



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

MEETING 35 - Minutes

Wednesday, February 27-28, 2013, BOT meeting in Chattanooga

Feb. 27, 6:00 p.m., St. John's Meeting Place (Go to The Meeting Place, not St. John's)
1274 Market St. Chattanooga, TN 37402 (Cross Street: 13th St.) (423) 266-4400

Feb. 28, 8:00 a.m., University Center Heritage Room. Breakfast will be served.

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

UTHSC George Cook (Campus Representative) - present
Thad Wilson (Faculty Senate President) - present
UTK Steve Thomas (Faculty Senate President) - present
David Patterson (Campus Representative) (UTFC Secretary) – present
UTM Robert Nanney (Faculty Senate President) - present
Jenna Wright (Campus Representative) – present
UTC Deborah McAllister (Faculty Senate President) - present
Ralph Covino (Campus Representative) - present
Trustees (Ex-Officio voting)
Janet Wilbert (Board of Trustees Faculty member-Voting) (UTFC Chair) - present
Vicki Steinberg (Board of Trustees Faculty member-nonVoting) - present

UT Faculty Council Ex-Officio Non-voting Members

UT Dr. Joe DiPietro (System President) – present 28th only
UT Dr. Katie High (System Office of Academic Affairs and Student Success) – present 28th only

Faculty Council Guests

UT Dr. India Lane (System Office of Academic Affairs and Student Success) – present 28th only

Feb. 27, 6:00 p.m., St. John's Meeting Place

Minutes approved

Campus reports received except from HSC.

Deborah McAllister – UTC campus report

Gen ed passed first reading yesterday, proposed raise of admissions GPA passed.
External letters – “herky jerky pig fest” ... Steinberg reported significant variability
across department and problematic deployment.

UTM – Jenna Wright

Question about public distribution of minutes and FS materials raised. There was general consensus that student info is excluded from those materials on other campuses. Some use of Blackboard for dissemination of sensitive material.

UTC Professor Henry Spratt presented his work and concerns about UT Ag Institute plan to study fracking on the Cumberland plateau.

UTK- Steve Thomas- Code of Conduct was disseminated by UT System Administration.

UTFC still have questions about dress expectations, royalties, faculty and staff regs are conflated.

Steve Thomas- Wanted to stress that the resources manual is strictly local, the Provost stepped out of the approval process.

Steve Thomas - Faculty evaluation task force report going to the Provost in mid-to-late March.

HSC- Angry still aboutsee the report.

Two changes to the charter correcting the name of Katie High's division to Academic Affairs and Student Success

Bylaws change ...Both faculty trustees will now be members of the UTFC

Motion Passes

Feb. 28, 2013 - 8:00 a.m., University Center Heritage Room.

Deborah McAllister elected to Chair of the UTFC for next year.

1. New HR policies and faculty involvement

Katie High explained the new involvement of faculty in HR policies. Faculty appointed by campus administrators. Katie waiting for appointment of faculty from two campuses.

IT Policy being drafted, but will not go forward without faculty review.

Misconduct in research policy will go through this group as well.

Janet Wilbert expressed appreciation for Katie's efforts.

Thad Wilson- Compensation Advisory Board (CAB) faculty representatives and campus financial officers are on this committee.

Katie High- We did not originally set the expectation of wider review of policies.

The issue of conflation of faculty and staff policy was raised. Katie said that this gets sorted out at the supervisory level.

Katie High said UT Academic Affairs... is currently attempting to work out the process of transferring credit back to community colleges (reverse transfer), for people who transfer from community college before getting associate degree. The intention is that credits for the courses they take at the university can transfer back to the community college so the student will be awarded his/her associate degree. Working out this issue may aid retention. Will have to work out a computer procedure for credit transfer. How do we get our Banner systems to track this issue is an open question. Hoping to get money from state to make this happen and have THEC monitor this. Very complicated to execute. Will find out later if we have the money to buy the software to make this happen.

Fracking-Henry Spratt came to dinner last night.

Katie – Faculty Evaluation – assuming BOT will approve. UTK’s pilot will hopefully be made permanent. (five point scale). Other campuses will have to bring their polices forward to Katie’s office for review by her office and the General Counsel’s office. “If they are ready to go in June, we take them forward to the BOT in June.”

Expedited tenure – this time is a Law professor at UTK. “Campus determines the need for the change”>>>>not an actual quote. Janet- “We need to remember this can be a bargaining chip when attempting to secure a hire.”

Katie reported plans to award a couple of Honorary Degrees – Katie provided a history. UTC is honoring a person with an honorary bachelors degree. Campuses can offer three per year.

Robert Nanney- will present UTM GAP Analysis to the BOT.

Janet Willbert – Sent a link to creating a resource for electronic publishing by Library.

Meeting with President DiPietro

Budget – Governor proposed strong budget for UT

Non-formula units – AG institute, HSC, and experiments station. (Less \$ for some of the units)

4.9 million recommended for the hold harmless – Knoxville has performed well in the CCTA formula. Not so much for UTC and UTM. We are seeing the real term impact this year.

1.5% salary increase for this year. Not fully funded by the formula.

UT agreed to stay within the guidelines of no more than 6% tuition increase.

Several non-re-occurring allocations. UTK received 3 million for growth of Engineering program.

Five year commitment to match a gift from St. Jude (bring in teams of physicians, post-docs, and students).

Increase non-re-occurring funds for supercomputer at ORNL. Need this to be competitive for NSF proposal for supercomputer facility. Provided examples of the supercomputer use in modeling of truck aerodynamics and pharmaceuticals.

Capital outlay - \$66 mil. for HSC renovations.

UTK - \$24 million to convert steam plant to gas if tobacco settlement dollars comes to the state.

Capital maintenance money received.

Fracking – Forest research center was formerly stripped mined land. Unique place. Wide range of studies done there previously.

Tennessee Building Commission must approve the proposal. Gas companies must conduct themselves in accordance of all Federal and State regulations. No right to preclude publications.

Seeking approval from BOT to go out for a proposal.

Will be a nitrogen gas proposal.

Randy Boyd's work group – appointed by the Governor

What are some of the top initiatives?

Are the universities preparing students need for the workforce?

Drive to 55 – 55% of adult population to have post HS degree (currently 30%)

350,000 to 400,000 degrees

Domestic Partners – We want to be open and affirming – Currently mandated to get benefits from state of TN. Constitution prohibits same sex marriage. State benefits office focuses on the requirement for marriage for benefits.

Vicky suggested a plus one option for offering domestic partner benefits, which was then discussed.

1. From the Friday Brief

- a. SB 0008 by *Summerville, Hensley (HB 0448 by *Powers)

- Education, Higher - As introduced, enacts the "Higher Education Equality

Act" to prevent institutions of higher education from granting preferences based on race, gender or ethnicity to students, employees or contractors.

Bill stopped in the committee yesterday, may come back. Mobilized UT advocacy group and that resulted in thousands of phone calls.

- b. SB 0079 by *Gresham
Education, Higher - As introduced, creates the office of higher education ombudsperson and inspector general within the office of the comptroller of the treasury.

Bill intended to audit data on completion and outcomes from the university. UT considers this approach unnecessary and expensive.

- c. SB 142, the primary vehicle for the expansion of gun possession rights sponsored by Lt. Governor Ron Ramsey (R-Blountville). The committee heard the bill's co-sponsor, Sen. Jack Johnson (R-Franklin)

We have successful over the last two sessions in stopping this. This bill is more challenging. Bill moved very early. Will expand group of people allowed to bring gun to campus locked in car, specifically people with conceal carry permits. Will be challenging to kill this bill this year.

Performance retention plan for chief executives---The President expressed concerned about salaries across the institution. Now have in place a set of objective and subject goals for performance that is reviewed after three year time frame. No guarantees of payment, must be present to win. We have some incentivized compensation plans for some faculty. Goals are in the board documents. Related to strategic plans.

Katie High – Do faculty teaching online courses receive additional compensation?

UTM (UT Online Course) pays for overload during the semester. Can get money for developing a course.

Katie is looking for ways to incentivize course development.

Katie's office looking for ways to work with and around the Fed regs cross state online courses. Feds are not enforcing the regulation, as of six months. Some states are enforcing it. Working to get a thirty state consortium. No clarity yet.

Katie reviewed the System's outcome measures...available on the President's web site with dash board.

Discussion of HSC concern of the imposition of evaluation criteria that were not developed for vetted by the faculty. Three campuses stated that faculty develop evaluation criteria and administrators apply the criteria. These criteria develop within the department bylaws. UTC working to develop bylaws within departments as they are currently not universal.

India discussed the distinction between effort allocation tool and performance evaluation tools.

Janet – Raised the issue of the scheduling of UTFc meeting and the AASS committee meeting, so that faculty senate presidents would not have to stay two nights. Katie will let us know when the winter meeting will be held.

Katie – UTC differential tuition fee going through Finance Committee. Students will be paying \$50 per credit hour in nursing, engineering, and business. Students outside of those programs will be assessed the fee for taking those classes.

India – mocked up examples of what a handbook would look like if BOT is highlighted. Curriculated...
White paper best practices from other universities.