



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

FACULTY COUNCIL

MINUTES – MEETING 9

**May 6-7, 2009, Drury Inn Nashville Airport &
UT Office of State Relations, Nashville, TN**

Minutes Compiled by Beauvais Lyons, (Approved with a minor revision on June 15, 2009)

MAY 6 MEETING:

Members of the Council met for dinner. John Schommer was able to attend and reported on the Executive Committee and the Finance and Administration Committee meetings that were two held on May 5 in Nashville, including discussion of stimulus spending. John Nolt reported on the Tennessee University Faculty Senates (TUFS) meeting held in April. There was also discussion of reorganization of higher education in the state, and several possible configurations. No specific actions were taken or recommendations made.

MAY 7 MEETING PART ONE: Drury Airport Inn, room 418

UTC: H. Lyn Miles (Chair)

UTHS: Peg Hartig (for Karen Johnson)

UTK: Beauvais Lyons, John Nolt

UTM: Kathy Evans, Dan McDonough

Trustees: Verbie Prevost

Vice-President: Bonnie Yegidis (arrived at 10am)

Members Not Present:

UTC: Pedro Campa

UTHS: George Cook

Trustee: John Schommer

Quorum? Yes

1. Call to Order at 8:30am

2. Approval of the Minutes of Meeting 8 (Feb, 25-26, 2009) John Nolt moved, Dan McDonough seconded. Dan McDonough asked about the Procedures for Program Elimination discussed at the Meeting 8, and what was finally approved by the Board of Trustees. Lyn Miles said that at the Memphis meeting the policy approved by the board allows for elimination of specific positions with an academic program. John Nolt explained that the UTK Senate approved a

policy that lists degree granting programs as the threshold for elimination. Minutes approved.

3. Election of New Officers

Chair: Beauvais Lyons elected for 2009-2010. As new chair he will coordinate the June 15th meeting, The Board is using the Downtown Hilton, and he will check into a block of rooms for the Council.

Secretary: to be filled at the June 15 meeting.

Task Force Coordinator: to be filled at the June 15 meeting.

4. Campus Reports

UTC: Lyn Miles reported that faculty morale is not very high. There was a lot of work on the Discontinuance Plan for the campus. The Senate also looked at student retention and reporting of attendance in general education courses. The Faculty President cancelled several meetings this year with no objection from the Senate.

UTHS: Peg Hartig reported that for the most part faculty members are working well with the administration. The College of Medicine has concerns about their administration. Karen Johnson has been very involved in budget planning with the academic deans, and there has been a lot of attention to tuition rates in relation to peers. A campus strategic plan has been developed. There is great concern with specific professors who have been targeted for elimination, some of whom are well-established, longer-term faculty. There is also consideration of compensation packages for faculty who are making both "orange dollar" checks and income from their personal practices.

UTK: John Nolt emailed a year-end report the Council for the UTK Faculty Senate in advance. Nolt reported the biggest thing accomplished this year was to review the Senate Bylaws and make changes to the committee structure. Additionally, UTK is conducting internal searches for three Vice-Chancellor positions. The Budget and Planning Committee issued with a report on increases in system level administration over the past five years with a 15 million dollar increase in institutional support.

UTM: Kathy Evans reported that a Reorganization and Efficiency Task Force was created by the Chancellor. The task made numerous recommendations; one recommendation included the reduction in the number of colleges from five to four. While this was not implemented, there were a number of mergers of academic units. There had been difficulty getting faculty to serve on the Discontinuance Committee because its name suggested participation in a difficult task. As of this point the Discontinuance Committee has been discontinued. The economic situation coupled with the THEC's list of low performing programs exacerbated the uncertainty that faculty members felt regarding job security and other related concerns. Kathy stated that the administration is doing the best they can in a difficult situation. There was discussion of the inherent problems with using THEC "low producing degree programs" to generate institutional priorities, particularly for small liberal arts campuses such as UTM.

The Council discussed the effect of the economic uncertainty on faculty morale on the campuses.

Many faculty members are not expressing their concerns for fear of retribution. While the stimulus funding may help in the short term, it only creates time for broader faculty participation in review of programs for possible elimination or reorganization. Following discussion the Council drafted and approved the following recommendation:

Recommendation; Each campus should uphold the principles of shared governance so that there are clear and appropriate procedures for review of academic programs for elimination, reorganization, merger or consolidation. These processes should be consistent with the Faculty Handbook on each campus, must be transparent with a workable timetable, must include participation by Faculty Senates, and have adequate notice to faculty impacted.

There was discussion regarding the importance of the challenges of being a department head or director in the current economic climate and the importance of training and mentoring for academic unit heads. It was noted that Violations of the Faculty Handbook often take place at this level. Bonnie Yegidis expressed concern that articulation between campuses. By inviting the Provosts, we hope to initiate a conversation regarding both of these matters at the June 15th meeting in the afternoon.

MAY 7 MEETING PART TWO: UT Office of State Relations, 226 capital Blvd., Suite 212 beginning at noon.

Members Present: All of the above, plus UTHS Representative George Cook and Acting President Jan Simek

Non-Members Present:

Anthony Haynes, Henry Nemcik, Charles Wharton

1. (Nimcek & Wharton). Development Office & the UT Foundation. Henry Nemcik talked about how the office of Development can maximize its funding efforts, now at 852 million dollars in contributions to date, including cash, 5-10 year pledges, plus planned gifts in trusts, insurance, etc. Charles Wharton talked about a committee that was formed to examine how fund-raising is conducted at other universities, including the University of Florida, the University of Texas, Texas A&M and others. They concluded that foundations should not drive the policies of the university, but should generate financial support for the university. Wharton talked about the benefits of growing the staff in the Development Office and the resulting benefits of increased donations. Currently 20 million dollars is spent annually across the system for E&G funds to support the development Office. Henry Nemcik talked about the need for a chief investment officer. Charles Wharton talked about the process of developing the plan and meeting with all of the leaders on the campuses, members of the state legislature, and others. They are recommending the potential of having campus-based foundations to maximize donations targeted at the local campuses. They recommend that the Athletics Department should also have its own foundation. Charles Wharton talked about the need for maximum transparency and internal controls. He also talked about ways of making sure administrative costs do not cut into the gifts. Jan Simek talked about moving slowly on this issue so that it does not distract from larger discussions regarding reorganization of higher education in the state. There was also some discussion regarding the process of reporting pledges. Lyn Miles thanked them for their report.

John Nolt asked Henry Nemcik to keep the Council informed regarding the development of the affiliation agreement with the UT Foundation. He agreed this was a good idea.

2. (Simek) Interim President Simek's Goals

President Simek stated that the issue of reorganization has been a major focus since he took office two months ago. He said he has been to Nashville frequently to discuss this issue with legislators, legislative committees, THEC representatives, Governor Bredesen, etc. He indicated that next year a conversation will take place regarding how to proceed. A Task Force on Higher Education will meet next Wednesday by teleconference at 11am Eastern. The Task Force includes administrators and two faculty members from UT (John Nolt) and TBR universities. This first meeting will be organizational, but will also involve making an inventory of graduate programs from across the state to assess areas of duplication as well as need. Jan Simek stated that his greatest concern with the reorganization is that it might undermine recent advances across the whole UT system.

He indicated that his original goal of assessing system-wide administration, and its relation to the campuses is still in process. There is already 5 million returned to the campuses for next year. Lyn Miles asked about what functions need to rest at the system level. There was discussion regarding these functions, including Financial, Development, Operations, Human Resources, Information Technology, and Research, but said that his report to the Board of Trustees in June will have specific recommendations.

Lyn Miles said the system was originally conceived as a federated model, and whether this was going to continue to be the case. Simek agreed, but indicated that there will always be issues between campus and system, just as there are with federal and state relations. He stressed the importance of pushing as much as possible down to the campus level.

Lyn Miles asked about the feasibility of having an outside consultant to assist in the process of reorganizing higher education in the state. Simek said that we need to examine how other states have organized higher education (North Carolina, Minnesota, Wisconsin) and how some have disorganized higher education (Florida). Dan McDonough asked if the Governor has already made his decision regarding the restructuring. President Simek said no he did not think so.

President Simek said he will be back in Nashville soon to present 7 and 9 percent tuition increases for UT to THEC. He expects some "push-back" from legislators who will claim that stimulus funds will make up the difference – when in fact they will only help to address increases in fixed costs. Lyn Miles asked what was the rationale for 7 and 9 percent differences between the other campuses and UTK. President Simek said the size of the UTK campus meant that the fixed cost increases are greater.

George Cook stated in response to Dr. Simek's comment that UT (probably meaning UTK) was in the best condition ever, the Health Science Center was not doing as well because NIH research funding was down, state funding was down and tuition was not keeping up with costs of education for professional schools. He and Henry Nemcik also talked about the campus Development Office that had been traditionally understaffed (under a previous chancellor) but

has begun to recover and make new contacts with potential donors. George also expressed concern regarding where health sciences fits into any future reorganization. President Simek agreed that UTHS presents serious challenges.

John Nolt asked about the joint institutes and where they fit within the system. Jan Simek stressed that these are driven more by faculty than any system level management. This summer JIAMS (Joint Institute for Advanced Material Science) will break ground on the Cherokee Campus and that all of the joint institutes need to focus on their research enterprises. He said the role of the system is to help connections between campus and institutes when needed.

Beauvais Lyons asked about the status of developing a Post-Geier Diversity Plan for all of the UT campuses. He stated that a plan is needed because there is some confusion regarding our diversity goals at present. President Simek said that an effort will be made to address non-faculty hiring at the HR level. He said that he is encouraging each campus to develop workable and inclusive diversity policies for faculty hiring, and indicated support for the non-discrimination statement that is currently used in Knoxville:

“The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.”

In discussing stimulus funds President Simek said they only help to allow a gradual transition to programmatic reductions. There was discussion about our reliance on contingent faculty through this period, and the process of transitioning off of them.

George Cook asked about the new research initiative at UTHS in relation to stimulus funding, and salaries for key faculty in these initiatives. President Simek said UTHS has a lot more freedom to develop variable compensation packages for faculty.

The Council presented the following two recommendations to President Simek, both of which he said were agreeable. He indicated that he would communicate both of these to the Chancellors.

Recommendation 1: UTK Faculty Senate Resolution on “Exhausting Institutional Support & Administrative spending prior to Cutting Programs, Classes or Research.”

Recommendation 2: Each campus should uphold the principles of shared governance so that there are clear and appropriate procedures for review of academic programs for elimination, reorganization, merger or consolidation. These processes should be consistent with the Faculty Handbook on each campus, must be transparent with a workable timetable, must include participation by Faculty Senates, and have adequate notice to faculty impacted.

Concern was expressed regarding the closure of the graduate program for the UTK College of Social Work in Memphis. Jan Simek said there is a plan under discussion to move the graduate

program in Social Work to the University of Memphis, and that this would preserve the faculty and programs within the state.

Peg Hartig asked about nursing programs within the state. President Simek said he supports having more access to graduate level nursing programs across the state and that these need to be part of larger discussions regarding reorganization of higher education.

Lyn Miles asked about the charter agreement with UTC and whether the campus would be better served in the TBR system. Jan Simek said he thought UTC was best served being part of the UT system.

Lyn Miles thanked President Simek for his time and cooperative approach to leadership. She also indicated that it had been a pleasure serving as Council Chair the past two years and expressed thanks for Beauvais Lyons for his willingness to serve as chair next year. The meeting concluded at 1:45 P.M.

INFORMATION ITEMS:

New Faculty Senate Presidents and Incoming Members of the UT Faculty Council are:

UTHS: Dale Parker Suttle (psuttle@utmemo.edu) replaces Karen Johnson

UTK: Toby Boulet (boulet@utk.edu) replaces John Nolt

UTM: Jenna Wright (jwrigh15@tennessee.edu) replaces Kathy Evans

Verbie Prevost from UTC will be the new (voting) Trustee replacing John Schommer

Karen Johnson from UTHS will be the new (non-voting) Faculty Trustee in June

Next Meetings:

Meeting 10: Monday June 15, 2009 (BOT June 16-17 in Knoxville) Hilton Hotel

Meeting 11: Wednesday October 7 (BOT October 8-9, 2009 in Knoxville)