



THE UNIVERSITY of TENNESSEE
KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL
MEETING 37 - Minutes
June 19, 2013, Knoxville, TN**

UT Conference Center, [room 323](#), 4:00 to 6:00 p.m.
(<http://conferences.utk.edu/new/Conference%20Center/info.html>)

Chesapeake's Restaurant, 6:30 p.m.
(<http://www.chesapeake.com>)

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

UTHSC George Cook (Campus Representative) - present
Thad Wilson (Faculty Senate President) -
UTK Steve Thomas (Faculty Senate President) - present
David Patterson (Campus Representative) (UTFC Secretary) – present
UTM Robert Nanney (Faculty Senate President) -
Jenna Wright (Campus Representative) – present
UTC Deborah McAllister (Faculty Senate President) - present
Ralph Covino (Campus Representative) -

Trustees (Ex-Officio voting)

Vickie Steinberg (Board of Trustees Faculty member-Voting) -
Thad Wilson (Board of Trustees Faculty member-nonVoting) -

UT Faculty Council Ex-Officio Non-voting Members

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

Faculty Council Guests

UTM Janet Wilbert – (UFC Chair) – present
UT Dr. India Lane (System Office of Academic Affairs and Student Success) - present

Call to Order

Roll Call

ORDER OF BUSINESS

Approval of the May 9, 2013 minutes. Approved

Campus Reports

Submitted by UTK, UTM, UTC, UTHSC

September 12 next **face to face** meeting with **Dr. DiPietro** in Nashville at 10:00. India will finalize the planning.

August 21 – Video conference (4:00 EDT)

Old Business

1. Discussion and vote of TBR non-voting member on UFC.

The history of this issue and the pros and cons of the matter were discussed. The [council](#) believed that TUFs and the meetings between President DiPietro and Chancellor Morgan should foster communication among the state universities. Further, the committee held that the purpose of UFC is to foster communication among the UT System campuses, as advisory to the President.

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Patterson-Made a motion to retain the current membership structure of UFC.
Wright seconded the motion.
The motion passed unanimously.

2. Sharepoint Faculty handbook tracking

Knoxville site is up and running after some challenges. The Martin site is not yet up. The status of the UTC handbook is unclear at present. India has consulted with them on the matter of chapter 2. They will hold off working with the tracking system until they have a plan for a handbook revision. UTHCS passed the 10-year revision [on](#) June 11.

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India emphasized the need to use track changes in working on Faculty Handbook changes. Also, there is a very different level of scrutiny of faculty handbooks [now than](#) has occurred historically.

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3. Resolution to Dr. DiPietro about recognition of Faculty Senate service

Draft of resolution was not received. Janet will draft a resolution and present it to the UFC at the September meeting. She will circulate it among the UFC members first.

4. Update on meeting with Education subcommittee (sex week)

India presented a report on the meeting [held in Nashville that was attended by Dr. DiPietro, Chancellor Morgan \(TBR\) and various UT administrators](#). The strategy was to present information on how student activity fees are used. The system task force will review E&G funds that go to student activities and determine if there are any policy changes that need to be made in regard to use of those funds.

5. Update on MOOC's and Coursera involvement

India - [Pilot courses are being developed at the various campuses using the Coursera platform. UT is not interested in producing MOOC's, this platform will be used as a supplemental teaching tool. UT System has received a proposal from EDX. We are continuing to examine a range of tools \(platforms\).](#)

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Deborah – There may have been some lack of communication at UTC at the department level.

India – Negotiations with vendor(s) complicated the process. There is still an issue of what type of class can be scaled up.

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Jenna – There are issues of faculty workforce, workload, and course assignments. There is concern about job security.

India – The push is to reach more state citizens and enable them to earn degrees. The President believes we need to be in the game and not sitting on the sideline.

New Business

1. AA & SS agenda overview – 8:30

Opening remarks

Consent agenda

New academic program – MFA in creative writing at UTK

UTK Handbook Revision – establishing a professor of practice

UTC making modification in GPA

- V. [Revised Freshman Admission Requirements for UTC](#) — Action/Full Board Consent.....Tab 7

- VI. [Tenure Recommendations](#)—Action/Full Board ConsentTab 8

- VII. [Two-Year Review of the Bredesen Center and the Interdisciplinary Ph.D. Program](#)—Information.....Tab 9

- VIII. Diversity Advisory Council Update—InformationTab 10

- IX. [Campus Reports on Summer Term](#)—Information.....Tab 11

- X. Other Business

2. UFC Website

Janet is working with Missy on this matter.

3. Conflict of interest policy (see the forms at the bottom of the policy)

https://my.tennessee.edu/portal/page?_pageid=34,140536&_dad=portal&_schema=PORTAL&_policy=FI0125&p_search=conflict%20of%20interest&p_start=1#6

No discussion on this topic as there was no issue, only comments made regarding the use of these forms.

Other Business

George raised the issue of who is responsible to insure that a department head follows the faculty handbook. The committee suggested that this is a matter for the Compensation Advisory Board member from the campus. [The CAB has a subcommittee on each campus for improving the campus culture.](#) [Wilbert requested that if possible the office AA & SS produce a list of taskforces, councils, etc. that faculty have been asked to serve on so that each campus Faculty Senate will know the involvement of the faculty.](#)

The UFC passed by acclamation a ringing endorsement of Chair Janet Wilbert's extraordinary efforts on behalf of the committee over the last year. She was recognized for her remarkable ability to alter time and space, pass unimpeded through walls of institutional resistance, and bend all matter of faculty and administrators to her focused will.

1. ****Tentative**** Next meeting [August 21 for a videoconference and September 12 for a face to face meeting with Dr. DiPietro in Nashville.](#)

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Campus Reports:

University of Tennessee Faculty Council

Campus Report for June 19, 2013

UT Martin

Reported by Jenna Wright

From the Faculty Senate—

After a complete review of the UT Martin *Faculty Handbook*, the Faculty Senate Personnel Policies Committee submitted revisions for that document to faculty campus-wide for their responses. Following review by the faculty, the Faculty Senate passed a Personnel Policies Committee motion to approve the revised *Faculty Handbook*.

The Faculty Senate passed the Graduate Council's policy recommended requirements concerning admission of UT Martin faculty and staff into UTM graduate programs.

At the invitation of the UT Martin Faculty Senate Committee on Instruction, THEC representative Mike Krause made a presentation on and answered questions about the PARCC initiative. Several faculty members from across campus joined the Instruction Committee for this informational meeting.

The process by which the Graduate Council waives graduate admission requirements and the requirements themselves were discussed at more than one Faculty Senate meeting. Two motions to change the admission requirements for graduate programs (dropping the GRE writing requirement for graduate Education programs and decreasing the number of years considered for GPA for graduate Business and Global Affairs programs) were defeated.

The Personnel Policies Committee recommended that all faculty and appropriate staff (not just Senators) have access to Faculty Senate committee agendas.

Robert Nanney, President of the Faculty Senate, was honored with a plaque expressing the Senate's appreciation for his leadership in the Senate and for his service representing the faculty and UT Martin. Jeff Rogers will take over the duties as Faculty Senate President on July 1.

From the Campus—

UT Martin has raised undergraduate admissions requirements that will be in place for Fall Semester 2014.

UT Martin received one of four 2013 Giving Circle Grants from the University of Tennessee Alliance of Woman Philanthropists. The grant will be used to support the UT Martin Reading Clinic.

The UT Martin student-run radio station (WUTM) received five national awards at the 2013 Intercollegiate Broadcasting System Conference. WUTM overall placed as a top-five finalist in the "Best College Radio Station in the Nation" competition for colleges and universities with under 10,000 enrollment.

The UT Martin Omega Theta chapter of the Sigma Tau Delta International English Honor Society received a 50-Year anniversary honor at the Sigma Tau Delta International Conference.

UT Martin graduated a record number of students Spring Semester 2013.

UT Martin has selected three new deans, all external candidates for the positions.

UT Martin graduated a record number of students Spring 2013.

This report is a summary of topics discussed and actions taken by the UTK Faculty Senate ("senate") and the Faculty Senate Executive Council ("FSEC") during the period from March through mid-June 2013.

Changes to the Senate's Bylaws

- May 6, 2013: The date reserved for a senate meeting in January (to be called if needed) was changed from the third Monday to the second Monday of that month.

Recommendations for Revisions to the *Faculty Handbook* and/or the *Manual for Faculty Evaluation*

- March 4, 2013: To the *Faculty Handbook*, defining a new non-tenure-track faculty classification – Faculty of Practice. (This resolution was revised on May 6, 2013 to remove redundant language.)
- March 4, 2013: To the *Faculty Handbook* and the *Manual for Faculty Evaluation*, formally adopting a promotion review process for lecturers to the rank of senior lecturer and for senior lecturers to the rank of distinguished lecturer.
- April 8, 2013: To the *Faculty Handbook*, removing all current appendices. The contents of these appendices were administrative policies of the UTK campus, many dating from 1996 or earlier, that have not been approved by the Senate or by the Board of Trustees. While the individual policies may still exist, they will no longer be distributed as part of the *Faculty Handbook*.
- April 8, 2013: To the *Faculty Handbook* and the *Manual for Faculty Evaluation*, in order to implement a performance incentive plan for professors. This plan would reward senior faculty holding the rank of professor for outstanding performance and provide an incentive to continue high levels of achievement, by providing for the possibility of salary increments that could be awarded after a thorough and substantive review, once every seven years.

Reports or Presentations Received as Information

- March 4, 2013: Report of the Online Learning Taskforce, presented by Sally McMillan;
Faculty Emergency Guide, presented by John Zomchick.
- April 8, 2013: Change in Charge for the Faculty Senate Athletics Committee, presented by John Koontz.
- May 6, 2013: Campus Budget Update, presented by Chancellor Cheek;
Report of the Task Force on Teaching Evaluation presented by Provost Martin;
An Analysis of Student Retention, presented by Scott Gilpatric

Other Topics of Discussion

Benefit Equality

As noted in the November 2012-February 2013 report, a second letter on this topic from Chancellors Cheek and Arrington had been presented to the senate on February 4, 2013. The Benefits and Professional Development Committee had been tasked to prepare a response. This response, which was considered during senate meetings on March 4, 2013 and April 8, 2013, may be summarized as: thanking the chancellors for their response; acknowledging the difficult political implications with such efforts; and reaffirming the faculty's hope that some way will be found to bring "equality, fairness, and justice" to all the university's constituents.

Elections

Changes to the senate's *Bylaws* to include non-tenure-track teaching faculty in senate elections caused some delays (1) waiting for revised census figures needed for the annual apportionment of Senate seats and (2) updating caucus LISTSERVs used for electronic balloting. During the meeting on May 6, 2013, President-Elect David Golden reported that elections of senators have been completed. During the same meeting, two candidates for the position of President-Elect for 2013-2014 were introduced and made brief statements. This election was held via electronic ballot between May 8, 2013 and May 16, 2013, with the results reported on May 28, 2013, after the candidates had been reached individually. The President-Elect for 2013-2014 will be Dr. Joanne Hall of the College of Nursing. The election also confirmed Dr. Bonnie Ownley and Dr. Stefanie Ohnesorg as the Senate Secretary and Information Officer, respectively.

Employee Code of Conduct

As noted in the November 2012-February 2013 report, the Faculty Affairs Committee had prepared a report (in the form of an annotated copy of the policy) detailing concerns about the contents of the Employee Code of Conduct (HR0580) for discussion by the Senate in February 2013, but that discussion had been postponed until March 4, 2013. Following this discussion, a motion was passed instructing the Faculty Affairs Committee to prepare a resolution outlining the Senate's concerns with the method and content issues associated with the code of conduct and requesting faculty involvement in an immediate revision of the policy. While this resolution was still pending, we learned that the University of Tennessee System had taken action to expand faculty representation on Human Resources Policy Review Committee. This committee will now have a faculty member from each campus. That faculty member will be able to bring problematic issues to the attention of his or her senate before the policy revisions are finalized.

Sex Week

As a part of his report for the senate meeting on May 6, 2013, the President posted a compilation of questions received regarding Chancellor Cheek's action of withdrawing all funding of academic units from the student-sponsored Sex Week programming. A motion was made from the floor to instruct the President, the current President-Elect, and the (then yet-to-be-chosen) President-Elect for 2013-14 to meet

with Chancellor Cheek during the summer to discuss these concerns and to report the results of such discussions to the Senate at its September meeting. This meeting has been scheduled for July 18, 2013.

Cumulative Performance Review (CPR) Committee Report

At the request of Chancellor Cheek, a special meeting of the FSEC was called for June 17, 2013 in order to consult regarding a report from a CPR Committee. This committee's recommendation was for the Chancellor initiate proceeding, as specified in the Faculty Handbook, to terminate for adequate cause the faculty member under review.

Respectfully submitted,
Steve R. Thomas
Faculty Senate President

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UTC Campus Report for UFC – June 2013

Reported by Deborah A. McAllister, UTC Faculty Senate President

Dr. Steven Angle was selected as Chancellor, and approval was obtained at the March 1 UT Board of Trustees meeting. A search was conducted for a Provost. Dr. A. Jerald Ainsworth was selected as Provost. Previously, he served as Dean of the Graduate School, at UTC.

The continued academic focus is on the Complete College Act. Attention is turned toward critical course offerings for summer, and online opportunities. Summer and fall enrollments are projected to increase, from comparable terms last year.

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

- Revision of General Education criteria and courses – The General Education proposal was passed by the full faculty (first reading, February 26; second reading, online, closed April 1). Implementation is planned for Fall 2014.
- Student Rating of Faculty Instruction Committee – The Student Rating of Faculty Instruction Committee is working with the Student Government Association and the Office of Planning, Evaluation, and Institutional Research to provide a framework for release of faculty course evaluations.
- Academic Standards Committee – On February 26, the full faculty approved an increase in the minimum admission grade point average from 2.3 to 2.5, with an ACT score of 21 (or 2.85 with an ACT score of 18).
- Faculty Handbook Changes for Chapter 2 are, still, pending. On April 24, Drs. High and Lane met with Faculty Handbook Committee members to discuss options for handbook organization.
- Faculty and staff have been busy revising Web pages for a new server.

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

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UTHSC Campus Report for UFC – June 2013

Reported by George Cook, Faculty Senate President

The Health Science Center is celebrating the state appropriation that will allow the demolition of several older buildings on our campus that are in need of very costly repairs. Both Chancellor Schwab and President DiPietro have said that the state appropriation for the next academic year brings us back to approximately the level of state funding we had in 2007-2008 and the funds for demolition of buildings are a very appreciated bonus. There are plans for renovation of the Crowe Research Building and the Nash Building and Nash Annex that have been needed for many years and have been delayed for almost 30 years because of continued lack of state funding.

All recruitment and hiring of new deans for Medicine, Nursing and Pharmacy has now been completed and searches for a Vice Chancellor for Research and an HR director are underway. There has been a significant loss of senior faculty members in some colleges that is of some concern as the cost of hiring and providing start-up packages is continuously rising. Practice plans are beginning to return funds to the Chancellor to help with some of the problems, and funds previously obligated from ARRA for renovations of several buildings have improved the looks of the campus and provided updated classrooms for students. The opening of the One Stop Shop has been greatly appreciated by students.

The Faculty Senate has finally voted (on June 11th) to approve extensive revisions to the Faculty Handbook and Faculty Evaluation Manual (Faculty Handbook, part 2) that have kept us busy for several years. The study of faculty salaries to discover salary compression as well as gender and racial inequities that was begun this year will continue into the next academic year. Faculty data from Modern Think's Employee Engagement Survey was released last week and will be studied in the coming year. New Faculty Senate officers and Executive Committee members took office last week. LB Brown, former Faculty Senate president will be our new UFC Representative. Thad Wilson, former Faculty Senate president became the new non-voting faculty member on the UT Board of Trustees in June.

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