



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

**MEETING 19 - MINUTES**

**Thursday, May 12, 2011, 8:30 a. m. CDT**

A quorum of members of the Council met with President DiPietro at the Office of State Relations in Nashville.

**UT Faculty Council Members Present**

UTC      Lyn Miles  
            Vicki Steinberg (Faculty Senate President)

UTHSC    L. B. Brown (Faculty Senate President)  
            George Cook (Chair)

UTK      Toby Boulet (Non-voting Faculty Trustee)  
            David Patterson

UTM      Janet Rasmussen-Wilbert (Faculty Senate President)  
            Jenna Wright

Guest     Keith Carver  
            Hank Dye  
            Anthony Haynes  
            India Lane (  
            Joe DiPietro (UT President)

**1. Discussion with President DiPietro**

- (a) DiPietro discussed the following activities related to administration of the UT system.
- (1) He has recently formed Diversity Advisory Council (DAC), which has representatives from all campuses.
  - (2) Over the next five to six months, the Compensation Advisory Board (CAB) will do a complete market analysis of all permanent positions using an external firm.
  - (3) The committee searching for a new UTIA Chancellor will report to him on Monday. They have four strong candidates.
  - (4) An external search for a new VP for Development and Alumni Affairs is beginning. We need someone with foundation experience.
  - (5) He is reorganizing the business affairs offices. He will use results of Butch Peccolo's having done both jobs (CFO and Treasurer) for a year to see how to re-

organize. Some trustees think we should establish our own investment firm. But DiPietro thinks our endowment should be bigger before we do that. He may or may not search for a new CFO, if we will still have both that and a Treasurer after the reorganization.

- (6) He is launching a strategic planning effort for the next year. The process will be transparent, web-based and involve all campuses. Specific metrics will be generated. Cook asked how this would affect campus plans. DiPietro stated that the system plan would dovetail with campus goals.

He has attended campus events all over the state and in D. C.

- (b) DiPietro reviewed the following activities related to the Tennessee General Assembly.

- (1) He has spoken before both the Senate and House Education Committees and the Governor.
- (2) UT Day on the Hill
- (3) Interaction with THEC and the Completion Academy. At Chancellor Morgan's suggestion, we will have some of these in Tennessee to help faculty understand how THEC will implement the CCTA. There are some unforeseen consequences to funding because of dual enrollment at UT Martin. Brown asked about the non-formula units. DiPietro replied that he is working on that issue. But a bigger problem with the new formula comes if all campuses do better. There would not be enough resources to reward all units.
- (4) He appreciates the campuses' response to the "guns on campus" issue. Judicial committee chairs will control things during the coming summer study. There may be public hearings.
- (5) The state budget will probably be what the Governor recommended. He has heard nothing about changing the 1.6% raise pool. The Board of Trustees must approve giving campuses flexibility to do more than the 1.6%.

- (c) DiPietro discussed the following budgetary matters.

- (1) Lambeth University. The Methodist church no longer wants it. It has about 400 students. The University of Memphis (UM) will make it a branch campus with \$15M (annually: 5, 4, 3, 2, 1) that appeared in the Governor's budget about ten days ago. Old buildings need ADA and asbestos upgrades. UTM and UM already have branch campuses in the area. Undergraduate programs that UM would bring are available 50 miles away at UTM. The State's expenditure for this when funds are so low is not affordable. It increases the gap in the State's ability to reward existing campuses if they meet the CCTA goals. Upgrades at Jackson would be about \$10 - 15M. The legislature may ask UM to provide those funds. Stay tuned. Jackson does not want a decaying campus in the heart of the city. Jackson has two private four-year schools.
- (2) We worked on changing laws regarding audiology clinics of UT being allowed to sell hearing aids.

- (3) There is some capital maintenance money in the budget. No capital outlay. We need a system for recurring allocation of capital outlay funds. We have a long-term debt servicing problem for buildings. The Governor plans to develop a task force on this. Illinois uses a \$500 per term per student to pay for buildings. Some places use a Public Utility Educational Outlay (PECO) for this.
- (d) DiPietro distributed a draft list of performance goals for him for the coming year
- (e) Question and Answer Session
- (1) Patterson asked about the use of carry over of funds from year to year. A question was asked regarding whether the current practice leads to wasted funds.
  - (2) A question was asked about trying to arrange event with legislators. Resistance from Nashville. DiPietro replied that timing is everything. Summer is good.
  - (3) Cook asked about domestic partner benefits. DiPietro replied that the timing is challenging. Could we afford to do this independently of the state? Patience is needed. It could be a problem if the State were to cut us loose from their benefits program. Kentucky and Vanderbilt provide benefits.
  - (4) Miles asked about the nature of the system DiPietro replied that each campus has its own mission and needs. The system administration should support them all.
  - (5) Miles noted that the library issue is still a problem. We need a statewide system, at least for UT, if not for both UT and TBR.
  - (6) A question was asked about the medical school expansion. DiPietro replied that it is under study. Cook noted that the faculty want to be kept informed.
  - (7) Boulet asked about the difference in funding for ETSU and UTHSC medical schools. DiPietro replied that political considerations .
  - (8) It was noted that promotional increases is a campus issue. DiPietro has asked the Chancellors to formulate long-term plans to fund them. He will also give the Chancellors much flexibility in giving merit pay, bonus pay, incentive pay.
  - (9) Cook mentioned incentive pay at UTHSC. It motivates people to get more grants. But base pay increases then amplify the incentive.
  - (10) Miles asked if tenure is the same across system. DiPietro said that it is. (UT OGC told the yesterday Tennessee Supreme Court that there are different kinds.)
  - (11) Someone asked about unions. The legislature is mostly negative on collective bargaining. But they know that our tenure process is not like that in K-12. There is nothing on the radar about this in the legislature.
  - (12) Cook mentioned the need for education of legislators. He cited the need for getting to know the freshmen and building relationships.

(13) A question was asked about the Evolution Bill. The bill went away for now after the UTC biology department helped to rewrite it.

**10:35. Break.**

## **2. Discussion of Library Issues**

The libraries for the campuses have many different contracts. The system administration does not pay - campuses pay. The system makes an initial payment for the Web of Science. Renewal is being held up in budget office. Should the system do it and charge the campuses, or should the campuses purchase their own? Would the UTFC work with librarians to make a document that would tell faculty how to use resources at other campuses? Miles: We should make something like Galileo in Tennessee. Where would we get the resources? Would the library deans support having a statewide system? What would be the plan and the timetable? Wilbert: Purchasing will meet with librarians tomorrow. Brown: Vendors are resisting economies of scale. Steinberg: Could we argue to the legislature that CCTA won't work without a modern library system giving comprehensive access? Could TBR's system help us understand how to get a system with comprehensive access? Copyright permission required for wholesale distribution of items.

## **3. Housekeeping**

- (a) There will be no UTFC meeting in conjunction with the Board of Trustees' meeting in June. The Board may or may not pay for non-members of AASS to attend in person.
- (b) Missy Jenkins is the new staff person who will arrange for rooms, etc., if we want to use her. Videoconference rooms are already reserved for May 18 (1600 EDT) and June 15 (1600 EDT). 974-3843.
- (c) The web site for UTFC will be maintained by Missy. She will post things when authorized by the council chair.

## **4. Election**

Cook was re-elected as Chair of the UTFC for another year.