

# *Minutes*

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

## FACULTY SENATE

September 8, 2015

GEB A204

**Members present (n=46):** Airee, Anita\*; Choby, Beth; Boughter, John; Braxton, Ashanti; Christian, James; Cook, George; Cooper, Terry\*; Donaldson, Martin; Emerson, Stacy; Green, Brenda; Hamby, Ellen\*; Hamilton, David; Hartig, Margaret; Hastings, Coleen; Head, Penny; Hori, Rod; Jain, Vinay; Joshi, Vijaya; Karydis, Anastasios; Ledbetter, Chris\*; Lowe, Tau Lu; Mathew, Alexander; McDonald, Michael; McDonough, Sharon; Nelson, Eric\*; Nolen, Ann; Ragain, Jr., James; Rao, R.K.; Richey, Phyllis; Scroggs, Reese, Self, Tim; Shafi, Nadeem; Spivey, Christina; Stegman, Elaine; Sun, Wen Lin; Thomas, Fridtjof; Vanatta, Jason; Versluis, Antheunis; Wang, Junling\*; Webb, Sherry; Williams, Regan\*; Williams, Richard; Williamson, Wes; Wilson, Thad; Wu, Zhaohui; Yates, Ryan; Zhang, Jie.

\*Attended by Adobe Connect

**Academic Affairs Representatives:** Gonzalez, Lori; Russell, Cindy

**Members absent (n=35):** Accardo, Dwayne; Bensinger, Hallie; Beranova, Sarka; Brown, Jamie; Bruijn, Lucy; Buckingham, Steven; Burton, Eddie; Callahan, William; Craft Robert; Diaz-Thomas, Alicia; Elbiad, Tammam; Fan, Zheng; Gosmonova, Elvira; Grandas, Oscar; Gray, Richard Ian; Gu, Weikuan; Haberman, Brent; Hatten, Marie; Ismail, Mohammad Kashif; Koshy, Santhosh; Kumar, Sajeesh; Lazarus, Edward; Levin, Michael; Malakoff, Gary; Martin, Dan; McCoy, Elisha; Mutrie, Ann; Noyes, William; Phebus, Jeff; Rinsdale, Lisa A.; Sebelik, Merry; Sharp, Jackie; Smith, Jami; Talati, Ajay.

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1. Call to order by President Wilson: 4:01 PM
  2. Announcements: New senators were welcomed to the Faculty Senate. There were 6 new senators present in the room with more online.
  3. Approval of Minutes: The minutes from the June 9<sup>th</sup> Faculty Senate meeting were approved with changes to update the responses to the Upward Evaluation Survey to show final percentage values for response rates in each college.
  4. Committee reports: Present Wilson asked each Committee Chair if they had updates to committee reports that had been submitted before the meeting. Senator Rao reported from the Faculty Research Committee Vice Chancellor Goodman discussed his plans to form planning committees for space and for a research development strategy. He also discussed his plan for possible changes in the research incentive program. Richard Magrid of UTRF discussed the new online inventions disclosure form. Debbie Smith presented plans for a new system to replace PAMS. In the new system, faculty profiles will be saved to save time in submitting grant proposals. Misconduct policy is being reviewed. An intramural committee for reviewing grants will be composed of 8 faculty members with 4 outside reviewers and possibly some ad hoc. All faculty reviewing grants will be given credit for 5% time. Four committee reports were submitted before the meeting and are attached to these minutes.

## 5. New Business.

- a. Faculty Senate Committee rosters and Goals for the academic year were presented by President Wilson. Most goals were continued from last year. It was noted that the Faculty Affairs Committee still needs a chair. Committees and goals are attached to these minutes.

President Wilson called for a vote on the committees. The vote to approve the committees and goals was: 38 for, including 3 online; none against; 2 abstaining.

- b. A resolution regarding APPR information posted on the Faculty Affairs website was presented. In early 2015 the Faculty Senate leadership was approached by individual faculty members who questioned whether the language published in Appendix J on the UTHSC Faculty Affairs website describing the Faculty Annual Performance and Planning Review (APPR) had received Faculty Senate and/or Board of Trustees (BOT) approval since it was different from the Appendix J version that had been posted up through 2013. The definition of "Needs Improvement" had been changed in the new document *from "a level of performance that did not consistently meet all the agreed-upon goals and objectives" to "a level of performance that did not satisfy the goals, objectives, and/or work assignments"*. Since the answer to this question was not readily available, current and past Faculty Senate officers searched for documents including meeting minutes, previous versions of handbooks or Faculty Evaluation Manual drafts, and UT Board of Trustees documents to trace the history of this language. Those searches, as described in the resolution (included at the end of these minutes), demonstrated that in 2013 the UTHSC Administration had changed Appendix J from the BOT approved language. No such language was found in any documents that had been approved by the Faculty Senate or the Board of Trustees. Furthermore, the wording change had been specifically voted down by the Faculty Senate in 2011. Therefore, the resolution was developed to present the chronology of documents and events, and to request that the website language for Appendix J be returned to that which had received both BOT and Faculty Senate approval.

The vote in favor of the resolution was 41 in favor, 2 against, with one abstention. The resolution passed and will be delivered to the UTHSC and the UT System administrations. The full resolution is attached to these minutes.

6. It was announced that the TUFs meeting will be held in Memphis this weekend.

7. The meeting adjourned at 4:46 PM.

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Upcoming meetings:

FSEC meeting with the Chancellor – September 15<sup>th</sup>, 8:00 AM in Hyman 101

FSEC and Chairs – October 2<sup>nd</sup>, 8:00 AM in MSB 201

Next Faculty Senate meeting – October 13<sup>th</sup>, 4:00 PM in GEB A204

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Committee rosters and goals for 2015-2016:

Budget and Benefits: Martin Donaldson (Chair)	College of Dentistry
Stacey Emerson	College of Nursing
Chris Ledbetter	College of Medicine - Clinical
Dan Martin	College of Medicine - Clinical
Jay Ragain	College of Dentistry
Christiana Spivey	College of Pharmacy
Elaine Stegman	College of Health Professions
George Cook	College of Medicine - Basic
Thad Wilson	Ex Officio – Senate President
Tony Ferrara	Ex Officio (non voting) administration
Chandra Alston	Ex Officio (non voting) administration
Jacquelyne McClarin	Administrative Assistant
Ellen Hamby	College of Health Professions
Santhosh Koshy	College of Medicine - Clinical

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).
- Provide Faculty input into the planning of the UTHSC annual budget and analyzing of administrative overhead.
- Monitor the campus debt service

Clinical Affairs Ajay Talati (Chair)	College of Medicine - Clinical
Anita Airee	College of Pharmacy
Lucy Bruijn	College of Medicine - Clinical
Jim Christian	College of Dentistry
Alicia Diaz-Thomas	College of Medicine - Clinical
Weikuan Gu	College of Medicine - Clinical
Vinay Jain	College of Dentistry
Michael Levin	College of Medicine - Clinical
Ann Michael	College of Health Professions
Mohammad Ishmail	College of Medicine – Clinical
Gary Malakoff	College of Medicine –

Lauren Mutrie	Clinical College of Medicine – Clinical
Steven Buckingham	College of Medicine - Clinical

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.
- Promote recognition and credit for service to UTHSC
- Participate in the development and evaluation of policies and plans affecting Clinical Faculty and their missions.
- Monitor curriculum changes and be active in the content and implementation of the "Tool for Tracking Educational Activities".
- Keep abreast of the construction plans of any new clinical building.
- Increase interaction with basic science faculty members for research collaborations

Educational Committee Peg Hartig (Chair)	College of Nursing
Eric Nelson	College of Medicine - Clinical
Vijaya Joshi	College of Medicine- Clinical
John Boughter	College of Medicine-Basic
Jeff Phebus	College of Dentistry
Tim Self	College of Pharmacy
Sherry Webb	College of Nursing
Wes Williamson	College of Health Professions
Lauren Mutrie	College of Medicine - Clinical
Anastasios Karydis	College of Dentistry
Beth Choby	College of Medicine – Clinical
Brent Haberman	College of Medicine – Clinical

Goals:

- Review teaching awards currently available in each College and recommend establishing additional College and University-wide awards if appropriate.
- Establish a procedure for regular communication with Academic Affairs about new program development or proposals and changes to or elimination of existing programs.
- Review proposals for new programs and provide feedback and make recommendations about those

programs.

- Promote and monitor the use of SafeAssign plagiarism checking software 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 Faculty Resource Center.

#### Faculty Affairs

(Chair = none)

Ashanti Braxton	College of Dentistry
Eddie Burton	College of Dentistry
Terry Cooper	College of Medicine - Basis
Elvira Gosmonva	College of Medicine - Clinical
Penny Head	College of Health Professions
Lisa Jennings	College of Medicine - Clinical
Alexander Mathew	College of Medicine - Clinical
Ryan Yates	College of Pharmacy
Rod Hori	College of Medicine - Basic
Hallie Bensinger	College of Nursing

#### Goals:

- Promote consistent and transparent faculty appointments, evaluation, and advancement practices across all colleges.
- Examine the faculty evaluation process across colleges.
- Advocate for faculty support and incentives to encourage faculty retention.
- 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.
- Promote required training for appropriate administrators.

#### Additional Responsibilities to those that already exist for FA:

- Consider relevant actions from the Faculty Affairs Working Group (FAWG) and report to the Faculty Senate Executive Committee (FSEC).
- The Chair will be a voting member of FAWG and report to the Faculty Affairs committee on the activities of this group.

Faculty Research	College of Medicine - Basic
Radhakrishna Rao (Chair)	
Sarka Beranova	College of Pharmacy
George Cook	College of Medicine - Basic
Robert Craft	College of Medicine - Clinical
Zheng Fan	College of Medicine - Basic
Oscar Grandas	College of Medicine - Clinical

David Hamilton	College of Medicine - Basic
Marie Hatten	College of Health Professions
Nadeem Shafi	College of Medicine - Clinical
Michael McDonald	College of Medicine - Clinical
Reese Scroggs	College of Medicine - Basic
Antheunis Versluis	College of Dentistry
Juling Wang	College of Pharmacy
Zhaohui (Sunny) Wu	College of Medicine - Clinical
Rafal Kedzierski	College of Medicine – Clinical
Stacey Headley	College of Medicine – Clinical
Sajeesh Kumar	College of Health Professions

Goals:  
TBA at meeting

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**Resolution approved by the UTHSC Faculty Senate on September 8, 2015**

**Whereas:** the Senate- and Board-approved 2010 UTHSC Faculty Handbook specifically refers to the Faculty Evaluation Manual (FEM) in multiple places (sections 4-6), meaning that the FEM is incorporated into the Handbook by reference, and therefore has the same authority as the 2010 Faculty Handbook itself; and

**Whereas:** since 1999, including the 2010 FEM, 1999 Faculty Handbook Appendix "J", the 2003 revision of the "Procedures for Annual Performance and Planning Review" (APPR), and in all online versions of the APPR through 2013), "needs improvement" is defined as "a level of performance that did not consistently meet all the agreed-upon goals and objectives"; and

**Whereas:** on April 7, 2011, the Faculty Senate Executive Committee unanimously rejected an alternate draft definition presented by the UTHSC Administration, which would have defined "needs improvement" as "a level of performance that did not satisfy the goals, objectives, and/or work assignments;" and

**Whereas:** in the 2013-2014 and 2014-2015 UTHSC website entitled "Annual Performance and Planning Review" ([https://academic.uthsc.edu/faculty/annual\\_review.php](https://academic.uthsc.edu/faculty/annual_review.php)) posted APPR documents that were significantly altered from the authentic Appendix J (although its APPR was labeled "formerly Appendix J"); and

**Whereas:** the 2014 and 2015 altered documents for APPR defined "needs improvement" as "a level of performance that did not satisfy the goals, objectives, and/or work assignments," among other changes; and

**Whereas:** neither the Faculty Senate nor the Board of Trustees has approved such a definition or any of the other changes featured in the altered documents; and

**Whereas:** the 2014 and 2015 altered documents imperil the authority of the Faculty Handbook, the

principle of shared governance within the University of Tennessee and legitimacy of the annual review process for all UTHSC faculty members; therefore

**BE IT RESOLVED:** the UTHSC Faculty Senate urges the University of Tennessee System Administration to require the UTHSC Administration, including anyone in a position to evaluate faculty performance, to refrain from using altered documents for the conduct of faculty evaluations, and to direct the UTHSC administration to restore the original, Senate- and Board-approved APPR document to govern the annual faculty review process.