



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

UNIVERSITY FACULTY COUNCIL

**Meeting 90 Minutes (Approved)
April 19, 2017
Videoconference
4:00 pm (EDT)/3:00 pm (CDT)**

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

UTHSC	Terry Cooper (Faculty Senate President)	present
	Phyllis A. Richey (Campus Representative)	present
UTK	Bonnie Ownley (Faculty Senate President)	present
	Candace White (Campus Representative)	present
UTM	Bob Bradley (Faculty Senate President)	present
	Robert Nanney (Campus Representative)	present
UTC	Joanie Sompayrac (Faculty Senate President)	absent
	Diane Halstead (Campus Representative)	absent

Trustees (Ex-Officio voting)

	Susan Davidson (Board of Trustees faculty non-voting member)	present
	Jeff Rogers (Board of Trustees faculty voting member)	absent

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
UT	Bruce MacLennan	present

Call to Order 4:04 PM EST by Phyllis Richey

Call to Order Phyllis Richey, Chair

ORDER OF BUSINESS

The minutes of the March 13 called meeting and the March 28 regular meeting were approved.

Old Business

1. Transparency resolution

- a. Forwarded to President DiPietro -- Phyllis pulled up Joe's email response to the transparency resolution and read it. She said it is "fantastic" that Joe has received the resolution and is agreeable to it.

The challenge now is to gather the information. Katie said the faculty rating scales are not in IRIS. Campuses do it differently, so at this point it will be labor intensive to gather the information. We can't just push a button and get the ratings. Bonnie said some campuses also do it for different times of the year -- academic or calendar year.

Katie said that she talked to the campus chief academic officers today and asked to get the most recent data ('14-'15, '15-'16 and '16-'17 data). We're seeking aggregate data by campus for each rating category for those three years. It was agreed that in order to track CPR/EPPR triggers, it would be better to get data for tenured faculty from '13-'14, '14-'15 and '15-'16 because '16-'17 data won't be available for a while.

When the results are collected, Katie said we will have to check with general counsel to make sure no one is identifiable when we share the information. Terry asked how broadly the results can be shared. Katie said it will be up to each campus, but the results can be shared broadly on campus websites.

Candace said there is a key difference between transparency of process vs sharing the information to the general public. Phyllis suggested that we guard privacy with the NetID firewall access to the information, and everyone agreed.

Katie said she's not comfortable with drilling down below campus aggregate level data. She will recommend to the CAOs that they get together and determine how deep they want to drill for the data in ways that are most helpful. One size fits all won't work.

Katie asked for clarity regarding administrative faculty grievances, which were mentioned in the resolution. Terry said those occur when grievances don't go through the Faculty Senate and go directly to the administration. Those are two separate tracks for grievances.

Given that, Katie suggested that we define grievance as a formal appeal regarding a performance evaluation that reaches the chancellor level. Terry said that if a grievance is worked out below the chancellor level, that's a success, and we need to pay attention to successes as well as the failures.

Katie will get back with Joe and, based on their conversation, will respond back to the UFC. Phyllis said this addresses the time frame for moving forward. Then, based on Joe's response, if we need to get more advice from general counsel, we can deal with that at a later date, even if it's in the fall. That response will determine how we deal with B and C on today's

agenda (Faculty Senates to make bylaws changes and Discussion with General counsel).

2. BOT Budget meeting conversation

Candace said that Jeff read very articulately the statement that we all agreed to in our previous meeting. It generated a lot of discussion with some board members saying that if all faculty are tenured/rated very highly, we should be ranked No. 1 in the country.

Candace and Jeff responded to the board that if we work for a great organization where everyone does excellent work, can't all employees get high ratings? The board did not agree.

Katie told board members that it takes 6 years to get tenure, and not all make it. They pulled all of the names of those hired from 2004-2010 and tracked them for six years. Of those hires, 65% got tenure. Part of the problem is that when those who were not tenured listed their reason for leaving, most gave another reason -- usually related to family or to take another job. It's hard to convince some board members that we are not a business. She hopes that when new members come on the board, we can hold mini workshops at the June meeting to make them aware of the tenure process and percentages.

Phyllis said we need to keep this issue on our UFC agenda as these conversations continue.

3. BAG updates

As the new Budget Advisory Group faculty representative, Bob reported that Joe wants BAG 2.0 ready to present to the board in June. Most of it involves minor updates/changes to make it more flexible. It also deals with unfunded mandates.

He said that cutting academic programs has come up again in BAG 2.0. The BOT has asked the BAG to indicate savings from merging/cutting programs. Joe wants to have the proposed BAG 2.0 by May 1. If we get something, we will bring it back to UFC.

Katie said if the UFC wants an update of the chancellor's incentive plan re salary increases, she can get Dennis and Linda to come to the May meeting. It was agreed to do that.

New Business

1. Incoming/ outgoing UFC members. Request for updated roster for 2017-2018

India is seeking membership updates/changes from the campuses.

2. Campus reports

Bob reported that at UT Martin, we nearing the end of searches for VCAA/Provost, Athletic Director and CIO.

Phyllis reported that the big issue at UTHSC is upward evaluation and trying to get everyone to support that. Confidentiality remains a big concern.

3. Update from Academic Affairs and Student Success

Katie reported that she and Lela are looking through all of the handbooks and related documents to identify language that conflicts with EPPR.

4. UFC vote - Katie High's retirement

With Katie's retirement on June 30, on a motion by Candace (seconded by everyone else), UFC agreed enthusiastically to nominate India as her successor. India said that she and Katie have worked closely together for six years, and she will accept our nomination.

Phyllis will get with the UFC members not present today to make it a unanimous nomination.

Meeting adjourned 5:25 p.m., EST

Next videoconference meeting: May 17, 2017

Respectfully submitted,
Robert Nanney
UFC Secretary