Studies	
Theodore (Ted) Cory, College of Pharmacy	
Blake Moore, College of Medicine – Clinical Knoxville	
Kristopher Kimball, College of Medicine – Clinical Knoxville	
Gregory Mancini, College of Medicine – Clinical Knoxville	

24

Vote

Faculty Affairs Committee

25

Computing & Technology Committee Responsibilities

To represent the faculty advocating for the computing and technology needs and concerns of the faculty on the UTHSC campus regarding training, infrastructure and support.

Provide input to handbook committee for faculty computing and technology sections.

26

Computing & Technology Committee Goals

Serve as a bridge between UTHSCs IT related departments (IT, TLC, Library Sciences etc) and the faculty's mission with the intent on communicating needs and resources needed for successful delivery of quality and efficient medical education and research.

Areas of focus this year

Promote improved funding and enhanced support for faculty training and access to software and technologies.

Establish a standard upgrade and replacement cycle for faculty computers, technology, and connectivity. (also B&B issue)

Assess faculty needs, as well current difficulties, with transition to online learning and existing in a virtual campus and share these with relevant departments on campus.

Identify best practices that similar campuses are using and develop connections between these programs and UTHSC.

Explore ways to continue "collegiality" in a COVID-19 reality via technological means.

Inclusion of faculty in IT security decisions related to university policies and community partners (i.e., hospitals, clinics).

27

Computing & Technology Committee Members

Chair, PJ Koltnow, College of Medicine – Clinical
Co-Chair, Kirk Hevener, College of Pharmacy

Anne Hill, College of Dentistry
 Emma Murray, College of Nursing
 Charrise Madlock-Brown, College of Health Professions
 Myra Meekins, College of Health Professions
 Jeff Lowder, College of Medicine – Clinical
 Phyllis Richey, College of Medicine – Clinical
 Michael Herr II, College of Medicine – Basic
 Hilary Jasmin, – HS Library
 Shaunta Chamberlin, COM – Clinical Knoxville

Ex Officio

Cindy Russell, AVC Faculty Affairs
Dan Harder, VC of Informational Technology,
Sally Badoud – AVC of Communications and Marketing
Tom Laughner, Teaching and Learning Center,

28

Vote

Computing & Technology Committee

29

Handbook Committee Responsibilities

Work collaboratively with the UTHSC Faculty, The Faculty Senate, the Faculty Senate Executive and other Senate committees, the Faculty Affairs Working Group, the Office of Academic, Faculty and Student Affairs leadership as well as the UTHSC and System Administrations to propose, develop, review, and negotiate changes to the UTHSC Faculty Handbook.

Contribute to the Preparation of UTHSC Faculty Handbook or sections thereof negotiated between the Faculty Handbook Committee and Administration for presentation to the UTHSC Faculty Senate Executive Committee and the UTHSC Faculty Senate.

Verify the accuracy of texts as they proceed through the process of negotiation, approval and subsequent integration into the UTHSC Faculty Handbook

30

Handbook Committee Goals

Collaboratively propose, develop and negotiate policies, processes, procedures, and language for the UTHSC Faculty Handbook that are in the best interest of the UTHSC faculty and for achievement of the missions of the UTHSC campus within the limits of policies approved by the UT Board of Trustees.

31

Handbook Committee Members

Chair, Terry Cooper, College of Medicine, Basic
Vice Chair, Thad Wilson, College of Medicine, Clinical

Jillian McCarthy Maeder, College of Health Professions - At Large
Peg Hartig, College of Nursing
Richard Smith, College of Medicine, Clinical
Martin Donaldson, College of Dentistry
Frank Park, College of Pharmacy

Ex Officio

Lori Gonzalez, CAO, VC of Academic, Faculty and Student Affairs
Cindy Russell, AVC, Faculty Affairs Office of Academic, Faculty, & Student Affairs

32

Vote

Handbook Committee

33

Faculty Communications Committee Responsibilities

Facilitate branding of the faculty senate throughout the university community across the state.

Collaborate with Communications and Marketing to develop a strategic plan for the use of traditional, innovative, and emerging communication platforms to disseminate messaging for senate activities and announcements.

34

Faculty Communications Committee Goals

Develop senate branding for use across various communication platforms.

Recommend guidelines for senate communication practices to:

- Develop templates to be used on various communication platforms,
- Convey senate activities and announcements,
- Solicit information from the faculty as it pertains to issues addressed by the Senate and its committees.

35

Communications Committee Members

Chair, Phyllis Richey, College of Medicine – Clinical
Vice Chair, Terry Cooper, College of Medicine - Basic

Shawna Clark, College of Dentistry
Jillian McCarthy, College of Health Professions
Jianxiong Jiang, College of Pharmacy
Jeffry Bieber, College of Medicine – Clinical Knoxville

Ex-Officio
Sally Badoud, AVC of Communications and Marketing,

36

Vote
Communications Committee

37

Non-Tenure Track Committee Goals

Provide representation for non-tenure faculty at UTHSC

Promote discussion of multi-year contracts to better draw faculty to UTHSC and improve faculty career stability

Discuss pathways for promotion in each college

Discuss best practices for the mentoring and advancement of faculty who are not on the tenure track pathway

38

Non-Tenure Track Committee Members

(Chair) Beth Choby, Medicine	Ex Officio
(Vice Chair) Michael Herr, Medicine	Cindy Russell AVC, Faculty Affairs

Yanhui Zhang, College of Dentistry	Kenneth Hohmeier, College of Pharmacy
Laura Reed, College of Nursing	Hilary Jasmin, Library
Peg Hartig, College of Nursing	
Steve Doettl, College of Health Professions	Timothy Williams, COM - Clinical, Knoxville
Myra Meekins, College of Health Professions	Nikki Zite, COM - Clinical, Knoxville
Yehoshua Levine, College of Medicine - Clinical	Amelia Orucevic, COM - Clinical, Knoxville
Claudio Tombazzi, College of Medicine - Clinical	Ryan Pickens, COM - Clinical, Knoxville
Ashekia Pinckney, College of Medicine - Clinical	Robert Jean, COM - Clinical, Chattanooga
Jason Yaun, College of Medicine - Clinical	
Geoffrey Goodin, College of Medicine – Clinical	
Stephen Sittnick, College of Medicine - Clinical	
Kirtikumar Upadhyay, College of Medicine - Clinical	
Edwards Park, College of Medicine, Basic	

39

Vote
Non-Tenure Track Committee

40

Mission statement approval by Senate for inclusion in the Handbook

The Mission of UTHSC

The mission of the University of Tennessee Health Science Center (UTHSC) is to improve the health and well-being of Tennesseans and the global community by fostering integrated, collaborative, and inclusive education, research, scientific discovery, clinical care, and public service

FOR VOTE:

The UTHSC Commitment to Diversity

UTHSC is a community and culture that welcomes, encourages, and supports all individuals. As such, our community is committed to being responsible and accountable for its actions and will provide justice for all its members. We are dedicated to the inherent value and dignity of each person, and continuously seek to foster a welcoming environment. Our goal is to promote and maintain a culture in which all students, staff, faculty, and administrators can study and work in the absence of bias, discrimination, or harassment.

We are a community with an obligation to acknowledge the humanity and dignity of others and uphold their right to express differing opinions. We are an institution that supports and inspires diverse voices, one where ideas that we do not agree with are respected, not marginalized. We seek to create opportunities for open dialogue across differences, to generate connection and communication rather than polarization. We celebrate multiple approaches and points of view because it is this diversity that drives innovation and progress in our rapidly changing world. We recognize that the success of each UTHSC member strengthens our creative community and that the collective union of all individuals will make us stronger and more inclusive.

41

Vote
Diversity Statement

42

Welcome UTHSC NEW Faculty Senators! **UTHSC**

Article II. Purpose
The Faculty Senate exists to represent the faculty as its sole elected body and to provide a systematic means for faculty participation in the affairs of The University of Tennessee.

2.3.4.2 Elected Campus-Wide Faculty Leadership: The Faculty Senate

- On the campus-wide level, the UTHSC Faculty Senate represents the faculty as its sole elected body.

2.3.5.2 Review and Recommendations Concerning Campus-Wide Academic Policies

- Proposals for new and revised campus-wide academic policies must be reviewed by the Faculty Senate. If the Chancellor initiates a new or revised academic policy, the Chancellor will forward it to the Faculty Senate for review and recommendation. The President of the Senate is responsible for ensuring that the appropriate Senate procedures are followed to review new or revised academic policies

43

UT
 THE UNIVERSITY OF
TENNESSEE
 HEALTH SCIENCE CENTER.

Shared Governance

Cindy Russell, Associate Vice Chancellor for Faculty Affairs
 Lori Gonzalez, Vice Chancellor for Academic, Faculty and Student Affairs

New Senator Orientation – September 8, 2020

44

TODAY'S DISCUSSION **UTHSC**

Shared Governance – the key to a vibrant institution

- Review Shared Governance
- Review Shared Governance and its Relationship to Academic Freedom
- Discuss How Shared Governance Moves the Institution Forward

45

Shared Governance and Academic Freedom represent the two foundational principles of the Academy.

Shared Governance provides for representation by key stakeholders in decision-making that impacts the institution.

46

UTHSC

Shared Governance is not...

Faculty to Administration
 "We will tell you how you should govern."

Administration to Faculty
 "You are our most important resource and therefore, you should delegate governance to us. We don't want you to have to worry about the pesky details of governance."

47

The Ultimate Authority **UTHSC**

The UT Board of Trustees

- Has the ultimate legal authority for the University
- Delegates certain responsibilities to the President to the Chancellor to the Faculty
- Faculty Senate and Faculty Organizations at the College level serve as our Faculty Governance bodies

48



Shared Governance

- Often misunderstood by faculty and administrators
- Requires a delicate balance between faculty and staff participation in planning and decision-making and administrative accountability
- Builds on a collaborative (not adversarial) relationship

49



Shared Governance

- "Inescapable interdependence among governing board, administrators, students and others" (AAUP)
- Requires adequate communication
- Is built on trust and mutual respect
- Based on the knowledge that the collective is stronger than any one entity

50

How Shared Governance is Codified



1968 Statement on Government of Colleges and Universities

Called for "appropriately shared responsibility and cooperative action among the components of the academic institutions"

Drafted by

- American Association of University Professors (AAUP)
- American Council on Education (ACE)
- Association of Governing Boards of Universities and Colleges (AGB)

51

How Shared Governance is Codified



University of Tennessee

Board of Trustee Bylaws

- BT0006 – Policies Governing Academic Freedom
"in the University's program of teaching, research and service, it is essential that the Board administration and faculty cooperate voluntarily, each contributing freely, according to his or her qualifications, in a mutually beneficial exchange of information and ideas."

52

How Shared Governance is Codified



University of Tennessee Health Science Center

Faculty Handbook

- "Academic Governance is the system through which the Board, the University administrators, and the University faculties participate in developing policy on academic matters."

Faculty Handbook, 8/18 Version, Page 3

53

How Shared Governance is Codified



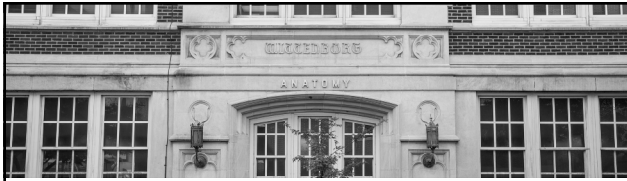
University of Tennessee Health Science Center

Effective academic governance is a hallmark of a mature educational institution. Therefore, all participants have the duty to strive to make academic governance:

- A cooperative process that demands a joint effort between the Chancellor and the faculty of UTHSC with appropriate participation by students, alumni, and staff;
- An open process that is characterized by a courteous, free-flowing exchange of information and opinions between all interested parties;
- A respectful process that gives increased weight to the opinions of participants who are accountable for the matters under consideration;
- A comprehensive process that assumes that any issue may be relevant to the academic enterprise;
- A bilateral process that produces policies that apply to UTHSC as a whole, and policies that apply only to one college or non-collegiate academic unit; and
- A responsible process that is subordinate to governmental authority, the final institutional authority of the Board, and the delegated authority of the President.

Faculty Handbook, 8/18 Version

54



Faculty Participation Includes

- Sole authority to plan and develop the curriculum
- Authorize the University to award academic degrees
- Levels of Participation

Consultation	Advice & Recommendation
Shared Responsibility	Delegated Authority

55

UTHSC

Academic Freedom

Is the Freedom of:

Inquiry and research, including publication of results
 - Subject to academic performance of other academic duties

Teaching within the university
 - Discussing the subject matter, but not controversial matters with no relation to the subject

Extramural utterance and action
 - Expressing opinions freely outside the university

56



Academic Freedom and Responsibility

- Freedom** to pursue knowledge without interference
 Privilege to a free search for truth and knowledge
- Responsibility** to maintain standards of the academic and society's norms
 Right to impart truths and knowledge to others unfettered by political or ideological pressure

57

UTHSC

Shared Governance & Academic Freedom

Faculty committees and governance bodies, whether constituted to address curricular, personnel, or other matters – must be free to bring to bear on these issues not merely their disciplinary competencies, but their first hand understanding of what constitutes good teaching and research generally, and of the climate in which those endeavors can be best be conducted.

58



Administration and the Faculty Senate

- Periodic meetings with the Chancellor and elected officers of the Senate
- Formation of committees to inform major university decisions
- Open, frequent communication between administration and the Senate
- Mutual understanding of the core mission

59

Questions?

Contact:
 Cindy Russell | crussell@uthsc.edu | 901-448-6158
 Lori Gonzalez | lsgonz01@uthsc.edu | 901-448-4930

UT THE UNIVERSITY OF TENNESSEE
 HEALTH SCIENCE CENTER

60

Expectations of Senators

Peg Hartig, Ph.D., Past President

61

Expectations of Senators

1. Serve on Committee – several from which to choose
2. Communicate with constituency - Frequency/purpose
3. Serve on committee
4. Communicate with constituency - Update on Senate actions/Solicit areas of interest/concern
5. Bring issues of faculty interest/concern to Senate; ideally for resolution
6. Participate –
 - General Senate meetings (second Tuesday at 4:00 pm, September – June)
 - Faculty Senate Committee assignment
 - Zoom/Phone/Send Proxy if cannot attend

62

General Knowledge of the Senate

Terry Cooper, Ph.D., Faculty Representative on Advisory Board

63

Major Venues Where the Senate Is Heard and Can Influence UT Policies Shared Governance

UFC – University Faculty Counsel - confers with, advises, and communicates with UT System Administration and the UT President on system-wide matters of interest to the campus faculties. Senate President + 1 other member from each campus

TUFS – Tennessee University Faculty Senate – Represents the interests of 10,000 Tennessee faculty members. 1 representative from each campus

BOT – UT Board of Trustees – Approves all UT policies, Faculty Handbooks, Campus Budgets, all major decisions affecting UT. 11 members appointed by governor, confirmed by legislature + 1 voting student & 1 non-voting faculty member. Faculty member is voting on the BOT Education, Research, and Service Committee.

Campus Advisory Board – Recommendation on operating budget, tuition, student fees, and strategic plan. Advise Chancellor, President & BOT on campus & related matters. 5 members appointed by governor, confirmed by legislature + 1 voting student & 1 voting faculty member.

64

Points of Faculty Senate Influence on Campus Life

Not nearly an exhaustive list

Campus Strategic Plan– Goals and metrics to be met by UTHSC – reported to BOT

Campus Master Plan– Future buildings locations, CHIPS, Quad, Vivarium, Dentistry Building

Senior Administrator Search Committees – College, Campus & System appointments

Faculty Handbook & College Bylaws Committees– Academic policies governing faculty activities including appointments, promotions, tenure, termination

Most Campus Infrastructure Committees– e.g., Curriculum, Digital measures, IT, Marketing, Budget, Research, Faculty Grievance, College organizations

65

Sources of Information on the Faculty Senate Website

<https://uthsc.edu/faculty-senate> or search for "Faculty Senate"

Governing Documents and Policy Resources
Faculty Handbook, College & Senate Bylaws, Faculty Resources (e.g., APFR annual performance and planning review, PTR post-tenure review, EPPR enhanced post-tenure performance review policies), UTHSC policies, faculty forms and Board of Trustees, Campus Advisory Board, UFC, TUFS website links

Membership
Contact information for all Faculty Senators, collated by college, Senate terms

Committees
Composition, Goals, Objectives

Minutes & Reports
Faculty Senate meeting agendas, minutes, and reports
BOT & Campus Advisory Board materials, minutes and activity reports
UFC and TUFS minutes and reports

Memorials and Retirements
The Senate expresses gratitude for all faculty and staff who served our campus

Faculty Statistics
UTHSC Factbook – Enrollment, Graduations, Tenures, Promotion, Percent effort, etc

66

Rewards of serving on the Senate

Thad Wilson, Ph.D., FSEC member for College of Medicine-Clinical

67

Why spend time in the Faculty Senate

- In the beginning
 - No one else wants to do it from your department
 - It counts as service
 - You focus your interest in simply attending meetings and on your departmental issues as well as personal interests
- In the Middle
 - You establish new connections with faculty/administrators and staff you might not otherwise have met
 - You are presented issues facing the campus and other faculty that will impact you, your department, the campus and sometimes the system
 - You solidify a common interest in the success of our common missions
 - You find a way to affect change through your involvement

68

Why spend time in the Faculty Senate

- In the End
 - You expand to directly affect changes and uphold faculty interests by furthering your involvement in committees and/or in leadership roles
 - You find your voice, either individually or as a group, no matter the personal cost
 - Sometimes those group experiences involve other system campuses and other institutions i.e. BOT, UFC, TUFs
 - You hopefully find new people to further their path so that we have an interested set of faculty to succeed those who need to retire from some of these higher level positions and carry on the important task of representing faculty interests and rights in the growth of our campus/system.


69

New Initiatives of the Senate

Tayebeh (Fruz) Pourmotabbed, President-Elect

70

New Initiatives for 2020-2021



- Faculty Affairs under the direction of **Nawajes Mandal, College of Medicine – Clinical**
 - Increase participation in evaluation of Administration (FFA)
- Research committee under the direction of **Frank Park, Pharmacy**
 - Implementation of Faculty Research Database
 - Identification and removal of impediments to research through collaboration with UTHSC administration
- Communications committee under the direction of **Phyllis Richey, College of Medicine – Clinical**
 - Devise guidelines for senate communication practices (Convey senate activities and announcements)
- Computing and Technology committee under the direction of **PJ Koltnow, College of Medicine – Clinical**
 - Promote improved funding and enhanced support for faculty training and access to software and technologies
 - Establish a standard upgrade and replacement cycle for faculty computers, technology, and connectivity

71

Questions? Comments?

Thank you for your attention.

See you Tuesday, October 13, 2020 at 4:00 pm (cst)/5:00 pm (est)

72