



THE UNIVERSITY of TENNESSEE  
KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

**FACULTY COUNCIL  
MEETING 28 - MINUTES  
Wednesday, April 11, 2012, 12:00 p. m. CST**

A quorum of members of the Council met in the Government Relations office in Nashville and by videoconference.

**UT Faculty Council Members Present**

UTHSC	George Cook (Chair) Lawrence (LB) Brown (Faculty Senate President) - video Thad Wilson (Campus Representative) - video
UTK	David Patterson (Campus Representative) Toby Boulet (Board of Trustees Faculty member)
UTM	Mike McCullough (Faculty Senate President) Jenna Wright (Campus Representative) Janet Wilbert (Board of Trustees Faculty member)
UTC	Deborah McAllister (Faculty Senate President) Lyn Miles (Campus Representative)
Guest(s)	Dr. DiPietro (President – UT President) Dr. Keith Carver (Executive Asst to the President) Katie High (Interim VP for Academic Affairs and Student Success) India Lane (Asst. VP for Academic Affairs and Student Success)

**Call to Order at 12:00 p. m. CST**

**Order of Business**

**Meeting with UT President, Dr. Joe DiPietro**

1. Problematic legislation was proposed that would have reduced state appropriations by the same amount that tuition was raised. Dr. DiPietro was able to get this bill pulled once the cost of higher education was shared with the author of the bill.
2. Relief for searches for executive positions. Until the time that candidates are invited to campus for interviews the names of the candidate pool may remain secret. This may go all the way down to the position of Dean.
3. A new advocacy approach for disseminating information statewide will use trained alumni. This project is underway.
4. Guns in trunks. Not sure where this legislation will go, but UT System would like an exception if the bill passes.
5. State budget. There is a proposed 1.7% reduction in funding of higher education. We can afford the 2.5% salary increase and additionally can look at compensation gaps.
6. Capital outlay. There was an attempt made to get a commitment for a bond initiative to fund all the UT System campuses building needs. This was rejected, but a 5 year commitment was made to address the needs of the campuses. The campuses will have to fund 10% to 20% of the building projects.

7. Tuition. Tuition increases will be proposed at 3%-6% for UTM and UTC and 4%-8% for UTK.
8. Lottery. Going into effect in 4 years, students will have to have at least a GPA of 3.0 and 21 ACT to get full lottery scholarship. If a student meets one of these criteria he/she will be awarded ½ the scholarship. The student can earn the full scholarship by performing well the first year in college. Depending on the lottery funds, this may or may not become effective.
9. Employee engagement survey. UT wants to be the “employer of choice”. All the campuses and institutes participated in the survey and now we need to act on the information gathered. The survey will be repeated in 3 years to track changes. It was good to use an outside group (ModernThink) to do the work. The data will be available on the [www.tennessee.edu](http://www.tennessee.edu) website as it is released.
10. Strategic plan. We are closing in on the final stage and looking at what resources are going to be needed to implement the plan. It will be presented to the BOT in June.
11. Ombudsman. Previously, UTFC met and recommended to the President that each campus have an Ombudsman. UTK has a program and UTC and UTM have faculty relations type groups. The Ombudsman would be vital for hearing disputes before they escalate to an appeals process and become entrenched in the system. It was recommended that each FS recommend an Ombudsman program at the first Senate meeting in the fall. There is no reason this program should be opposed on any campus.
12. Budget committee meetings. UTHSC continues to have problems with transparency of the budgetary process on campus. It is more complicated for them. UTC has some transparency, but the information is not clear. UTM senate members have been invited to attend any of the budget hearing they would like to attend. The CFO will sit and discuss the entire budget with anyone who wants to know.
13. Library. The process is improving with each new contract that is negotiated. The process is slow, but progress has been made. It is important to communicate the progress that has been made. There is still a lot of work to be done, especially watching to see how costs might creep or be unfairly distributed across the campuses.
14. Shared governance. Wilbert had proposed that the BOT policy on tenure and promotion have more structured language about shared governance. Proposed wording was distributed, not for consideration, but to stimulate dialogue. High requested the documents that had been reviewed by faculty senates in attempts to address this issue on the individual campuses. Boulet and Wilbert said they would forward the documents to High for dialogue with legal counsel.
15. Faculty senate travel to BOT. This topic was addressed prior to the meeting and essentially rectified. Senate Presidents will be invited to all BOT meetings in the future and videoconference made available when distance is prohibiting attendance.
16. Website. The UTFC website will be moved from the UTK.edu server to the Tennessee.edu server.
17. Chairs and Deans training. This is underway and should be rolling out soon.
18. Upward evaluations. Faculty evaluations of administrators need to be made anonymously, and thus [perhaps] should be administered by an off campus group. A report of the goals made for a Chair, by the Dean, should be made available to the faculty. A request was made as to “best practices” and High said that she would contact Linda Hendricks for details on how evaluations are handled. Discussion followed regarding the open records laws and the fact that all evaluations can be made public upon request. President DiPietro agreed to add this to his agenda for the Chancellor’s meeting.
19. Faculty handbooks. Handbooks across all campuses are being reviewed and aligned for best wording and accuracy. Individual campuses are making additional changes that will be

brought to the BOT. UTHSC will have to put the evaluation handbook back into the Faculty handbook.

20. Tenure and promotion. The question was raised about external letters being required in dossier. Each campus is different due to the missions of the campuses. Each faculty handbook should describe the dossier expectations.
21. Race to the top. McAllister presented a document that reported the number of STEM awards for teacher professional development – second competition. She pointed out that UTC and UTM each received one grant each where as ETSU received 4, MTSU received 2, TTU received 4 and Memphis received 3. TBR schools received 13 of the 15 awards to public institutions. The question was asked how many applications were sent in from UT schools? Additional information is needed to determine if the UT awards were “fair” in quantity.
22. TUFSS. TUFSS met on the UT Martin campus March 30-April 1. This organization is a good way to share information across the State. Miles offered that this could open the door to sharing faculty across systems.
23. Health affairs committee. Dr. DiPietro reported that the BOT approved the development of the Health Affairs Committee that will review practice plans and other issues presented by the UT Systems affiliation with hospitals and other related industries. This is a standing committee for the BOT.
24. Faculty more involved in BOT. It was recommended that the faculty and students who are members of the BOT to make a report at the Fall BOT meeting. There was discussion about the seating arrangements of the BOT members and it was believed that it was by seniority, but Catherine Mizell will be asked about this. Additionally, when available, faculty senate presidents should be invited to attend lunch and sit with the BOT members.
25. Cherokee farms. Patterson asked how the land leases at Cherokee farms works. DiPietro explained the details of the Cherokee Development Corp.
26. Board of Trustee Preparation. High will get the Academic Affairs and Student Success agenda out to the UTFC as soon as it is drafted for review and discussion prior to the AA&SS meeting. Faculty representatives need to be a greater presence at the BOT meetings.

Dr. DiPietro and Keith Carver left the meeting at this time.

### **Approval of Minutes.**

Approval of March 21, 2012 minutes.

### **Old Business:**

### **New Business:**

1. Election of a chair. Wilbert was nominated by Wright to be chair of UTFC for the 2012-2013 year. Boulet moved that nominations cease. Wilbert was elected by acclamation. Term of office will begin July 1, 2012.
2. Designation of a secretary. David Patterson agreed to act as secretary for the 2012-2013 term.
3. Discussion of the prior meeting with Dr. DiPietro and that he agreed to follow up on a few items which we will need to track for any feedback. Miles requested more unofficial conversation with the President in future face to face meetings.
4. The group addressed the 3 questions posed to us by the Napa Group.
  - a. What is the best way to engage faculty in assisting campuses/institutes to define core elements of faculty productivity and to align with the compensation models?
    - i. UTFC and faculty senates
    - ii. Department by-laws that detail “productivity” in the evaluation process
    - iii. Define a process by which faculty are engaged in aligning productivity to compensation

- iv.** What are the best practices?
  - b.** What is the most effective process for identifying faculty experts who can be positioned for greater visibility around regional and national issues and solutions?
    - i.** Campuses reaching into community to determine needs
    - ii.** Campuses and faculty senates develop a list of faculty with areas of expertise and willingness to be problem solvers.
  - c.** What additional information and communication does the faculty need?
    - i.** Provide feedback from data collected
    - ii.** Enable inter-campus collaboration by having available faculty interest areas
    - iii.** Continued face to face with UTFc
    - iv.** Continued face to face with campus senates.

Next meeting June 19, 2012 at 7:00 PM (EST) in Knoxville in conjunction with the BOT meeting June 20-21. It is possible we might have Ron Loewn to present system budget information at our meeting.

Respectfully submitted by  
Janet Wilbert