



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL
MEETING 32 - Agenda**

Wednesday, October 17 2012, 3:00 p.m. CST (videoconference)

UT Faculty Council Members

UTHSC	George Cook (Campus Representative) - Thad Wilson (Faculty Senate President) -
UTK	Steve Thomas (Faculty Senate President) - David Patterson (Campus Representative) (UTFC Secretary) –
UTM	Robert Nanney (Faculty Senate President) - Jenna Wright (Campus Representative) – Janet Wilbert (Board of Trustees Faculty member-Voting) (UTFC Chair) -
UTC	Deborah McAllister (Faculty Senate President) - Ralph Covino (Campus Representative) - Vicki Steinberg (Board of Trustees Faculty member-nonVoting) -

UT Faculty Council Ex-Officio Members

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

UT Faculty Council Guests

Call to Order

Roll Call

ORDER OF BUSINESS

Approval of the September 13, 2012 minutes

Old Business

1. Did everyone receive their name tag?
2. Academic Freedom resolution
3. Faculty Handbook workflow
4. Department heads training
5. Strategic Plan Implementation Champions
6. P & T external letters
7. Evaluation scale review
(<http://www.tennessee.edu/system/academicaffairs/docs/BdTenurePolicy.pdf>)
8. Community of Practice (IT) representatives on each campus

New Business

1. Advising

2. UTFC report to Trustees
3. Employee Code of Conduct (<http://compliance.tennessee.edu/codepolicy.htm>)

Other Business

1. Next meeting November 7th, 2012 at Board of Trustees Meeting in Knoxville. Campus reports will be due at the evening meeting (please send to Janet in advance). Additional meeting November 8th in the morning with Dr. DiPietro (unconfirmed)

Minutes of the Meeting

The meeting opened with a presentation by William Moles, Director of Compliance, the UT Office of Institutional Compliance, regarding the process of development and content of the Employee Code of Conduct. Sandy Jansen, Executive Director of Audit and Consulting Services was also in attendance. Mr. Mole reported that UT General Counsel will not require existing employees to sign the Code of Conduct, though employees are accountable for adherence to the code. He stated that new employees are required to sign, but not forced to do so. The General Council's office did require "agreement language."

Mr. Moles reported the process of developing this code went on for two years and that legal counsel recommended the inclusion of the specific elements. He reported that one of the intentions was to facilitate a workplace that promotes an ethical place to work.

David Paterson asked if there was any faculty involvement in the drafting or review of the Code of Conduct. Mr. Moles reported that there was not faculty involvement in the development of the Code of Conduct. Patterson pointed to language in the UT Knoxville Faculty Handbook, section 1.5 that states, "The responsibilities of the faculty in the governance of the university are important and varied. They are discharged in two basic ways: (1) through the work of the Faculty Senate (regarding the general policies of the campus as a whole), and (2) through the work of faculty and faculty committees within departments, colleges, and the university as a whole."

Patterson cited additional language in the same section of the Faculty Handbook that states, "While the Senate and other university committees provide a major source of faculty representation in shared governance, faculty should have the opportunity to share their input prior to the establishment of policy related to academic matters and the welfare of the University community. All faculty members are expected to accept the responsibility of shared governance and act as good citizens through service on committees, task forces, and the Senate."

George Cook asked if administrators are required to sign the Code of Conduct. He was told they were.

Patterson asked if there was any evidence of the efficacy of such policies in actually promoting an ethical workplace. Mr. Mole was unable to cite any findings of that outcome.

Katie High made a list of the concerns expressed by members of the Council. She asked that we point her to other problematic language of concern to us in the code.

Mr. Mole walked the Council through the General Principles of the Code of Conduct. He reported that part of the impetus for the revision of the Code of Conduct was emergent federal policies related to research and federal funding.

Steve Thomas asked about what was being agreed to in the Code of Conduct and Mr. Mole reviewed the elements of the Code.

Katie High demonstrated the UTalk (<http://president.tennessee.edu/utalk/>) feature on President DiPietro web page that enables communication with the President and members of the system's administration.

We then moved to old business.

Old Business

1. Did everyone receive their name tag?

Thad Wilson had not received his name tag

2. Academic Freedom resolution

Steve Thomas forwarded it to everyone. Janet urges FS to consider it. Janet will resend it as well.

3. Faculty Handbook workflow

Robert Nanney reported that Martin is making progress. UTC says that there processes much more complex.

4. Department heads training

India Lane reported that the training is under development and has not yet been piloted. India reported that she will send their major headings, but the training is under development.

5. Strategic Plan Implementation Champions

Janet reported that she sent out the implementation champions in an email to the Council. Katie reported that she is one of the chairs. They are currently gathering information on DE and technology. They hope to have recommendations before the end of the calendar year. Janet will resend the email naming the champions.

6. P & T external letters

UTM decided to not move forward with the use of the use of external letters.

UTC reports some progress at the campus and department levels.

7. Evaluation scale review (<http://www.tennessee.edu/system/acade.micaffairs/docs/BdTenurePolicy.pdf>)

Katie High reported that the BOT voted to give UTK an extension. Other campuses can either develop their own or use the existing scale as long as the lower two levels are present. UTM reports the issue will be addressed at the department and campus level.

Katie reported that she will work with the academic officers. Thad asked if they should amend their handbook as they want to move to a five-point system. Katie stated she will run these issues by the General Counsel's office. No one is mandating the use of the five-point scale. She will get back with the provosts.

India suggested we ask the provosts about the status.

George asked about the diversity of the handbooks. Katie indicated that the handbooks reflect the cultures of the campuses. Thad stated he preferred consistency across the campuses.

India stated that hopefully this will get handled in order to go to the Board of Trustees in February and that we can use the five-point scale if we wish.

Janet reported she did not get the information on the IT reorganization from Jamie Perry. Thad stated that there was no inclusion of faculty in the communities of practice in the system IT.

India describes the "weeds of the IT communities of practice."

Janet stated we will have to find opportunities for faculty input.

Katie asked for our assistance regarding campus purchases of software systems. She cited the example that we now have three different systems for electronic transcripts.

Janet stated that she will send out the community of practice information when she receives it from Jamie Perry.

Janet stated that she will address the Board of Trustees at their luncheon in November as the president of the University Faculty Council. Only the Senate presidents are invited to the lunch.

8. Advising-Katie will have a panel on advising at the Board of Trustees Academic Affairs Committee. She has developed a report on what is done on the respective campuses. The intention is to educate trustees on what constitutes good advising. Janet sent the report along with the first agenda for this meeting. Ralph suggested that there might be a different point of view if the panel had faculty members on it. Katie reported that her office had to go through the office of the respective campus provosts.

9. India reported that the President can come to a meeting with us on Thursday, November 8 in room 102 of Morgan Hall. Janet stated that there will be a dinner meeting on Wednesday night and that out-of-town members of the committee will be staying at the Hilton. Campus reports are needed prior to that meeting.

10. We approve the meetings of the last minutes with the change of "concentration" to "minor" regarding a program change at UTM.