



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting #53

June 24, 2015

University of Tennessee Knoxville (UTIA Campus)

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

Present:

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

Trustees (Ex-Officio voting)

David Golden (Board of Trustees Faculty, voting member)
[Brian W. Donavant (Board of Trustees Faculty, voting member)]

UT Faculty Council Ex-Officio Non-voting Members

UT Katie High (System Office of Academic Affairs and Student Success)

Faculty Council Guests

UT India Lane (System Office of Academic Affairs and Student Success)
UTK Bruce MacLennan (Faculty Senate President-Elect)
UTK Dr. Dennis Hengstler (Institutional Research)

Call to Order 8:40 EDT by Brian Donavant

Minutes of May 14, 2015 were approved unanimously.

Introductions of new and old members and guests.

Old Business

Joint Resolution

The resolution has been passed on all but the Chattanooga faculty senate. The plan is to present to President DiPietro. The group discussed how that should happen, whether through UFC collectively or by each campus. It will go through the usual upward channels in addition. Ultimately the group wishes to send from UFC and will do so in the fall after Chattanooga completes passing it.

Overview of past UFC discussions. The previous meeting with President Joe DiPietro in Nashville was reviewed in terms of tone. Phyllis asked whether there was movement on Deans and Dept. Heads receiving training as has previously been proposed. Katie stated the plan is to have UTK Provosts Office to share their training protocol. President DiPietro has asked Katie and Linda Harig (UT Human

Resources) to put together a mandatory curriculum; it will not be developed immediately. Martin stated that this again came up at his campus strategic planning meeting and that he sees a disconnect in translation of information from chancellor to dean. Phyllis emphasized the training needs to go all the way up. Katie reassured that the training would be mandatory for Assistant, Associate Deans and all the way up into senior administration. The training will include information about tenure, and emphasize the performance reviews/evaluations. Katie and Brian will send a letter of gratitude and support from UFC to President DiPietro.

Jenna recalled that President DiPietro had been asking for suggestions, and continued that we should not only report on problems, but have some good faith, prepared suggested actions as a plan for dealing with them. UFC needs to take advantage of when the President asks for suggestions. More discussion ensued regarding the tone and content of the previous meeting. The group was in consensus that the tone could have been improved when many problems were discussed in that meeting. Phyllis suggested that it could be brought full circle when, down the road, we will come forth with suggestions.

Martin raised the issue of limited administrative support for faculty Senate service at UTHSC, suggesting that this might call for a resolution. David used the example of extension in his area at UTIA being an expectation of faculty service. Katie added that expectations for service for all faculty need to be clear. In terms of faculty senate presidents, Martin asked whether there is a stipend and release time at each campus. There was agreement in the group that the compensatory release time is best negotiated between unit heads and the chancellors. Brian stated that at UTM they are dependent upon the provost's discretion to reward or incentivize the service of faculty senate presidents. He raised the possibility that the UT system could have a budget line item for these forms of service compensation, tailored to each campus's needs.

Others added that the UFC representatives and Chairs might also be compensated in some way for significant service they render. Jenna noted that information about UFC service was not communicated to the chancellors but that this could be added. She continued speaking of general faculty service, noting that it should be consistent across campuses that administration understand and emphasize that service is "part of your job." This should be clearer and more transparently so. The consensus was that this compensation should be formalized across campuses.

Katie noted that each provost has a budget and each faculty senate president should ascertain what the faculty senate budget is and what are allowable expenses.

Strategies for incentivizing service will be a UFC priority for the upcoming year, and be put on the UFC next meeting agenda to work on formalizing senate budgetary processes.

Update on Task Force for Tenure Review

The committee has met in the spring 2015 and put together a research plan with several guiding principles for the review.

The committee also nominated who should be represented on the review team, and Katie noted that this included provost, deans, department heads, and faculty will be included as well as a lawyer. EAP? will do a tailored research process. The timeline is that the actual team members would be named July 1, would begin working in September and finish in December 2015. As the discussion continued, more faculty participation had been suggested. The President was concerned about having too large of a committee.

It was suggested that promotion could be taken out of the topics for review, that there should be a focus on pre-tenure, tenure awarding and tenure review processes. (The initial process had a strong focus on review of the CPR procedures). Phyllis noted that UFC had wanted an equal number of faculty and administrators. Katie referred to the 5-5-5 plan for distribution of task force members and said that one

faculty member could be designated who has a UFC background. Phyllis has been nominated, and the group consensus was that she not primarily represent UTHSC but rather UFC. Katie stated she will make sure that there are 6 faculty named to cover this balance, and represent UFC.

New Business

Gender and Equity

Members noted that overall in highest paying categories the number of females is low. Katie said that President DiPietro knows this number is low and has concern. He has reviewed the position list submitted by Lou Gross..

Dr. Dennis Hengstler, a vice-president for Institutional Research arrived with India Lane. Dennis stated that reports about equity are looked at by the federal government annually for supporting affirmative action. The legal department is working with Vice Chancellor Rickey Hall. Still, this applies to all campuses and all will be looking further to explore specific categories of jobs and people. The council members present agreed that this is a top priority for the near future. It is not always clear who actually has the gender equity data each year. Katie will follow up on this in the fall with the diversity staff.

Dennis continued that there is growth in salaries from comparison of faculty, administration and staff with peer groups used as benchmarks. Martin brought up the insidious but definite growth in numbers of administrators and that faculty are held to standards, but that this is less the case for administrators. Dennis noted there are problems in the quality of data for comparisons because of movement of individuals, e.g., to other sectors, such as the foundation. He noted other changes included that automation and technology has led to decreased numbers of line staff, and addition of more administrators and professional staff, adding that this is a national trend. Dennis said there is turnover of administrators, necessitating higher more competitive salaries in those positions. He added that UT has not seen as much growth of this kind as have many top 25 universities. HSC has seen 35% growth of executives compared to 25% faculty growth, however the executives actually amount to 5 individuals, so numbers should be viewed accordingly. Dennis reported that in 2012 a retention package was put together for executive officers and that they are evaluated on metrics. Katie explained how the metrics are displayed for chancellors and continued that forms are proposed for deans and department heads, etc., which should be first completed, noting that the culture is being changed on this. Dennis spoke of inflated evaluation results, nationwide, and that there is a “halo effect,” noting that this is to assure one can give merit increases to their group of employees. Martin said that all HSC was looking for was across-the-board increases in salary. Joanne, Bruce and India discussed the UTK handbook statement in that there should be some feedback back to units about administrator, dean, and dept. head evaluations. India noted that in 1.4.1 in the UTK Handbook there is information on feedback to employees concerning evaluation of deans. More discussion ensued about the other campuses, and it was suggested that there might be another resolution on this topic. None was specifically proposed. Dennis repeated that from 2005-2013 all campuses growth in administration is less than peer campuses on the average, and that Knoxville had a drop of 4% compared to peer institutions.

Announcements and Meeting Schedule

Brian asked how the UFC meeting schedule was working to have the third Wednesday schedule continue, not for July, but beginning in August. The time slot of the third Wednesday was reaffirmed. The August meeting could be a telephone conference for members unable to participate via videoconference due to beginning-of-semester commitments. Phyllis asked if there would be a fall meeting with President DiPietro. India agreed to check on this and mentioned Sept 17, as a possible date. Katie suggested that

the resolutions might be presented to Joe at the Nashville meeting or at the October BOT meeting, alternatively, since we have a “board” UFC meeting then. This could be the UFC October meeting.

Campus Reports

Each campus representative or senate president from the campuses reiterated highlights from their written campus reports, which appear at the end of these minutes. (Brian can you add when we have all?) Below are some of the salient points discussed. Brian described UTM interim chancellor as proactive and progressive, and stated he is very candid, and committed to shared governance. He met with the UTM senate executive committee for 2 hours. Brian noted that their handbook passed but there are new areas to examine now. Senate-wise, UTM is considering a retirement plan, which is a concern because many who might be involved are tenured senate members, and therefore there could be a void since senate is a 3-year service commitment. Jennifer noted that once the plan passes benefits would act quickly as people retire. Jenna suggested that to resolve the problem Brian raised about the senate, perhaps the three years of service required could be reduced.

Martin reported on HSC that Thad is the new senate president. He described that clinical versus tenure track-faculty have different tools (for evaluation?). Phyllis reported an improvement in IT. Martin said they are reviewing the handbook and that a line is drawn in the sand regarding administrative changes to the handbook without faculty approval. Katie suggested to identify exactly what was changed, in which sections. HSC’s Employee Engagement Survey (EES) was put together with another survey when administered. The chancellor looked at improvement in communication and dealing with senior leadership and workplace dynamics. Concerns were expressed again about upward evaluation. Phyllis said that Dr. Schwab stated deans would be included. There are two new Vice Chancellors, in Research and in Academic Faculty and Student Affairs. More support of service and scholarship that is not purely research.

UTC states they are working on Title IX issues, specifically the ending of the men’s cross-country team. There is initiative to make faculty more aware of Title IX issues and responsibilities. There has been change in the area of accessibility, making it more on the front end, as opposed to faculty waiting to hear accommodation is needed. One mandate is that textbooks will be looked at for accessibility and that faculty need to not support those vendors of less accessible books and packages for teaching. They are looking at major budget changes at UTC and this involves combining programs. They are involved in the 2015-2020 strategic plan, with lots of engagement, and that the final plan is to be released on June 25th. Those in categories of voluntary retirement are getting letters; the incentive is 50% of annual salary.

UTK highlights are basically reflected in the written report. It has been the year for working on sexual assault.

Bruce MacLennan will be the new secretary.

The meeting was adjourned at 11:00 am.

Respectfully submitted,

Joanne Hall
UFC Secretary

University of Tennessee Knoxville Campus Report
University Faculty Council
Fall 2014-Spring 2015

The following issues were salient this academic year for the UTK Campus Faculty:

- **Faculty Handbooks and Shared Governance.** Ongoing concern shared with other campuses; a reiteration that the Handbook is the vehicle for changes in faculty-administration matters and that it should not be circumvented. On other campuses it has been changed by administrators on the website.
- **SAIS Insufficiency.** Ongoing concern about the adequacy and the statistical integrity of the SAIS system, for evaluating teaching. This is especially of concern when used as the primary source of data for a CPR.
- **ImedRIS and IRB.** These are related concerns, ongoing. Many meetings have been held with ORE administrators and IRB personnel in attempts to point out problems in the ImedRIS system and its inappropriateness for non-clinical research. Multiple problems in terms of IRB, delays that have caused student and faculty to lag behind in research and graduation or course completion deadlines.
- **Employee Engagement Survey/numbers of surveys for faculty regarding administrative functions or personnel.** Awaiting full results from the survey. Raising questions about numbers of surveys faculty fill out and when and how results are shared with the faculty. Some concerns remain with at large faculty regarding confidentiality/trust. Related to a concern that faculty members do not have opportunities to evaluate administrators on certain criteria, or information regarding upward evaluation in general.
- **Ratio of TTTF to NTTF on the Faculty Senate.** This issue was discussed in the Senate and Executive Council. The concern was that the ratio in actual numbers of each classification (approximately 72%-28%, respectively) should remain the same in numbers of senators from each category. No action was taken on this. This year's elections showed that the numbers did not change much.
- **Bangladesh Worker Safety Resolution.** Members of the sociology faculty introduced a resolution for protecting fire and other worker safety for those overseas involved in the manufacture of athletic and fan garments and gear. This was an accord that many faculty signed independently and was passed by the UTK Faculty Senate.
- **Student Fee for Undergraduate Research.** This resolution came from the SGA and was passed as a resolution by the Faculty Senate to allow an additional \$5.00 per student fee to support undergraduate research.
- **STRIDE program.** This is a faculty-led program in use with faculty searches to decrease implicit bias. There is a general groundswell that the program be expanded in order to improve campus climate regarding diversity. Dr. Soren Sorensen made a presentation on STRIDE to the Faculty Senate.
- **Budget Transparency with Athletics.** The Faculty Senate Budget and Planning committee met with a finance person from Athletics. Some arrangements between academic and athletics remain unexplained, specifically a transfer that was to be

repaid to academic budget, are still under discussion and plan to be followed in the coming year as well.

- **Student Programming Allocations Committee (SPAC).** An agreement was reached with the Chancellor that the Faculty Senate would nominate faculty members to serve on this allocations committee.
- **Relationships Between Faculty and Students.** The Senate passed language changes and this policy strengthens and clarifies the previous one. It is in final stages of completion for the Handbook
- **Sexual Misconduct and Relationship Violence** Task Force completed its work and the new policy will be rolled out in August 2015. The Faculty Senate had presentations/Q&A for faculty twice this year by task force head Jennifer Richter (named Vice Chancellor for OED). Faculty members are mandatory reporters if the complainant disclosing to faculty is a student. Reports may be made to supervisors or directly to the Office of Equity and Diversity.
- **Outreach and Engagement Scholarship.** This category and language was added to the Faculty Handbook/Faculty Evaluation Manual and gives credence to this as a legitimate form of scholarship, for example, in evaluating for tenure and promotion.
- **Extension Faculty Titles.** Titles approved for extension faculty; passed by the Senate.
- **Communication between Senate and Faculty.** Improvement was a goal this year; the name of Information Officer was changed, as was the description of the charge, to “Communications Officer.” This was a bylaws change. The Faculty has been added to the Advocacy communications list to improve response time when a faculty response is in order, e.g., for legislative issues.
- **Cumulative Performance Reviews (CPR) and Tenure Concerns.** There have been several CPRs recently and these are quite lengthy processes. This has been the focal point for ongoing faculty concerns about plans to examine tenure processes. This will begin on the system level in the coming year. UFC is included in these discussions.

Respectfully submitted,

Joanne Hall
Faculty Senate President 214-2015, UTK

THE UNIVERSITY OF TENNESSEE AT MARTIN
Campus Report – June 23, 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:

- Dr. Roberto Mancusi (Associate Professor of Music) will begin his term as 2015-2016 Faculty Senate President, and appointment to the Chancellor's Staff, effective July 1.
- 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.
- Dr. Brian Donavant was elected 2015-2016 UFC Chair at the May 14 meeting. Donavant was appointed as the BOT Non-voting Faculty Trustee effective June 1.
- Dr. Tom Rakes stepped down as chancellor on May 31, 2015, to return to the faculty. Dr. Robert Smith was appointed Interim Chancellor on June 1, and met with the Senate Executive Committee on June 3, to share his vision on the campus' future and receive input from committee members. Dr. Smith has stated his commitment to shared governance and continued inclusion of the Senate President on the Chancellor's Staff.
- The Senate passed and forwarded a resolution to President DiPietro expressing faculty support of the University and progressive higher education. The resolution calls for increased recognition and support for the significant contributions of 4-year institutions and the UT System, and encourages Governor Haslam and the TN General Assembly to seek continued "genuine means of supporting Tennessee higher education and The University of Tennessee as a value for the common good."
- The UTM Senate unanimously passed and forwarded to the UFC and President DiPietro a Joint Resolution emphasizing the importance of shared governance within the University structure. The resolution notes a general drift across the UT System away from the policy documents approved by the UT Board of Trustees and included in each campus' Faculty Handbook, and that performance and evaluation policies are being made increasingly by administrators on an ad hoc basis and without faculty input. The Senate determined to proactively emphasize these tenets of shared governance in support of faculty across the UT System.
- The Faculty Senate approved the final draft revision of the UT Martin *Faculty Handbook* at its December 2 meeting, and the revised *Handbook* was approved by the Board of Trustees during the 2015 Winter Meeting.
- Campus Administration has announced plans to offer a retirement incentive plan similar to that approved earlier this year at UT Chattanooga. The impact of the proposed midyear implementation date (January 1) upon senate operation and equity of representation is potentially significant as several current senators would be eligible under the plan. Available replacements

are limited in many academic departments due to years-of-service requirements under Senate Bylaws.

UFC Campus Report University of Tennessee Health Science Center
6/16/2015
Martin Donaldson, DDS

1. **SACS Accreditation** – At its meeting on June 11, 2015, the Southern Association of Colleges and Schools Commission on Colleges (SACACOC) Board of Trustees approved the accreditation of UTHSC as a separate university, independent from the “Big Orange” conglomerate, which previously included UTHSC.
2. **Faculty Senate Elections** – Election of new officers was conducted on June 9, 2015 (New officers in bold):
 - President – Thad Wilson
 - Past President – Martin Donaldson
 - UFC Representative – Phyllis Richey
 - President-elect – **Terry Cooper**
 - Secretary – **George Cook**
3. **Faculty Senate Standing Committees Annual Reports**
 - Budget and Benefits, George Cook
 - Examined and reported on changes in contributions to state retirement plans including increased contributions from individuals with decreased contributions from the state and the requirement for automatic enrollment in the state 401k plan.
 - Examined reported on results of faculty salary survey and the Financial Consultant's Report. The complete Financial Consultant's Report was received from Dr. Brown and made available to all senators.
 - Reported on retirement incentives available to some faculty from the administration. It was reported that some faculty have taken the incentive, but many have not.
 - Reported on potential increased cost to faculty for health care insurance if the state changes its required contribution.
 - Presented a faculty pay resolution to the FSEC requesting a 3% increase in salary to cover cost of living before merit pay is instituted.
 - Clinical Affairs, Ajay Talati
 - Reviewed committee goals and responsibilities
 - Discussed the “tool for tracking educational activities”
 - Discussion of Basic-clinical scientific colloquia
 - Other issues
 - Involvement of clinical faculty in Faculty Senate activities
 - Research incentive program for non-tenured faculty
 - Inclusion of information about PAMS/IRB for new faculty orientation
 - Education and Academic Affairs, Brenda Green
 - 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.
 - Establish guidelines for and monitor the use of SafeAssign plagiarism checking software by faculty and students.
 - Review and provide recommendations for changes to proposed policies and 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, Andrea Elberger
 - Two major activities of the committee
 - Sanctions other than Termination
 - Faculty Handbook Section 8.4 of the 2010 Handbook; Faculty Handbook Section 9.4 of the 2014 Handbook
 - The report of the committee was sent to Faculty Handbook Committee for Further discussion
 - Upward Evaluation for 2014-2015
 - Instructions have been sent out to faculty
 - The survey will close on June 18 at 5:00 PM
 - Activities of Faculty Affairs Work Group ((FAWG)
 - Issues of policy development and implementation
 - Most of these issues will continue into the next academic year
 - Faculty Computing, Phyllis Richey
 - The committee was in regular communication with Vice Chancellor van der Aa regarding concerns their resolution
 - The Vice Chancellor attended committee meetings
 - Committee provided input on various technologies
 - Committee considered policies and procedures regarding protection of personal information
 - Committee discussed support for faculty documentation needs
 - Legislative Resource, Ian Gray
 - Committee discussed goals and responsibilities foe 2014-2015
 - Established communication channel with the office of state relations
 - UT Day on the Hill had a last minute change of date that prevented a faculty representative from attending
 - Initialized a plan for a legislative forum in August to be coordinated with UT Martin
4. **Faculty Handbook** – The Faculty Handbook Committee met with Vice-Chancellor Scheid and Cindy Russell throughout the fall and winter to negotiate differences of opinion in the first three chapters of the combined Faculty Handbook (Handbook + Evaluation Manual also referred to as Part II) that had been approved during the 6-14 Faculty Senate Meeting and forwarded to the Administration for review. Although a limited number of unresolved issues remained in these

chapters (they were being by-passed to maintain momentum and were to be readdressed later), there were many more upon which agreement was achieved. Unfortunately, progress into chapter four ceased because it was discovered and clearly demonstrated in response to faculty questions that Appendix J, containing the procedures and definitions for faculty annual performance evaluations, had been unilaterally altered by the Administration without review by or concurrence of the Faculty Senate. Thereafter, repeated requests for the negotiations to proceed with chapter four went unanswered. These requests were followed by a request from the Vice-Chancellor that work on the Handbook be discontinued and the Committee focus exclusively on Appendix J. Since the issues in Appendix J were the same as those in chapter four, the Faculty Senate Executive Committee voted its preference to continue working through the Handbook as during the previous six months. Requests to initiate work on chapter four subsequent to that vote went unanswered. As time passed the imminent retirement of the Vice-Chancellor made it clear that further progress would not be possible until the newly appointed Vice-Chancellor assumed office on July 1, 2015. There was a vote by the Faculty Senate Executive Committee authorizing that Handbook negotiations could be conducted between one Senate and one Administration member if the newly appointed Vice-Chancellor so chooses. Both members of the negotiating team would keep their constituencies fully apprised of progress with eventual approval being required by the Faculty Senate Executive Committee, the full Faculty Senate and the Administration before being forwarded to system administrators for further review.

5. **Employee Engagement Survey Nov 2014) and Workplace Dynamics Survey (Sept 2014)** report presented to faculty and administration on April 8, 2015 by Chancellor Schwab; Executive Vice Chancellor Brown; and Associate Vice Chancellor, HR, Chandra Alston. The report is available on the Chancellor's webpage.

- **Employee Engagement Survey**

- Survey overview

- Survey instrument

- 60 core belief statements focusing on workplace quality and managerial/organizational competencies
- 10 additional statements with a focus on UT System support, Diversity & Compensation
- 34 Item Benefit Satisfaction component
- 16 demographic questions
- 3 open-ended questions

- Methodology

- Survey Period – November 3-21, 2014
- Online Survey & Paper Surveys
- Survey process overseen by UT EES Committee

- Response rates

- Health Science Center– 39%
- UT System – 60%
- Faculty and Staff (1103/2851)

- Key highlights

- Areas of improvement

- Communication
 - Senior Leadership
 - Shared Governance
 - Resources
 - UT System Support
- Continuing opportunities
 - Supervisory Competencies
 - Communication
 - Shared Governance
 - Senior Leadership
 - Performance Management
 - Compensation, Recognition & Appreciation
- Opportunities by theme
 - Resources & Support
 - Supervisory Competencies
 - Communication
 - Collaboration
 - Shared Governance
 - Senior Leadership
 - Performance Management
 - Compensation, Recognition & Appreciation
 - System Support
- Recommendations
 - Continue efforts to improve communication with an emphasis on:
 - transparency and candid/forthright exchange
 - interactive processes and opportunities for dialogue
 - Continue developmental opportunities to ensure supervisors/managers have the necessary training and skills to perform effectively and provide day-to-day leadership especially as related to:
 - fair treatment/accountability
 - coaching behaviors (e.g., providing constructive & positive feedback)
 - Consider introducing formal mechanisms and/or processes to enhance collaboration and create a greater sense of alignment:
 - within workgroups and across departments
 - across UTHSC senior leadership and with the UT System
 - Capitalize on existing Employer of Choice and Strategic Planning efforts to more specifically define and articulate the unique value proposition (employment brand) of the UTHSC as well as the UT System as a whole
- **Workplace Dynamics Survey**
 - Survey overview
 - Survey instrument
 - 22 core belief statements focusing on workplace quality, pay benefits and managerial/organizational competencies

- 4 demographic questions
 - 3 free text comments
 - Methodology
 - Survey Period – August 27 – September 22, 2014
 - Online Survey
 - Survey process overseen by Workplace Dynamics
 - Response Rate
 - Health Science Center– 45%
 - Faculty, Staff & Residents (1553/3449)
 - Recommendations and next steps
 - Review survey results with Deans, Vice Chancellors and Department Heads
 - Solicit recommendations from leadership bodies: Employee Relations Council (ERC); Exempt Staff Council (ESC) and Faculty Senate
 - Communicate and implement recommendations
 - Participate in the Workplace Dynamics Survey annually
 - Participate in the Employee Engagement Survey every three years (next survey in 2017)
 - Increase survey participation
6. **Dean of the College of Nursing (CON)** – Wendy Likes, PhD, DNSc, APRN-BC has been named at the permanent dean of the CON after serving for ten months as the interim dean. The appointment became effective on June 10, 2015. The college has 105 faculty and 400 students who earn degrees at all level
7. Tennessee University Faculty Senates (TUFS)
- UTHSC will be hosting the late Summer TUFS meeting on September 11-13, 2015
 - The theme of the meeting will be “The changing Environment of Higher Education”
 - The meeting hotel is the Fogelman Center on the University of Memphis Campus
 - The opening session on Friday will include dinner and a private tour of the National Civil Rights Museum
8. **Upward Evaluation of Administrators**
- The UTHSC Handbook requires an Upward Evaluation of Administers. The Employee Engagement Survey does not meet the needs of the Handbook requirement. Chancellor Schwab allocated funds to conduct the confidential evaluation by the IT Department. The survey was administered by Dr. Andrea Elberger, chair of the Faculty Affairs Committee with the assistance of Dr. Terry Cooper. Voting ends on June 18 and the results will be available for delivery to President DiPetro at the UFC meeting in Knoxville.

UPWARD EVALUATION TALLIES SO FAR – BY FACULTY AFFILIATION

COLLEGE	Pop	26-May		6/1/2015		6/3/2015		6/5/2015		6/9/2015		6/12/2015		6/15/2015		6/16/2015		6/17/2015	
		#Resp	Rate	#Resp	Rate	#Resp	Rate	#Resp	Rate	#Resp	Rate	#Resp	Rate	#Resp	Rate	#Resp	Rate	#Resp	Rate
Dentistry	156	3	1.9%	11	7.1%	12	7.7%	12	7.7%	12	7.7%	13	8.3%	15	9.6%	23	14.7%	23	14.7%
Health Professions	72	5	6.9%	11	15.3%	13	18.1%	15	20.8%	17	23.6%	24	33.3%	27	37.5%	27	37.5%	27	37.5%
Med - Chatt	101	0	0.0%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	2	2.0%	2	2.0%	2	2.0%
Med - Knox	209	2	1.0%	3	1.4%	3	1.4%	3	1.4%	3	1.4%	3	1.4%	3	1.4%	3	1.4%	3	1.4%
Med - Memphis	692	19	2.7%	41	5.9%	58	8.4%	64	9.2%	68	9.8%	76	11.0%	83	12.0%	94	13.6%	100	14.5%
Nursing	46	4	8.7%	5	10.9%	6	13.0%	6	13.0%	6	13.0%	6	13.0%	6	13.0%	6	13.0%	6	13.0%
Pharmacy	69	9	13.0%	14	20.3%	15	21.7%	17	24.6%	17	24.6%	18	26.1%	20	29.0%	27	39.1%	28	40.6%
Institutional	27	3	11.1%	4	14.8%	5	18.5%	6	22.2%	6	22.2%	6	22.2%	6	22.2%	6	22.2%	6	22.2%
Total # Faculty	1372	45	3.3%	90	6.6%	113	8.2%	124	9.0%	130	9.5%	147	10.7%	162	11.8%	188	13.7%	195	14.2%

NOTES:

College - "Institutional" refers to those without a College assignment.

Pop – the total number of individuals qualifying as salaried Faculty in each unit.

Resp – the number of individual submitted surveys in that category, on the dates listed.

Rate – the ratio of # Resp divided by the Pop number for that category = **percent submitted**

The Upward Evaluation has been extended – it will now close on June 18, 2015 at 5:00 P.M.

○ [Andrea Ellberger – Chair, Faculty Affairs Committee](#)

9. Vice Chancellor Searches

- **Vice Chancellor of Research** – Steven R. Goodman, PhD has been named as the Vice Chancellor of Research. He will assume his responsibilities on or about August 3, 2015. Dr. Goodman comes to UT from SUNY Upstate Medical University. Dr. Goodman will report to Chancellor Schwab and will work with UTHSC and its statewide campuses. He will replace Dr. Lawrence M. Pfeffer, Interim Vice Chancellor of Research.
- **Vice Chancellor of Academic, Faculty and Student Affairs** – Lori S. Gonzalez, PhD, has been named as the Vice Chancellor of Academic, Faculty and Student Affairs. She comes to UTHSC from the North Carolina Higher Education Authority and is expected to assume her new responsibilities on July 1. Dr. Gonzalez will report directly to Chancellor Schwab and will work with UTHSC and its statewide campuses. She will replace Dr. Cheryl Schied who is retiring on June 30.

10. Faculty Senate Awards

- Administrator of the Year, Dr. Cheryl Scheid, Vice Chancellor of Academic, Faculty and Student Affairs
- Senator of the Year – RK Rao, College of Medicine, Basic Sciences
- Exceptional Meritorious Achievement Award – Dr. Patricia, Cowen, College of Nursing
- Exceptional Meritorious Achievement Award – Dr. Lloyd George, College of Dentistry
- Exceptional Meritorious Achievement Award – Dr. Patrick Ryan, College of Medicine

- Presidential Citation – Dr. George Cook, College of Medicine, Basic Sciences
- Presidential Citation – Dr. Kennard Brown, Executive Vice Chancellor

11. Resolutions passed by the Faculty Senate; copies attached

- Joint UFC Resolution
- Resolution Regarding Allocation of Funds for Annual Raises for Faculty 2015
- Resolution for Support and Recognition of Faculty Service
- Resolution on Scholarly Activities

Joint Resolution

WHEREAS, the University of Tennessee Health Science Center values and practices shared governance; and

WHEREAS, the responsibilities of the faculty in the governance of the university are important and faculty members should be active participants in deliberations and decisions on all relevant policies and procedures; and

WHEREAS, faculty have the right and responsibility to contribute to campus and university discourse, and such discourse represents the heart of shared governance; and

WHEREAS, the process of shared governance depends upon transparency of information and participation of all in reaching decisions that serve the common good; and

WHEREAS, Faculty Handbooks articulate the structure and spirit of shared governance and include university policies impacting faculty appointment, responsibilities, evaluation, promotion, tenure, and termination;

THEREFORE BE IT RESOLVED that faculty be informed and consulted during policy creation or revision for all university or campus policies that may affect faculty or the faculty's interest.

BE IT FURTHER RESOLVED that all policies that affect faculty appointment, responsibilities, evaluation, promotion, tenure, and termination be developed in accordance with the practices of shared governance and with the intention of inclusion in Faculty Handbooks.

AND BE IT FURTHER RESOLVED that Faculty Handbooks be collaborative efforts between faculty and university administrators; policies and procedures appearing in approved Faculty Handbooks should be followed consistently and be reflected consistently in departmental and college bylaws.

RESOLUTION FROM THE FACULTY SENATE OF UTHSC REGARDING ALLOCATION OF FUNDS FOR ANNUAL RAISES FOR FACULTY --- 2015

WHEREAS annual across---the---board raises for faculty having a "meets expectations" performance evaluation over the last 8 years have averaged 1%; and

WHEREAS the cost of living over the last 8 years has averaged 3%; and

WHEREAS there was no across---the---board raise for faculty last year; and

WHEREAS "annual raises" are the major means of keeping up with inflation for the majority of Faculty:

THEREFORE BE IT RESOLVED that the Faculty Senate of the UTHSC reaffirms a request that all funds for salary increases made available from the State of Tennessee and UTHSC be used for a minimum annual market based cost-of-living increase at or above 3% to all faculty, and should be provided prior to funding any Merit Raise programs.

UTHSC Faculty Senate Resolution of Support for and Recognition of Faculty Service

WHEREAS, service to students, departments, colleges, the campus and external communities is one of the central responsibilities expected of all University of Tennessee and University of Tennessee Health Science Center (UTHSC) faculty;

WHEREAS, service is one of the four missions of the University of Tennessee Health Science Center;

WHEREAS, reduction or elimination of such services would highly compromise the overall mission of the University and academic community;

WHEREAS, in these times of increasing faculty, administration, and University accountability, allocation of effort to service at all levels is an important component determined during a faculty member's annual performance review;

WHEREAS, recognition and assignment of realistic, adequate percent effort to service is essential to the faculty member's ability to fulfill his/her service responsibilities to ensure that such services not be denied or eliminated and thereby incurring decreased quality to all constituencies and damage to the University's reputation;

BE IT RESOLVED that the UTHSC Faculty Senate enthusiastically supports the significant value that Chancellor Schwab places on faculty service, his commitment to this service, and his strong encouragement to administrators, at all levels, to support allocating sufficient faculty effort to service activities along with other duties.

UTHSC Faculty Senate Resolution on Scholarly Activities

WHEREAS, participation in scholarly activity is a fundamental tenet and responsibility of all members of a viable academic community;

WHEREAS, there is recognition and acceptance that lack of ongoing scholarly activity by an academic health science center's faculty leads ultimately to decreased quality of education, ability to recruit and retain the highest quality students, faculty and clinicians, and hence fulfillment of the University of Tennessee Health Science Center's responsibilities to the citizens of Tennessee;

WHEREAS, the primary objective of academic scholarly activity is not solely to raise funds for the University of Tennessee Health Science Center, but to increase the quality of education, research, and clinical care provided to the citizens of Tennessee;

WHEREAS, there is recognition and acceptance that not all scholarly activities are supported by external funding;

WHEREAS, in these times of increasing faculty, administration and University accountability, allocation of effort to scholarly activities is a critical component determined during a faculty member's annual performance review;

BE IT RESOLVED that the UTHSC Faculty Senate enthusiastically supports and appreciates the significant value Chancellor Schwab places on the commitment to faculty scholarly activities and his strong encouragement to administrators at all levels to support allocating sufficient faculty effort to scholarly activities along with other duties.