



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**UNIVERSITY FACULTY COUNCIL
MEETING 49- Minutes
February 25, 2015
UTHSC, Memphis; Videoconference**

UT Faculty Council Voting Members (Quorum, 5 voting members), established)

UTHSC	Phyllis A. Richey (Campus Representative)	present
	Martin E. Donaldson (Faculty Senate President)	present
UTK	Joanne Hall (Faculty Senate President)	present
	Candace White (Campus Representative)	present
UTM	Brian W. Donavant (Faculty Senate President)	present
	Jenna Wright (Campus Representative)	present
UTC	Susan Davidson (Faculty Senate President)	present
	Jennifer Ellis (Campus Representative)	present

Trustees (Ex-Officio voting)

	Thad Wilson (Board of Trustees faculty voting member)	present
	David Golden (Board of Trustees Faculty non-voting member)	present

UT Faculty Council Ex-Officio Non-voting Members

UT	Dr. Joe DiPietro (System President) (absent)
UT	Dr. Katie High (System Office of Academic Affairs and Student Success)

Faculty Council Guests

UT	Dr. India Lane (System Office of Academic Affairs and Student Success)
----	--

Call to Order Phyllis Richey, Acting Chair (9:00 CST)

India confirmed UFC invited to both Board of Trustees lunches this week.

The minutes of the January 21, 2015 minutes were approved

New Business

Campus Reports from each campus were presented. The written reports are at the end of these minutes. Salient points of subsequent discussion follow:

There was discussion by the group of current, inadequate or problematic policies, including UTK's Cumulative Performance Reviews (CPR) that seem to be becoming more common. There are ad hoc policies for faculty that are implemented outside the Faculty Handbooks. There was discussion of problems with post-tenure review being cumbersome, preventing tenured faculty from spending time more productively and ineffective. Others raised concerns about post-tenure review needing to be tied to some reward such as economic, or title/honor. Candace White stated that if annual performance reviews were done thoroughly, post-tenure review should not be needed and asked whether a committee would be formed if post tenure review was instituted.

Phyllis Richey brought up incentivizing service in faculty workloads. Others added that there should also not be de-incentivising and discouragement of service especially for Senate candidates. Phyllis stated that

we also should not be penalizing people for service. Culture change is needed, and it was suggested that Chancellors could be approached about this problem. How to incentivize or not disincentivize service to University, particularly in Shared governance was discussed. All campuses have trouble getting Senators. Martin Donaldson noted the disincentive for clinical faculty because they take a financial hit. There are tiers of service; some service assignments are more complex and time-consuming than others, but this is often not recognized. Faculty are often discouraged from doing service. How is it going to change? Release time could help. The UFC will brainstorm at the March or April videoconference. There was consensus that this could be brought up at the meeting with the president and that more brainstorming might be helpful.

There was a general discussion about the increase in number of non-tenure track faculty being hired on all campuses, which seems to be a national trend. HSC faculty commented they have many clinical and research NTTF hired all the time. Discussion included whether these “soft money” hires are fully informed of their vulnerability if not funded. Phyllis Richey emphasized going in with eyes open, not being naïve about contracts and evaluative procedures. Thad Wilson said we need to be aware of loss of tenure track lines.

Thad Wilson brought up the issue of training for department chairs to fairly and evenly conduct performance reviews. The UFC has discussed this before, and believes it remains a problem. It was questioned whether Deans should be the only ones to evaluate heads. Candace White suggested a consultant might help give another perspective and ideas on this. India Lane asked about upward evaluations and found there are some concerns at all campuses, especially about feedback back to evaluators (e.g. faculty, staff). India reported no concerns from leadership about tenure but there are questions from Trustees, particularly new Trustees. There is some discussion at Chancellors’ and BOT level about revising post-tenure review as a means for reward and accountability. India is looking for good practices as examples.

Candace White asked about the practice and ratio for TTTF and NTTF at other campuses. Jenna Wright and Brian Donavant reported that the UTM senate is all tenure tract /tenured and must have 3 years on the campus (Exception for ROTC). UTC has two NTTF representatives.

Susan Davidson reported that UTC is still working its Faculty Handbook. She raised the issue of the university not in Title IX compliance. The university response to get closer to compliance has been to cut the men’s track and field and keeping men’s cross country. The local running community has been upset with this change.

Brian Donavant reported on UTM’s efforts to remain competitive in the face of Tennessee Promise. The Senate had concerns regarding silence from campus administration on this and other issues, requiring an extra EC meeting. These concerns included a perceived lack of implementation regarding Tennessee Promise Task Force recommendations and other strategic initiatives, as well as a general of communication from the administration. Chancellor Rakes and Provost Ogg have promised to provide updates and offer periods for questions during all future Senate meetings, and these sessions will become regular agenda items. All actions by the Chancellor’s Staff will be summarized in the weekly campus newsletter, and the provost will disseminate monthly campus-wide reports.

UTM has concerns about the impact of reduced funding for freshmen and sophomores under the Tennessee Promise and has developed a Promise Scholarship for these students. Through this scholarship, entering freshmen will be reimbursed these funds at the beginning of their sophomore and junior years, respectively, provided they maintain Hope eligibility.

Memphis reported that it passed SACS accreditation with recommendation of more interdisciplinary

scholarship, and additional buildings. Problems with the Faculty Handbook are on-going.

Action Item:

The issues of policies for faculty performance and evaluation being increasingly made by administrators (and General Council), on an ad hoc basis and without faculty input, was discussed. This topic has been raised in previous UFC meetings. Examples are the Code of Conduct introduced by HR and the “sanctions other than termination” policy at UTHSC. There seems to be no consequences for administrators for not following the Handbooks, and there seems to be a general drift away from the Faculty Handbook as the board-approved policy documents.

A motion was made and seconded to write a joint resolution that would be presented to all four senates that policies should be transparent, vetted with faculty, and follow the processes for inclusion in Faculty Handbooks, and should not contradict or usurp existing policies. The vote was 8 in favor, none opposed, no abstentions, two absents.

Phyllis Richey, Joanne Hall, and Candace White will work on a draft. The resolution, if passed by all senates, will be presented to Dr. DiPietro and the Chancellors.

Old business

India pointed toward the President’s upcoming presentation to the Board of Trustees about the new model. India reviewed content and agenda for the Academic Affairs Meeting.

The UFC will continue to monitor data from the Employee Engagement Survey.

Sadness was expressed regarding Jenna Wright retiring. She will be replaced by Robert Nanney.

The meeting was adjourned at 11:45.

Joanne Hall
Secretary

Campus Reports are included on the next pages.

**THE UNIVERSITY OF TENNESSEE AT
MARTIN
Campus Report – February 24,
2015 University of Tennessee
Faculty Council**

Brian W. Donavant, Faculty Senate
President Jenna Wright, UFC Campus
Representative

Selected Highlights from the UT Martin Faculty Senate:

- Jenna Wright (Associate Professor of English and Chair of the Department of English and Modern Foreign Languages), current UFC Campus Representative, will retire June 30, 2015. Dr. Robert Nanney (Professor of Communication and Chair of the Department of Communication) has accepted an appointment to fulfill the remaining two years of her term. Nanney was President of the UTM Faculty Senate 2012-2013.

- The Faculty Senate Executive Committee called a special meeting on February 3, 2015, to discuss campus concerns about the timely implementation of strategic initiatives recommended by last summer's TN Promise Task Force. Pursuant to that discussion, Chancellor Tom Rakes and Provost Jerald Ogg agreed to initiate improved communication strategies with the faculty, including, 1) providing 'Comments from the Chancellor' and 'Comments from the Provost' at all Faculty Senate meetings, and 2) disseminating a summary of all substantive action by the Chancellor's Staff to all faculty and staff via the weekly campus newsletter, *The Addenda*.

- A new campus initiative called the "UT Martin Advantage" will complement the recently-enacted Tennessee Promise legislation. A major component of the plan is the introduction of a new scholarship to offset decreases in Tennessee Hope Lottery Scholarship funding. Beginning in the fall 2015 semester, students who enter the university in their freshman year and continue to meet requirements for the Hope Scholarship will be eligible to receive the UT Martin Advantage Scholarship beginning in their sophomore year. The initiative also includes the launch of a new website built to show prospective students the long-term advantages of attending a four-year university.

- In cooperation with the UT System and with the editorial assistance of Assistant Vice Chancellor Vicki Seng, revision of the UT Martin *Faculty Handbook* has been completed. The Faculty Senate approved the final draft at its December 2 meeting, and this item is on the agenda for approval by the Board of Trustees during the 2015 Winter Meeting.

- In response to numerous faculty requests, the Faculty Senate Executive Committee forwarded to the Honors and Ceremonies Committee a discussion item about the increasing

amount of unauthorized student regalia worn at commencement and the perception that the commencement dress code is being unfairly managed. The H/C Committee determined that students should wear only the currently authorized regalia until they have received their degrees from the Chancellor and the official university photo is taken, but may display additional regalia of recognized student organizations for the second photo taken as they exit the stage. An announcement recognizing this additional regalia and its representation of student engagement within the total collegiate experience will be made prior to the conferral of degrees.

CAMPUS REPORT UTK

Joanne Hall (Faculty Senate President)
Candace White (Campus Representative)
David Golden (Board of Trustees non-voting member)

Compliance

- Robert Nobles on Compliances—continuing problems with IRB and iMedris. Upcoming EC meeting re: IRB with C. Gilrane, IRB Chair.
- Meetings with R. Nobles and C. Gilrane not effective

ELEMENTS

- ELEMENTS rollout problematic for education and others
- Is it to document work by UTK, or is it evaluative?

Engaged Scholarship and Outreach

- Introduced by D.Patterson & C. Myers—Faculty Handbook now includes this form of scholarship in P&T.

Senate Communication

- Improved Senate communication—bylaws changed Information Officer to Communications Officer, listserves restarted, working on website

Diversity and Inclusion

- Rickey Hall addressed Senate on how faculty can aid in inclusion
- Considering STRIDE program for all faculty: implicit bias training
- Several “civility incidents”

Gender Neutral Family Style Bathrooms

- Letter to Chancellor—yes new and renovated. Retrofitting costly

Employee Engagement Survey

- 62% response rate
- Findings in March
- Concern about upward evaluation

Student Fee Allocation Committee

- Events of “sex week” content not funded
- Opt-in problematic
- No LGBTQ events funded
- \$128K left

- Senate can now recommend the faculty members of SPAC

Extension Faculty Titles Bylaws Change—will they be NTTF?

Relationships Between Faculty and Students

- Much editing for small changes
- Came from Commission on Women
- Faculty Affairs writing handbook change with Vice Provost Zomchick
- Some areas of contention

Graduate Students Residency

- Hardship
- Asking for waiver, or easier establishment of state residency

Undergraduate Fee for Research

Tennessee Promise

- How will this affect us?
- Pathways being established

Tenure-Track/ Tenured Faculty and Non-Tenure-Track Faculty Ratio

- Trending more than 30% NTTF; majority implications
- Elections –more TTTF need to run
- Motion TTTF 73% & NTTF 27% proportional failed
- Resolution Feb. 23 EC meeting

Special President Meeting

Sexual Assault and Relationship Violence Policy Revision

- Now called “Prohibited Behavior”
- Comprehensive/Prevention, Yes means Yes
- Faculty “mandatory reporters”
- Campus continues reporting sexual assaults
- Victims not pursuing legal recourse
- Will the internal adjudication be effective?

Conflict Branding Change and Ladyvols

- Growing opposition
- Press on all gender-based AD actions recent past

UTHSC Campus Report February 25, 2015

Phyllis A. Richey (Campus Representative)
Martin E. Donaldson (Faculty Senate President)
Thad Wilson (Board of Trustees voting member)

1. SACS accreditation
 - a. Passed with flying colors
 - b. Multidisciplinary education is being strongly promoted in the accreditation process

2. Faculty Handbook – Currently meeting with Academic Affairs
 - a. Work assignments is one of the sticky issues
 - b. There is a concern about working groups making policy
 - c. Evaluation manual was never approved by our Senate but is being used and revised on the campus
3. Faculty salary survey – Has been completed and the results will be presented by Chancellor Schwab at a Town Hall Meeting on March 4
4. There is a concern that the Employee Engagement Survey did not meet the goals of an upward evaluation as required by the Faculty Handbook
5. Upward Evaluation – the Senate is currently discussing the means of conducting the upward evaluation with the Academic Affairs office
6. Sanctions without terminations – the policy under development but has been on hold because of SACS accreditation
7. Sexual harassment policy – there are no recent developments in policy development because of SACS accreditation
8. The large number of faculty grievances on the UTHSC campus is problematic. The following outcomes have occurred:
 - a. Some faculty have been bought out
 - b. Some grievances are working toward resolution
 - c. Some grievances are going to court
9. Vice Chancellor searches
 - a. Academic, Faculty, and Student Affairs – four candidates; interviews just completed
 - b. Research – three candidates; interviews in process
10. Strategic Plan
 - a. Goals of Strategic Plan
 - i. Student access and success
 - ii. Research and economic development
 - iii. Clinical care and outreach
 - iv. Effective use of resources
 - b. Strategic Priorities for the next few years
 - i. Educate outstanding graduates
 - ii. Grow the research portfolio in targeted areas – there is a concern about who will get funding for research
11. Campus Master Plan
 - a. Increase campus security
 - b. Demolish buildings
 - c. Renovate buildings
 - d. Building a multidisciplinary simulation center to meet the desired goal for multidisciplinary education