



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

**MEETING 17 - MINUTES**

**Thursday, February 24, 2011, 7:00 - 9:00 p. m. EST**

A quorum of members of the Council met at ?? restaurant. There was general discussion during and following dinner regarding a broad range of topics.

Dr. Cook asked about the early perceptions regarding President DiPietro. UTC members responded that he had an extensive visit at their campus and asked good questions. Dr. Lane added that he had not spent much time with UTK faculty yet but was well respected from the Institute of Agriculture. General comments confirmed a good working relationship and knowledge of UT.

A February 9 presentation by the Executive Committee of the Association of Tennessee Faculty Senates (TUFS) to the Education Committee of the Tennessee Senate was noted as being very good.

There was continued discussion about multiple issues of shared concern:

1. Lack of written policy at some campuses. An example given was release time for faculty senate presidents if a department is unwilling or unable to grant such release time.
2. Upcoming guns on campus legislation.
3. Emphasis on retention rates in Complete College Act and resulting campus strategies .
4. How advising is accomplished on various campuses; variable advising loads for faculty.
5. Possible legislation and requirements regarding cost of textbooks and requirements for faculty.
  - (a) Key questions included, “can faculty direct students to cheaper book sources?” and “what policies, bookstore or otherwise, exist to guide faculty in this issue?” “can faculty be punished for showing students multiple sources for text books?”
  - (b) There was concern regarding students ability and willingness to buy and effectively use textbooks, given the rental options and library options.
6. Reorganization of development and fundraising?
7. Compensation policies.
  - (a) Counteroffer issues.
  - (b) Possible compensation in lieu of pay that would motivate and improve morale of faculty and staff (e.g. free recreation center access).

8. Diversity statement (see previous discussions). UTC would like to model a policy after those approved at UTMartin and UTK.
9. UTC campus identity and mission.
10. UTK and electronic library and journal access.

The discussion shifted to planning the agenda for the meeting with the President the following day.

**Friday, February 25, 2011, 7:15 - 10:00 a. m. EST  
Heritage Room, University Center, UT Chattanooga**

**UT Faculty Council Members Present**

UTC	Vicki Steinberg (Faculty Senate President) Lyn Miles ?? ??
UTHSC	George Cook (Chair) Karen Johnson
UTK	Toby Boulet (Non-voting Faculty Trustee) India Lane
UTM	Dan McDonough Janet Rasmussen-Wilbert (Faculty Senate President)
Guest	Joe DiPietro (UT President) Katie High (Interim VP for Academic Affairs and Student Success)

**1. Call to Order at 7:15 a. m. EST**

**2. Discussion with President DiPietro**

Cook - brief summary of history and charter. Meeting schedule. DiPietro agreed that meeting in conjunction with BOT meetings is a challenge. Would like to meet with us three times a year, but when there's more than 30 minutes. Nashville would work well. We might consider the afternoon before the BOT meeting.

Cook asked DiPietro to discuss shared governance. DiPietro replied that he supports it. The UT System is not in the business of micromanaging the campuses. He has been getting to know the campuses. He wants to foster collaborations, but not force them. The system should bring best practices to the campuses where they are not already present. Interaction with elected officials is his other significant role. Some of the newly elected members of the Tennessee General Assembly do not understand what the University is about. The Complete College Tennessee Act 2010 needs to be implemented carefully, but its goals are good for Tennessee.

Cook noted that current issues are differences in policies across the campuses, and discrimination against various groups, in particular discrimination on the basis of sexual orientation. DiPietro replied that the benefits package is from the State, which makes providing partner benefits problematic. He was at Florida when they implemented it. It was difficult and had political and financial repercussions for the University. It is important to gather data regarding how much this issue creates a problem in hiring. Steiberg noted that UTC has a policy on this issue. High commented that the Office of the General Counsel says that campuses can have their own anti-discrimination statements, but the system has a policy.

Miles mentioned inconsistency across the campuses. Diversity, library access, etc. UTHSC and UTC both have problems with access to journals held at UTK. Electronic access would be sufficient. Steinberg noted that UTC ID cards do get them access to photocopiers. DiPietro commented that these problems are probably related to money, and he does not now know enough to fix it. But it needs to be fixed to support scholarly activity. Miles asked why all members of the system do not have the same access.

UTC guy: The general issue of faculty status at sister institutions.

Milse noted that THEC categorization is also an issue.

Cook asked about pay raises. DiPietro said that if the State does something for employees, higher ed should get the same - no more, no less. He also has asked for flexibility to use other funds for compensation, if we can find them. Cook asked about pay raises for faculty promotions. DiPietro responded that UTM's policy is good. But it's a guideline in UTIA. One of his deans could have balked, and he'd have been in the same position as UTHSC. He does not favor a system policy, but rather thinks the Chancellors should decide that. Johnson stated that faculty promoted in a year when there were no promotional raises did not get make-up raises. DiPietro replied that the unit can fix that; the UT System will not oppose that.

(7:54 President DiPietro and two UTC people departed.)

### **3. Discussion led by Council Chair**

- (a) The Council discussed several issues related to faculty status when visiting other campuses in the UT system.
  - (1) Library access for everyone on every campus. Access across the system is the goal. Perhaps the system could hire someone to manage the contracts with publishers for the entire system. We could ask the CFO's to request information from North Carolina and Georgia about their system-wide contracts. What would be the costs for the UT system? Would this be the best solution? The first step would be access for faculty.
  - (2) Wireless access when we visit each other's campuses.
  - (3) Collaboration across campuses in implementing Banner.
- (b) Miles asked Carnegie status changes: MTSU and ?? How does this affect the formula for them? High did not know. She circulated slides to be presented to the board re-

garding outcomes measures to be used in the new funding formula. She said that the THEC transfer report analyzes transfer data.

- (c) Cook noted that we still have inequities in funding non-formula units. ETSU vs UTHSC.

(8:44 High departed.)

- (d) Conversation about first impressions made by university staff.
- (e) Practices related to Faculty Senates at the various campuses in the UT system were discussed.
  - (1) Faculty Senate budgets. UTM \$8,500. UTHSC \$2,000. UTK \$30,000. UTC \$0.
  - (2) Mechanisms for managing curricular issues. UTK councils. At some campuses, faculty are appointed ad hoc by department heads.
  - (3) The work of Faculty Senate committees.
  - (4) Faculty Senate status.
  - (5) Relations with administration at various campuses.
- (f) Discussion of the need for best practices in shared governance across all campuses in the system.

#### **4. Approval of Minutes.**

Minutes of meeting 16 were approved by voice vote.

#### **5. Adjournment.**

The meeting adjourned at 10:03 a.. m.

### **ADDENDUM: Campus Reports for February, 2011**

#### **UT Chattanooga Reported by Victoria Steinberg**

##### **Big changes on UTC campus:**

SACS site visit for April. QEP on critical thinking to be rolled out over 5 years starting Fall 2011.

After evaluating/assessing General Education, campus discussions about its revision, staffing, funding, assessment.

GAP analysis and re-alignment of Strategic Plan to better dovetail with QEP, Complete College.

##### **Faculty Senate initiatives:**

Accomplished:

New Faculty Evaluation of Administration

Approved Standards Committee recommendation to raise number of hours for sophomore standing and a new test for English proficiency in addition to existing one

Pursued changing the Anti-Discrimination Policy to match system and UTK's which includes more inclusive language

Endorsed TUFs motion to open dialogue through them w/ TN Senate Education Committee

**In progress:**

We have begun the process of revising the handbook, but given the scope of the project, it will clearly take at least two years to have an up-to-date handbook with references to the most current policies and procedures and which will be web-friendly. It will more clearly define the faculty's role in shared governance as well as expectations for service, etc. The Administration has facilitated this process and we have met with UT-Legal to ensure that our revisions will be Board ready when completed.

We have begun the process of revising Faculty Roles and Rewards by setting up a Task Force to review current literature on the subject and suggest how the Faculty Senate should proceed in garnering broad input. The Task Force consists of one faculty senate member from each college. We will have their results in time to set in place their recommendations this spring.

The work of revising committees is on-going as we gather reports and reflections from faculty senate committee chairs and try to re-imagine how faculty committee work feeds into the decision-making process. Again, I believe that this will take at least two years.

**UT Health Sciences Center  
Reported by Richard Nollan**

**Promotion Compensation Policy Proposal**

After meeting with the deans (see UTFc minutes from 1/20/2011), the chancellor and I had a discussion for an hour and a half at which we continued to go over the need/ feasibility of this proposal. We covered much of the same ground as before; this is an economic as well as a morale issue. The administration tends to view the issue as an economic one, and the faculty as one of morale. The issue is of enough importance that the HSC Faculty Senate passed a resolution in April 2010 requesting the creation of this policy for the campus. The morale side of the issue is not persuasive as the budgetary one, so I began emphasizing that the tenure-track process is one that carries its own metric for evaluating a faculty members progress over a period of six or so years. The metric includes number of publications, grants received, courses taught, and so on. At a time when measures are being applied to everything, it is important and useful to remember that measuring a faculty member's achievement and potential is built into the P&T process, and this should be rewarded with a 10% raise. In addition to past achievements, the decision to grant (or deny) promotion is based on the P&T committee's peer judgment of the faculty member's past accomplishments along with their expressed judgment of the faculty member's future value. The chan-

cellor understands and sees the merit of this overall argument, but not enough to recommend the policy proposal. Thus, the issue is still not entirely resolved.

### **College of Medicine Executive Dean Search**

The College of Medicine has heard the town hall presentations from the four top candidates for the position Executive Dean for the college of Medicine. As you probably know, there are three colleges (Memphis, Knoxville, and Chattanooga), each with their own dean.

### **Research Strategic Report**

The chancellor has the goal for the campus to become one of the top quartile research campuses in the country. In order to accomplish, he wants to identify what it will take to grow research on this campus by supporting the efforts that already exist and by bringing in new researchers. For several months now, Polly Hoffman, Associate Dean, College of Medicine, has been meeting with a wide range of faculty and administrative committees to solicit their ideas on what needs improvement and on what could be added to improve how research is done on campus. This is a large with many useful ideas that should be completed in the near future. It contains ideas for streamlining the IRB and the material transfer processes, penetrating the silos separating the colleges, improved writing and editing services, and resuming the distribution of F&A's to departments.

### **IT changes**

After a review of IT services that was completed in September and the report delivered to the Executive Vice Chancellor in December. The contents of the report have been shared with a few people, but will not be released until the released to the wider campus community until its contents have been digested.

### **Faculty Senate**

In addition the above issues, the Faculty Senate is also considering:

The Faculty Affairs Committee developed and implemented an upward evaluation of the administration in November. The turnout was small due to concerns about anonymity. A report on the results will be presented at the March meeting, and we will use what we learned to do better next year.

The Education Policy Committee has updated and approved a mediated lecture policy for the campus, and it is reviewing the Honorary Degree Policy.

The Research Affairs Committee is reviewing research issues and advocating for the partial return of F&A's to departments and researchers. The committee is also revising employment guidelines for research fellows.

Legislative Resources is trying to arrange a breakfast on campus with legislators for an exchange of views.

Clinical Affairs is dealing with issues related to the system of relative value units used to measure clinical effort, new curriculum changes scheduled for the summer, and with the call for a dramatic increase in the amount of clinical research that is done at the HSC.

Budgets and Benefits has been investigating the series of administrative and faculty salary increases along with changes in health insurance and retirement benefits that faculty should know about (but often do not).

## **UT Knoxville**

**Reported by Joan Heminway**

### **UTK Top 25 Initiative Update**

Work continues across campus to construct implementation plans for achievement of the five strategic priorities in UTK's plan to progress toward a top 25 public university. Faculty members continue to be involved.

### **50th Anniversary of African-American Undergraduates at UTK**

The UTK campus will be celebrating this milestone anniversary throughout 2011. Information is available at <http://achieve.utk.edu/>.

### **Annual Meeting of the Coalition on Intercollegiate Athletics**

From January 21-23, 2011, I attended the annual meeting of the Coalition on Intercollegiate Athletics (<http://wfu.me/cms/coia/index.php/Home>) on behalf of UTK. The meeting focused on the funding of athletics programs, academic success issues relating to college athletes, and compliance concerns.

### **Upper-Level Searches**

We currently are conducting campus interviews to fill the Vice Chancellor for Research position at UTK. We also have been interviewing candidates for a number of Dean searches. With Joe's ascendance to the UT Presidency, the resignation of the UTK Dean of the College of Arts and Sciences effective as of January 1, and the retirement of one of the Associate Deans of that same College, we already have new open leadership positions to fill . . . . Never a dull moment.

### **UTK Faculty Senate Update**

A lot has happened on the Knoxville campuses since our fall meeting.

The Tennessee Higher Education Commission approved the Energy Science and Engineering Ph.D. program, on which I reported in October. The revised "Proposal for the Initiation of a Doctor of Philosophy of Energy Science and Engineering Program" is available at <http://web.utk.edu/~senate/docs/2010-11/2 - THEC ESE PhD proposal V41.pdf>.

The two program discontinuance proposals (for the Italian and Russian majors) that I reported on in October continue to progress through the campus procedural framework for academic program discontinuances. The Provost met with the Dean of the College of Arts and Sciences and the faculty of each program to discuss the proposal. After the meeting, the Provost requested further information and then asked the department and college to construct an overall plan for foreign language and literature instruction at UTK. That report was due and submitted by February 15. The Provost expects to be in a position to make a recommendation shortly.

A number of UTK faculty members raised issues regarding UT's recently introduced background check policy for new hires. The background check policy is intended to ensure a safer campus for us all. But aspects of it are flawed or underdeveloped. The Faculty Senate and the Provost's office are working with human resources officials at the campus and system levels to revise, clarify, and better publicize the policy and the related processes.

The Faculty Senate approved in principle both the annual campus work-life survey for 2010 and the Final Report of the Chancellor's Task Force on Civility and Community (the "Civility Report"). In connection with the Civility Report, the Faculty Senate requested that the Chancellor recommend consideration of clearer, more targeted language in UTK's student code of conduct regarding the penalties for campus civility violations. The Chancellor has charged his Leadership Council for Diversity and Interculturalism with the task of establishing an implementation plan for the Civility Report.

We have adopted and are in the process of proposing various changes to the Faculty Handbook and Manual for Faculty Evaluation, including a series of conforming changes that are more ministerial in nature. Among the proposed substantive changes to the Faculty Handbook is a resolution from the Faculty Affairs Committee to include a specific statement prohibiting discrimination on the basis of sexual orientation or gender identity. The faculty Senate also is in the process of amending and restating the Faculty Senate Bylaws to reflect both non-substantive and substantive changes.

Finally, I will note that the Faculty Senate Research Council and the Dean of the Graduate School at UTK are sponsoring a campus forum on March 9 on the National Research Council Data-Based Assessment of Research-Doctorate Programs (a/k/a the NRC Rankings). The forum will feature presentations by faculty who have analyzed the NRC data and by Dr. Hodges.

## **UT Martin**

### **Reported by Dan McDonough and Janet Rasmussen-Wilbert**

We are off to a running start in the Spring 2011, with a record Spring enrollment of 7824 students.

Things are moving along rapidly here, particularly as the campus was closed several times on account of snow and ice. Of course, this is certainly not an unusual circumstance around the state and nation, but it did set us back and has many faculty members scrambling to revise syllabi and assignments. Some very good things are happening on campus. Perhaps first among them is the administrative decision to allow a 10% increase in the base salary when a faculty member receives promotion to Associate Professor and another 10% increase in the base salary for promotion to full professor, with these raises to be institutionalized as central fixed and recurring costs. While faculty were disappointed that we did not receive the hoped for bonus in the Fall, this news was a positive for faculty morale.

On another note, the campus has finally completed our revised tag line, which now includes reference to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.



We are continuing an on-going conversation with the administration on protected speech on campus. We have added wording to the handbook to protect faculty when we are speaking in shared governance. This wording will read “The administration will both encourage and actively protect all such [matters of shared governance] dialogue. Both faculty and administration will carry out all such discussions with collegiality, civility, and respect.” While this does remain somewhat vague, it does represent an improvement and is a basis for continued discussion.

As our numbers continue to expand, we have several important physical projects underway. The groundbreaking was just held for the renovation of the Fine Arts Building and the dedication of the new Baseball/Softball Building will be held shortly.

There has been some concern with bookstore policy concerning book orders. State rules and HEOA statements on requirements do seem to conflict with Bookstore policies. For example, during Fall 2010 book orders for Spring 2011 were due in September, which seemed far too early to some faculty. Other faculty expressed concern that the Bookstore does not order enough copies of assigned books to cover all students in the class, while others insist that the Bookstore mandates using the newest editions of books for which older editions are fine (and much cheaper). The Executive Committee of the Senate discussed these and other complaints and will be continuing discussion of these issues.