



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL**

**MEETING 42 - Minutes**

**February 25, 2014, Martin, TN, 7:00 p.m. (CST)**

**February 26, 2014, Martin, TN, 9:00 a.m. (CST)**

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

UTHSC George Cook (Faculty Senate President) - present  
Phyllis Richey (Campus Representative) - present  
UTK David Golden (Faculty Senate President) - present  
David Patterson (Campus Representative) – absent  
UTM Jeff Rogers (Faculty Senate President) - present  
Jenna Wright (Campus Representative) – present  
UTC Deborah McAllister (Faculty Senate President) - present  
Kay Cowan (Campus Representative) - absent

**Trustees (Ex-Officio voting)**

Vickie Steinberg (Board of Trustees Faculty member - voting) -present  
Thad Wilson (Board of Trustees Faculty member – non-voting) - 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) – absent

**Faculty Council Guests**

UT Dr. India Lane (System Office of Academic Affairs and Student Success) – present  
UTM Brian Donavant – present

**February 25, 2014 – Opera House Restaurant**

214 S. Lindell St., Martin, TN 38237, (731) 587-8000

**Call to Order**

**Roll Call – as above**

**ORDER OF BUSINESS**

Campus Reports (at end of document)

Adjournment

**February 26, 2014 – UTM Library/enclosed lobby area**

**Roll Call - as above**

**ORDER OF BUSINESS**

*Approval of the November 20, 2013 minutes.*

## Old Business

1. Course and lab fees. There was no further discussion of fees.
2. Family medical leave.
  - a. George Cook reminded the group that it was recommended that Faculty Senates have HR come to Senates to explain the FMLA policies.
  - b. Deborah McAllister and Vicki Steinberg explained a policy was under development at UTC to make sure that leave requests were handled with appropriate privacy, equity, and lack of retribution, etc. David Golden mentioned the modified duty assignment for preparation of arrival of child. Vicki noted that the policy under development also specifically addresses nontenure track faculty. David Golden asked about membership of nontenure track faculty in the Senate at other campuses and mentioned a new committee in the UTK Senate has been created to address NTT issues.
  - c. In reference to prolonged absences, Jenna asked how other campuses handled the workload issues (especially if leave starts mid-semester). Most discussion suggested that colleagues pick up workload but also noted the resentment that can occur after this circumstance. Brian Donovan mentioned the value of distance learning/tech delivery in the circumstance that a faculty member (or student) is ill. Sometimes a faculty member can finish out a course online even if out of on-campus work.

## New Business

1. Currently debated issues/concerns (in the legislature) regarding dispersal of Student Activity Fees/TN Senate Bill 2493.
  - a. India provided some background on the legislative perspectives and content of bills.
  - b. Jeff Rogers, on behalf of the UTM Senate, has written a letter to Anthony Haynes. The discussion largely centered on what faculty need to do to respond. At this time, the leadership in Knoxville and Nashville is trying to broker a response and resolution. A coordinated advocacy effort may be called for later. UFC members were reminded to keep an eye on the advocacy website.
  - c. George Cook also reminded reps to review the lobbying policy that Anthony discussed last fall -- make sure that faculties are aware of it and the general rights they have as citizens, etc.
2. Faculty Handbook formats across system. George Cook brought up the handbook process and shared concern of heavy-handed work from administrators on their handbook. India noted the handbook should be a shared venture in ideal circumstances. There is a reality that faculty can be assigned duties and not necessarily come to complete agreement on goals (legally and academically). India also pointed out the reality that administrators can impose/make final edits (so can Board of Trustees) but we certainly would rather it be a collaborative effort.

3. Thoughts about the “Tennessee Promise” initiative.
  - a. Jeff asked about the level of UT input/surprise from the Governor’s announcement. India responded that she didn’t know about until the Governor’s address, either, and was aware that the President wished he had more input.
  - b. India provided some background and summary results from Knox Achieves, the program on which TN Promise is based. We are analyzing data to try to identify impacts and which students are likely to bleed off into 2-year schools. We can expect small changes (<5%) in enrollment that may be partially offset by increase transfer students. We also need to be concerned about the loss of general education courses, housing, etc.
  - c. Jeff and others posed key questions for all of us to keep in mind:
    - i. How many families are likely to choose the promise?
    - ii. What will we be doing now?
    - iii. How can we help ensure quality preparation of transfer students?
    - iv. The costs of commuting should be considered when a student compares college costs.
    - v. Can UTM open a 2-year degree as a division?
  - d. We need to point out the value of our 4-year curricula and our degrees.
  - e. The university-wide AASS and IR offices will try to keep UFC updated with data and ideas.
  
4. Selection of a chair and a secretary, for 2014-2015. We will discuss this at the April 10 meeting.

#### Other Business

Next meeting, by videoconference – Wednesday, March 19, 2014, 4:00 p.m. (EDT).  
Scheduled – morning of April 10, with President DiPietro, in Nashville.

#### Adjournment

**THE UNIVERSITY OF TENNESSEE AT MARTIN**  
**Campus Report - 25 February 2014**  
**University of Tennessee Faculty Council**

Jefferson Rogers, Faculty Senate President  
Jenna Wright, UFC Campus Representative

**From the Faculty Senate:**

An election was held in November 2013 to fill two Faculty Senate positions for the 2014-2015 Academic Year.

The results were:

- President-Elect: Dr. Roberto Mancusi (Assistant Professor of Music)
- Secretary: Dr. Louis Kolitsch (Professor of Mathematics)

The Senate learned from the administration that the UT Martin *Faculty Handbook* must be restructured into three main volumes or sections. The three volumes will be grouped by editorial control over content such that:

- Vol. I: Faculty Senate (controlled by Faculty Senate)
- Vol. II: The University of Tennessee at Martin (controlled by UT Martin admin)
- Vol. III: The University of Tennessee System (controlled by UT System and UT Board of Trustees)

The Faculty Senate heard presentations by Dr. John Schommer (Chair of the Athletics Committee) and Mr. Julio Freire (Director of Intercollegiate Athletics) regarding the formal and philosophical relationships between athletics and academics on the UT Martin campus.

Faculty Senate President Jefferson Rogers submitted a critique of the proposed UT System Rules Policy for "Use of University-Controlled Property by Non-Affiliated Persons" (Chapter 1720-1-2) to Chancellor Rakes. The critique focused on the extraordinarily restrictive measures presented in the policy, as well as the broad powers granted to the UT System President and Chancellors.

The Faculty Senate Executive Committee approved a letter from Faculty Senate President Jefferson Rogers that was sent Anthony Haynes in February 2014 regarding Tennessee Senate Bill 2493 (also HB 2450). The letter expressed and explained the Executive Committee's steadfast opposition to both bills which seek to eliminate funding for most outside guest speakers on all public university campuses in Tennessee.

A number of issues have been discussed and/or remain actively studied by the Faculty Senate.

Some of the most notable issues include:

- Increases in the salaries for overload teaching by faculty and for adjunct instructors
- Recommendations by the Sustainable Financial Model Committee
- Declines in enrollment and anticipated funding reductions for 2014-15
- The potential effects of and possible proactive responses to the "Tennessee Promise" initiative
- Adoption of the "F!" grade to student transcripts
- The increase of prior learning assessment credit hours from 30 to 60
- The UT System's On-Line Innovations initiatives
- Restructuring and improvements to academic advising and mentoring
- Final edits to the revised version of the Faculty Handbook

- When Student Special Requests should be considered by the Undergraduate Council
- Revision of and technology used for curriculum request forms

### **From the Campus:**

The Southern Association for Colleges and Schools Commission on Colleges (SACS) reaffirmed UT Martin for accreditation at its December 2013 in Atlanta.

The following programs and units received or were reaffirmed accreditation between October 2013 and Feb 2014:

- The Department of Public Safety (by the Tennessee Law Enforcement Accreditation [TLEA] Program)
- The Department of Nursing (by the Accreditation Commission for Education in Nursing [ACEN])

UT Martin was once again included in The Princeton Review's "The Best Value Colleges: 2014 Edition." UT Martin joined the University of Tennessee, Knoxville, as the only public Tennessee universities listed. This marks the third year that UT Martin earned this designation.

Average composite ACT scores of applicants for the Fall 2014 semester (22.40) were at a historical high for January.

After a comprehensive review process, the charter for the Alpha Tau Omega chapter at UT Martin was permanently revoked following denial of a final appeal by the fraternity. The revocation came in the wake of a serious hazing incident that occurred in rural Weakley County back in Fall 2013.

A groundbreaking ceremony took place in October 2013 for four new sorority lodges.

The U.S. Army's decision to close UT Martin's ROTC program was suspended in November 2014. As the Army commences its review of the criteria used to evaluate ROTC program performance, the UT Martin program will develop and follow a 24-month probationary plan of restricting and improvement.

Mr. Julio Freire was hired as the Director of Intercollegiate Athletics in January 2014. Prior to his appointment at UT Martin, Mr. Freire previously served as the Associate Athletics Director for Development at the University of Nevada, Las Vegas.

Dr. Gail Stephens was named Interim Dean of the College of Education, Health, and Behavior Sciences. She will continue to serve in her role as the campus' Equity and Diversity Officer.

UT Martin is currently hosting its 14<sup>th</sup> Annual Civil Rights Conference which features a multitude of prestigious guest speakers, exhibits, and activities. UT Martin's conference is one of only two civil rights conferences sponsored yearly by any public university in the United States.

Campus Report:

University Faculty Council Campus Report for February 25, 2014

UTHSC

Reported by George Cook

The UTHSC Faculty Senate was very busy in the fall semester with revisions of the Faculty Handbook, meetings to discuss the UTHSC Strategic Map (which must be clearly distinguished from the Strategic Plan), updates of college bylaws and accreditation meetings and preparations (College of Medicine and SACS), discussions of the Campus Master Plan and meetings with Financial Consultants. There have been some difficult moments as there have been some resignations of senators as they moved on to other universities, some changes in committee chairs so that committees have had to be rejuvenated and finally the resignation from UTHSC of the Faculty Senate president-elect that necessitates a new election to be held soon. Several senior faculty leaders have also retired or moved on to other universities leaving their colleges with less leadership in important areas. The loss of approx. \$10M in NIH grant funding since 2006 has led the College of Medicine recently to be ranked 78th of 147 Medical Schools (US News), making the goal of moving into the top 25 more difficult; however, the College of Pharmacy was ranked in the top 20 (down from 5th several years ago). Other colleges seem to have similar problems. Building plans continue to improve at UTHSC with the Translational Science Research Building to be completed sometime in this calendar year and demolition of several older buildings to be accomplished this year as well as additional renovation (Crowe, Nash, Mooney) and new construction to follow in later years.

UTC Campus Report for UFC – February 2014  
Reported by Deborah A. McAllister, UTC Faculty Senate President

The continued academic focus is on the Complete College Tennessee Act (CCTA). The four subcommittees focused attention on the following areas: (a) strategic enrollment planning; (b) retention, progression, and degree completion; (c) student life and support services; and (d) the built environment/infrastructure for living and learning. The subcommittees reported their work to the Provost. Feedback on top priorities is being sought.

The subcommittees of the Advisors Council completed work, and a single report was written. Next steps are pending.

The Faculty Senate and its committees are involved in new and ongoing projects:

- Faculty Handbook - Changes for Chapter 2 have been sent for approval. Much of the former content of Chapter 2 will be placed into a bylaws document.
- Approximately 50 curriculum proposals were approved, at the Jan. 16 Faculty Senate meeting.
- General Education – The General Education Committee is completing the process of certifying and recertifying courses for a Fall 2014 implementation of the new program.
- The TEDx Committee (ad hoc), in conjunction with a newly-approved student organization, is working to hold a TEDx event in Chattanooga, in the fall.
- Faculty Senate approved a motion from the Academic Standards Committee: Faculty Senate directs to the Honor Court that the removal of eligibility for Latin Honors be an available sanction for Honor code violations. This change will be published in the appropriate areas. This has been sent to Honor Court, legal, and the Dean of Students.
- The Faculty Development Grant Committee has piloted a new mechanism for accepting, reviewing, and tracking proposals, and this will be extended to include the Faculty Research Grant Committee's proposals.

Campus headlines and events are located on the Web page (<http://www.utc.edu/>).

UTK is engaged in some new initiatives targeted at low income, high ability students. Chancellor Jimmy Cheek traveled to the White House in Washington, DC to attend a summit and made three commitments from UTK's Strategic Plan: 1) develop a coaching program (pilot program this year), 2) offer a summer math camp for students who have selected math intensive majors but need math remediation, and 3) expand agreement plans with community colleges. All three of these initiatives have begun.

The Faculty Senate is engaged in the following ongoing and new activities:

- The Executive Council has had discussions about the Senate bills regarding Student Activities Fees and is opposed to the legislation proposed. The EC has also had conversations regarding the (now approved) House Joint Resolution to condemn the organizers of Sex Week. No action has been taken by the EC or Senate at this time.
- The Faculty Affairs Committee is working on a resolution regarding academic freedom. Two open forums were held in February to solicit faculty input. The document is currently being drafted.
- The Benefits and Professional Development Committee continues to work to secure domestic partner benefits. UTK and UT System administrators had conversations with upper level state government officials and were informed that the climate is not favorable for UT to pursue this matter at this time. The EC has expressed concerns that this may adversely effect hiring.
- The Senate President nominated faculty members to serve on two Cumulative Performance Review committees, in accordance with the UTK Handbook for Faculty Evaluation.
- The Benefits and Professional Development Committee has prepared a draft resolution expand coverage of family members for bereavement leave. The resolution expands the “family” and calls for a uniform bereavement period of five days.
- The Benefits and Professional Development Committee and Non-Tenure Track Issues Committee are conducting research and preparing a proposal to modify UTK's leave policy under Family Medical Leave. Nine-month tenured and tenure-track faculty may modify their responsibilities for up to one semester at full pay while managing the arrival of a child. However, the currently policy only allows for two modified duty assignments.
- The Nominations and Appointments Committee is working on upcoming elections for new senators and the President-elect.
- The Senate and UTK have finalized a policy for procedures for promotion of non-tenure-track faculty. This policy is up for vote during the Board of Trustees meeting in Martin.