



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

**FACULTY COUNCIL
MEETING 22 - MINUTES
Thursday, September 8, 2011, 11:00 a.m. – 2:30p. m. CST**

A quorum of members of the Council met in Nashville and via videoconference to UTHSC.

UT Faculty Council Members Present

UTHSC	George Cook (Chair) Lawrence (LB) Brown (Faculty Senate President) (videoconference) Thad Wilson (Faculty Senate President-elect) (videoconference)
UTK	Toby Boulet (Board of Trustees Faculty member)
UTM	Mike McCullough (Faculty Senate President) Jenna Wright (Faculty at-large) Janet Rasmussen-Wilbert (Board of Trustees Faculty member)
UTC	Deborah McAllister (representative for Victoria Steinberg) Lyn Miles
Guest	Katie High (Interim VP for Academic Affairs and Student Success) India Lane (Asst. VP for Academic Affairs and Student Success) Joe DiPietro (UT President) Keith Carver (Office of the President)

Call to Order at 11:00 a. m. CST

Future Meeting Schedule.

To facilitate the face-to-face meeting schedule with the President, it was decided that the UFC would regularly meet with the President, in Nashville, in coordination with the May and September Building Commission Meetings. Additionally, the UFC would meet face-to-face with the President at the Winter (February) and June Board of Trustees (BOT) meetings. The UFC members would come in the night before the first committee meeting of the BOT.

Recommendation was made that this schedule be added to the Bylaws. (The Bylaws may be revised at any meeting of the UFC provided notice of the proposed revisions have been given to all UFC members at least one month prior to the meeting. Revisions to the bylaws require a two-thirds majority of all voting members of the UFC to be implemented.)

Motion by McCullough to allow videoconference attendance at this meeting, second by Boulet. Motion carried. (4-yes, 1-no, 1-abstain)

Approval of Minutes.

Minutes from meeting 19, May 12, 2011. Motion by McCullough, second by Wilbert. Minutes were amended to remove any references to UFC members and only state the issue discussed. Motion carried.

Minutes from meeting 21, August 17, 2011. Motion by Boulet, second by McCullough. Motion carried.

Order of Business.

Opening comments from Dr. DiPietro

1. BOT meeting in August review:
 - a. Tuition increases. Although the BOT has approved tuition increases over the past several years, the Board is concerned that parents/guardians/students do not have an identifiable amount that a 4-year degree will cost. It is recommended that campuses be able to report the tuition "track record" so that appropriate planning can take place. Tuition will continue to increase. Additionally, there was discussion around the strategy to structure tuition around a 15 hour course load instead of the 12 hour load that is currently used. Twelve hours a semester does not allow a student to graduate in 4 years.
 - b. Lottery Scholarship. Approximately 33% of UTK freshman, 45%-50% of UTC & UTM freshman lose their scholarship. Ways to combat this is to either decrease the expectations the Lottery Commission has for freshman, increase sales of lottery tickets, or give less money to each student. There was discussion over combining the GPA and ACT scores as the criteria for admission instead of the "either or" system used currently.
 - c. Capital outlay. The Board discussed the fact that Tennessee has a good Bond rating and that perhaps a \$400-\$500 million bond would solve the issues the System has with infrastructure repair and the need for new buildings.
 - d. Strategic Planning. The Napa Group is being utilized for this process. The goal is to have it complete by June for the System plan. The plan is to emphasize the mission of the System and include education, discovery and outreach. By campus, faculty, staff, administration, students and local BOT members will be involved. The time line is that data will be collected in October and November, organization of the data will take place in December, focus groups in January and February, complete the project in March and have a report ready for the June BOT meeting. It will be very important to have a matrix to define what is driving the outcomes of the strategic plan.
 - e. Compensation Advisory Board. A summary of the results was given and it would cost the System about \$71 mil to achieve an 85% of faculty and staff salary/pay at the median of the peer institutions/positions. It would cost \$153 mil to achieve 100% of faculty and staff at the median. Currently the staff is paid at about 78% of the market median and faculty is paid at about 87% of the market median. The preliminary study information is available http://president.tennessee.edu/news/082411_compensation.html. The President expressed that if "push came to shove" that compensation was more important than new buildings. (At a later point in the meeting, Dr. DiPietro mentioned that he was interested in investigating an additional salary adjustment for full professors 6-7 years after they have reached this status. This is many years away, but he feels that it is important to recognize the accomplishments of this level of faculty since there is no provision in the pay structure for an incremental raise.)
 - f. Diversity Advisory Council. The council has just been expanded and they are just beginning to *roll their sleeves up* and get to work.
2. Governor's Plan to cut 5%. Right now, university systems are being exempt from the cut. We will remain in a "watchful-waiting" mode. When 40% of the States \$30 bil budget comes from the Federal government we will have to see what happens at the federal level.

3. Campus Visits. The President spent a day on the UTK campus meeting with various constituencies. He wants open dialogue with faculty, staff, students, Senate and administration. Each Chancellor will develop the agenda for the day.
4. Tennessee Higher Education Commission (THEC). We develop a better relationship with THEC. Everyone agrees that higher education is underfunded and that we are receiving \$0.45-\$0.50 for every \$1.00 we need. The U of Memphis-Lambuth campus opening provided some opportunity to push for more money. Our local Governmental Affairs staff is keeping close watch on the Legislature.
5. Campus Meetings on Budgets. UTK and UTM expressed that even though the Faculty Senates on campus have budgetary committees, these committees need to be more proactive in their involvement with the budget review. UTHSC has a more disconnected system but it is being worked on. How the library budget is handled needs attention. Collectively, the UFC members asked that the Faculty Senates have input on the budgets earlier in the process so that the input can be considered. It was also suggested that campuses could use faculty who have an area of expertise when appropriate. Right now, we are "reported to" and the budget is essentially *done*.

Open Discussion Topics.

1. Lottery admission standards should not be the same for each campus/program. At the BOT meeting there were a variety of standards presented for consideration. These included increasing the GAP or ACT scores for admission in hopes that higher quality students would be admitted (quality not quantity).
2. Loss of Formula Funding money due to the loss of Dual enrollment at UTM. Right now, this issue has been discussed with THEC, but they do not want to "mess" with the formula yet. The money that was going to dual enrollment has been moved to transfer scholarships.
3. There was discussion regarding 12 month and 9 month appointments. This is an issue at the UTHSC and President DiPietro commented that the oversight of the practice plans is on his agenda.
4. Regarding reporting ACT scores of "admitted" freshman, UTK uses a Superscore which allows for an elevated score. UTM and UTC found no advantage to using a Superscore.
5. Library. Lane reported a new part-time position (funded by system) has been filled to work on the shared contracts for library resources. With new contract negotiations for Web of Science the System will save approximately \$40,000 over the next few years. The intention is to put that money back into purchasing. Lane also reported that interlibrary loans are being looked at and that she is meeting with many individuals to understand this process. As far as a "one system" library, this is not going to happen; in fact States that have this program have to pull back due to the cost. We will start with the prioritized list that was received from all campuses and begin there. We will expand when the funds are available. All contracts will be reviewed as they come up for renewal and all campuses will be considered as the process moves along.
6. Has the System pursued a long term plan? Where does the system plan to be in 50 years? Dr. DiPietro commented that it is hard to see where we will be in 10 years. Legislature really wants to help us and they understand that the constituency needs to be educated since there are no longer an abundance of "factory line" jobs.
7. The point was made that in many sectors of the State, salaries/pay has been cut. Although it took 4 years to get a raise, at least Higher Education was not forced to cut wages.
8. Faculty Governance. Some faculty are "just not interested" in being a part of the governance of the university. However, it is the duty of the faculty to be a part. Senates need to do a better job of promoting governance and expressing the importance of the faculty input. Administrators also need to accept the faculty involvement.

6. Handbook Retreat. High reported that the tentative dates for the retreat are October 13-14 at the Embassy Suites in Murfreesboro, TN. Each campus should send 2-3 people which should include the VCAA (or similar), the campus handbook “expert”, and one other person determined by the campus. The campus can send more if the need arises. High can cover the cost of the meeting rooms and food however the individual campuses must cover the cost of lodging and transportation. The System will send Lane, High and a representative from Legal Counsel. The agenda will contain the issues that have been identified by the campuses, offer an opportunity to share “best wording”, pull System policy from the handbooks, and correct “boiler plate” wording so that it is consistent across all campuses. *Motion by Brown to move forward with the retreat as outlined. Second by Boulet. Motion carried*
7. Cook asked what UFC could do for the President. DiPietro requested open and honest dialogue. Conversations that speak to the real issues and not what the faculty “think” the President wants to hear. Continue to engage our campuses and set a tone for the future by the planning we are doing now.
8. Guns on Campus. DiPietro stressed that if each campus has a resolution then the campuses should actively remind the committee that is reviewing this Bill that we (the campuses) are not in support of this legislation. This is a politically charged topic. We need to have Senate leadership in the Plaza.
9. We have seen the % raise across all campuses, but only UTK has implemented the additional merit pay. The other campuses still do not know “who” is going to be getting the additional pay.
10. Diversity Policy. Most campuses have been dealing with this and more will come out of the Diversity Council as well as “best wording” during the handbook retreat.
11. Course Load. Each faculty and campus is being asked to do more with less. Dr. DiPietro was asked about faculty who are now being asked to do more and/or teach more classes or classes with more students. His response was that we all have to do our part and that these decisions are made by the Chairs and Deans. Faculty need to be in conversations with the campus administration to determine limits.
12. Administrative Evaluations. Dr. DiPietro stressed that complete evaluations are now being done on the Chancellors on each campus. These evaluations will be comprehensive and include goal setting and reports to support annual progress.
13. “Whistle blowing”. There was a short discussion regarding that fact that some Faculty Handbooks require faculty to report any mis-conduct witnessed, in writing, to the administration. Yet, there is no protection for the reporting faculty member. Strong policy/protocol needs to be in place if this is going to be required. High indicated that she had this on the agenda for the Handbook retreat.
14. Grievance Policies. There was discussion over how campus grievance policies work. Some campuses have a Faculty grievance path and an administrative path but cannot use both. Other campuses indicated that both systems can be used simultaneously. There was concern that there is no way to know “where” in the pipeline a grievance is. High indicated that when she receives a grievance that she would be happy to initiate a progress report back to the campus so that there is some “tracking” of where the complaint is in the process. Again, this is a handbook issue.

Hearing no additional agenda items the meeting was adjourned at 2:30 pm CST.

The next meeting will be by videoconference Wednesday, October 19th beginning at 3:00 CST

Respectfully submitted by

Janet Wilbert