



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL
MEETING 40 - Minutes
October 16, 2013, 7:00 p.m. (EDT)
October 17, 2013, 9:00 a.m. (EDT)
Knoxville, TN**

October 16, 2013

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

UTHSC George Cook (Faculty Senate President) - absent
Phyllis Richey (Campus Representative) - absent
UTK David Golden (Faculty Senate President) - present
David Patterson (Campus Representative) – present
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) – absent
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

Call to Order

Roll Call – as above

ORDER OF BUSINESS

Campus Reports (attached)

Adjournment

**University of Tennessee Faculty Council
Campus Report for October 16, 2013
Jeff Rogers, Senate President
Jenna Wright, UFC Campus Representative
UT Martin**

From the Faculty Senate—

The Personnel Policies Committee has presented to both the Faculty Senate and the campus-wide faculty proposed changes to the Faculty Senate Bylaws. Those changes will be discussed at the next Faculty Senate meeting.

Faculty Senate President Jeff Rogers attended the Governor's Drive to 55 Initiative meeting and presented a summary to the Faculty Senate.

The Faculty Senate heard reports on the UT Martin Academic Advising Audit and the Academic Advising Summit.

From the Campus—

For the eleventh consecutive year, UT Martin was named one of the best colleges in the Southeast according to The Princeton Review.

Affordable Colleges Online recently named UT Martin's online MBA program as No. 3 in the nation for affordability.

Beginning this semester, UT Martin will offer a bachelor's degree in criminal justice at all four extended campus locations.

UT Martin's Parsons Center has begun construction on a 10,000-square-foot addition to house the expanded BSN program there.

The UT Martin Fine Arts Building was officially re-opened in August after a major expansion.

UTC Campus Report for UFC – October 2013

Reported by Deborah A. McAllister, UTC Faculty Senate President

Dr. Steven Angle has begun work as Chancellor, and Dr. A. Jerald Ainsworth has begun work as Provost. Linda Frost (Eastern Kentucky University) was selected as the founding Dean of the Honors College, and has begun work.

The continued academic focus is on the Complete College Tennessee Act (CCTA). A task force has been selected, with much faculty involvement. Four subcommittees are focusing attention on the following areas: (a) strategic enrollment planning; (b) retention, progression, and degree completion; (c) student life and support services; and (d) the built environment/infrastructure for living and learning.

A team represented UTC at the UT Advising Summit. UFC members Deborah McAllister, Vicki Steinberg, and Kay Cowan participated. Since the summit, Deborah was asked to join the UTC Advisors Council.

The new, UTC Web site was launched, on August 1.

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

- Faculty Handbook - Changes for Chapter 2 are being finalized. Much of the content of Chapter 2 will be placed into a bylaws document. Chapter 1 will be eliminated, and the remainder of Chapter 2 will be revised. Chapters will be renumbered. Appendices will be eliminated, and the content will be placed on the Faculty Senate Web site.
- Student Rating of Faculty Instruction Committee – A framework for release of faculty course evaluations was approved by the Faculty Senate. The release will include quantitative items, only, and will be available to students, faculty, and staff through a secure portal. The Student Government Association will be responsible for the cost, and will work with the Office of Planning, Evaluation and Institutional Research for release of the data. No percentage threshold of student participation was placed on the release.
- General Education – The General Education Committee is in the process of certifying and recertifying courses for a Fall 2014 implementation of the new program.
- Budget and Economic Status - Faculty and staff compensation plans, including compensation for adjuncts, continues to be an important issue.
- The TEDx Committee (ad hoc) has been formed to work, collaboratively, with student leadership to investigate holding a TED event in Chattanooga.
- Invited updates were provided on the following topics: (a) capital projects, (b) Coursera, (c) intramurals and campus recreation, and (d) instructional technology and Qualtrics.

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

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ORDER OF BUSINESS

Approval of the September 12, 2013 minutes.

Old Business

1. Still needed: Secretary.
2. Documents for Web site and other discussion
 - a. Updating posted resolutions/recommendations. Deborah reviewed minutes for any resolutions or recommendations since meeting 13 and found very few. She hoped to ensure that all are posted on the website. Others commented that there may have been recommendations that did not appear as formal resolutions, so this will require more digging.
 - b. Questions were raised regarding the resolutions supporting faculty freedom of speech in shared governance. Each campus passed resolutions to Chancellors. UTC resolution was forwarded by Interim Chancellor Bogue to President; will have to check on UTM and UTK. UTK resolution may still be in Chancellor review.
 - c. Collaboration among UT Libraries was reviewed. George reported the Library directors are meeting regularly and some deals have been done but they are challenging. Librarians may still be considering a shared position to work on combined purchasing deals. India reminded UTM to check with their new Director on the status of their collaboration and to encourage utilization of Interlibrary Loan (ILL). Vicki commented that ILL also provides paper trail to support purchase of resources. Phyllis mentioned that ILL wasn't helpful when you need paper immediately (< 24 hrs?) and that Department Chairs discouraged spending on ILL.

- d. Phyllis asked about future UFC meetings and updating meeting schedule on website. Video meetings will be tentatively scheduled in November, January, March and April. The November meeting will be November 20 at 4 pm Eastern. Board meeting dates are in February and June. Nashville meetings are usually September and April or May. Deborah will work with Missy to get website updated and videoconferences set up.
- e. George asked about travel reimbursement to UT Martin for February BOT meeting. As far as India and Katie know, there are no current restrictions from Board perspective on travel to the AASS committee meeting. UFC Reps need to work with Senate or Chancellor for reimbursements as this is a campus expense.
- f. Update on moves to 5 point EDO scale. UTK revisions are done and approved; UTM did vote to go to 5 point scale and departments are articulating the criteria; UTHSC will be going to 5 point scale but don't have criteria yet and the change is stalled with other Handbook changes currently pending. UTC is still waiting to decide whether to change from 4 point to 5 point scale. Later in the meeting, Dr. DiPietro expressed for 5 points to allow a little more granularity in ratings.
- g. Merit Raises. Deborah asked about how merit raises are determined and whether there are well defined criteria? Discussion suggested decisions vary by departments. Board policy dictates pay increase restrictions for those with unsatisfactory ratings. David commented that the understood practice was for faculty to determine criteria and administrators to determine the procedures. Jenna affirmed that was true for UTM. George commented that there are still arbitrary decisions made and that college and departmental bylaws were still a work in progress but must be done by the SACS visit. Phyllis mentioned the value of research incentive plans.

New Business

1. Academic Affairs and Student Success Book for the October 18 meeting.
 - a. Katie reviewed the agenda for Friday's AASS committee meeting; She noted there may be some concerns about points in graduate enrollment and in selected graduate rates.
 - b. Katie also reviewed the outcomes of the BOT workshop, including efforts to look for the best practices to raise retention, realizing there is no single magic bullet. Vicki and others commented that the data is helpful but we need to dig deeper on key data points and on regression models to find high risk groups and make concerted efforts to keep them. Jeff pointed out some faculty point to a fine balance between extra support and coddling students who should be able to proceed on their own.
2. Comments on 5-point EDO scale, and related merit criteria.

Above.
3. Questions for Katie and India, not already addressed.
 - a. Math course selection. Katie raised the question regarding the best introductory math courses for freshman in various majors (e.g. calculus versus algebra vs statistics). Consensus was that it is a good idea to get some faculty together to discuss best practices and potential changes

- system-wide. Jeff commented that this may be useful for other general education topics too, particularly composition, research literacy, etc.
- b. Course and lab Fees. Jeff brought up the issue of expanded use of fees to meet course and departmental needs and suggested we proactively discuss the appropriate use/determination of fees. Deborah suggested that campuses bring information back regarding the ways fees are determined and used for discussion during the November 20 videoconference.

Other Business

Meeting with President DiPietro.

1. The President emphasized the value of help from faculty in retention and the need to shift the paradigm to support completion - It's high touch high cost now.
2. He reiterated plans to request resources from the state to keep tuition down. Most likely will request state to fully fund faculty salary increases, fully fund formula funding based on performance and non formula units. UT also has capital dollar requests with priorities based on STEM education, projects likely to impact completion rates, and matching dollars available.
3. He mentioned the market gap analysis of compensation and hopes to find ways to close salary gaps but it would take 122 million to move everyone. He also commented that compression may never be totally resolvable.
4. The President commented on the importance of quality advising and resources needed to learn, replicate and support high impact practices.
5. Some discussion ensued regarding K-12 changes associated with Common Core implementation
6. The President was asked about UT's biggest challenges. Responses included
7. Raising completion rates in context of what's best for Tennessee
8. Nonformula unit funding
9. Sustainability of External support for Research: ACA, Federal research funds, etc.
10. David Patterson shared UTK's faculty concerns regarding the recent suspension of the Band Director, including
11. Concerns regarding how the process ended in the public domain
12. Concerns regarding the tone of correspondence from Chancellor
13. Concerns regarding public perception of UTK
14. The President responded that the investigation will help UT understand how it happened and address concerns.
15. Student activity fees. The President asked for input on possible solutions regarding negative reactions to use of funds for controversial student activities. Likely proposal will require academic units that want to support an activity use only gift dollars and tie the gift funds to a specific topic that relates to their discipline.
16. George asked more about UTHSC salary issues. Dr. DiPietro suggested a separate follow up meeting with UTHSC reps when he is in Memphis.

Next meeting – videoconference, November 20, 2013, 4:00 p.m. (EST).

Adjournment