



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting with President DiPietro

March 10, 2015

UTK present, Videoconference

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

**Present:**

UTHSC	Phyllis A. Richey (Campus Representative)	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)	absent
	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)	present
UT	Dr. Katie High (System Office of Academic Affairs and Student Success)	present

**Faculty Council Guests**

UT	Dr. India Lane (System Office of Academic Affairs and Student Success)
UT	Keith Carver
UT	Ellie Amador

**Call to Order 10:05**

President DiPietro discussed the tenure process as positive, and there are no plans to eliminate it. Stated the “de-tenure” term in the recent press release was in error.

He reviewed broken business model, and that state revenue and tuition raises are not the answer. He continued that among structural problems in the state budget is the large amount drawn by health care, taking about 25%. The President stated that the total deficit we face in 5 years is \$377 million. He then briefly introduced the guiding boundaries concept to address the deficit.

He stated he was reluctant to decrease enrollment, but may increase out-of-state student population to no more than 25% of total enrollment. He noted that UTM and UTC could recruit easily on a regional basis, and possibly at an in-state or hybrid rate. The President referred to HEPI as a possible guiding rule for tuition increases, and that any measures implemented should not lead to slips performance. He also discussed outreach and development, which is up 15%.

The President then expressed the need to study best practices for performance evaluations. There also is need for exact criteria and a strategic plan for evaluation of programs. Additionally, internal reallocation may provide \$17 million.

President DiPietro then said that in any organization the largest expense is people (70%). He stated that we need a workforce review.

The President said that there is also the possibility of examining fee structures and charging more for expensive programs. He stated that some faculty members are underperforming, and yet, that the vast majority do well. He emphasized that the Cumulative Performance Review (CPR) is inefficient. He said he will form an ad hoc task force, not to actually set up a new policy, but to decide who, what, when, why, where regarding the context and players for a second team to actually carry out the review of the current system and make recommendations in an advisory capacity. The first, ad hoc, task force's initial action would be to recommend persons and process to policies regarding tenure and post tenure review. Candace White questioned why this was being done at the system level, since campuses differ so much. The President replied that the BOT has an interest in consistency in the system, on all campuses. Candace stated that we might look at the athletics budget when determining deficits. She stated the workforce evaluation should be review of faculty, as well as staff and administration performance. Thad reiterated this statement in agreement.

The ad hoc task force should complete their recommendations within a late summer timeline. President DiPietro stated that he needs 2-3 members of UFC to be on the ad hoc task force. Jenna Wright is currently on the Task Force. Candace White (UTK), Jennifer Ellis (UTC), and Phyllis Richey were the names that were put forth.

Candace White mentioned to the President about the plan for a joint senate resolution on all campuses to state that policies affecting faculty should be included in Faculty Handbooks. The resolution is in response to concerns that ad hoc policies are proliferating. The meeting was adjourned at 10:45.

Joanne Hall, UTK Faculty President 2014-2015  
UFC Secretary