

**Topics and Issues for Discussion Prepared by the University Faculty Council for the Videoconference with the Efficiency and Effectiveness for the Future Committee**

**Monday January 5, 2009, 2-4pm Eastern Time (1-3pm Central)**

1. What metrics are being considered to assess the contributions of system-level administration to advancing the institution as a whole and the campuses in particular?
2. Is the Committee reviewing the formula by which the system administration is funded?
3. What energy-saving steps is the committee considering? In particular, will performance contracting be implemented system-wide?
4. Given that many forms of faculty research bring prestige to the institution, but may not generate external funding, what metrics are being used to consider the efficiency and effectiveness of research that encompass the full range of research, scholarship and creative activities?
5. Efforts to fill open Governor's Chair positions have been unsuccessful. How will the committee address this issue?
6. Is the Committee considering major changes that will require discussion by faculty based upon the procedures specified in various campuses Faculty Handbooks (such as elimination of all graduate programs associated with UTSI)? Additionally, is there any consideration of a merger between UTK and UTIA?
7. Is the Committee constrained by the statements of President Petersen that athletic programs will continue (e.g. are such programs at UTC and UTM which are controlled by the campuses rather than the System constrained to be continued and must all the athletics programs at UTK be continued or are some possibly to be discontinued)? Additionally, is the Committee considering ways to prevent potential budget deficits in athletics from impacting academic operations?
8. What if any discussions with the leadership of Board of Regents institutions are ongoing to reduce redundancy and/or collaborate on cost-saving mechanisms or potential mergers?

9. If the State decides to modify the longevity pay policy or other benefits for State employees, we encourage this to be done in such a manner so as to minimize the impact on those State employees for whom longevity pay is a very significant fraction of their annual compensation. As one possible guideline, given the action of the UT System administration to reduce their compensation by 5%, we suggest that any reduction in longevity pay for the coming year be structured so that no employee has a greater reduction in total compensation than 5% of their salary.

10. Is the Committee going to advocate for privatizing some functions of the university? If the cost savings from such decisions is the result of managerial efficiencies, we support this. However, if they are achieved by paying uninsured workers poverty wages, privatization will result in social and economic costs to the state. Doesn't this represent a form of cost-shifting to the state and would this really be efficient or effective?

11. Is the Committee considering salary reductions, furloughs or other forms of pay reduction for faculty?

12. In addition to areas of cost-cutting, are there areas of increased resource allocation the committee is considering that would enhance efficiency and effectiveness?