



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

**MEETING 6 - MINUTES**

**June 18 and 19, 2008 - Knoxville, Tennessee**

**Members Present:**

UTK David Patterson, Beauvais Lyons  
UTC H. Lyn Miles  
UTHSC George Cook  
UTM Elaine Harriss, Dan McDonough  
Trustees Candace White, John Schommer  
Quorum? Yes

**Others Present for June 19th Meeting:** President John Petersen, Vice-President Katie High, UTK Vice Provost Susan D. Martin, UTK Associate Vice Provost Todd Diacon, UTC Provost Philip B. Oldham, and Margie Nichols

**Members Not Present:**

UTC Pedro Campa, Gavin Townsend  
UTHSC Karen Johnson

**AGENDA PART 1: JUNE 18, 6:30 P.M., Chesapeake Restaurant**

**1. Approval of the Minutes from March 11-12, 2008.**

Approved with minor changes to UTHS report, Designating George Cook at campus representative rather than Senate President.

**2. Election of the 2008-2009 Council Chair and Task Force Coordinator.**

Lyn Miles was elected to serve as Chair, and Beauvais Lyons as Task Force Coordinator. Approved.

**3. General Education & Articulation Issues.**

There are two issues, the UT system internally as well as articulation with the TBR system. There was discussion of how universal your standards can or should be, and how the General Education requirements might evolve to meet future needs. There was discussion of how UT campuses could accept General Education requirements courses from the Tennessee Board of Regents system and vice-versa. It was suggested that the new Vice President for Academic Affairs and Student Success working with THEC and the Provosts could develop a proposal for consideration by all campuses that works in

concert with the General Education requirements of TBR schools. The Faculty Council could endorse the importance of moving the campuses toward a uniform General Education requirements template that works both within University of Tennessee and in concert with the TBR system. The idea of holding a summit might be useful. We would like to know what the transfer patterns of students are at present.

**4. Budget, Faculty Salaries, Merit Pay.**

George Cook said there will be merit pay at the UT Health Science Center based on a statement by Petersen in May. It is our understanding that there will still be promotion raises and resources for counter-offers. We believe it is important for the Chief Academic Officer to communicate with the faculty regarding recent budgetary decisions in response to funding cuts. Faculty Senate leadership needs to be involved with the administration in making tough decisions for anticipated budget cuts for the 2010 budget year. Additionally, we want to know how investments in research initiatives are paying for themselves.

**5. Faculty Evaluation Issues:**

George Cook indicated there are problems at the UT Health Science Center where department heads are not conducting annual evaluations. The system administration may want to assess compliance with board policy on conducting annual evaluations of faculty. John Schommer believes this matter can be brought to the Academic and Student Affairs Committee.

**6. Discussion of Closing of Academic Programs:**

We encourage campus administrations to work closely with campus Faculty Senates in setting institutional priorities as academic programs may need to be cut in preparing for the 2010 budget.

**7. Other Business:**

In response to the budgetary situation, we will strive to have some of our future meetings without the President by video conferencing. However, we also think it is important to continue to meet in conjunction with BOT meetings to facilitate better communications, as well to meet with President Petersen in person.

**8. Adjournment: 10:15 P.M.**

**AGENDA PART 2 - JUNE 19, 2008, 9:00 A.M. Room 223 Plant Biotech Building**

**1. Welcome to New Council Members**

Lyn Miles thanked outgoing members (Elaine Harriss, David Patterson and Candace White) and welcomed new members Dan McDonough the new representative from UT Martin.

**2. Chair's Report and Discussion of Issues from June 18<sup>th</sup> Meeting**

John Petersen talked about the challenges of doing strategic cuts, with differential loss of faculty and staff positions. At the UT Health Science Center they proposed greater cuts

than what are mandated to reinvest in programs that have potential growth and strength. He talked about the role of the faculty in making decisions regarding termination of programs – in terms of quality – and where decisions need to be made based on centrality to mission. Lyn Miles asked if particular campuses want across the board cuts, what would his position be on this ? Petersen advised against this and talked about stressing quality of programs that are central to the university mission. David Patterson asked about the 6 percent tuition cap this year. Petersen said that the limit was based on the poor economy – and a desire by the Governor to minimize the impact of higher education on students and their families. He indicated that a 7% tuition increase would have helped to recover 90% of the reduction in state funding, not counting that there would still be no raises and increased fixed costs costs. John Schommer asked what legislators think we should cut. Petersen said legislators are not involved in the details of the specific cuts. Beauvais Lyons emphasized that using business models the trustees should consider differential tuition rates to support UT Knoxville, which is funded at the lowest level of any of the UT campuses, Petersen agreed with this position. Candace White talked about the role of need-based scholarships to support students with fewer financial resources. Beauvais Lyons asked to what extent the system has made hard choices about cuts, asking whether we need to have extension offices in every county or whether we can afford to keep the UT Space Institute. Petersen said a lot of the funding for extension offices come from Federal sources and he said that they play a key role in rural counties with promoting higher education – which is important to the future of the state. Regarding a question about the UT Space Institute Petersen said it is a strategic challenge for the university because political support for the campus. Petersen confirmed the salary arrangements for this year with promotion raises preserved, and funds for counter offers. John Petersen also talked about the potential of scheduling four day work weeks for employees in some units to lessen commuting costs for workers. David Patterson promoted the idea of purchasing hybrid vehicles to save fuel costs.

### **3. Focused Discussion of General Education and Articulation:**

There was discussion of House Bill 4096 enacted in May 2008 and the importance of articulation between TBR schools and UT. Todd Diacon said that UT is working to recognize general education coursework at the community college level – but that sometimes majors have degree requirements that may require more rigorous standards (ie: Physics).. He stressed truth in advertising in terms the requirements of specific majors. David Patterson asked about how we control quality of preparation for students coming from TBR schools. Diacon said that given the state’s needs for an educated work force, our emphasis should be on not putting unnecessary barriers to graduation. Graduation rates for students transferring from community colleges have as high a graduate rate as students who start at UT, especially if they come in with more credits. There was some discussion of the difference between TBR and UTK – one math and the limitation of two US history courses. It was agreed that THEC should work to initiate a summit across the state, especially since general education can evolve as ideas regarding core academic skills will change in the future.

### **4. Faculty Evaluation Issues:**

George Cook said that at UTHS evaluations of faculty are improving – but there are concerns about uniformity. Is there a way to make sure these are being conducted thoroughly and fairly? John Petersen said that administrators are accountable for properly managing their units. Petersen talked about the three-step process at Clemson, setting goals, submission of materials, and comparison to the goals. Lyn Miles said that this is similar to how it is done at UTC. Diacon advocated for building a merit pool that could be its own budget category, based on a three-year cycle of productivity. Beauvais Lyons advocated for a best practices document that the UFC could work on for input by the Provosts and for subsequent distribution. It was agreed that he will prepare a first draft for distribution to the Council and then the Provosts.

## **5. Additional Discussion**

There was also discussion of the role of the Council as an advisory and communication resource. It was thought that we could continue to meet in conjunction with BOT meeting, as well as meeting separately periodically by teleconferencing.

## **6. Adjournment at 10:30 A.M.**

**NEXT MEETING:** In conjunction with the October 23-24 BOT Meeting.

## **CAMPUS REPORTS**

### **a. UT Chattanooga**

This report documents the major faculty-related developments at UT Chattanooga since March 11, 2008

#### **UPRAC and the Budget:**

The University Planning and Resource Advisory Council, which was established by the Chancellor to guide the allocation of university funds to meet the goals of the new Strategic Plan, met in April to review a set of twenty-eight priorities established by the many sub-committees of the UPRAC. Increasing funding for faculty and staff topped the list of priorities. This was before the state budget cuts. We've had no official word yet specifically how the cuts will affect the Strategic Plan or the priorities proposed by UPRAC. The presumption is, though, that plans to improve UTC salaries are off. A hiring freeze is in effect. The University is responsible for coming up with over \$2.6 million in cuts. Fortunately, those cuts will be made without the loss of any personnel or academic programs. The Chancellor reported on June 4 that the cuts would come mostly from "administrative and support service areas." What doesn't help matters, of course, is the UT system's agreement to limit all tuition increases to 6% this next year.

#### **Projected Growth in Student Enrollment:**

Over all, though, tuition revenue should increase since UTC expects to surpass a student enrollment of 10,000 students next year. This would amount to an increase of over 5% in our student population.

#### Reductions in Classroom Space:

A concern of the faculty is how to accommodate those new students without hiring more faculty or building new classrooms. Classroom space is a particular concern as two of our major academic buildings, Grote Hall and Metro, are both undergoing major renovation this year.

#### Senate President for 2008-2010:

Dr. Pedro Campa, Professor of Foreign Languages, was elected as Faculty Senate President. He plans to assemble a team of proposed executive officers this summer and to have them confirmed by the Senate in August.

#### b. UT Health Science Center

George Cook reported that the UTHSC campus continues to suffer from diminishing funding by the state of Tennessee over the past 20-30 years with the recent Chancellor search failing due to lack of ability to attract top candidates. This year's budget cuts are exacerbating the existing problems on the Memphis campus. President Petersen has attempted to protect UTHSC by holding budget cuts to 2% overall; however, the need to protect several historically under funded programs will result in 7% cuts in all program areas outside these protected programs.

#### Specific developments since the March UFC meeting:

President Petersen visited UTHSC campus in May for his second Town Hall meeting with the faculty of the academic year. The meeting was well received by the faculty. The president discussed the revenue problems in the state and announced his expectations of proposed budget cuts that would be required this year and warned of additional financial uncertainties next year.

The search for a new Chancellor is still on hold indefinitely. Interim Chancellor Wall was officially made Chancellor by the UT Board of Trustees at their March meeting, and Interim Executive Vice Chancellor Ken Brown is now Executive Vice Chancellor. Chancellor Wall has been able to make much-needed appointments including a dean for the College of Allied Health, and he has initiated a search for dean of the College of Dentistry.

Many state officials have toured the campus to see deteriorating infrastructure that is the result of a lack of capital expenditures by the State of Tennessee for several years. The few newer buildings on campus have been built with private funds or the sale of bonds.

Chancellor Wall is leading an effort to finish the strategic plan for UTHSC and bring it in line with that of the UT System. He has also stepped up presentations to alumni and friends of UTHSC to enhance the UT capital campaign and to begin raising funds for much needed buildings that will have to be funded by private donations in the absence of state funding.

An effort continues by Chancellor Wall to improve our relationship with health service provider partners in Memphis. His efforts have led to improvement of clinical services at the MED, although they remain financially unsound (\$800M debt).

c. UT Knoxville

David Patterson reported on the major actions of the UT Knoxville Faculty Senate since the last meeting of the UFC on March 11, 2008.

No Confidence Vote: The UT Knoxville Faculty Senate held off on a vote of no-confidence in President Petersen. The rationale for this decision is available in an article titled "The Better Part of Valor: Faculty Senate's Elective Inaction on a No-Confidence Vote [http://web.utk.edu/~senate/docs/2007-08/Better\\_Part\\_of\\_Valor.pdf](http://web.utk.edu/~senate/docs/2007-08/Better_Part_of_Valor.pdf).

Chancellor Search: Hap McSween, the chair of the Chancellor Search Committee indicates that the search for our new Chancellor is meeting with some success. The committee hopes to have interviews with candidates on campus in September or thereabouts.

Budget Hearings: During the UT Knoxville/System budget hearing, a proposal for a School of Public Health was proffered by Interim Chancellor Simek and the Bob Rider, Dean of the College of Education, Health and Human Sciences. President Peterson strongly endorsed the proposal and encouraged the campus to move forward with the development of plans for a School Of Public Health.

Beer Sales at Thompson Boling Arena: The UT Athletic Department and the UT System administration suggested to the campus administration the sale of beer at Thompson Boling Arena at non-athletic events. The intent of this proposal was to raise revenue to address anticipated budget shortfalls in the Athletic Department next year. Interim Chancellor Simek approved this proposal without consultation of the faculty. A permit for the public sale of alcoholic beverages was submitted to the City of Knoxville Beer Board. The Faculty Senate passed a resolution requesting that Interim Chancellor Simek refuse to approve beer sales at the Arena. The City of Knoxville Beer Board was informed of the resolution and asked to delay action on the permit until the faculty and campus community had an opportunity to review proposal. The City of Knoxville Beer Board delayed approval of the permit. The Senate leadership indicated to the local press that this initiative was fundamentally a plan to address budget shortfalls of the Athletic Department by fostering intoxication on campus. Further, the Senate leadership informed the campus administration that the student code of conduct prohibited the possession or consumption of alcohol on campus by students. The request for a beer sales permit was subsequently withdrawn and a task force to review campus alcohol policies is to be appointed by the Interim Chancellor.

Provost Departure: Perhaps as a result of the dismissal of Chancellor Crabtree, Provost Robert Holub is leaving UT Knoxville to become the Chancellor of the University of

Massachusetts Amherst. In consultation with the Faculty Senate leadership Senior Vice-Provost Susan Martin has been named as the Interim Provost.

Campus Budget Cuts: In a May 16 email to the UT Knoxville Faculty, Interim Chancellor Simek announced "a 4.1 percent funding reduction to the UT system, which has, in turn, resulted in a 5.7 percent base funding cut for UT Knoxville. First, the central campus administration will handle a 3.7 percent reduction - thereby reducing the necessary cuts to academic and non-academic units to an average of 2 percent. The central campus administration budget reduction plan includes targeted program and position cuts, increased efficiencies in administrative processes, reallocation of resources, increases in charges to auxiliary funds, as well as delays in planned expenses in areas such as the Instructional Equipment Fund. The provost will submit the proposed cuts for the academic units after receiving recommendations from the deans, while the vice chancellors will submit the proposed cuts for their areas. We will share those recommendations with the campus community as soon as they are finalized." It was subsequently announced that the College of Arts and Sciences will eliminate the Department of Speech and Audiology, the College of Business will cut the graduate program in Industrial and Occupational Psychology, and the College of Education, Health, and Human Sciences will eliminate the Dance minor. The Senate Leadership was informed of these decisions *ex post facto* and in direct violation of the UT Knoxville Faculty Handbook that states, "The Faculty Senate...gives approval for establishing new programs and for terminating existing ones." The Senate leadership met on June 16, with Interim Chancellor Simek, Interim Provost Martin, and President Petersen to discuss this matter. On June 17, President Petersen issued a statement that said in part that he will, "Ask the trustees to allow our campus and system leadership additional time to seek faculty input and involvement" before submitting "our final recommendations for program cuts at the October meeting of the Board of Trustees." The Faculty Senate Executive Council agreed that the Faculty Senate, working in conjunction with the campus administration, would review the full range of options available to address the requisite budget cuts. The specifics of this review process are currently under discussion.

#### d. UT Martin

Elaine Harriss reported on several developments in her campus:

Senate Meetings: Since the last UFC meeting, the UTM Faculty Senate has met twice, March 18 and April 22. Vice-Chancellor for Finance and Administration Al Hooten and Director of Public Safety Scott Robbins discussed the March 7 campus lock-down and what was learned from it. The Senate approved the new mission statement, voted to allow satisfactory/unsatisfactory grades to be an option (in addition to regular letter grades) for mid-term grades, and heard annual reports to the Senate from the Library Committee, the Faculty Relations Committee, and the Senate Legislative Chair.

Diversity Issues: The Senate Executive Committee studied the "sexual orientation and gender identification" resolution from the Student Government Association and referred it to the University's Equity and Diversity Council for consideration. The SGA is asking

for this to be added to the campus non-discrimination policy. Several faculty members are interested in this item so it may come up again.

**Graduation:** The general consensus among the faculty has been that attendance at either the fall or spring graduation was required of all and attendance at summer graduation was required of those teaching summer school. This is a problem for faculty members who object to public prayer at graduation. Vice-Chancellor for Academic Affairs Jerald Ogg, a lawyer as well as an educator, has stated that the courts allow prayers at such events, and he and Chancellor Rakes agree that the community surrounding UTM expects it. However, the university provides guidelines for prayers that call for awareness of diversity and sensitivity to differences. Dr. Ogg has sent a memorandum to department chairs clarifying graduation attendance. Attendance at graduation is just one of the ways faculty members can serve the university and anyone who prefers to serve in other ways (working at senior days, Soars, etc) is to be allowed to do so without penalty. This has turned out to be an adequate compromise.

**Budget:** The campus is well aware of the budget situation and the administration is working hard to find ways to handle the cut in funds. Of comfort to the faculty is the statement that maintaining positions is the primary goal. They do not want to cut any personnel.

**UFC Representative Election:** The faculty elected Dr. Dan McDonough, Professor of History and Director of the Honors Program, to a three year term as faculty representative to the UFC.

**Senate President for 2008-2009:** Dr. Kathy Evans, Associate Professor of Educational Studies, will take over as Senate President July 1. Please add her name and email (kevans@utm.edu) to your roster replacing mine.