



THE UNIVERSITY of TENNESSEE  
KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting 56

October 8, 2015

University of Tennessee Knoxville (UTIA Campus)

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

UTHSC	Thad Wilson (Faculty Senate President)	present
	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)	absent
UTC	Susan Davidson (Faculty Senate President)	present
	Elizabeth O'Brien (Campus Representative)	absent

**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)	present
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
UT	Missy Jenkins (System Office of Academic Affairs & Student Success)	present
UT	Keith Carver (Office of the System President)	present

**Call to Order 9:00 AM EST by Brian Donavant**

**Discussion with President DiPietro**

Outsourcing: President DiPietro provided an update on Gov. Haslam's outsourcing plan for management and facility services. Across most UT campuses the approximate maintenance cost is \$5/sq. ft., whereas the best outsourced cost is about \$8/sq. ft. The one exception is UTHSC, which is currently about \$8. In any case, there does not seem to be any financial advantage to

outsourcing these services. There has been some debate about whether this is a fair comparison, so an outside consultant will be brought in to look at the numbers. It was noted that security is different at universities from that at many other facilities, and it's necessary to have a consultant that understands these issues. Very detailed qualifications need to be written, for example, that housekeeping is responsible for setting up the tents for football games. Results are expected by January, 2016. Joe assured us that opting out was still a real possibility, but that the decision would be for the whole UT system, not campus by campus. (President DiPietro clarified in a follow-up conversation the next day that the opportunity for individual units to opt out may be a potential option, based upon various factors.) Candace noted that other issues include security in the dorms and other facilities, team spirit among the staff, and retirement benefits. Joe said they will be talking to Texas A&M to learn from both sides. He remarked that UTK outsourced for the wrong reasons last time. It appears that these companies keep everyone at first, but then start layoffs and decreasing hours, which changes the benefits picture. He added that he thinks the Board of Trustees understands our concerns, as do the two houses of the general assembly. It is probably premature to start writing letters etc.

Strategic Plan: Joe discussed a refresh of the Strategic Plan. Rather than a "broken" business plan, we now speak of an "unsustainable" business plan. Most of the changes will concern effectiveness and efficiency. Out of the 20 metrics, one of the worst is research expenditures, partly as a consequence of the ARRA [American Recovery and Reinvestment Act] base year. NSF funding is at about the 95% level, and federal funding is not expected to improve. Therefore, it will be necessary to do something different, such as seeking funding from private companies; the UTK / Eastman collaboration is an example. We should also pursue big projects that bring big teams together, such as IACMA. We need to stick to modest tuition increases. The Tennessee economy is perking along, but suffers from a structural deficit that's unlikely to be fixed.

Support for Diversity and Inclusion: There will be a hearing next week [Oct. 14, 2015] of the Senate Higher Education Subcommittee to address support for diversity and inclusion on the UT campuses. Although this was triggered by the gender-neutral pronoun controversy, it's not just about sexual diversity; it's about racial diversity as well. (Katie remarked that she has been asked to respond on how we teach about Islam.) The hearing will focus on expenditures, which are about \$20M across the system. About \$16M is for scholarships, and about half of the remaining \$4M is for federal compliance. The remaining \$2M is programmatic. Overall it's about 0.25% of the UT budget. We have a policy on diversity and academic freedom that says all of the right things. The Board of Trustees thinks diversity is very important. The hearing will also address governance of the UT and TBR systems. [A video of the hearing can be found here: <[http://tnga.granicus.com/MediaPlayer.php?view\\_id=301&clip\\_id=11072](http://tnga.granicus.com/MediaPlayer.php?view_id=301&clip_id=11072)>.]

Other Issues: Joe observed that the BoT would be considering the proposed Code of Student Conduct, which is the first significant revision in about 40 years. Most of the objections have been over the elimination of a special judicial board for Greeks. Having such a board is not considered best practice. Moreover, only about 30 students per year end up before such a board. The BoT will probably support the new code, but it requires a change to the Tenn. Code, and the Government Operations Joint Committee might have concerns with it. Bruce noted that there is still a perception that tenure/post-tenure review/revision was a budgetary matter. Joe explained

that the cases were so few, it is “budget dust.” Nevertheless, some BoT members think tenure is too easy to achieve and too hard to lose.

Advocacy: Joe suggested that we can help by continuing to recruit advocates, for example, by encouraging alumni and students near graduation to get engaged with advocacy. We have about 4000 on UT Advocacy now, but need many more. It is very effective when legislators hear from their constituents. We will probably need to get involved when the conduct code is considered.

## **Minutes**

Minutes of September 16, 2015 were approved unanimously.

## **New Business**

Campus Reports: Detailed campus reports are attached. The following reflects the discussion.

Thad’s report from UTHSC focused on copyright questions and Faculty Handbook issues. UTHSC is concerned about copyright in recorded lectures. Frank Lancaster came and made a presentation, but it did not answer their questions. They are waiting on a resolution of problems resulting from a history of unilateral changes to the handbook.

Susan reported that the UTC Faculty Handbook is abysmal, but they are hopeful that it will get whipped into shape.

Roberto reported that the UTM senate’s Personnel Policies committee have been drafting an “Amorous and/or Sexual Relationship” policy, and that the Executive Committee will be looking at a resolution about freedom of academic expression put forth by American University and determining if UTM should adopt a similar resolution. Bruce remarked that the Faculty Affairs Committee of the UTK senate is considering such a resolution.

Bruce reported that a new Student Assessment of Instruction System (SAIS) is being developed at UTK. A progress report at a recent senate meeting raised questions about validity and reliability testing, and about how the instrument would be used (e.g., improving instruction, evaluating faculty). There is also concern among many faculty with the way the gender-neutral pronoun issue was handled (taking down the post), which has the appearance of censoring, even if not technically so.

System CPR Committee: Katie reported on the progress of the system committee reviewing / revising the CPR process. They meet about every two weeks and there have been two meetings. EAI provided a report on how eight other institutions handle CPR; the processes are not usefully different from ours. The committee has contacted some other institutions to see how they do things. Some of the issues being addressed include: review committee makeup, triggers, time lines, definitions (e.g., consensus), the juncture between CPR and termination for cause, and definitions. For example, it is unclear whether the committee is supposed to have five or seven members, who should be external/internal to the unit, etc. Out of the 11 system committee

members, at least seven are needed to go forward on any proposal, and the four can write a minority report.

Sharing Resources: There was a discussion of sharing resources across the system, for example having law faculty provide consultation on legal matters (relevant to the institution) to campuses without a law school. How would such service be compensated? Could UFC put together a resource list?

Faculty Handbook Revision Process: There was a discussion of the alterations to faculty handbooks; in particular, Katie described her efforts to sort out the history of changes to the UTHSC Faculty Handbook. After a discussion, it was decided to record in the minutes that *UFC is monitoring the UTHSC situation and awaiting to learn the outcome and a speedy resolution*. India noted that one problem is the notion of “agreeing on work assignments.” How can this work in situations in which there is no agreement?

Board of Trustees Meeting: Katie noted that there would be two honorary degrees and six or seven expedited tenures, all from UTK. A new Master of Law degree, intended primarily for lawyers from other countries, with an emphasis on business law, will be proposed. Vince Carilli will present the new Code of Student Conduct. There has been concern that the Chancellor can change a grade on appeal. John Zomchick and R.J. Hinde can change a grade on the transcript, but not in the instructor’s record. This is not new language. There is general agreement that the new code is better.

**The meeting was adjourned at 11:30 AM EST.**

Respectfully submitted,  
Bruce MacLennan  
UFC Secretary