



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

**FACULTY COUNCIL  
MEETING 21 - MINUTES  
Wednesday, August 17, 2011, 4:00 – 5:30p. m. EST**

A quorum of members of the Council met via videoconference, with delegations seated at the various campuses.

**UT Faculty Council Members Present**

UTHSC	George Cook (Chair) Lawrence (LB) Brown (Faculty Senate President)
UTK	Vince Anfara (Faculty Senate President) David Patterson Toby Boulet (Board of Trustees Faculty member)
UTM	Mike McCullough (Faculty Senate President) Robert Nanney (Faculty Senate President-elect) Jenna Wright (Faculty at-large) Janet Rasmussen-Wilbert (Board of Trustees Faculty member)
UTC	Victoria Steinberg (Faculty Senate President) Lyn Miles
Guest	Katie High (Interim VP for Academic Affairs and Student Success) India Lane (Asst. VP for Academic Affairs and Student Success) Missy Jenkins (Academic Affairs and Student Success)

**Call to Order at 4:00 p. m. EST**

**Approval of Minutes.**

Amendment to the June 15<sup>th</sup> minutes include the adding of an “s” to the word “member” on line 4 in part 3. Campus budgets. Move to approve by Boulet, second by Wright. Minutes approved.

**Order of Business.**

1. Jenkins requested verification that there will be no video conference meeting in September due to the face-to-face meeting in Nashville on September 8<sup>th</sup>. Subsequent UTFC meetings will be on the 3<sup>rd</sup> Wednesday’s corresponding with the following dates of October 19<sup>th</sup>, November 16<sup>th</sup>, and January 18<sup>th</sup> at 3:00 pm (central) and 4:00 pm (Easter). The time for the face-to-face meeting will be 11:00 am for those who can arrive at that time with lunch and time with Dr. DiPietro from noon to 2:30. Additional UTFC business to following the President’s time. At this meeting a schedule will need to be pursued for meetings with Dr. DiPietro in 2012. *[Please have campus reports to Cook one week prior to the September 8<sup>th</sup> meeting.]*
2. Diversity Advisory Council. Wilbert reported that she sits on the DAC and that the council has requested the members to report back to campuses and significant committees the progress and discussions from the DAC meetings. Wilbert reported that at this point a

mission statement is being worked on, a definition of “diversity” and the identification of additional people who might be an important addition to the council. The council is emphasizing increasing diversity awareness on campuses and strengthening faculty recruitment and retention of minority faculty. Brown recommended that new minority faculty receive a “pass” on committee work the first year of employment. Miles requested an update on the “whereabouts” of the Equity and Diversity policy from UTC. Lane indicated that it is not in AA & SS. Miles will pursue this matter.

3. University of Memphis-Lambuth. Cook reported, following discussions with administration, that it appears that this was a political move. Dr. DiPietro tried unsuccessfully to stop this move.
4. Billing for online classes. Wilbert commented that she received a document that stated that the Board of Trustees had approved a fee schedule for all “online” courses that is similar to how the UT Online courses are billed. In contacting AA & SS and discussing the issue with Lane, it was determined that there was a misinterpretation of budget documents on the Martin campus. However, there is a fee structure in place for “distance learning” classes that are currently \$46 per hour (UTK) and \$36 per hour (UTM). No fee structure was identified at UTC. UTHSC has a fee structure for online degree programs. It was determined that the fee structure for UT Online courses does not pertain to courses taught online that are not a part of the UT Online degree programs.
5. TUFs. Boulet (TUFs President) reported that it was a good meeting and a lot was covered. Two motions were presented to the members to take back to their Senates for consideration:
  - a. **MOTION ON CLASS SIZE**-The TUFs President shall solicit advice from member senates in consultation with their faculty about best practices for determining class size for furthering education in the State of Tennessee; and also that TUFs collate that information for Senates to vote upon and be presented back to TUFs for presentation on the website.
  - b. **MOTION ON LEGAL ISSUES**-TUFs should solicit suggestions from the member SENATES about guidelines administrators should provide for due process in misconduct, termination, complaints, and other potentially legal actions against a faculty member.

Miles mentioned that Howard Bunsis, National Secretary-Treasurer, American Association of University Professors (AAUP), gave a great presentation on university financing. It was noted that the academic expenditures for the TBR schools was easily determined; whereas the UT schools seemed to be “lumped” together and the details of the academic funding was not easily teased out of the figures that were publically available. Discussion continued and Wilbert suggested that the slide that presents all the TBR figures be used by the UT schools to approach the CFO and request amounts for the last 10 years. (see end of document) Miles also reminded the group that Dr. DiPietro had assured the Senate Presidents that each campus would have open meetings about campus budgets. This was put on the agenda for September 8<sup>th</sup>.

6. Handbook Retreat. Lane reported that Dr. High was intent of pursuing a retreat where the campus could send representatives to a retreat for a review of faculty handbooks. In attendance would be AA & SS, legal and campus representatives to allow for complete review of content. It was emphasized that all changes to the handbooks would go back to the campuses for approval. Brown requested assistance on how to get Board policy language changed. High stated that it is best pursued by all campuses and review by council before the proposed policy language change is submitted to the Board of Trustees. Lane indicated that several policies were very old and needed reviewing. Two examples of these are the Evaluation criteria and CPR review. The intent of the retreat is to allow the

campuses to share so that each campus can adopt the best practices as presented by each campus. AA & SS will send an attendee list with some possible dates in October to get this scheduled.

7. Library. Lane reported that Steve Smith the new Dean of Libraries is up to speed on our current issues and ready to move forward. A new part-time position (funded by system) has been filled to work on the shared contracts for library resources. Lane reports that the Librarians have produced lists of the highest priority resources and are most concerned about sustainable funding. They also realize that they need to do a better job at marketing the resources that they have access to. Miles reported that this request has been on the agenda in previous years and that it would be important to know that this is a high priority item for the President. Lane reported that we have come a long way with this project, further than we have ever gotten. Again concern was expressed that UT system schools are not given priority when requesting interlibrary loans. Lane asked that all schools report to her the problems that are arising so that she can work on a solution. Lane also reported that in your research on library funding that she has found several of the State systems that have had State-wide library resources, are now having to pull back due to the exorbitant cost. This is a complicated process, but Lane hopes that the progress will result in a nice system that works for all campuses.
8. Short-term Metric funding. Cook presented an out-of-the-box idea regarding university funding. He reported that short-term metrics such as annual evaluations and high salaries lead to more risky behaviors. It was discussed that perhaps the UT System should adopt a long-term projection of outcomes like Honda, Toyota and BMW which all ascribe to 50 to 100 years in the future. This would make higher education an investment.
  - a. UTK is exploring a 3 year cycle for evaluating tenured faculty with a minor annual review.
  - b. System Human Resources is pushing us for performance evaluations
  - c. UTHSC is considering a 10 year time-to-tenure approach

Hearing no additional agenda items the meeting was adjourned at 4:30 pm.

The next meeting will be September 8<sup>th</sup> in Nashville, starting with preliminary discussions at 11:00 am.

Respectfully submitted by

Janet Wilbert

## Instructional Costs as Percent of Total Expenses: 2010

Amounts in thousands	2002			2010 (2009 for Austin Peay)		
	Instructional Expense	Total Expenses	Percentage	Instructional Expense	Total Expenses	Percentage
Austin Peay	26,445	66,537	39.7%	39,651	108,556	36.5%
ETSU	100,627	199,302	50.5%	124,518	281,743	44.2%
Memphis	94,988	252,939	37.6%	110,248	374,945	29.4%
Middle Tennessee	81,947	189,583	43.2%	119,267	317,936	37.5%
Tennessee State	50,995	129,675	39.3%	64,344	169,029	38.1%
Tennessee Tech	36,739	93,745	39.2%	47,984	134,957	35.6%
UT (combined)	392,608	1,291,222	30.4%	525,982	1,683,195	31.2%
Average			40.0%			36.1%

- This demonstrates a declining commitment to the core academic mission. If there have been categorization changes, they need to be explained
- Source: Audited financial statements

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memphis.edu https://umdrive.memphis.edu/g-tufs/pub/other/Bunsis.Present8-11.pdf | Google

## ETSU Expense Percentage Distribution

	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>Instruction</b>	<b>50.5%</b>	<b>48.2%</b>	<b>48.2%</b>	<b>48.0%</b>	<b>46.7%</b>	<b>47.4%</b>	<b>46.1%</b>	<b>44.5%</b>	<b>44.1%</b>
Research	6.0%	6.6%	4.4%	3.9%	3.7%	4.2%	3.7%	3.7%	3.7%
Public Service	5.2%	5.4%	7.6%	6.6%	6.5%	6.9%	6.8%	7.5%	8.0%
Academic Support	8.0%	8.0%	7.8%	8.1%	7.8%	7.4%	7.9%	7.8%	8.3%
Student Services	6.5%	6.4%	6.7%	6.6%	6.7%	7.6%	6.8%	6.4%	6.3%
Institutional Support	6.3%	6.4%	6.5%	6.7%	6.6%	6.9%	6.6%	6.3%	5.9%
Plant	7.0%	7.8%	8.2%	8.5%	10.5%	7.2%	9.2%	10.8%	7.8%
Scholarships	3.4%	4.0%	3.8%	4.9%	4.8%	6.0%	5.9%	6.5%	8.4%
Auxiliary	2.8%	3.1%	2.7%	2.8%	2.6%	2.7%	3.2%	2.7%	3.0%
Depreciation	4.2%	4.1%	4.1%	3.8%	4.0%	3.8%	3.9%	4.0%	4.6%

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9:01 PM