



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

MEETING 13 – MINUTES

Tuesday June 22, 7pm-9pm:

The Council met for dinner at Chesapeake Restaurant and discussed campus reports (see addendum below), common areas of concern and preparations for the future work of the Council. UTC Representative Lyn Miles was able to attend, as well as UTC faculty member Shela Van Ness. No specific actions were taken.

Wednesday June 23, 8am-11am:

Carolyn P. Brown Memorial University Center, 1502 Cumberland Ave, Knoxville, TN 37996, room 209.

UT Faculty Council Members Present:

UTC: Pedro Campa, Victoria Steinberg, incoming UTC Faculty Senate President for Lynn Miles

UTHSC: Richard Nollan, George Cook

UTK: Beauvais Lyons (Chair), Toby Boulet

UTM: Dan McDonough, Jenna Wright

Trustees: Karen Johnson (no non-voting Trustee had been appointed at the time of the meeting)

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

Guests:

India Lane, incoming UTK Council Representative

1. Call to Order at 8:05am

2. The Minutes of Meeting 12 (January 25, 2010) were approved by consensus:

http://web.utk.edu/~utfc/docs/minutes/FC_Meeting_12_Jan_25_2010.pdf

4. Report from Council Chair: Beauvais Lyons

Beauvais Lyons thanked Faculty Council members for their work this past year. He welcomed new and outgoing members. Based on the campus reports and conversations with Vice-President Yegidis, he noted that transfer and articulation efforts are proceeding well on the undergraduate campuses and thanked Todd Diacon for his efforts. Toby Boulet talked about the process for Engineering programs through a video conference between the UT campuses. Todd Diacon said that things are going well with the other degree programs some of which have progressed to include UT and TBR degrees. Regarding the campus reports, Beauvais Lyons said that he was pleased that nominations of faculty representatives to the presidential search has come through the Faculty Senate on each campus.

3. Report from Interim President Jan Simek (8:15-9:15am)

President Simek talked about the budget and the presidential search. Regarding the budget he said we have been facing anticipated cuts with some advances in efficiency and effectiveness, particularly reductions in system administration and activities that have been moved to the campus level. He said the proposed tuition increases will allow us to 1) meet some of our fixed cost increases, 2) attempt to cover this year's budget cut from the state, and 3) provide a small pool of funds for the chancellors to use for instructional and mission focused needs.

Beauvais Lyons asked about how maintenance of effort funds required of the state to receive stimulus funds will be used in the upcoming budget. President Simek said much of these have been used for increases in health care costs, etc. He said that the "longevity" bonus is outside of the maintenance of effort/stimulus funding calculation. President Simek said that in preparation for post-stimulus funding they originally thought that the university would need to eliminate several hundred positions. Through retirements, transferring people into new assignments within the university, etc. they anticipate the loss of only 50 or 60 positions across the whole system by the time the process is completed.

Regarding the presidential search there was discussion about the process for faculty nominees on the search committee and the need for transparency and to conduct the public phase of the process quickly. President Simek also said the search firm will generate the pool based on nominations from faculty, administrators and others. Pedro Campa expressed concern that all campuses are represented on either the search committee or the search advisory council. Toby Boulet noted that Jim Murphy is mindful of this concern.

President Simek said he has strong feelings about the duties of the position. He said the university is important to the state, and the president has to be the voice of higher education in Tennessee with someone who will not have a steep learning curve. Karen Johnson asked how an outside person could do this. President Simek said there might be some candidates coming from the outside who have experience with our political and educational landscape. He stressed that we do not need a "change agent," but someone who will build on the momentum we already have. Also, the new president does not need to be running campuses. President Simek said that he has been asked to serve as a member of the search committee, but will do so only as a non-voting member.

George Cook asked about the search for a chancellor at UTHSC, and that two of the candidates "disappeared." President Simek said there were two candidates who did not want to be publically exposed and withdrew their candidacies. He noted that the search committee tried to keep these candidates in the pool. President Simek confirmed that the new UTHSC chancellor will be announced at the board meeting this week.

George Cook asked about the process for relocating the system administration off the UTK campus. President Simek said he is currently concerned about it being a cost burden, but there is the possibility that there may be a solution in the near future. Karen Johnson expressed concern that if the system stays in Knoxville that the other campuses will not be regarded as step-children.

Beauvais Lyons thanked President Simek for his leadership and commitment to working with the Council. He hoped that President Simek would stress the role of the Council in his communications with the new UT President. Toby Boulet also said that the new president needs to make sure there are more transparent governance operations at UTHSC. President Simek agreed. There was some discussion about trying to make sure this happens with the incoming chancellor.

5. Discussion of Campus Budget Preparations

George Cook asked about the role of faculty in campus budget deliberations. Jenna Wright said that at UTM it is helpful to have the campus financial officer as an *ex officio* member of the Faculty Senate Budget and Economic Concerns Committee to assist in the communications and budget preparations. Toby Boulet said it is the same in Knoxville. Pedro Campa said that at UTC they have a budget committee and that the administration provides information when requested, but that it appears to do so reluctantly. He also expressed concern what will happen when the stimulus monies end. He also talked about the need to have the faculty senate president serve as a member of the chancellor's executive council. India Lane said that budgets are often a work in process, and that it is important that faculty representatives are included in the planning process.

There was some discussion of the zero-sum-gain regarding the use of maintenance of effort funds. Toby Boulet indicated that the "board book" has information in the proposed budget on page 6. The Council discussed the percentage of funds that come from state appropriations, tuition and other sources according to the charts in this document.

As an outcome of the discussion, Toby Boulet made the following motion: "Resolved that all elected faculty leaders on each campus should have full access to all budgetary and planning information and should be routinely involved in the budgetary planning process."

The motion was seconded by George Cook and was approved unanimously. Beauvais said he would communicate this to President Simek and that each Faculty Senate should look at its own bylaws and work with their campus administration to fulfill the objectives of the resolution. Pedro Campa and Vicki Steinberg talked about how the budgetary planning process impacts the educational mission as we rely on more adjunct faculty for lower division courses.

6. Presidential Search Process

The Council received minutes from UT Faculty Senate System Relations Meeting minutes that are posted at: http://web.utk.edu/~senate/docs/2009-10/System_Relations_2-22-10.pdf

There was agreement that it is good that the Faculty Senate leadership on each campus was empowered to nominate colleagues for service on the search committee and search advisory council. Concern was expressed that the turn-around time gave faculty leaders only a few days to do this. Dan McDonough expressed concern that the new president should have an academic background rather than coming from the business sector. Todd Diacon emphasized that there are a variety of opinions on the board, and that most efforts to hire non-academics at other institutions have failed. Jenna Wright expressed concern we do not make an appointment as a reaction to the success or failure of prior appointments.

7. Election of UT Faculty Council Officers and Web Site Coordinator for 2010-2011

Chair

The UFC shall have a Chair selected from among its continuing members. The responsibilities of the Chair shall be to coordinate regular meetings of the UFC, provide an agenda for each meeting in consultation with Council members, maintain all records of activities of the UFC, including minutes of meetings, be a spokesperson for the Council, and serve as the primary contact between the Council and the University President. The Chair shall serve a one-year term effective July 1 of each calendar year. A UFC member may serve at most two consecutive terms as Chair. The Chair shall be selected from among its

continuing members of the UFC by simple majority vote at the last meeting of each academic year.

There were two nominees. Jenna Wright nominated Dan McDonough and Pedro Campa nominated George Cook. Each nominee talked briefly about their goals and aspirations for the Council. By secret ballot the Council elected George Cook to serve as chair for the 2010-2011 academic year.

Secretary

The Chair may request the assistance of another member of the UFC to serve as Secretary of the UFC for their term of office as Chair. The Secretary shall assist the Chair in the production of minutes and reports from UFC meetings and any necessary correspondence.

Toby Boulet agreed to serve as secretary for the 2010-2011 academic year.

System Task Force Faculty Coordinator

The Chair shall appoint a Council member to serve as System Task Force Faculty Coordinator. The Coordinator shall: 1) become informed about UT System Task Forces and Committees which might benefit from faculty input, 2) solicit input from the Senates of various campuses as to appropriate faculty to nominate for participation on System Task Forces, and 3) make recommendations to the President and the appropriate Chairs of the System Task Forces regarding the appointment of faculty to serve on these Task Forces.

Dan McDonough agreed to serve as System Task Force Coordinator for the 2010-2011 academic year.

India Lane agreed to take over the maintenance of the UT Faculty Council web site. Beauvais said he would update the site in preparation the new term and work with India Lane to prepare her for the task.

8. Other Matters of Concern

There was some discussion of changes being implemented to health and prescription benefits, as well as retirement options. It was agreed that there are some communication problems around these changes. Karen Johnson said that forums should be held this fall on each campus, with the Faculty Senate on each campus playing a role in making this happen.

Pedro Campa and Vicki Steinberg expressed concerns regarding access to the UTK Library by faculty from other campuses. Beauvais Lyons suggested that they send a list of their concerns to Vice-President Yegidis so that they can be addressed.

Dan McDonough made a motion to acknowledge the leadership of Beauvais Lyons as Council chair this past year. The motion was approved unanimously.

9. Preliminary Schedule for Future Meetings:

Meeting 14 will take place just prior to the October 21-22, 2010 Board of Trustees Meeting in Knoxville. India Lane said she could facilitate arranging a meeting space on the Ag Campus close to the other board meetings. The February 2011 meeting will take place in Chattanooga and the June 2011 in Knoxville on dates to be determined.

Beauvais said the web site has a link to resources to help in planning meetings, ordering name badges, etc. With a suggestion from Toby Boulet, Beauvais Lyons will add information to assist in setting up video-conference capabilities.

Beauvais Lyons encouraged George Cook to set up a lengthy meeting for the Council with the new UT President early after he/she is in the position.

10. Adjournment at 11am.

ADDENDUM: Campus Reports for June 2010

UT Chattanooga Reported by Pedro Campa

The UTC campus continues to prepare for the SACS accreditation visit. According to progress reports, we are in good shape for the forthcoming evaluation. The faculty continues to be concerned with issues of faculty governance, benefits and compensation. Some modest staff and faculty salary adjustments were made this year in an effort to address the most obvious inequities and for that we are thankful. The UTC Faculty Senate voted unanimously for the resolution calling for bonuses of equal dollar amounts, rather than equal percentages, if there is to be a salary bonus this year. The Faculty Senate's Economic Status Committee has not seen the budget plans for the post-stimulus funding yet. I believe a meeting concerning this issue will be held in late August.

Happy news of increased enrollment this Fall are accompanied by serious faculty concerns about non-replacement of tenure-track positions, larger classes and increased reliance on adjunct faculty.

UTC is addressing the retention issue and a pilot project for reporting Freshman attendance in certain Gen. Ed classes has been conducted. The Faculty Senate has not yet considered or approved the implementation of a university-wide attendance-reporting policy for freshmen. The transfer and articulation agreement of General Education requirements among UT campuses was discussed and endorsed by the UTC Faculty Senate. There is an on-going discussion about individual major requirements and how they impact on Gen. Ed. An expansion of the UTC Regional Tuition Differential Program, to cover graduate students, will be submitted for BOT approval.

The College Task Force Committee at UTC continues to meet during the summer to address the implementation of the Complete College Tennessee Act of 2010.

Different campus groups have met with the consulting firm in charge of the UT presidential search. The membership for the Advisory Committee has not been announced to us yet.

I am happy to report that over half of the University of Tennessee at Chattanooga student-athletes earned a spot on the Athletics Directors Honor Roll; 12 MOCS made the Dean's List by posting a 3.2 or higher GPA and 31 student-athletes had a perfect 4.0 GPA. An even happier note on the financial horizon: The UTC Development Office reports that the University has raised nearly \$61 million of its \$65 million goal for "The Time to Achieve Campaign."

The newly-elected President of UTC Faculty Senate is Dr. Victoria Steinberg, Associate Professor of French. Her two-year term will begin on July 1st. We are looking forward to hosting the TUFSS meeting in Chattanooga this August.

UT Health Sciences Center Reported by George Cook

UTHSC Chancellor Search: Four candidates for the chancellor position were selected by the search committee for interviews on campus. Following the first two interviews there was a period of time when no information was available, but it was later announced that two of the candidates that were to have been interviewed had withdrawn from consideration. The names of the two remaining candidates were forwarded to Interim President Simek for his consideration. It was expected that a new chancellor would be named at the June Board of Trustees meeting, but there has been no word so far.

Employee Layoffs: In meeting 12 of the UTFC (See minutes of the January 25th meeting in Nashville, Section E. *Other Issues specific to UTHSC.*) the Council discussed reduction in force plans for the UTHSC campus. It had been announced in 2009 that approx. 200 positions were planned for elimination. By January 2010 there was still a need for reductions in force and it was announced that layoffs would begin in January. It had also been announced that Federal stimulus funds used on other UT campuses to prevent layoffs would not be used to prevent layoffs at UTHSC. At the writing of this campus report the layoffs have not been made but are expected at any time. The number now appears to be between 20 and 30 employees. There was also discussion in the January council meeting of the need for advance notice to prepare employees to look for positions either within or outside the institution. It appears that there will be none. In the past employees have been given final notice in the presence of campus police who then escort them to their offices to retrieve personal items before escorting them out of their respective buildings.

Changes in Healthcare Benefits for Faculty and Staff: The State of Tennessee has announced that a new plan for prescription drug coverage will begin on July 1, 2010. Faculty members in Memphis have been very concerned about the plan because it has taken so long to get information on what changes will occur in the plan especially which proprietary drugs will be included. On January 1, 2011 all state healthcare plans will end and two new PPO healthcare plans will begin. So far there has been no information on what these plans will include, but since they are being introduced to save money for the State of Tennessee, it is expected that both co-pay amounts and deductible amounts will increase.

Changes in State Optional Retirement Plan: There was very little publicity about the changes in the state Optional Retirement Plan on the UTHSC campus. It was advertised by email as a "life planning seminar." Several faculty have been very disappointed that the TIAA traditional annuity which has a 3% guaranteed interest has been eliminated from the TIAA plan.

College of Allied Health Sciences: A new Dean has been appointed of the College of Allied Health Sciences. Noma Bennett Anderson, PhD, was appointed in March.

College of Dentistry Reaccredited: Reorganization of the college, including hiring of several new faculty members began in 2009 with the appointment of Dean Timothy Hottel. The college was recently informed that they have been reaccredited for 7 more years. This accomplishment is noteworthy because the COD did not receive a single bad mark during the accreditation process.

College of Medicine Curriculum Revision: Following a critical accreditation review, the College of Medicine is making extensive revisions to the medical curriculum which will take effect in 2011 and 2012.

Faculty Senate: The Faculty Senate has been working on revision of the UTHSC Faculty Handbook for many years. The revised version was approved by the Board of Trustees in February and the System office made additional changes in April. It is still not clear that the process is over, but the new handbook has been posted on the UTHSC website. Faculty Senate meeting are now being webcast. Connection is made through the Faculty Senate webpage. The new Faculty Evaluation Manual is under review by the UT Office of General Counsel and will need to be approved by Faculty Senate in the Fall.

New Buildings on the UTHSC campus: The Regional Biocontainment Laboratory will begin operation soon. A director for the RBL will be selected in the future. See <http://www.utm.edu/research/RBL/> for details. The College of Pharmacy building is nearing completion and is expected to open this year. The UTHSC campus will receive \$4 million from federal stimulus funds for demolition of some older buildings on campus.

IT changes: All IT systems on campus are being reviewed by an outside consulting firm (WTC). The campus CIO has resigned

UT Knoxville Reported by Toby Boulet

At the spring commencement ceremonies for the College of Arts and Sciences, Vice President Al Gore was awarded an honorary degree. While there was vociferous discussion in the local media, only a very small group of protestors waved signs from across the street as the ceremonies took place without disruption.

For several months, the campus has been engaged in a strategic planning exercise named "VOL Vision." In its first phase, a consultant gathered a large collection of data, including the most recent strategic planning reports, and from these prepared a first draft. The Provosts' office then posted the entire draft on a new web site dedicated to VOL Vision. This was followed by an extensive set of meetings with all UTK groups, at which suggestions and comments were recorded anonymously. The consultant is currently preparing a second draft incorporating the feedback from these meetings. After further input from the campus this summer and in the early fall, the final plan will be produced by the end of the fall term.

In response to the Governor's challenge to make UTK a Top 25 public university, Chancellor Cheek appointed and charged a task force (a) to identify the areas in which the campus falls short of the best public schools (a "gap analysis") and (b) to recommend specific short-term and long-term actions that would move UTK closer to Top 25 status. Chancellor Cheek will present this report to the Board of Trustees this week. The results of the report will be merged with the VOL Vision strategic plan later this summer.

Development of pre-major curricula to comply with the Complete College Tennessee Act of 2010 is proceeding apace. Pre-major curricula for business, psychology, engineering and others are either completed or under development.

After hearing from all concerned, including the Faculty Senate, the task force on realignment of Athletics recommended that Athletics in Knoxville report to the UTK Chancellor, rather than to the UT System President. The UT Athletics Board supported the recommendation, which will be voted on by the Board of Trustees this week.

President Simek appointed Toby Boulet to the newly formed Compensation Advisory Board (CAB), a system-wide body concerned with policies and practices related to employee compensation. CAB has met once, will meet again on June 22, and, like the UT Faculty Council, plans to meet in conjunction with each meeting of the Board of Trustees.

John Nolt has been appointed to THEC's Master Plan Steering Committee.

In April, Jeff Berman of the University of Memphis became president of Tennessee University Faculty Senates (TUFS). John Nolt (UTK) is now immediate past president, Toby Boulet (UTK) is now president-elect and Lyn Miles (UTC) is continuing as secretary. In May, in response to a request from TUFS, the UTK Faculty Senate voted on resolutions calling for bonuses of equal dollar amounts, rather than equal percentages, should bonuses become available.

The Budget and Planning Committee continues active monitoring of spending, both system and campus, especially for athletics and institutional support.

The Faculty Affairs Committee continues to work closely with the Provost's office for improvement of Faculty Handbook and Manual for Faculty Evaluation. Largely through the work of the Faculty Senate over the past decade, the status of these documents as inviolable is now accepted throughout the campus administration.

The UT System Relations Committee actively monitored the recent legislative session through communication with Anthony Haynes, Associate Vice President and Director of State Relations, and Hank Dye, Vice President for Public and Government Relations, among others. The committee also had a teleconference with Jim Murphy, Vice Chair of the Board of Trustees, regarding the presidential search. UTK faculty are very appreciative of the Board's efforts to include faculty in the search process.

UT Martin Reported by Dan McDonough and Jenna Wright

We are pleased to report that the administration is working closely with faculty representatives in preparations for the new budget year and for post-stimulus funding. Jenna Wright, as President of the Faculty Senate, is a member of the Chancellor's staff, and is actively involved in these discussions. Janet Wilbert (Vice President of the Senate) and Dan McDonough (Faculty Representative to the UT-Faculty Council) have seats upon the Academic Council, in which the Vice Chancellor for Academic Affairs regularly reports on budgetary matters, inviting open discussion from all present. Jenna, Janet, and Dan regularly report to the Senate upon budgetary issues that arise in these venues. Jenna also communicates regularly with the faculty when important issues arise at a time when a Senate meeting is not imminent. Finally, the Vice Chancellor for Business Affairs attends the Senate Business and Economic Affairs Committee in which budgetary issues are addressed at length. Thus, the faculty are well-informed on budgetary issues and are generally satisfied that they are included in the discussion of budgetary matters and that the administration is making a clear and conscious effort to work with the faculty on these matters.

A second matter is the status of transfer and articulation arrangements between the campuses. The Martin campus has been out front on these issues, not only within the UT system, but also in working out arrangements with the TBR institutions. The Committee on Instruction of the Faculty Senate, upon which Dan McDonough has served for the past three years and Jenna Wright attends as Senate President, has been deeply involved in the discussion of these agreements and these matters have, indeed, been a central focus of the committee over the past few years. Currently, we are working on articulation agreements for a considerable number of pre-major courses in the 10-12 highest transfer areas. This will be a significant task, however, and can be expected to take some time to complete. Still, several areas (Psychology and Business) have already completed their work, while others (English, History, Social Work, etc.) have meetings scheduled to meet with their peers from across the state. The faculty are driving this process and are the campus representatives in these negotiations.

The campus is rather quiet, relatively speaking, during the summer. Spring was a busy time, with several major activities occurring. Dr. Lynn Alexander was appointed Dean of the College of Humanities and Fine Arts, after serving as co-Dean with Dr. David Coffey for the past four years. In January, Dr. Jim Byford stepped down as Dean of the College of Agriculture and Applied Sciences after almost twenty years of meritorious service. Dr. Jerry Gresham will act as Interim Dean and a

search for a permanent replacement will be held during 2010-11. Dr. Tommy Cates was appointed as Executive Director of Extended Campus and On-line Studies. The campus opened the new Student Recreation Center in March, a beautiful facility which will be of great use to students and faculty and will allow more space in both the University Center and the Elam Center for campus activities and offices.

We were pleased with Maymester, a three-week intensive session in May. This program was started in May 2009 to considerable success and the May 2010 session was even more successful, in terms of both enrollment and in the strong reviews from both students and faculty. Enrollment in Summer session remains sluggish and somewhat problematic, though enrollment will increase in 2010 over that of 2009, largely because we will be offering on-campus courses during second session, in contrast to Summer 2009, when we offered only on-line courses during the second session. We continue to lobby the legislature to allow for the use of lottery funds for Summer courses, which would likely result in a considerable increase in the numbers of students enrolled. The recent change to allow Pell grants to be applied to Summer classes will likely increase Summer enrollment, particularly when this information is more widely disseminated among the students. UT-Martin hosts two Governor's Schools, one for Humanities and one for Agriculture. Both are in progress and going quite well. There is some concern over future funding for the Governor's Schools, as these contribute significantly to summer enrollment. With Governor Bredesen leaving office in January, we will be quite concerned with the ramifications of the upcoming elections upon these important educational opportunities.