



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

**University of Tennessee Faculty Council**  
**Meeting 2 Minutes, May 4-5, 2007**  
**Holiday Inn Nashville-Brentwood, Brentwood, Tennessee**

**Members Present:**

UTC	Gavin Townsend; H. Lyn Miles
UTHSC	George Cook; Peg Hartig
UTK	Beauvais Lyons; Louis Gross
UTM	Elaine Harriss (representing John Schommer)
<i>Quorum?</i>	Yes

**Members Not Present:**

UTM	Nancy Warren
Faculty Trustee	Larry Pfeffer

**Guests:**

Anthony Blasi, President, Tennessee Chapter AAUP  
Shela Van Ness, Vice-President, Tennessee Chapter, United Campus Workers (CWA  
Local 3865)

**CALL TO ORDER**

The meeting was called to order by Lyn Miles on Friday May 4, 2007 at 9:10 a.m., and recessed at 11:15 p.m. It was recalled to order on Saturday May 5, 2007 at 8:00 a.m., and adjourned at 12 noon.

**WELCOME**

Members of the Council had met for dinner together before the meeting. Convener Lyn Miles welcomed all to the meeting.

**AGENDA**

The agenda was approved with the addition of these items: 1) Feedback for UT President, 2) UT Board of Trustees Faculty Trustee Replacement, and 3) Appointing Task Force Coordinator.

**APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING**

Notes had been compiled and distributed by Vice-President Bob Levy from Council Meeting 1 (January 8, 2007). George Cook moved, and Peg Hardig seconded, that the approval of the notes be postponed until Lou Gross can compile a more comprehensive record of the meeting. The motion was approved.

## **COUNCIL BYLAWS**

A draft of the bylaws was reviewed Friday evening with a number of changes recorded by Lyn Miles. The edited draft was presented the following morning for final review by the Council. Lou Gross moved, and George Cook seconded, to approve the bylaws as presented and that they be sent to members of the Council and the Vice President for Academic Affairs and the President. The bylaws will be formally adopted at the first meeting of the Council in academic year 2007-2008. The motion passed unanimously.

## **ELECTION OF CHAIR**

Peg Hartig moved, and Elaine Harriss seconded, that Lyn Miles serve as Council Chair for 2007-2008. The motion passed unanimously.

## **REPORTS FROM EACH SYSTEM UNIT**

### **UTC Report:**

Gavin Townsend reported that the Faculty Senate worked on improving admission standards and processes, and recommended that the minimum ACT score of 17 be raised to 18. The Chancellor responded in a press story that he favored holistic admissions as used at UTK, and not a minimum ACT score, but the Faculty Senate will take this up again next year. The Senate was involved in budgetary discussions during open budget hearings, and advocated for an increase in admission standards. The Senate instituted electronic voting for items they wished to have the full faculty vote upon.

### **UTHSC Report:**

George Cook reported that the Faculty Senate passed a resolution advocating for better communications between President Petersen and the UTHSC faculty. The UTHSC Faculty Senate is currently working to improve all communications on their campus as they have changes in their Chancellor and other senior administrative leadership. There was discussion that each campus Faculty Senate has access to a moderated list server moderated by the Faculty Senate. They have been working to establish a Faculty Ombudperson on campus, and have been looking at different models. They have also been working to initiate management training for administrators, which will be taken up next year by the Faculty Senate. Beauvais Lyons mentioned a Heads Manual developed on the UTK campus that he will forward to the Council. George Cook also discussed some seminars initiated this year to address health and social needs in the student community.

### **UTK Report:**

Lou Gross reported that the resolution on reforming the non-discrimination policy was sent to the Academic Affairs and Student Life Committee with a copy to UT Board of Trustees Vice-Chair Andrea Lowery and will be acted upon after the current legislative session. The plan that went to Governor Bredesen for the Cherokee Campus is not the one developed by UTK, which Lou Gross reported came as a

surprise to campus administration. In some aspects Oak Ridge National Laboratory (ORNL) relations are getting better, and others are not. For example, UTK currently has a grant proposal that commits a \$100 million match without any department head or dean review. The campus budget hearing for the campus included an announcement that the system is striving to double research grants without a commitment to faculty and infrastructure. The Faculty Senate completed a gender salary study that shows there are inequities. Institutional Research has been moved from the system to the campus, and a director search is underway. Information Technology operations have not been transferred to campus control despite promises that it will be completed. The campus is looking at procedures and policies following the Virginia Tech tragedy, and is implementing a text messaging system to members of the university community.

#### **UTM Report:**

Elaine Harriss reported that the Senate has reviewed admission standards. UTM's higher standards will go into effect in 2008. UTM faculty are concerned about pay raises, stressing cost of living first, with merit to be awarded on top of this. An effort has been made to engage the faculty in the legislative process, inviting two area representatives to meet with the Senate. Additionally, the UT Lobbyist met with their executive committee. They have been concerned about the portability of retirement benefits. They are losing their Chancellor and are in the final stages of the process to select a successor.

### **UT SYSTEM COMMUNICATION ISSUES**

#### **Moderated List Serve Controlled by Faculty:**

The Council agreed that Faculty Senate Presidents on each campus should continue to have a list server that gives them unfiltered capacity to email faculty on their campus.

***Recommendation 1 to the President: Each campus of the University of Tennessee system should continue to have a moderate list serve on each campus that is moderated by faculty without filtering by the University administration.***

#### **Ombudperson on Each Campus:**

The Council agreed that the resources of an Ombudperson, or a faculty-administrative mediator or mediator group, who advocates for fairness and due process, should be available to faculty on each campus.

***Recommendation 2 to the President: Each campus of the University of Tennessee system should have an ombudperson, or faculty mediator or mediator group, who advocates for fairness and due process.***

#### **Improved Communication by the UT System to Faculty:**

The Council members from UTHSC, UTM and UTC reported that communications from President Petersen are not received directly, but are forwarded through campus officers. The Council agreed that emails from President Petersen to faculty across the system should be unfiltered. The lack of adequate communications regarding the rebidding of the retirement options (TIAA-CREF, etc) is a good example of the need

for clear, proactive communications. The Council advocated that the President send an email to all faculty members informing them of the rebidding process and the potential impact on faculty.

***Recommendation 3 to the President: Communication between the University of Tennessee system and UT faculty needs to improve in terms of its style, content, and frequency.***

***Recommendation 4 to the President: Communications from the President to the faculty should be received directly, and not filtered and forwarded through campus officers***

#### **A Functioning Email System:**

Members discussed the origin of the decision by President Petersen to use Outlook Exchange for system-wide email, and some continuing problems on the UTK campus, where control of IT still rests with the system. Lou Gross said that the problems that have arisen due a centralized system plan have resulted from an effort to make broad changes without the resources and staff to implement it. The members discussed whether the entire process of going to a single system email should be reassessed. Lou Gross moved that the UFC should recommend that President Peterson reconsider the decision that there should be a centralized email system.

***Recommendation 5 to the President: In order to improve system campus communications, the centralized email system plan ~~on~~ for all campuses should be reconsidered, and the implementation of these systems as well as issues of campus autonomy should be re-evaluated and reconsidered.***

#### **BUDGET ISSUES**

##### **Faculty and Staff Salaries:**

As salaries of many faculty and staff who “meet expectations for rank” lost ground in relation to the cost of living, the Council unanimously agreed that the first priority for 2008 budget salary increases should be for across the board raises of 3% before any merit raises are awarded.

***Recommendation 6 to the President: All full-time UT faculty and staff should receive at least 3% cost of living raises, before considerations of merit.***

The Council encourages a minimum raise for all full-time employees of at least \$1,000.

***Recommendation 7 to the President: All full-time UT faculty and staff should receive a minimum raise of \$1,000.***

The Council further encourages the availability of salary data on all campuses to facilitate analysis of faculty and staff salaries for studies of gender disparities, peer comparisons, and other equity or aspirational issues.

***Recommendation 8 to the President: Salary data should be available on all campuses to facilitate analysis of faculty and staff salaries for studies of disparities, equity, and aspirations.***

##### **Legislative Relations:**

The Council encourages the active involvement of faculty, staff and students in legislative relations.

***Recommendation 9 to the President: The role of UT faculty and staff should be expanded in representing the University to Tennessee state legislators.***

**State Appropriations:**

The Council agreed that the system should explain the variability of allocations of state educational and general (E&G) appropriations to the different units.

***Recommendation 10 to the President: The UT system should explain the variability of allocations of state E & G appropriations to every campus and university unit.***

**NEW BUSINESS**

**Collective Bargaining Presentations:**

Anthony Blasi, Tennessee AAUP President (Blasi3610@cs.com) reported on 1) the role of AAUP in advocating for academic freedom, and tenure, 2) the moral authority of AAUP principles and the threat of censure, and 3) the economic status of the profession. In 1985 the AAUP organized a collective bargaining congress, with chapters in various regions, some of which stress part-time faculty.

Shela Van Ness of United Campus Workers (CWA Local 3865) from UTC (shela-vanness@utc.edu) reported on their work as a grass-roots organization with over 500 members (half of whom are faculty), operating at UTK and UTC with growth in membership. They have one full-time staff person, and have experienced a growth in membership that will lead to a second staff person once 1,000 members is reached. UCW members are concerned that there are no legal rights for state employees in higher education. They have been active in lobbying the legislature for a real cost of living raise, compression pay, and a flat dollar minimum to ensure the lowest paid staff is brought out of poverty wages.

Beauvais Lyons asked about the Tennessee State Employees Association. Shela Van Ness indicated that the Tennessee State Employees Association (TSEA) has blocked payroll deduction for dues. The Council agreed that the criteria for payroll deduction should be evaluated.

***Recommendation 11 to the President: The UT System should make explicit the criteria for, and facilitate, payroll deduction for faculty and staff advocacy organizations.***

**Feedback for the President:**

The Council discussed the means and timing for giving feedback to the UT President.

The Council acknowledged a number of achievements to date of President Petersen, including system reorganization, maintenance and expansion of campus autonomy, legislative outreach, 5% salary increase request, fund raising efforts, e.g., Capital Campaign, support for large University projects, and extensive favorable publicity about the University of Tennessee system. Areas for improvement were also discussed.

**Replacement of UT Board of Trustees Faculty Trustee for 2007-2008:**

It is anticipated that Trustee Deseriee Kennedy will be taking another academic appointment, and her seat on the UT Board of Trustees will become vacant. The Council recommends that the UT Board of Trustees establish a policy for replacing faculty trustees who cannot complete their terms with another faculty member from the same campus. The Council notes that this would be consistent with the intent of the Board of Trustees' current bylaws and historic precedence.

*Recommendation 12 to the President: The University of Tennessee Board of Trustees should be encouraged to follow their current bylaws as well as historical precedent, by replacing any faculty trustees with another faculty member from the same campus.[Recommendation will also be sent via letter to Andrea Loughry, Vice-Chair of the Board of Trustees before the Board's June 2007 meeting.]*

**Task Force Coordinator Appointment:**

Chair Lyn Miles appointed Beauvais Lyons to serve as the Task Force Coordinator for 2007-2008, and he accepted, with the approval of the Council. He indicated that he will establish a communication plan to complete this charge, and convey this to the Chair and Council.

**NEXT MEETING**

The Council Chair shall work with President Petersen to schedule a time in the fall prior to the November Board of Trustees meeting.

**ADJOURNMENT**

The meeting was adjourned at 12:10pm.

Respectfully submitted,

Beauvais Lyons (Acting Secretary for this meeting) and H. Lyn Miles, Chair

Signed \_\_\_\_\_

Date \_\_\_\_\_

Signed \_\_\_\_\_

Date \_\_\_\_\_



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**MEETING 2 RECOMMENDATIONS, MAY 4-5, 2007**

1. Each campus of the University of Tennessee system should continue to have a list serve on each campus that is moderated by faculty without filtering by the University administration.
2. Each campus of the University of Tennessee system should have an ombudsperson, or faculty mediator or mediator group, who advocates for fairness and due process.
3. Communication between the University of Tennessee system and UT faculty needs to improve in terms of its style, content, and frequency.
4. Communications from the President to the faculty should be received directly, and not filtered and forwarded through campus officers.
5. In order to improve system campus communications, the centralized email system plan for all campuses should be reconsidered, and the implementation of these systems as well as issues of campus autonomy should be re-evaluated and reconsidered.
6. All full-time UT faculty and staff should receive at least 3% cost of living raises, before considerations of merit.
7. All full-time UT faculty and staff should receive a minimum raise of \$1,000.
8. Salary data should be available on all campuses to facilitate analysis of faculty and staff salaries for studies of disparities, equity, and aspirations.
9. The role of UT faculty and staff should be expanded in representing the University to Tennessee state legislators.
10. The UT system should explain the variability of allocations of state E & G appropriations to every campus and university unit.
11. The UT System should make explicit the criteria for, and facilitate, payroll deduction for faculty and staff advocacy organizations.
12. The University of Tennessee Board of Trustees should be encouraged to follow their current bylaws as well as historical precedent, by replacing any faculty trustees with another faculty member from the same campus.