



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

MEETING 11 - MINUTES

Thursday October 8, 2009, 8:00am – noon, University Center, Room 237, UT Knoxville

Note: The Council held a social gathering for dinner the evening before the meeting.

UT Faculty Council Members Present:

UTC: Pedro Campa, Lynn Miles

UTHSC: Parker Suttle, George Cook

UTK: Beauvais Lyons (Chair), Toby Boulet

UTM: Dan McDonough, Jenna Wright

Trustees: Verbie Prevost

Ex Officio: Interim President: Jan Simek, Vice-President: Bonnie Yegidis

Members Not-Present: Non-Voting Faculty Trustee Karen Johnson

Others Present:

R. Scott Studham, Chief Information Officer

Todd Diacon, Executive Director for Academic Assessment and Support

Theotis Robinson, Vice-President for Equity and Diversity

Alice Woody, Associate General Counsel

1. Call to Order at 8:10am

2. Approval of the Minutes of Meeting 10 (June 15, 2009)

<http://web.utk.edu/~utfc/docs/minutes/FC Meeting 10 June15 2009.pdf>

Approved with minor editorial revisions identified by Toby Boulet.

3. Report from Council Chair: Beauvais Lyons

Beauvais Lyons briefly discussed the campus reports (pasted below) and noted that two key topics are not represented in the reports; 1) the status of revision of undergraduate catalogues regarding transferability and articulation of General Education requirements between public universities in the state; and 2) preparations for post-stimulus funding. He encouraged UTK and UTC faculty senates to address the former, and everyone to push for faculty engagement with the later.

As emphasis is placed on outcomes such as improving retention and graduation rates he also noted that “throughpUT” includes the letters “UT” and said that this is something faculty leaders need to work with the administration to address.

Regarding the issue of general education, Todd Diacon said the legislature wanted a common curriculum, but since the passage of the bill in 2008, the legislature has agreed to a system of

universal general education articulation. This will allow students who have completed the general education requirements at another public university to seamlessly transfer to another public university within the state. There was some discussion of the issues of course by course equivalency, which is more complicated. Lynn Miles asked if implementation of the Banner student information system on all of the campuses would help? Scott Studham said it would help – but not make the process seamless.

Dan McDonough talked about how UTM has addressed this through advising for transfer students. Todd Diacon noted the success of community college students who transfer to UT after they have completed their associate degrees.

4. Campus Reports:

UT Chattanooga, reported by Pedro Campa

UTC's 2009 Freshman Class is the largest in our history with an enrollment this year that has surpassed the 10,500 mark. This unprecedented growth has caused serious concerns among faculty about the quality of instruction since the number of adjunct and non-tenure faculty has been increased to an unprecedented level. Attendant to growth, there are issues of available classroom space and facilities to accommodate large sessions of Gen. Ed. courses. At the same time, faculty members are experiencing larger classes and increased teaching loads. Also, the delay in the renovation of Grote Hall has reduced the number of classrooms, labs and offices and some of the faculty members in the Sciences continue to work in temporary quarters.

On the other hand, it is refreshing to note that, by all accounts, the faculty feels that we have a most promising Freshman Class and that we are addressing the issue of retention in various ways. However, as we examine retention, UTC, an "engaged metropolitan university," is concerned with balancing access with retention. Therefore admission and retention standards must be measured in light of our stated mission goals.

It is good news that our new library will become a reality and that UTC has met the standards for a Carnegie-University classification.

UT Health Sciences, reported by George Cook and Parker Suttle

Interim Chancellor Appointed by President Simek

When President Jan Simek visited the UTHSC campus on September 2nd, he announced that Chancellor Pat Wall would be stepping down as chancellor by October 1 and that Executive Dean Steve Schwab would be appointed Interim Chancellor. Dr. Wall is not retiring, but will be returning to teaching in addition to taking on more duties as Special Assistant to the President in fundraising. That new appointment will be up for Board of Trustees approval at its October meeting. An earlier Chancellor search that was begun after Chancellor Owen left the position to become President of UMDNJ, was suspended under President Petersen's administration. Dr. Simek announced that a national search will be started as soon as possible, and will continue until a permanent chancellor is found. The search committee will be assisted by a private search firm as was done when President Petersen and Chancellor Owen were hired. Dr. Simek wants to appoint a new chancellor before his term as UT President ends.

Board of Trustees

There was a Board of Trustees committee (Effectiveness and Efficiency for the Future) meeting on the UTHSC campus in September. At that meeting, Dr. Simek talked about changes in the system and campus relationship, which will mean several system operations will be turned over to campuses, mainly to UTK. He is planning for a leaner, smaller system administration. Gary Rogers, VP for

Finance, gave the budget outlook, which will now include another 6% cut in addition to what had been announced previously. Dr. Ken Brown, Executive Vice Chancellor, said that there would now be a \$20M+ cut in state appropriations for our campus. Ken also said the UTHSC administration would be going ahead with the RIF of 200 to 250 staff members after the October board meeting. Ken stated that the administration “would like to give 60 days notice” to staff this time, unlike the staff in the Dental School earlier in the year. Faculty are not being cut and hiring of faculty is not frozen, but will continue slowly and a few unfilled faculty positions have been/will be eliminated. Ken also mentioned several measures that are being taken on our campus to decrease costs, including moving all IT personnel out of departments and into a centralized IT operation.

College of Medicine

Dr. Steve Schwab has appointed Interim Chancellor. He will retain the position of Executive Dean and chair of the UT Medical Group Board of Directors. He will not continue to be Dean of the College of Medicine. Dr. Lacey Smith has been appointed Interim Dean.

The size of the College of Medicine entering class has been increased from 150 to 165.

College of Pharmacy

The size of the entering class of the College of Pharmacy has been reduced by approximately 20% from last year's class size of 200.

College of Allied Health Sciences

A search is currently underway for a Dean of the College of Allied Health Sciences. Interim Dean Barbara Connolly is stepping down June 30, 2010.

College of Graduate Health Sciences

Following an external review of the College of Graduate Health Sciences in 2008, the college has been reorganized to move some control of graduate programs into the professional colleges. Vice Chancellor Cheryl Scheid was appointed Interim Dean following retirement of Dean Edward Schneider, and a search for a new dean is planned.

College of Dentistry

A new dean, Dr. Timothy Hottel from Nova Southeastern University was appointed in January. Reorganization, including hiring of several new faculty members began immediately. The College of Dentistry Faculty are currently preparing for an accreditation review in 2010.

Faculty Senate

The Faculty Senate has been working on revision of the UTHSC Faculty Handbook that should be ready for approval by the Board of Trustees in February. The Executive Committee of the Faculty Senate reviewed the TUFS position paper and decided that they could not endorse the position taken by TUFS on reorganization of higher education in Tennessee.

New Buildings on the UTHSC campus

The Regional Biocontainment Laboratory, one of 13 in the United States funded by the National Institute of Allergy and Infectious Disease, is nearing completion and will begin operation in 2010. See <<http://www.utm.edu/research/RBL/>> for details.

The new College of Pharmacy Building is under construction and may be opened in 2010 or 2011.

Authority has been received from the State of Tennessee to issue bonds to build a new Research Building. Final plans have not been completed. In addition, UTHSC is currently exploring options to buy property on Union Ave, tear down old buildings and build a Clinical Practice Building to be used by all colleges.

Clinical and Translational Science Institute

Clinical and Translational Science Institute (CTSI) will be applying for a major grant from NIH for a third time in October. See < <https://ctsi.utmem.edu/about.php>> for more information.

UT Knoxville, reported by Toby Boulet

On September 4, UTK's annual Faculty Senate Retreat was held on campus at the Howard Baker, Jr., Center for Public Policy. The retreat agenda focused on two issues: the budget cuts that will be felt in July, 2011, when the federal stimulus funds are exhausted, and Governor Bredesen's initiative to reorganize the administration of higher education in Tennessee. In the final hour of the retreat, eight members of the Board of Trustees engaged in a frank and cordial exchange with the senators in attendance. The trustees were openly supportive of the faculty and solicited the faculty's input as they work to define the structure and mission of the UT system administration and the role of the next president of the UT system.

On September 14, the UTK Faculty Senate, by a vote of 43 to 9, refused to endorse the TUFs position paper on reorganization of higher education in Tennessee. But since the faculty Senates of a majority of TUFs' member institutions did endorse the paper, John Nolt, the president of TUFs, sent the paper to Governor Bredesen and other state officials as the position of TUFs. A dissenting statement from UTK was included with the paper.

On September 21, UTK held its first annual all-campus faculty meeting. Interim President Jam Simek, Chancellor Jimmy Cheek and Faculty Senate President Toby Boulet each spoke to a gathering of about 110 UTK faculty and staff. A question and answer session followed. A webcast of the entire event is available at

<http://chancellor.utk.edu/announcements/facultymeeting09.shtml>

Chancellor Cheek, Provost Martin and the Faculty Senate are focused on planning for the end of federal stimulus funds. Significant budget cuts are already in place, but are not yet being "felt," as the federal stimulus funds are filling in for the funds that have been cut.

On October 1-3, Toby Boulet represented UTK at the annual meeting of the Southeastern Conference Associated Faculty Leaders (SECAFL) at the University of Kentucky. The group adopted a constitution, elected officers and agreed to affiliate itself with the Southeastern Conference Academic Consortium (SECAC), which includes the president/chancellor and provost from each SEC school. A topic of much discussion that may become a focus of SECAFL is the rapidly changing status of "academic freedom" in the federal courts.

UT Martin, reported by Dan McDonough

The 2009-10 year has begun well in Martin. We are very pleased to report that enrollment has passed the 8000 mark for the first time, with a total of 8,101 enrolled students, an increase of 423 students over Fall 2008. We also welcomed 1,350 freshmen to campus, another record for UTM. We also see a slight increase in the average high school GPA and ACT scores among our entering freshmen. So we are off to a good start in Martin. Along with the new students, we are experiencing a few problems with where to put them all, as the refurbishing of the Fine Arts

Building has now begun, displacing the Music and Arts faculties. This is, of course, a good problem to have, as we will have an exciting state-of-the-art facility when the work is completed. For now, however, we face some challenges in classroom space and performance venues. But these issues are being dealt with well to this point. We have not experienced a significant problem with swine flu to this point, though measures are in place to deal with a major breakout should it occur. To this point, there has been illness among students, though nothing major and these instances are being dealt with at the classroom level.

The Dean of Agriculture and Applied Sciences, Jim Byford, has announced his retirement effective January 2010. Dr. Byford has served in this position for over twenty years and has compiled an extremely meritorious record: he will be greatly missed. This will leave three of our five colleges (Humanities and Fine Arts, Engineering and Natural Sciences being the other two) with interim deans. We are currently searching for a new Dean of Humanities and Fine Arts and will conduct searches for Dean of Engineering and Natural Sciences and Dean of Agriculture and Applied Sciences in 2010-11.

Of course, the most critical issue to this point has been the TUFSS position paper on the reorganization of higher education in Tennessee. The Martin campus was strongly against adoption of the paper and is strongly opposed to reorganization along the lines proposed by TUFSS. Every department on campus was asked to discuss the paper in departmental meeting, being sure that their representatives upon the Faculty Senate understood their collective wishes in this matter. A special faculty meeting was called in which all faculty were invited to express their views on the subject. There were few who could be found to support the reorganization policy proposed by TUFSS. In a special called meeting of the Faculty Senate, the Senate rejected the paper by a unanimous vote of 52 to 0, with two members absent. In addition to the vote, the Senate adopted the resolution noted below:

The Faculty Senate at the University of Tennessee at Martin strongly objects to the Tennessee University Faculty Senates (TUFSS) Position Paper. Any reorganization of the higher education system in Tennessee must be done for the benefit of the students and citizens of Tennessee and must take into account the effectiveness of the individual institutions. The quality of performance of an institution can be measured using graduation rates, retention rates, and alumni satisfaction surveys. If the goal of a reorganization proposal is to save money, then the savings should be significant and quantifiable; yet the TUFSS Position Paper fails to provide a single metric or piece of data to support the proposal. The TUFSS Position Paper also seeks a one-size-fits-all solution by asking for unified schedules, curriculum core, and interchangeable faculty, but Tennesseans deserve a strong, effective, and diverse collection of institutions. Finally, TUFSS proposes flattening administration by creating layers of bureaucracy. We only support changes which will improve the education of our students, the universities' support of our communities, and the most effective uses of state revenue.

This resolution clearly indicates the depth of the opposition to the TUFSS proposal.

Discussion: George Cook said there is a lot of concern about reductions in force (RIF) at the UT Health Sciences Center and that the faculty senate has not been involved in any plans for elimination of positions. Beauvais Lyons said the process in making personnel decisions is very sensitive, seeking to balance transparency that involves faculty input into staffing decisions with not scaring good staff away from the institution. There was general discussion about how to have input into the decisions made regarding staffing – focusing on the criteria to be used in making RIF decisions. Beauvais Lyons encouraged all of the campus faculty senates to work with the administration to inform the criteria that campus administrators use in making future personnel decisions. Pedro Campa talked about the criteria that were developed last spring and the need to

start to work on enacting the guidelines now in preparation for post stimulus.

5. IT Roadmap Discussion: with Scott Studham Chief Information Officer. A pdf of the IT Roadmap document (Version 3.8, July 20, 2009) was sent to the Council in advance and is posted on the "Reports" section of the UTFc website at: http://web.utk.edu/~utfc/docs/reports/oit-report_0720_v2.pdf

Scott Studham talked about having served with UT for the past 6 months, having worked previously at ORNL. He talked about his goal of making Information Technology "customer driven." He also said it is very hard to get reliable and consistent information on budgetary allocations and other aspects of IT. He addressed the challenges of IT centralization, and that some forms of decentralization are a necessary aspect of academic culture given the tremendous variety of research and instructional needs. He indicated the two following commitments:

1. Make IT more effective while minimizing duplication.
2. Promote the availability of the services the current IT system offers.

Scott Studham recognized that the complexity of the current IT system is a result of unreliable central IT in the past. He said that he avoids using the term "rogue" to describe independent computer servers, as they were actually formed by entrepreneurial faculty and departments created in response to poor system IT services. Using a few examples, he said he is presently trying to "unravel" the IT budgets so that he can then work with the customers to make improvements.

Beauvais Lyons asked about funded research (F&A) contributions to supporting IT and whether they pay for their IT usage. Scott Studham indicated this is hard to calculate, but that he is looking at how to make sure IT personnel are positioned to help faculty make best use of our super computing capabilities.

Lynn Miles asked about why system and UTK campus IT are so intertwined. Scott Studham said that it is primarily because of geography and that there is one network manager who reports to both the President and the UTK Chancellor. Toby Boulet asked if this would be affected if the system administration was relocated to Nashville. Scott Studham said yes. There was some discussion of how system administration is funded through fees assessed to the campuses.

Scott Studham talked about cost savings through avoiding duplication and sharing of resources, and other efficiencies. He also presented a timeline for making improvements in the system and security issues. He talked about best practices that are based on national standards that fit the research and teaching needs of each campus. He also talked about developing review procedures for purchases and staff allocations that help avoid unnecessary purchases. He talked about how to pass these savings onto the academic units to support their core activities.

Scott Studham indicated that he is working on shifting student email to an outside provider such as Google, and that this would work seamlessly with same email address, share calendar access, and allow for selective migration when research security is an issue.

Pedro Campa asked about the Banner student information system at UTC, and why there is a need to implement it in several phases. Scott Studham explained that this was needed due the complexity of the functions. There was some discussing of the timetable and logistics for implementation in Chattanooga. He noted that IT at UTM is operating effectively.

George Cook asked about efforts at UTHSC regarding changes of email addresses. Scott Studham talked about the six-month transition period and the need to work together with faculty and departments to make sure communications do not suffer in the process.

Beauvais Lyons thanked Scott Studham for his efforts, particularly regarding the personnel issues he faces in implementing institutional change. He expressed concern that if Scott was to “win the lottery and decide to retire” would the IT Roadmap he has developed be implemented in his absence. Scott Studham noted that UT has had six Chief Information Officers in the past five years, and his goal is to follow through in his role as CIO to shift the culture of our IT system towards the industry standards of the Information Technology Infrastructure Library (ITIL) and other forms of best practices.

6. Discussion with President Simek on UT Budget and UT System Reorganization

Beauvais Lyons asked about preparing for post-stimulus funding and the role of faculty in guiding future decisions, particularly regarding reductions in force (RIF). President Simek said that undergraduate institutions can expect to “draw-down” non-tenure track faculty and academic support staff over the next two years. It his hope that many people can be transitioned into other posts within the university. He emphasized that stimulus money is non-recurring and that academic programs need to prepare for doing more instruction with fewer people. Beauvais Lyons asked about the optimum size of enrollment in relation to improved graduation rates. Jan Simek said that enrollment growth is a reflection of better-qualified students and higher yield rates with admissions. He said this is a good thing, as he expects the funding formula will change in the future with a focus on retention and graduation rates.

President Simek said that we need make sure our admission policies reflect our capabilities and then move them through efficiently. He said that the University Faculty Council could advocate for lottery scholarships paying for summer school, especially when there are opportunities for students to pursue internships, research projects, study abroad and field school activities that can not be done during the regular semesters. He said that we have a lot of summer capacity that is underutilized. Todd Diacon said another way to do it is to require summer school attendance (as is done in other states) or establish 15 credits as full time rather than the current 12-credit level.

Bonnie Yegidis asked what is the role of faculty in helping students to graduate in a timely way? President Simek said that faculty governance can look at policies that will advance student graduation within 4 years. This would solve a lot of problems as it would generate classroom capacity. The faculty on each campus should be encouraged to support student success centers and investments in housing as important to the academic mission of the campuses.

There was some discussion of the challenges of funding at UTHSC in terms of tuition and state appropriations. There was recognition that UTHSC has some unique and expensive staffing needs. President Simek said that progress is being made, and that differential tuition is something that will be part of future discussions with the legislature which may help to address needs at UTHSC.

George Cook asked what the effect on the campuses outside of Knoxville regarding the relocation of system offices. President Simek said that he is amazed that in the state at-large there is no distinction between UTK and system-wide administration. Relocating system administration will be the first step in helping to achieve this. Todd Diacon said moving to Nashville makes sense – but in current economic climate it cannot be implemented.

In the context of where Athletics should report – President Simek expressed concern about the debt liability that the UT Athletics Department represents. Lynn Miles asked if by leaving Athletics with the system whether it present a liability for the other campuses. President Simek said that UTM and UTC already have a liability with their campus-based Athletics programs that funnel resources from their academic programs. Regarding UT Athletics, Simek said it enhances our presence across the state as a UT system enterprise.

There was also conversation about the TUFs position paper and discussions about reorganization of higher education in the state. Jan Simek said that the discussions were good, but that we did not need to have total reorganization to see improvements in state colleges and universities. For one, he thought that university administration could be flattened. There was also discussion about keeping UTC and UTM as part of the UT system – as each campus has a unique role in the context of our land grant mission.

Jan Simek said he was receptive to a suggestion from Beauvais Lyons to have Hank Dye and Anthony Haynes involve chancellors, faculty and student leaders from all campuses in legislative relations.

7. UT System Diversity Plan Discussion: with Theotis Robinson and Alice Woody

Alice Woody from the General Counsel's Office discussed the final dismissal of the Geier lawsuit in 2006. The Geier lawsuit was filed in 1968 to remove the vestiges of segregation from Tennessee's public system of higher education. The suit sought a unitary system of education for the African American and white students in the state. She distributed copies of the Joint Motion for Entry of a Final Order of Dismissal, the Joint Statement in support of the Parties' Motion for the Entry of a Final Order of Dismissal, and the Consent Order. Since the dismissal of the Geier lawsuit the University can no longer allocate resources specifically to African American students and faculty, unless we are able to meet the requirements established by the US Supreme Court.

Alice also discussed the US Supreme Court cases involving the University of Michigan (*Grutter v. Bollinger* and *Gratz v. Bollinger*), particularly the Court's approval of the holistic admissions processes and ability of the University of Michigan to establish the benefits of diversity to the academic mission of the university. The court said that colleges and universities can make race conscious decisions within their admissions process so long as the diversity goals are based on benefiting the educational mission of the university. She stressed that campus, college and department admission processes need to articulate the importance of diversity to their educational mission. She also spoke about The University of Michigan's position on the value of achieving critical mass of diversity. The limits on conscious consideration of race in admissions include 1) no quotas but being able to assess success, 2) race neutral alternatives must be considered even if ultimately rejected, and 3) a logical end-point to these policies.

With careful consideration to the Court's decision, we can have a limited use of race to promote our broad diversity goals. The Court approved individualized review where race is one factor of many so long as the school can articulate the benefit diversity brings to the educational mission.

Lyn Miles asked if targeted advertising is permitted. Alice Woody said yes. Pedro Campa asked about Hispanic faculty and students in relation to US Supreme Court rulings. Theotis Robinson talked about efforts to anticipate a growing population of Hispanic students entering higher education in future years that encompasses recruiting, admissions, campus environment, cultural programming, etc. He said that the university has as its mission the goal of providing educational opportunities to all of our citizens.

Pedro Campa talked about his experience with faculty appeals at UTC and the role of collegiality in

creating a welcoming campus climate. Theotis Robinson said that rates of retaining white and non-white faculty are comparable.

Theotis Robinson talked about resources to support diversity initiatives. He stated the budget information he needed to address this arrived this morning and that he would forward it to the committee by email. The report covers information for 2006-2007, with a significant amount that went to Tennessee State University (of which 10 million was for creating an endowment fund out of a total allocation of 16 million). He said that while Governor Bredesen has been supportive of continuing this funding in a lean budgetary climate, diversity resources have diminished in recent years. He talked about the important role of faculty leaders in the development of diversity policies and procedures for their own campuses.

Beauvais Lyons noted that most of the campuses are pursuing diversity initiatives in the absence of a system-level diversity plan. He said he hoped the various campuses can work in concert, and that he hoped a diversity plan would allow for greater coordination between the campuses. George Cook talked about one very successful program run by the University of Memphis (TIPS) which was very successful in preparing African American students for success in various medical curriculums.

Theotis Robinson and Alice Woody were thanked for accepting the invitation to report to the Council. Beauvais Lyons said that the UT Faculty Council and the faculty leadership on the campuses were available to assist in advancing a diversity plan. In particular, he said that each campus can work with Vice-President Robinson in helping to document the educational value of a diverse faculty and student body.

Diversity Resources on the Web That Inform These Discussions:

ACE/AAUP Study on the Education Benefits of Diversity (with pdf link to the report):
<http://www.aaup.org/AAUP/pubsres/academe/2000/IA/AW/divrep.htm>

About the Geier Consent Decree and the TBR System:
<http://www.tbr.state.tn.us/offices/accessanddiversity.aspx?id=268&terms=geier+consent+decree>

Bredesen announces Geier Settlement from the TSU website:
<http://www.tnstate.edu/interior.asp?mid=4261>

Grutter and Gratz v. Bollinger:
<http://www.debatingracialpreference.org/GRATZ-GRUTTER-Contents.htm>

8. Council Bylaws Proposals Regarding Terms for Campus Representatives

The Council reviewed the bylaws regarding the election of campus representatives. The current language states:

B. Campus Representatives

One representative from the full-time tenured faculty of each campus with each representative serving a term of three years. The manner of election of these campus representatives shall be determined by each campus. No such campus representative may serve more than one consecutive term, however a Senate President who is completing a term of office may be elected by their campus for a 3 year term.

After some discussion Toby Boulet moved and Jenna Wright seconded the following new language for campus representatives to the Council:

B. Campus Representatives

One representative from the full-time tenured faculty of each campus with each representative serving a term of three years. Representatives may be elected to serve a second consecutive term. No such campus representative may serve more than two consecutive terms. A Senate President who is completing their term of office may be elected by their campus for a 3-year term. The manner of election of these campus representatives shall be determined by each campus and should be addressed in their Faculty Senate bylaws.

Motion passed unanimously.

9. Other Matters of Concern

George Cook expressed concern regarding the need for the Council to have more face time with President Simek. It was agreed that holding an additional meeting in Nashville sometime in the spring in conjunction with the legislative session (including Hank Dye and Anthony Haynes) would be constructive. This meeting would be planned to also provide more extensive discussions with President Simek.

Preliminary Schedule for Future Meetings:

Meeting 12: on date to be determined in Nashville, Tennessee

Meeting 13: just prior to the February 25-26, 2010 Board of Trustees Martin, Tennessee

Meeting 14: just prior to the June 23-24, 2010 Board of Trustees Meeting in Knoxville, Tennessee

10. Adjournment at 11:50am.