



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting 57
November 18, 2015
Videoconference

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

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| UTHSC | Thad Wilson (Faculty Senate President) | present |
| | Phyllis A. Richey (Campus Representative) | present |
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| UTK | Bruce MacLennan (Faculty Senate President) | present |
| | Candace White (Campus Representative) | present |
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| UTM | Roberto Mancusi (Faculty Senate President) | present |
| | Robert Nanney (Campus Representative) | present |
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| UTC | Susan Davidson (Faculty Senate President) | present |
| | Elizabeth O'Brien (Campus Representative) | present |

Trustees (Ex-Officio voting)

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| | Brian W. Donavant (Board of Trustees faculty non-voting member) | absent |
| | David A. Golden (Board of Trustees faculty non-voting member) | absent |
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UT Faculty Council Ex-Officio Non-voting Members

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| UT | Dr. Joe DiPietro (System President) | absent |
| UT | Katie High (System Office of Academic Affairs and Student Success) | absent |
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UT Faculty Council Guests

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| UT | India Lane (System Office of Academic Affairs and Student Success) | absent |
| UTHS | Terry Cooper (Faculty Senate President-elect) | present |

Call to Order 4:10 PM EST by Bruce MacLennan

Minutes of October 8, 2015 were approved unanimously.

New Business

UTK outsourcing resolution: Candace reported that the UTK faculty senate had passed a resolution regarding outsourcing. She noted that outsourcing building maintenance is not only a matter of costs, but that there are safety issues and social costs; maintenance workers would be facing reductions in benefits, including retirement, medical benefits, and tuition. The resolution will be sent to all UTK faculty. She asked about opinions on outsourcing on the other campuses. Should we formulate a joint resolution? Robert agreed, noting that there is strength in numbers. It is all the more important, since Joe has said that all the campuses will be in or out together. Roberto added that a joint resolution would let Joe know that he has the backing of all the campuses. Candace said that she would send the UTK resolution to the rest of the UFC. Bruce noted that there had been a suggestion that UTK include in its resolution a “whereas” noting that Haslam had acknowledged that UT would be able to opt out, but in the end it wasn’t included. Thad noted that there were subtle conditions to the opting out; that it would have to be justified. Candace mentioned that she had talked to Anthony Haynes, and that he said that this would be a good time for advocacy. There has been agency pushback. Although it is not a legislative issue, the legislature will be involved. Thad noted that UTHSC would be having five legislators for a breakfast meeting the next morning [Nov. 19, 2015].

Executive compensation: Candace opened the discussion, remarking that we have been discussing executive compensation, including retention bonuses, for several years. She noted that the system has just added a new Executive VP by splitting a previous VP position. We experienced an escalation in coaches’ salaries a few years ago; now we are seeing the same thing in administrative salaries. Dennis Hengstler got us the data on this last year. The salaries and numbers of administrators are increasing faster than faculty. We can’t do much about executive compensation except keep on top of it; it will keep escalating and it is a national issue. Terry noted that there was a report on this a few years ago, and it was blamed on the administration. Candace noted that the retention bonuses are perhaps the equivalent of 20 faculty and 100 graduate assistants.

BoT goal to increase faculty salaries to peer averages: Candace also brought up the incentive bonuses passed at the BoT meeting. Our salaries are still below peers, and one of the goals in order to earn the retention bonuses is to increase faculty salaries by 15%/year for the next five years (this is not a 15% raise). She suggests that UFC stay on top of this issue and champion it, since it might be too easy to ignore if it doesn’t get enough attention. Candace has asked Brian and David to get more information at the BoT meeting. Terry suggested that we meet with Joe on this, perhaps at the February BoT meeting in Memphis. He noted that we need to look at both incoming and continuing faculty. Phyllis and Candace both noted the issue of salary compression at their institutions. Bruce mentioned that in a recent meeting Jimmy remarked that he had data showing that the market gap at UTK is larger at the Asst. Prof. level, perhaps because of heads in certain areas not offering more. Phyllis said that this is not true across the board and that it varies between colleges. In a couple cases at UTHSC, Full Profs. were making less than Asst. Profs., so we need a comprehensive perspective. Candace mentioned that at the last BoT meeting, Charles Wharton had reiterated for the record the need to keep working on faculty salaries.

UTHSC senate resolution: Thad discussed the UTHSC senate resolution regarding unfair faculty evaluations, which verbalizes a number of faculty concerns. He noted that they do not know what handbook is currently in effect, and that General Counsel has not solicited any comments

from the senate. They are working closely with the administration to try to sort it out. Candace asked if UTHSC has an ombudsman or appeals committee, and Thad replied that they never got one. UTHSC is operating on more of a business model, and Candace remarked that the handwriting is on the wall at UTK as well. Thad noted that their appeals committee is advisory and not very effective. Terry remarked that the last Faculty Handbook might have been approved in 1999. Thad said that the problems might stem from a poorly formatted Board book that was put forward in 2010. The senate is beginning to speak up a little more. Bruce asked if there were any commitments on the issue, and Thad replied that they said they will send something in writing. They will see Joe about it on Fri. [Nov. 20, 2015]. Phyllis suggested having a special meeting with Joe (not just part of the legislative breakfast) when he is in Memphis and to go in with specific concerns. She noted that the last meeting with Joe was very productive, but you need to ask about specific things, not pay, but big issues like diversity and outsourcing. Essentially: "Here's the issue. Here's what we want. Can you help us?" Thad noted that he had just invited Joe to meet Fri.

UTK resolutions under consideration: Bruce reported that the UTK faculty is considering a resolution supporting diversity and inclusion and a resolution against guns on campus. Phyllis said it was important to be aware of the issues and watch them, and that it is a good role for UFC. Candace said she was stunned and disappointed at the media response to the diversity issue, and that UTK didn't do much about it. The Senate Subcommittee hearing was atrocious. Phyllis said that we should avoid stepping on Anthony's toes, but that their responsibility is to respond to our issues. Candace suggested that press releases on major senate resolutions are appropriate. Phyllis thought this would be a good topic for our next meeting with Joe, and that we should keep Anthony in the loop. We should work through the individual campuses' communication offices. Terry asked if they might be trying to stay below the radar. Candace remarked that Joe and Jimmy's response to the pronoun issue was disappointing. The university has not been proactive on these issues.

Upcoming meetings: The winter BoT meeting is Mar. 31 – Apr. 1, 2016 in Martin. UFC could meet with Joe in Feb. 2016. Candace noted that we can always meet with Joe in our videoconferences, but Phyllis suggested that face-to-face meetings with him are better. January 20, 2016 is the next UFC videoconference.

The meeting was adjourned at 5:00 PM EST.

Respectfully submitted,
Bruce MacLennan
UFC Secretary