



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL
MEETING 39 - Minutes
September 12, 2013, 9:00 a.m. (CDT)
Nashville, TN**

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) - present

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

Faculty Council Guests

UT Dr. India Lane (System Office of Academic Affairs and Student Success) – present
UT Anthony Haynes (Vice President for Government Relations and Advocacy) – present

Call to Order

Roll Call – as above

ORDER OF BUSINESS

Meeting with Anthony Haynes, Vice President for Government Relations and Advocacy

Mr. Haynes stated that there is a proposed HR policy that will demonstrate a good-faith effort in training and operating for lobbying. There have been concerns with audits, lobbying, and reporting. After checking with other institutions, it was determined that a policy is needed. The policy will not micromanage, control, or stop anything, and it will include and push faculty to be involved. The intent is to be in compliance with the law.

For example, about 4 years ago, there was an immigration case of undocumented students. A faculty member, from MTSU, was asked to speak to this issue, and gave an emotional pitch to retain the students, who had arrived in the US with their parents.

OGC has developed a final draft of the policy. George is a member of the HR Advisory Board.

From September 24-26, three of the Washington team members will be at the Memphis, Knoxville, Agriculture, and Chattanooga campuses. They will meet Chancellor Steve Angle, on the Chattanooga

campus, and will discuss partnering with the community. Questions for campuses might include the following:

How are you paying bills? Be ready for cuts.

Where is your capacity for research?

Where do you want to be in 20 years, in terms of research?

President DiPietro commented that advocacy is more powerful when you know the issues. It has been, relatively, ad hoc, in previous attempts with Washington. Components include financial aid, infrastructure, and earmarks.

There are opportunities to raise the UT profile in Washington. As an analogy, working with different legislatures was mentioned. When working with the state, in Nashville, you know in 20 minutes, whether you'll be funded. When working with the federal level, in Washington, it's more like dating. They get to know you, size you up, and determine your capacity to do what the agency needs.

Meeting with President DiPietro

Seven items were discussed:

1. UT Foundation. Johnny Ray resigned from the position of Vice President for Development and Alumni Affairs (including the position of President of the UT Foundation). He has been replaced, on an interim basis, by Lofton Stuart, who will work with the Chancellors. There will be a national search, after issues are resolved. Short-term interest rates are low (below 3%); this is lower than it was thought rates would ever be. Funding might have to be increased, to compensate for this. Income generated from the UT credit card is down from a couple of million dollars to, approximately, \$100,000. The bank said that it's not worth continuing. Keith will lead the effort on resources. Next year's budget needs to be ironed out.
2. Tuition. President DiPietro is talking with the Chancellors, regarding tuition. If there is a low increase on undergraduate tuition, what conditions would be needed from the state government? If we receive 60 cents per dollar, we must find the rest, i.e., through a tuition increase. Additional issues include the need for funding salary increases and recurring maintenance of buildings. (What will the state fund and what will be funded through a tuition increase?)
3. Drive to 55. Institutions need to become more effective, but have, only, a modest capacity for growth. This cannot be done by ramping up enrollment, alone. How can we increase completion? Personnel from Appalachian State and Georgia met with the Trustees, at the workshop. Advising is high-touch, but there is not one solution. What has the most impact? Where do we need investments from the state?
4. CCTA. THEC said to let the formula work for 3 years. At the summer meeting, there were similar lists from UT and TBR. There have been no major changes, at this point. An issue, for UT Martin, is how dual-enrollment students are considered. Remove those not enrolled as UTM students. The original plan for prior learning (e.g., up to 60 hours for progression) is to count military work, but not to count AP, CLEP, and IB work. The prior learning assessment issue may be resolved. UTM wanted the same weights as Austin Peay has, but there is a different Carnegie classification. The discussion will be continued. Assuming other institutions "stand still," a 1% increase in retention would result in \$45,000 for UTC and \$36,000 for UTM.
5. Coursera. The Coursera pilot is running well, and better than that of TBR.
6. Shared governance. Faculty won't step up because (a) this is not valued in RTR; (b) this is not helpful, if you want to move; (c) some faculty members are told not to serve; and (d) it is not rewarded (e.g., faculty awards, on some campuses). Vicki noted that this is tied to retention, and asked if release time would work. There would be more time for research. She, also, noted that it would be antithetical to remove faculty from teaching. Do we value service in faculty

governance? There is some lip service to it, but without lift. Kay noted that there are some college awards for service. There has been discussion between President DiPietro and Chancellor Angle, regarding RTR documents. Don't put miserable people in the role of advisor. Personality should be considered. For those that are strong advisors, how well this is done should be included in the annual review. At the Health Science Center, faculty positions are for 12 months. If no grants are obtained, within 3 years, the appointment is reduced to 80%. Can faculty have 9-month appointments? President DiPietro said that is not an unusual model. Thad noted that the campus is moving toward the employer-employee model. President DiPietro disagreed. There are differences in faculty and staff, in terms of personnel decisions.

7. Changing the culture. A top-down model is used at the Health Science Center. Are faculty heard and not listened to, and/or not heard (alternatively, agreed with/disagreed with)? Campus needs include (a) retooling of faculty positions (e.g., molecular biology has changed since President DiPietro has been in administrative positions); and (b) accountability, through the tenure process (e.g., if we make the effort and you can't get there, it may not work out for you). Vicki noted that [former Provost] Phil Oldham had asked departments to divvy assignments, based on faculty strengths. David G. noted that there is a model in agriculture. A faculty member might be assigned 70% to teaching and 30% to other areas. George noted that the quality of an education and national ranking are important to students. Students in the UTHSC Nursing program noted that the college had dropped from 3rd to 5th to 10th to 17th. President DiPietro will take many issues to the Chancellors. We need high-quality, talented people as senators.

Approval of the August 21, 2013 minutes. Approved by voice vote (Motion: Vicki. Second: Jenna).

Old Business

1. Still needed: Secretary, System Taskforce Faculty Coordinator. No one volunteered to be Secretary. Vicki will serve as the System Taskforce Faculty Coordinator.
2. List of faculty recruited for taskforces, work groups, committees, etc. from System initiatives. India can build the list. She will work with Vicki. Some committees are ad hoc. They go through the Provost office. India's office acts as the clearinghouse.
3. Documents for Web site. Deborah will finalize.
4. Discussion of Faculty Senate service. Discussed, as above.
5. Questions for Katie and India, not already addressed. Jeff noted that we make a "deal with the devil," regarding tuition. We hold the increase at x%, realizing we can't do some things. We can do those things, if the legislature will fund salary increases and maintenance requests. If not, the burden has to be placed on the students. The discussion continued:
India: We don't want a tuition freeze, but we cannot go back to 6-8-10% increases. We need a minimum increase of 3%.
Vicki: UTC's falling retention rate correlates with burgeoning enrollment. It's hard to take care of the kids we let in.
India: They are meeting with staff from Senator Corker's and Senator Alexander's offices. There has been a decrease in state funding, to 23% (33%, last year; 55%, 10 years ago).

Katie: Senator Alexander's people wanted to know what the federal government can do? Don't mess with Pell Grants. What is the role of online education? What is the case in other states?

Jenna: Will advanced initiatives be supported with money?

Katie: After the workshop, with the Board of Trustees, she and President DiPietro discussed the realization that there is no "silver bullet," but the intention is there. What will it cost to make changes? They will get plans from the Chancellors. If funding is not available, Brian Ferguson (Vice Chair of the Board of Trustees) and President DiPietro will discuss this with the Governor.

India: We are learning from consultants. Engage in brainstorming, buy-in, and understanding of challenges. There is a need for professional advisors and statisticians. We need high-impact, focused resources for advising.

Coursera and edX updates. See information, below, from Katie.

New Business

1. Undergraduate advising summit, September 12-13, beginning at 1:00 p.m. today. Each campus received a review.

Other Business

Tentative Next meeting during BOT events, October 17-18, 2013, in Knoxville. We will meet on October 16, at Chesapeake's, at 7:00 p.m. (EDT), for campus reports; and on October 17, at the Agriculture campus, at 9:00 a.m. (EDT), tentative, for other business, including a, possible, meeting with President DiPietro.

Online Innovation Pilot Courses

Signed agreement with Coursera

Pilot courses of 18 months with different starting points

Our office received multiple course proposals and expression of interest from faculty

Courses: 4 courses repeated twice during the pilot

UTM Music 111 Masterpieces of Music Fall 2013 (starts in October, with repeat spring 2014)

UTC English 1011 Rhetoric and Composition and Writing Tutorial Fall 2013 (in progress, may repeat Summer 2014)

UTK Math 119 Spring 2014 (repeat summer 2014)

UTC English 1020 Rhetoric and Composition (spring 2014 and summer 2014)

In conversation with campuses about additional offerings

Courses are blended (flipped) or totally online (music)—lots of video delivery. Hope they use more tools, quizzes, etc

Campus receives \$52,000 for each course

faculty extra service pay (300-400 hours)

release time or TA support

IT and video support

Equipment/hardware

Project manager support

Campus determines how to allocate the funds

Accounts have been set up; funds will be coming quarterly through THEC

Signed agreement with EdX this week

Pilot courses of 18 months with different starting points

We are currently soliciting proposals—credit, non-credit, large sections, large (maybe not massive). Focus has been on general ed but edX strengths are computer science, engineering, math, etc

We also can customize current edX courses (for a fee) if those will be useful to us

Campus receives \$50,000 for each course

We can offer 2 instances of 3 courses (up to 6 total instances) at one or more campuses

Research

THEC contracted with the UTK Center for Business and Economic Research to conduct a study to Determine:

- Any differences in learning outcomes between the MOOC platform and our traditional delivery method
- Faculty satisfaction with analytics and ease of use
- Student satisfaction

Also engaged in internal evaluation of UT faculty and staff experience

Also engaged with multi-state group: Georgia, Penn State, Houston, Nebraska, Colorado, SUNY, Cal State, Texas for collaborative research, planning, problem solving