

UNIVERSITY FACULTY COUNCIL
Meeting 54
August 19, 2015
Videoconference

UT Faculty Council Voting Members (Quorum, 5 voting members, established)
Present:

UTHSC	Thad Wilson (Faculty Senate President)	absent
	Phyllis A. Richey (Campus Representative)	present
UTK	Bruce MacLennan (Faculty Senate President)	present
	Candace White (Campus Representative)	present
UTM	Roberto Mancusi (Faculty Senate President)	present
	Robert Nanney (Campus Representative)	present
UTC	Susan Davidson (Faculty Senate President)	present
	Jennifer Ellis (Campus Representative)	present

Trustees (Ex-Officio voting)		
	Brian W. Donavant (Board of Trustees faculty non-voting member)	present
	David A. Golden (Board of Trustees faculty non-voting member)	present
UT Faculty Council Ex-Officio Non-voting Members		
UT	Dr. Joe DiPietro (System President)	absent
UT	Katie High (System Office of Academic Affairs and Student Success)	present
Faculty Council Guests		
UT	India Lane (System Office of Academic Affairs and Student Success)	present
UTHS	Sandy Jansen (Office of Audit and Compliance)	present

Call to Order 4:02 PM EST by Brian Donavant

Minutes of June 24, 2015 were approved unanimously.

Introductions of new and old members and guests.

Compliance Hotline: Sandy Jansen (Executive Director, Office of Audit and Compliance) explained the functions of her office. She reports to the Audit Committee of the Board of Trustees, which Crawford Gallimore currently chairs. They are responsible for internal auditing and compliance of all sorts for the UT system, independent of the campuses, and coordinate with the compliance committees on each campus. Sandy is seeking input on an anonymous reporting line; it is needed for people to be able to make anonymous reports of concerns regarding

regulatory compliance and helps us comply with federal sentencing guidelines. They have been trying to find a vendor to support the hotline and have identified one. Anyone associated with UT (even a visitor), will be able to report via a website or a (vendor) call center. The information will be relayed to the appropriate individual. They want to roll it out over the fall semester. They will make sure that faculty are aware of it and can provide input about it. They will work with communication folks to let everyone know, as it rolls out. Phyllis asked that we continue to be informed as the system is implemented, and she applauded the use of an outside vendor. She asked, however, how anonymity would be ensured. Candace noted that privacy concerns were one reason for the low response rate on the employee satisfaction survey. Sandy explained that the reporting individual would receive a PIN and password not known to UT, which sees the complaint, but not the PIN or case number. UT can post questions, which the reporter might choose to answer. She noted that some situations might allow a department to figure out the person's identity based on common knowledge. If a sensitive type of complaint shouldn't be anonymous (e.g., sexual assault) it will be redirected; there will be information on the webpage to redirect certain complaints. Phyllis asked whether the reporter would be identified, and Sandy replied that they could self-identify or remain anonymous. Phyllis suggested a presentation on the hotline to the campus senates.

Old Business

Joint Resolution: Brian reported that all campuses except UTC have approved the Joint Resolution. Susan said that it would be considered at their first senate meeting on Sept. 3, and Brian asked her to notify him by email as soon as it is approved, so that the UFC can notify President DiPietro.

Tenure/Post-tenure Task Force: Katie High provided an update on the tenure/post-tenure task force. The research design team forwarded their report to the president and chancellors in May. The chancellors made adjustments so that the committee would not be too cumbersome. It will have five faculty and five administrators. Toby Boulet (UTK) will be the chair; the other members are Susan Martin (UTK), Phyllis Ritchey (UTHSC), Lori Gonzalez (UTHSC), Susan Davidson (UTC), Valerie Rutledge (UTC), Jeff Rogers (UTM), and Dan Pigg (UTM). Catherine Mizell and Lela Young will also be on it. (Candace remarked that she had suggested there be an AAUP representative on the committee, but there apparently is none.) Their first meeting will be Sept. 11. It is likely that their focus will be the Cumulative Performance Review (CPR) process and related matters. They have contracted with EAB, who is contacting peers and aspirational peers (for UTK's Top 25 goals) and other similar institutions. They are interviewing people to find out what works and whether they are happy with their processes. The plan is for recommendations to be ready by the end of the fall semester. There has been unanimous agreement that there should be mandatory training for deans, associate deans, and department heads to be developed by HR/AASS.

New Business

Support for Senate Service and UFC: Brian initiated a discussion of administrative support for faculty senates and UFC and for incentivizing participation. Bruce said that UTK now provides a

salary increment, a half-time administrative assistant (for about 20 years), and a half-time GRA (since 2008). There is typically course release, but that is negotiated between the FS president and his/her head. Brian said he has good support: course release for each semester, travel support, and half-time administrative support. However, it is all through the good graces of the provost; nothing is formal. Brian wondered if the president could do something to help formalize arrangements or make support consistent, and Katie mentioned that Joe could take a resolution to the BoT and chancellors. Candace observed that the regard in which faculty hold the senate tends to follow how the chancellors and provosts hold the senate (which is generally good). The good news is that that is only ten people who need to be convinced. She volunteered to ask each campus to write up what they do and to assemble them into a white paper. Phyllis said she would ask Thad if he had already assembled some of this information. Candace also expressed dismay that everything has to be negotiated, which is a further time drain. Brian asked how UFC service is supported. At UTM it is lumped in with the senate. Candace said that in the charter, the chancellors were supposed to support UFC, but President Petersen never took it to them. At UTK it comes out of the senate budget (but UTK also has a shared governance fund). Susan said they have a two-year term, one course release each semester, and travel reimbursement. She added that the time commitment is the real problem; for example, she is on 14 campus committees. So far there has been no progress. Phyllis said there is no support at UTHSC; it goes into their percent effort allocation for service. There was a general discussion of how faculty could get credit for participation in shared governance. Brian remarked that we need to find ways to get support for UFC service (and also for the senates more generally). There have been times when UFC members couldn't attend meetings due to lack of funds. It leads to ineffectiveness. Phyllis said that support needs to include both time and money, otherwise you are at the mercy of the administration for support. So far, their requests have been met. Brian said he would get the information together and forward it to Candace.

Gender Equity and Salaries: Candace suggested that next month's agenda include gender equity. The senate Budget & Planning Committee has done a salary study. Women still earn significantly less than men, and they are poorly represented at the highest ranks (e.g., Governor's Chairs, Chairs of Excellence). Lou Gross (B&P chair), Bonnie Ownley (UTK FS President-elect), and Bruce met with Jenny Richter to discuss the matter, and she said she would look into the process. Katie said that we can get the information on the process from David Milhorn, and she will send it. Candace offered to share the methodology UTK used in their salary study. The one done a few years ago resulted in some salary adjustments for women. Susan said they have not done such a study, but Phyllis thinks they have, but not broken out by gender, rank, degree, or area. Rob said they had an external study. Brian said there their study was not broken out by rank, and that they are trying to get to 85% of peers.

Adjunct Instructors and Non-tenure-track Faculty: Phyllis initiated a discussion of the increasing use of adjunct instructors, and whether they were being used as a temporary bridge until fulltime faculty are hired, or a permanent, cheaper replacement. Brian noted that they eliminated many adjuncts in the year leading up to SACS, but they were now getting them back. Candace noted that many are excellent teachers, but they don't do service, research, or grad advising, which means there is more work for the tenure-track faculty. This impacts our Top 25 goals. There was a discussion about how much support is provided to adjuncts: some campuses just hand them a syllabus, others have an orientation or a handbook. Katie said she would look into this.

Integrity in Research Policy: Katie explained that the previous policy was written in 2005, but the federal rules have changed. This is why the BoT has written and approved the new policy, which has been sent to all the campuses so their senates can review it. Candace noted that Board policy requires senate involvement in many areas, which is all the more reason for institutional support of the senate. Bruce noted that the UTK Research Council is reviewing the policy, and that the Senate Executive Council will consider it Sept. 8. If it needs to go to the full senate, they will request more time for review.

Meetings: Brian noted that UFC meetings would be the third Wed. of every month, except for the one on the first day of the BoT meeting (Oct. 8); the next meeting is Sept. 16. There was agreement that the UFC website needs updating, and should include the meeting dates. Katie said that Missy Jenkins in her office handles the website.

The meeting was adjourned at 5:28 PM EST.

Respectfully submitted,
Bruce MacLennan
UFC Secretary