



University Faculty Council

Meeting Minutes

**Wednesday, November 7, 2012, 7:00 p.m. EST
Chesapeake's Restaurant (500 Henley St. Knoxville, TN)**

Meeting called to order

Campus reports distributed prior to the meeting.

Jenna Wright presented the UT Martin report.

Robert Nanney- 4 or 5 point evaluation standard-departments want to select for themselves. Difficulties could arise from comparisons across campus units. Personal Policy committee recommended against external letters, though some departments may elect to do so.

Katie High -The whole campus will need to use the same scale. Knoxville is piloting the same scale across campus.

George Cook raised question about what change is being made in admission standards. Jenna and Robert- Increased admissions requirements on a sliding scale for GPA and ACT (see the minutes from Martin).

Katie High asked that the decision on sliding scale at Martin be made before the June BOT meeting.

Ralph Covino described the implementation of evaluations at UTC. He pointed to the lack of college and department bylaws.

Janet Wilbert reports that she has been asked to be the new interim director of the Ned Ray McWhorter Institute for Innovation and Collaboration.

Chattanooga – Deborah McAlister - See report. Described a time of transition on campus.

Knoxville – Steve Thomas– See report. Discussed of the domestic partner issues and the Chancellor's handling of the issue. A new letter should be forthcoming from the two Chancellors of the Knoxville campus. Chancellor Cheek will get back to Steve on the Academic Freedom issue and the request for the BOT to change the policy. Discussion ensued regarding the status of the academic freedom resolution on the various campuses.

Health Sciences Center – Thad Wilson – See report. Request for financial data discussed.

Academic Affairs and Student Success

Advising issues related to FERPA discussed. Trustees may raise issues of debt counseling, and attendance tomorrow. A discussion ensued of the responses on the various campuses to freshman attendance tracking systems. It was agreed that we will focus on giving a positive message and describe the variation of faculty response and methods for promotion of attendance.

Katie High presented the agenda for the BOT meeting.

November 8, 2012 Morgan Hall, UT Knoxville Campus

8:00 a.m.

Academic Freedom resolutions- Katie High suggested we have them all passed and reviewed by the Chancellors. If altered from what Knoxville passed, send the noted changes to Janet. Once cleared by Chancellors and the respective faculty senates, we will suggest language for the document that goes forward to the BOT.

Katie High– We will have to make the case for the additional language and protection. We will document the changes Board Policy on academic freedom, responsibility and tenure. Check prior agenda for the document.

Janet Wilbert – It would be really helpful to distinguish in our handbooks text what is board policy, e.g. shaded box to distinguish that language from campus changes.

Faculty Handbook Workflow – UTC- Faculty Handbook is still under review by the Academic Affairs and General Counsel's office.

UTM- Handbook revision is almost done at campus level. Analysis of workflow should be done by Christmas.

Department Head Training- Katie's office is not backing out, India Lane has developed materials and modules. Health Sciences wants to bring in someone from outside for training. The General Counsel's office will go out to provide training on legal issues and matters. Faculty Department head training will have additional components. India Lane will make sure they are not duplicating the efforts of HR.

India Lane is working with the provosts' offices to make this happen. We are encouraged to support this going forward. Their focus is on academic issues e.g. promotion and tenure, evaluation.

Thad Wilson and George Cook – Most of the problems at the HSC are federal laws and the administrators tend to focus on state laws.

Katie High – 360 evaluations are done on administrators and it needs to be done by people who know the administrator being evaluated.

Meeting with President DiPietro

360 evaluations are done by an independent party from the university and done electronically.

Janet Wilbert-Is that same level of confidentiality present on all of the campuses?

President DiPietro – 360 provided to Chancellors...Reports he as resisted and pushed back with efforts to identify sources of negative evaluations.

Code of Conduct – “We stubbed our toe.” Katie High is looking at how policies are developed. Do we need policies that sunset? “We will try to refine and develop best practices for policy development.”

Regarding the issue the expectation of faculty and staff acknowledging reading the Code of Conduct, the President suggested, “We can likely get by without expectation of signing.”

George Cook raised the questions of where in the administration violations of codes of conduct to be reported by faculty and what are the requirements for administrative action?

President DiPietro - The investigation will be done in the most legally/policy appropriate office or institute compliance office. Academic Affairs and Student Success – Compliant Resolution Process...

Steve Thomas asked about ongoing issues...Katie High ---Office complaint resolution

Theotis Robinson is retiring – becoming VP and Advisor on Diversity.

New position that will run Diversity and System will do a national search for VP of Equity and Diversity. Responsibility for promoting diversity resides at the campuses.

Central responsibility will be to reporting and coordination. Linda Hendrick’s duties will be realigned and she will become a VP. Theotis Robinson will still do Title Six reporting, representing the President, and work in Nashville.

Janet Wilbert– Sandy Jenson sent strike through version of the Code of Conduct. ---Katie High says that the Code will not be rolled out until the Senates have reviewed and approved the Code. Thad Wilson and Robert Nanney raised concerns about how soon their senates can review them and give their approval.

Keith Carver – confirmed anonymity of the evaluation data. They use outside vendor. Katie High and India Lane will forward info on the evaluation system.

There was a discussion of the utility of a feedback loop for administrator evaluations in which faculty and staff are provided, for instance the administrator’s goals for the coming that emerge from his/her evaluation.