



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL
MEETING 31 - Minutes
Thursday, September 13 2012, 9:30 a.m. CST**

UT Faculty Council 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 (video)
UTM	Robert Nanney (Faculty Senate President) - Present Jenna Wright (Campus Representative) – Present Janet Wilbert (Board of Trustees Faculty member-Voting) (UTFC Chair) - Present
UTC	Deborah McAllister (Faculty Senate President) - Present Ralph Covino (Campus Representative) - Present Vicki Steinberg (Board of Trustees Faculty member-nonVoting) - Absent

UT Faculty Council Ex-Officio Members

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

UT Faculty Council Guests

UT	James Perry – Interim Chief Information Officer
UT	India Lane – Assistant Vice President for Academic Affairs and Student Success
UT	Carey Smith - Assistant Director of Advocacy
UT	Anthony Haynes – Vice President of Government Relations and Advocacy

Call to Order at 9:42 a.m.

Roll Call (see above)

ORDER OF BUSINESS

Approval of the August 15, 2012 minutes - approved

Order of the agenda was suspended due to the need to move visiting speakers and guests in and out.

New Business

1. Carey Smith – Assistant Director of Advocacy
 - a. Smith presented information on the advocacy movement across the UT system. She offered to come to each campus and offer a Government Relations 101 class to anyone who would be interested in being an advocate for the UT system. More information is available at advocacy.tennessee.edu
 - b. Smith mentioned that information about current issues/topics can be followed on the Friday Briefs and the System Roundup. Names were taken of individuals who were not receiving the Roundup.
2. Anthony Haynes – Vice President of Government Relations and Advocacy
 - a. Haynes explained that 1/3 of the new legislators need “educating” as to what the needs of

higher education are and how higher education runs. There needs to especially be education about how the tuition model exists and how it has changed over the recent years.

- b. Haynes discussed some of the outcomes from the Governor's town hall meetings regarding graduates who need to learn better communication skills, to make eye contact and problem solving skills. He pressed that through advocacy we are going to have to hold on to our quality of education and not allow legislation to move the meter on degree attainment.
3. Jamie Perry – Interim Chief Information Officer
 - a. Perry reviewed the IT Governance plan and showed the breakdown of the parts from the Community of Practice, Statewide council and the IT Executive Council. He stressed that IT services needs to be a “service” organization and should be customer driven and have shared governance.
 - b. Perry discussed how IT is helping with the strategic plan in collecting data to help understand the needs of the System and campuses, aiding in coordinated campus efforts by having the Community of Practice which has representatives from each campus, and delivering efficient and effective central services by looking to ways to cut costs, share resources and be a conduit for sharing information on products between campuses.
 - c. Wilson raised the concern that there did not appear to be much faculty input at any level on the plan. Perry recommended that faculty communicate through their campus appointed representative. Additional concern was raised that the representative should have broader approval than just the Chancellor who makes the appointment.
 - d. Perry agreed to send the group this presentation along with a paper and the list of campus representatives.
 4. Academic Freedom in shared governance
 - a. Thomas explained that UT Knoxville passed a resolution requesting the Board of Trustees to consider stronger language preserving shared governance in the Board policy. Thomas will send to the group a copy of the resolution passed the Faculty Senate in April 2012. Each senate should consider passing a similar resolution to send a stronger message to the Board.

New Business is continued below

Old Business

1. Update on faculty handbook tracking system – India Lane
 - a. Lane presented the “look” of the SharePoint site by powerpoint. She described that the process was a workflow format which will alert all parties that there is a request in the cue. Each person will have a specified amount of time to sign off on the request before a reminder email is generated by the system.
 - b. The site will be accessed from the faculty senate websites for each campus but will require to user to have Silver light.
 - c. Lane showed a schematic of the workflow and encouraged each campus to develop its workflow and submit it to her and she will get the SharePoint sites developed for each campus.
2. Update on when date from ModernThink and Sibson surveys will be made available to the faculty
 - a. Sibson results have been evaluated on the UT Martin campus and a 3-year plan for implementation of a salary adjustment program has been approved. UT Knoxville has a meeting tomorrow and the Health Science Center has requested the information.
 - b. Modern Think (Employee Engagement survey) data at UT Martin has been distributed to the department chairs for discussion with the faculty. This includes the college level data as well. None of the other campuses have seen the data to this point.
3. Update on training for department heads

- a. Lane reported that the training will occur at the campus locations and that currently the first proposed training will take place in November at the Health Science Center. There will be 3 multi-hour sessions. The first session covering performance reviews and faculty staff feedback. The second will cover promotion and tenure and the third will cover conflict management. She indicated that she is looking for someone who is “good” in conflict management to moderate those sessions. There is interest on all the campuses for this training.
4. UTFC.tennessee.edu is the UTFC website location (moved from the UTK server). Many thanks to Missy Jenkins for overseeing this project. Check the website for your information (accuracy).

11:45 a.m. to 2:00 p.m. with Dr. DiPietro

1. Strategic Plan

- a. Implementation Champions have been identified on each campus to see that the implementation of the Strategic Plan initiatives is completed. The list of “champions” is available on the Strategic Plan website (<http://president.tennessee.edu/strategicplan/index.html>)
- b. DiPietro additionally discussed the plan to put in place a Research Committee that will facilitate collaborative research across the campuses/institutes. He suggested that the Research foundation needs to move forward. That it should be doing \$30-40 million annually in intellectual property royalties. He discussed distance education, taking advantage of intellectual properties, the “dashboard” going live in November and the fact that it is costing us less per student to educate them stating, “We are doing more with less money.”
- c. DiPietro explained the selection of Dr. Grady Bogue as the Interim Chancellor at UT Chattanooga. Bogue will not be a candidate for the permanent position. The search has started. Hope to fill the position by February 14. He will be on campus for the interviews.
- d. TribUTE events are happening around the System. UTHSC was yesterday, UT Martin is today and both UT Chattanooga and UT Knoxville are coming up.
2. His thoughts on where/what the Governor is going to do with the input he received from his Statewide roundtables.
 - a. Governor’s higher ed update - Dr. DiPietro expressed that he does not believe the Governor is interested in changing the two Board system that currently governs the higher education institutions. DiPietro discussed the Governors findings of graduates who need improved “soft skills” such as communication skills, team work skills, and writing skills. Three elements. 1. Quality (team work, writing), 2. Affordability – The Governor may want a deal for increased appropriations and reciprocal tuition constraint. 3. Completion of degrees as indicator of efficiency. Increase six-year completion rates.
 - b. DiPietro believes that a potential “deal” is possible if UT agrees to only cost of living tuition increases, then the State appropriations will increase. No political will for growth of tuition.
 - c. The System has been given a 5% decrease in funding scenario to work through. There is no evidence currently that this will actually implemented.
 - d. The following was presented to the membership for reading prior to the meeting. (<http://www.chattanooga.com/2012/8/28/233091/Haslam-Concludes-Series-Of-Workforce.aspx>)
3. His thoughts on the Board workshop
 - a. DiPietro shared that summer school was a topic and how to make it more appealing for our students. The obstacles offered at the workshop were that students work, can’t stay in the dorms, needed classes are not offered.

- b. Epic 2020 (www.epic2020.org) Sobering video that provides a look at the possible future of higher education.. A strong push for more online education in the future. DiPietro recommended a book by Clay Christianson, “*The Innovative University*”. Patterson suggested the need to examine models of out-of-state tuition that could foster the development of distance education programs targeting niche markets, especially in graduate education. DiPietro said we need to figure out if we can accept badges from other institutions. There was some discussion of the Western Governors model and the difficulty of determining “who is behind the screen” once the course is launched. Udacity: A U.S. university will accept transfer credit for one of its course. A Colorado university is announcing on Thursday that it will give full transfer credit to students who complete a free introductory computer-science course offered by the online-education start-up company Udacity. <http://chronicle.com/article/A-First-for-Udacity-Transfer/134162>
 - c. Wilbert added that there is opportunity with the summer semester if faculty could include the summer semester as a term in which to teach and then take Fall or Spring off. There might be occasion when it is more advantageous for a faculty to be off during the fall or spring semesters.
 - d. Wilbert additionally offered an idea for MOOC courses that could be used to remediate students who had low scores in Reading, English and Math so that they could self-remediate over the summer through a MOOC class and then test again for higher placement in those academic area. (The following day this article came out in the System Roundup <http://www.insidehighered.com/news/2012/09/14/gates-foundation-solicits-remedial-moocs>)
 - e. The following was presented to the membership for reading prior to the meeting. BOT retreat update (<http://www.knoxnews.com/news/2012/aug/29/ut-trustees-ponder-raising-profile-of-online/>); Dashboard (<http://president.tennessee.edu/strategicplan/dashboard-mockup.html#top>)
4. Strategies for improving communication
 5. If he will...speak on academic freedom and any thoughts he might have had or highlights of conversations he has had regarding the topic. There was discussion about the resolution from Knoxville about protected speech regarding shared governance. India said that there is a legal issue or concern from the General Council’s office. The issue has emerged regarding retribution for speaking out in opposition to administrative positions. Members of the Council would like it to be codified in handbooks. There was a request for more information about some of the specifics. Chattanooga faculty senate has requested department head training on this matter. The President made note of the difference between disruptive speech vs. dissent.
 6. Financial transparency
Health Sciences concerned about financial issues for the coming year secondary to 8% cut in federal funds in the coming year. Funds are being withheld to pay off a building on campus.

DiPietro reported that currently the Chancellor has a sustainable and obtainable plan. Cook expressed concerns about reports that there are plans to cut faculty salaries by 20% across the board. DiPietro reported being unaware of any such plan.
 7. What we can do for him?
DiPietro - Keep communicating. Let us call on you for advocacy. Guns on campus may return. Requests that we keep him informed of the pulse of our campuses.

8. Faculty Handbook Timeline – DiPietro said that they could continue to support the UFC resolution on this matter.
9. SACS Accreditation - Health Sciences and UTK's applications are linked. If HS goes on probation, UTK will as well until their separate application is approved. India-best case scenario SACS review 2014, UTK 2015.

New Business Continued:

5. P & T external letters – Janet charged the individual campuses with opening the discussion about external letters. Knoxville and Health Sciences do. Issue stalled on Chattanooga campus. No concerted effort on campus at this time. Joe-external letters level the playing field in terms of potential internal bias. Will talk to the Chancellors about this practice. Protects the faculty in some ways and promotes quality in the institution.
6. Second handbook retreat
 - a. High mentioned that there are no current plans for a retreat unless this group feels there is a need for one. The group agreed that the current revisions are more than enough to handle.
7. Name tags
 - a. Name tags will be mailed to the individual members.
8. Low producing programs <http://chronicle.com/article/Champion-of-Foreign-Language/134306/>
 - a. This was sent as a late agenda item. Wright said that the French major would be eliminated at UT Martin but that the French minor would continue. The French major was designated as a low-producing major by THEC, with a five-year average of one graduating major. The Modern Foreign Language faculty rejected a colleague's proposal to initiate an umbrella MFL degree with a concentration in either French or Spanish, which would have kept the French major. Thus, the University made the decision to eliminate the French major. After clarification on the article, the group discussed further the issue of low-producing programs as designated by THEC.
 - b. High- THEC looks at graduation rates in each program. The French program came up on the list. The French faculty decided to terminate the program as a major and keep it as a concentration. High office has not received any word from the campus of what are the intentions of the campus/faculty.
 - c. Wright - The French minor is not lost, only the major. Students [already majoring in French](#) will [have the opportunity to complete](#) their degrees.
 - d. Lane- There are many ways to respond and to attempt to work out solutions to satisfy THEC. THEC does not have the authority to close a program, only raise the issue.
 - e. Wilbert mentioned that this might be an opportunity to look for ways to offer programs across our campuses using technology so that more students can pursue "low producing" programs by distance learning.
9. High – UTK pilot evaluation scale taken to the Board. Are the other campuses examining their 4-point evaluation scale and coming up with proposals to the Board? High – invited us to send our questions about this matter.

Other Business

1. Reminder that official campus reports are requested for the three meetings of UTFC when in conjunction with the BOT meetings. Otherwise, campus kudos can be reported at videoconference meetings at-will.

2. Next meeting October 17th, 2012 by videoconference.