



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL  
MEETING 44 - Minutes

June 17, 2014, Knoxville, TN, 6:30 p.m. (EDT)

June 18, 2014, Knoxville, TN, 8:30 a.m. (EDT)

<b>UT Faculty Council Voting Members (Quorum, 5 voting members)</b>		<b>June 17</b>	<b>June 18</b>
UTHSC	Martin Donaldson (Faculty Senate President) -	present	present
	Phyllis Richey (Campus Representative) -	absent	present
UTK	Joanne Hall (Faculty Senate President) -	absent	present
	David Patterson (Campus Representative) –	absent	present
UTM	Jeff Rogers (Faculty Senate President) -	present	present
	Jenna Wright (Campus Representative) –	present	present
UTC	Deborah McAllister (Faculty Senate President) -	present	present
	Kay Cowan (Campus Representative) -	absent	absent
<b>Trustees (Ex-Officio voting)</b>			
	Thad Wilson (Board of Trustees Faculty member - voting) –	present	present
	David Golden (Board of Trustees Faculty member – non-voting) –	present	present
<b>UT Faculty Council Ex-Officio Non-voting Members</b>			
UT	Dr. Joe DiPietro (System President) –	absent	present
UT	Dr. Katie High (System Office of Academic Affairs and Student Success) –	present	present
<b>Faculty Council Guests</b>			
UT	Dr. India Lane (System Office of Academic Affairs and Student Success) –	present	present

**June 17, 2014 – Chesapeake’s**  
500 Henley St., Knoxville, TN 37902, (865) 673-3433

**Call to Order**

**Roll Call – as above**

**ORDER OF BUSINESS**

Campus Reports (at end of document)

UTK. David Golden reported highlights.

- 1) Several faculty handbook revisions have been moving through. Golden noted one revision, regarding faculty speech in shared governance, is going forward for BOT this week. India noted this revision reflects a principle that all campuses have been interested in over the past few years but places it in the shared governance section as opposed to Board academic freedom policy.

There was some discussion regarding whether there should be a BOT policy on shared governance.

- 2) Additionally there was discussion about handbook revision workflow and challenges in handbook revisions. As an update, the UTC Chapter 2 revisions have verbal ok for administrative approval. UTM has been working on a reorganization and chapter 1 has come through. UTHSC has a Senate approved handbook which is now being compared and reviewed by campus and system administrators relative to the 2010 handbook.
- 3) Golden mentioned several resolutions on domestic partner benefits have been passed forward on campus.
- 4) Golden also applauded UTK faculty work on the Student Activities Fees policy and implementation plan. Their suggestions were largely incorporated and accepted.
- 5) Chancellor Cheek has approved a proposal to incentivize faculty senate leadership, which includes a small stipend for the Senate President and his/her department.

UTM. Jeff Rogers commented on matters of UTM concern.

- 1) He has pushed for a task force on meeting the challenges of Tennessee Promise. This group is working on the details of a possible out-of-state tuition discount (with housing and food commitment). Rogers admitted his disappointment in the lack of a TUFS response to TN Promise statewide.
- 2) The SGA has raised concerns about nonspecific grades given at midterm. The students and the Senate are now looking at this problem and working on solutions.
- 3) The Faculty Handbook is being reorganized and moving forward.
- 4) Rogers also provided extensive comments on the student activities fee policy proposal. Both UTK and UTM were very concerned about the “every other year criteria” for deciding on programs (i.e., if a program was given last year, it might not receive funding). This particular item has been softened in the current proposal.

UTC. Deborah McAllister reported on a few items.

- 1) She commented on CCTA priorities.
- 2) The Senate and Provost’s office are working on health and family leave policies for 9 month faculty using the policies at UTK as model.
- 3) The academic calendar has been modified for reading day and exams.
- 4) Some movement to new buildings is now occurring.
- 5) A new listserv for faculty discussion has been launched.
- 6) They have implemented the new General Education curriculum. Katie asked if they were consistent with the existing Tennessee transfer paths and Deborah will look into it.
- 7) Updates in Senate leadership: the new senate president is Susan Davidson; Claire McCullough is the new handbook chair.

UTHSC. Thad Wilson gave a verbal report.

- 1) The Senate has approved combined handbook.
- 2) UTHSC is leveraging its statewide presence in priorities and visibility.

- 3) Thad mentioned work on compensation and pointed out a strong preference for any COLA raises to be done before any merit/market raises. It was suggested to bring this item to the CAB next. He also mentioned that the Sibson gap analysis was finally made available and, in talking to other campus faculty leaders, gaps from their perspectives are not bad. However, Memphis, in the original analysis, did not have usable results and our campus has finally issued another contract to Sibson to run a more accurate survey of faculty salaries on our campus. This new survey was moved forward with the help of Dr. DiPietro. It is still disturbing that the contract specifically limits the access to the data to administration. In the past survey, getting the data was difficult and required many requests up to the President. Compression remains an issue.
- 4) Thad noted many faculty practice contracts are now in 501c organizations and faculty may face loss of tenure if the practice group drops them or dissolves. Sample documents have been sent to the President and General Counsel for review.

Adjournment

**June 18, 2014 – 102 Morgan Hall**

**Call to Order**

**Roll Call – as above**

**ORDER OF BUSINESS**

*Approval of the March 19, 2014 minutes.*

Meeting with President DiPietro

1. Virtual courses: Could we pursue virtual combined enrollments -- working across campuses to pull students from more than one campus to meet enrollment needs (small numbers of students on each campus, but good combined enrollment). Phyllis mentioned the failure of an attempt to put together the public health program with Knoxville and the challenge of continuing the engineering program with UM. Katie mentioned the ROCC new ideas and models. India mentioned the possibility of using edX for distributed courses and collaborative programs.
2. Common Core policy committee: Dr. DiPietro commented that the raised standards for K-12 are important for increasing preparation of entering UT students. We support core standards. The Legislature wants to move away from PARCC, as assessment.
3. TN Promise. Dr. DiPietro is comfortable with the compromise reached regarding scholarship dollars. He feels we will benefit from more upper division students. Challenges will be in the capacity of certain programs. Katie pointed the group to the details found in the state resolution. See also [driveto55.org](http://driveto55.org) for information.
4. COLA versus Merit raises. Thad suggested applying COLA first in order to commit to closing gaps. Dr. DiPietro shared his concerns about the budget year and feels bad about the inability to meet goals. He suggested bringing this issue to CAB. He did also mention that applying COLA without merit consideration is difficult politically. Additional questions

surrounded administrator raises in the past. Thad mentioned that at UTHSC, for the last 3 years, a larger percentage of faculty have gotten Across-the-board levels for raises while a larger percentage of top administrators get Across-the-board+merit. Dr. DiPietro pointed out that his market/merit pool for the President's staff is no bigger than campus/units allocation, on average, across the system. He hopes chancellors are taking a similar approach. However, Dr. DiPietro did point out the stronger market reality for administrators due to turnover/opportunities to move. He also pointed out that we may never fully close compression but we are studying it and trying to solve/help.

5. Worries about how to develop higher priority for education in Tennessee. Jenna asked if chancellors will still be able to give the recommended salary adjustments based on the Sibson Study, given budget. Dr. DiPietro responded that revenue is still low and he worried about making any promises – recession is possible. Jenna asked if there is any opportunity for merit on any campuses this year. There is a little for campuses in the board; no market increase to underperforming. Thad asked if they can only be given exceeds expectations? He suggested that department heads are told not to give anyone an “exceeds expectations” rating this year. He also asked about promotional raises in COM. Dr. DiPietro told them to stop doing flat 5000. He mentioned the two sets of people – clinicians and basic scientists differ and taint the picture there. David asked about decline in business tax revenue – Dr. DiPietro responded about franchise and excise tax. – You can move your property out of state to avoid some tax. The Governor trying to study this now.
6. Cherokee Farms. David asked about buildings and plans at Cherokee Farms. Dr. DiPietro responded that a second building is close to ground breaking but this is not public knowledge yet. They are finding that potential tenants need ready space, not an empty lot. He noted that despite appearances of lots of (flush) growth on campuses, most recent building projects have been done with ARRA money, gifts, institutional dollars, etc., not state funding.
7. Dr. DiPietro reviewed the Student Activities Fees policy and hopes it will satisfy the requirements of the joint resolution before he reports at the January hearing. We will keep working on implementation. Dr. DiPietro affirmed we must stand behind first amendment rights and academic freedom, if further pressure comes. David appreciated the deft approach of the President/UT administration/Anthony Haynes in dealing with the issues this spring.
8. Katie mentioned the Common Core summary and the Student Activities Fees item again.
9. India provided an update on online innovation funds. Jenna asked about how to catalog these courses and other online/hybrid courses.
10. India provided a brief summary of Moody's analysis of higher education, noting that higher education has persistent negative factors (declining revenue, increased competition, demographics, declining federal research) but continues to have a steady demand and will need to look for creative cost savings/shared services approaches.

11. Katie mentioned new veterans initiatives, including veterans' campus designations that are available. Joanne suggested a "tell your professor" initiative, where students are encouraged to reveal their veteran status, similar to initiatives in health care for patients who are veterans.
12. Deborah asked about a chair and a secretary for 2014-2015. Joanne Hall confirmed later in the day that Candace White (UTK) will serve as chair and that Hall or Donaldson will serve as secretary. AASS will continue to assist with note taking.
13. The group thanked Deborah McAllister for her service and excellent job as chair for this past year!

#### Other Business

1. Tentative - next meeting, by videoconference – Wednesday, August 20, 2014, 4:00 p.m. (EDT).

Adjourned at 10:30 a.m.

Note: Minutes for the 2013-2014 academic year were provided by India Lane and/or Deborah McAllister.

## UTK Campus Report for UFC – June, 2014

Reported by David A. Golden, UTK Faculty Senate President

The UTK Faculty Senate is/has been engaged in the following ongoing and new activities since the February UFC meeting:

- The Faculty Affairs Committee held two open forums in March to discuss the Senate's plan for a resolution on academic freedom. In April, the Senate passed a resolution on Academic Freedom and Shared Governance.
- The Senate passed a resolution that seeks to extend benefits provided by the Family Leave Policy to tenure-track and non-tenure-track faculty and to domestic partners.
- D. Golden sent several messages to the UTK faculty urging them to contact their legislators to urge them to oppose legislation that would prevent use of UT funds to support outside speakers. As a result, UT advocacy reported that more than 4000 letters were submitted through their portal alone.
- The Senate passed a resolution urging that urges that tuition assistance should be granted to domestic partners of employees regardless of gender and to children of domestic partners.
- The Senate passed a resolution that calls upon the university's President and the Board of Trustees (1) to defend these core values and the university's educational mission and (2) to ensure that any body established to reform the current student activity feesystem includes significant faculty and student representation to ensure that any reforms made to the student activity fee system are consistent with these core values.
- D. Golden was appointed to a committee to address the TN Senate's joint resolution that calls for the UT Board of Trustees to oversee the allocation of Student Activities Fees. The committee prepared a recommendation that was approved by the Chancellor and forwarded to President DiPietro. The President's Office has submitted a plan for Student Activities Fee allocation to the BOT for presentation at the June meeting.
- The Senate approved the Executive Council's appointments for Secretary and Information Officer. In addition, the Senate elected a new President-elect (Bruce MacLennan) and Representative to the University Faculty Council (Candace White).
- D. Golden submitted a proposal to Chancellor Cheek to provide compensation to the Senate President and the President's home department/college. The Chancellor agreed to a stipend for the President and a proposal from the home department/college for funds to offset release time for the President.

**THE UNIVERSITY OF TENNESSEE AT MARTIN**  
**Campus Report - 17 June 2014**  
**University of Tennessee Faculty Council**

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

**Selected Highlights from the UT Martin Faculty Senate:**

\* Chairs of the standing committees of the UT Martin Faculty Senate for AY 2014-2015 were elected by their respective members, as follows:

- Budget and Economic Concerns: Mr. James R. Bradley (Instructor in Computer Science)
- Committee on Instruction: Dr. Dan Pigg (Professor of English)
- Graduate Council: Dr. Philip Smartt (Associate Professor of Natural Resource Management)
- Personnel Policies: Dr. Chris Caldwell (Professor of Mathematics)
- Undergraduate Council: Dr. Janet Wilbert (Associate Professor of Health and Human Performance)

\* Dr. Jenna Wright (Associate Professor of English and Chair of the Department of English and Modern Foreign Languages) was elected to serve as the UFC Campus Representative.

\* At the 18 March 2014 meeting, the Faculty Senate heard a presentation by Faculty Senate President Jefferson Rogers and remarks by Chancellor Tom Rakes regarding the General Assembly's Tennessee Promise Scholarship Act of 2014 (House Bill 2491/Senate Bill 2471). After a lengthy discussion, the Faculty Senate voted to recommend to the Chancellor that a task force be created to study the potential impacts of the legislation on the UT Martin campus; the recommendation also requested that the task force include, in part, five Faculty Senate members comprised of one representative from each college. The "UTM Promise Task Force" has since convened and is chaired by Dr. Dan Pigg (Professor of English and chair of the Faculty Senate's Committee on Instruction).

\* On behalf of the university's Sustainable Financial Model Committee, Faculty Senate President-Elect Brian Donavant presented a proposal to revise the ways in which tuition is charged to out-of-state students. This plan (tentatively called the "Premium Out-of-State Tuition scholarship") also involves on-campus housing and food service requirements to offset revenue losses. It is currently under consideration by UT Martin's administration.

\* The Faculty Senate received a resolution from the Student Government Association requesting review of mid-term grade policies. The SGA is concerned with the widespread use of "S" grades. The Personnel Policies Committee will discuss the resolution beginning in Fall 2014.

\* In cooperation with the UT system and with the editorial assistance of Assistant Vice Chancellor Vicki Seng, the UT Martin *Faculty Handbook* continues to be revised and reformatted. New drafts were distributed to members of the Personnel Policies Committee in June 2014 and will serve as the basis for committee review and discussion in Fall 2014.

\* Faculty Senate President Jefferson Rogers submitted a critique of a draft of proposed UT System "Policy on a Student Programs and Services Fee" to Chancellor Rakes.

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

Some of the most notable issues include:

- Improvement of the electronic forms used for curricular requests and student special requests
- Restructuring and improvements to recruiting, academic advising, and continuous mentoring efforts
- Additional / revised inclement weather policies
- The creation of an academic term scheduled between the end of the Fall and beginning of the Spring semesters
- State tax revenue projections and impacts on state allocations to higher education

UTC Campus Report for UFC – June 2014

Reported by Deborah A. McAllister, UTC Faculty Senate President

The continued academic focus is on the Complete College Tennessee Act (CCTA). Both CCTA and Advisors Council distributed reports. A list of top priorities has, not yet, been reported. These include both no-cost items and items that require funding.

Health and family leave policies, for 9-month faculty, remain under discussion.

Academic calendar changes have been made, beginning with Spring 2015, to better schedule exams and the grade submission date.

Planning is underway for department moves. Two state office buildings, as well as other properties, have been acquired. Renovations and reconfigurations are needed in those, as well as other, buildings. Planning for a new, traditional-style dormitory is underway.

A new, faculty forum listserv was created to facilitate academic discussion.

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

- Faculty Handbook - Changes for Chapter 2 are awaiting approval, at the System level.
- General Education – The new General Education curriculum has been implemented for Fall 2014 freshmen.
- The TEDx Committee (ad hoc), in conjunction with the associated student organization, is planning for a TEDx event in Chattanooga, in October.
- Susan Davidson, Professor in the School of Nursing, was elected as Faculty Senate President, for 2014-2016.

Campus headlines and events: <http://www.utc.edu/>.

Faculty Senate: <http://www.utc.edu/faculty-senate/>.

Academic Affairs: <http://www.utc.edu/academic-affairs/>.