

FACULTY SENATE MINUTES

UTHSC Faculty Senate Meeting

Zoom Monthly Meeting
December 13, 2022

Attendance: (senators, administrators, and faculty)

Attending: Jillian McCarthy, Paul J Koltnow, Karen Derefinko, Tayebah Pourmotabbed, Phyllis Richey, Brett Wilson, Richard Smith, Wen Lin Sun, Thaddeus A Wilson, L. Alexia Williams, Shaun Rowe, Yi Lu, Zheng Fan, Chris Wood, Erinn Finke, Steven M Doettl, Laura T Reed, Maggie Wheeler, Ramesh Krishnan, Alexandria Q Wilson, Kimberly Kennel, Hassan Almoazen, Lisa Beasley, Stephen Pishko, Shaunta' Martina Chamberlin, Dennis Leo, Jaqueline D Venturin, Tauheed Ishrat, Vrushali Abhyankar, Yanhui Zhang, Hilary Jasmin, Mary Erickson, Ted Cory, Vickie Baselski, Frank Park, Ranjit Philip, Shaunta' Martina Chamberlin, Jeffrey Bieber, Twisha Oza, Maria Carrillo, Kevin William Freeman, Fatima Ahmed, Kim Morris, Heather Moss, April Hilsdon, Rebecca Reynolds, Sharon Little, Martin Donaldson, Tracy McClinton, Edwards A Park, Helmut O Steinberg, Rong Zeng, Sharon Little, Michelle Lynn Abramovitz, Elizabeth Carper, Elizabeth Hall, Kristi Forman, Cynthia Russell, Peter Buckley, Hilary Jasmin, Howard Gadlin, E. Haavi Morreim, Lee Weaver, Dan Young.

Meeting was called to order at 4:04 pm CST/5:04 pm EST

Faculty Senate Meeting

Presiding: Dr. Jillian McCarthy, President

Approval of November 8, 2022 minutes:

- The floor was opened for discussion of the November 8, 2022 meeting minutes. No edits were recommended. Dr. Richard Smith motioned to accept the minutes as written. Motion was seconded by Mr. PJ Koltonow.
 - Poll Everywhere vote
 - Accept: 100% (31/31)
 - Do not accept: 0% (0/31)
 - Abstain: 0% (0/31)

Discussion with Dr. Howard Gadlin, former Ombudsman and Director of the Center for Cooperative Resolution at the National Institutes of Health:

- Function of Ombuds
 - Neutral role, impartial, not a part of decision making body
 - Has two responsibilities:
 - To work with individuals who have concerns to resolve
 - To identify systemic problems in culture, organization, procedures that generate or exacerbate conflicts
 - Ombuds has no formal power
 - Questions:
 - Can Ombuds provide mediation?
 - Yes
 - Who needs an Ombuds, why not go to Dean, Faculty Affairs, or HR?
 - Generally, an issue of distrust (HR may be seen as apologists, not be able to secure confidentiality, Dean may not be impartial)
 - Ombuds does not keep records, not obligated to report sexual harassment, for example
 - If you go to any other official, university is “notified”
 - What kinds of conflicts can be resolved?

- Student/Professor
- Authorship
- Leadership
- How does a university choose an Ombuds?
 - Can be internal or external candidate
 - There are networks to get announcements out for position
 - No particular discipline serves the role better or worse. Training programs exist
 - Is a full time position at most places, may need more than one in the role depending upon need
- Ombuds is an advocate for fairness, not any person
- Ombuds is paid position

Discussion and Vote regarding the Adjunct Faculty Position at Other Institutions Policy (attached)

- Changes described by Dr. Jillian McCarthy (see Addendum 1 and Addendum 2)
- Dr. Shaun Rowe motioned to accept the bylaws as written. Dr. Richard Smith seconded.
 - Poll Everywhere vote
 - Accept: 97% (37/38)
 - Do Not Accept: 0% (0/38)
 - Abstain: 3% (1/38)
 - Accept as written

Committee Updates:

- None

New Business:

- Michelle Abramovitz added to Faculty Senator roster

Announcements:

- Up-coming senate meetings:
 - 01/10/23: Jess Newman from the Library on NIH Data Sharing requirements

The meeting adjourned at 4:55 pm CST/5:55 pm EST.

Respectfully Submitted,

Dr. Karen Derefinko
Faculty Senate Secretary

Addendum 1

10-25-22 Received from Kristi Forman & Distributed to Handbook
Committee

11-1-22 Revisions approved by Handbook Committee to be forwarded to
FSEC for disposition

POLICY

UTHSC recognizes that its faculty may benefit from acceptance of compensated adjunct faculty appointments at other institutions and permits such a compensated adjunct appointment ~~if as long as~~ it does not constitute an unacceptable conflict of interest or commitment on the part of the faculty member. Any such adjunct faculty appointment must be approved under the procedures set forth in UTHSC's Policy on Compensated Outside Services (Appendix F), and must comply with relevant University policies (including GE0002 - Conflicts of Interest & Commitment and FI0445 - Employee Services between the University Board of Regents Institutions and State Agencies). ~~Faculty should also be aware that some colleges have strict requirements limiting clinical practice to UTHSC-approved venues (see § 4.13: Faculty-Initiated Changes in Clinical Practice Affiliation). Faculty members wishing to engage in such appointments must obtain prior approval from their department chair and dean as described in the following procedure before undertaking such activities in order to assure that such activities do not interfere with their fulfillment of their responsibilities as a UTHSC faculty member.~~

UTHSC also recognizes that its faculty may benefit from, and may provide valuable professional service ~~by from~~ participating in, unpaid or volunteer appointments at other institutions, such as service on dissertation committees for graduate students or review activities at those institutions. ~~However, faculty should be aware that some colleges have strict requirements limiting clinical practice to UTHSC-approved venues (see § 4.13: Faculty-Initiated Changes in Clinical Practice Affiliation). Faculty~~

~~members wishing to engage in such appointments must obtain prior approval from their department chair and dean as described in the following procedure before undertaking such activities in order to assure that such activities do not interfere with their fulfillment of their responsibilities as a UTHSC faculty member.~~

Faculty members wishing to engage in such appointments (compensated and uncompensated) must obtain prior approval from their department chair and dean as described in the following procedure before undertaking such activities in order to assure that such activities do not interfere with their fulfillment of their responsibilities as a UTHSC faculty member.

Clinical faculty should also be aware that some colleges have strict requirements limiting clinical practice to UTHSC-approved venues (see § 4.13: Faculty-Initiated Changes in Clinical Practice Affiliation).

POLICY RATIONALE AND PROCEDURE

Since the acceptance of an adjunct faculty appointment or uncompensated volunteer appointment at another institution has the potential to create a conflict of interest or a conflict of commitment to UTHSC, any full time UTHSC faculty member wishing to pursue such an appointment must adhere to the following procedure:

- The faculty member must provide their ~~department chair~~ with a written proposal that includes identification of the other university/institution as well as a description of the duties that they plan to perform for the other university/institution.
- If it is determined that the proposed arrangement would constitute little or no conflict of interest/commitment for the faculty member, the department chair will approve the proposal and forward copies of that approval to the faculty member, the Dean and the ~~Chief Vice Chancellor for Academic~~ Officer (CAO, Faculty and Student Affairs (VCAFSA)).

- If it is determined that the adjunct appointment would constitute a substantial conflict of interest/commitment, the chair will deny the request. The chair~~He/she~~ may also indicate whether an alternative arrangement (a subcontract for faculty time, a change in the faculty member's appointment to part time, etc.) might be acceptable. If an alternative arrangement is proposed, it then will be discussed by the chair and faculty member with the objective of reaching a mutually acceptable arrangement. In either case, the Chair will communicate the reasoning for their~~his/her~~ decision or alternative suggestions to the faculty member, the Dean and the CAO/VCA/FA in writing. Changes in faculty status require approval by the Dean and notice to the CAO/VCA/FA.

APPROVAL HISTORY

Effective: April 16, 1985

Revision: September 1996

Reviewed: June 19, 2012

Reviewed & edited: September 29, 2016 by the Faculty Handbook Sub-Committee

Reviewed: October 13, 2016 by the Faculty Affairs Work Group (FAWG)

Edited: November 30, 2016 by the Associate Vice Chancellor for Faculty Affairs to document review by FAWG

Approved by Handbook Committee December 14, 2017

Approved January 18, 2018 by FSEC & FAWG

Edited: April 7, 2022 by Faculty Senate Executive Committee

Edited: July 21, 2022 by General Counsel to comply with other University policies

Approved: August 4, 2022 by Faculty Affairs Work Group (FAWG)

Approved: November 1, 2022 by Faculty Senate Handbook Committee

Addendum 2

10-25-22 Received from Kristi Forman & Distributed to Handbook Committee

11-1-22 Revisions approved by Handbook Committee to be forwarded to FSEC for disposition

11-15-22 FSEC-approved version distributed to the full Senate for disposition

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such activities in order to assure that such activities do not interfere with their fulfillment of their responsibilities as a UTHSC faculty member.

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Approved: November 15, 2022 by Faculty Senate Executive Committee