



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

UNIVERSITY FACULTY COUNCIL

Meeting 67 Minutes
December 14, 2016
Videoconference
Approved

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

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

Trustees (Ex-Officio voting)

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

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| UT | India Lane (System Office of Academic Affairs and Student Success) | present |
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Call to Order 4:20 PM EST by Phyllis Richey

Minutes of the October 13, 2016, meeting were approved with identification of the topics of the two resolutions referenced for greater clarity.

Old Business

1. EPPR “next steps” – Update from UTHSC: Terry Cooper “Transparency Resolution.” (attached)
Terry said they tried to put together a positive resolution while also requesting new information for faculty to track the evaluation process. He noted that some parts of the resolution are more pertinent to UTHSC than others. The key issue at this point is not sharing the data; it’s making sure that the aggregated data maintains faculty privacy.

India said she is still seeing a consistent commitment to share aggregate and long-term data. Every effort will be made to protect faculty members’ privacy. She added that after the first and second years, the process can be fine tuned as each Faculty Senate provides feedback.

The BOT will discuss the EPPR process during its March meeting. India said she will do her best to explain why the process historically identifies few underperforming faculty, while also avoiding unintended consequences from the BOT.

Phyllis said all campuses have reviewed the EPPR transparency resolution except UTC. Joanie said that’s because her campus has had so many other issues to deal with. She has heard from a vocal minority, but thus far little concern has been expressed about EPPR.

Phyllis said at this point it appears that UTHSC is the only campus that is officially responding to EPPR. She asked if UFC wants to speak to the EPPR metrics. Candace suggested that we continue to monitor that part of the process.

Phyllis and Bonnie suggested that the UFC prepare a joint resolution regarding EPPR transparency based on input from each campus. Terry agreed to prepare a draft for UFC to consider during its January meeting if that can be done in time. Otherwise, it will happen during the February meeting.

Jeff suggested that if the system is going to collect data for UTHSC, it would be wise to collect it for the whole system as a normal part of business. That’s particularly the case with the heightened focus on assessment. Joanie said it also might help determine if it’s a good process.

2. Administrators’ salaries/compensation packages – Candace said that three years ago we asked for data on the salaries of administrators and how close they are to peer averages compared to faculty. The hypothesis was that their salaries are higher than faculty and are increasing at a greater rate. She has asked a BOT member to discuss the ripple effect of these higher salaries of new administrators, including the new chancellors hired at UTK and UTM.

India said the higher compensation packages for the new hires will be reasonably defended. She also said that as we look at higher executive compensation packages that seek to be competitive with peers, we should make sure the BOT does the same thing for faculty and staff.

Terry asked that data on the new administrators’ compensation packages be shared with UFC.

New Business

1. Update on TUFSS student-carry resolution: Bonnie reported that Randy at UTHSC said some campuses have approved the resolution.

Bonnie said student-carry questions include the kind of training that would be required of students; the preferences of the faculty, whom some parents believe would literally take a bullet for students; and whether greek organizations could have them in their houses/lodges.

Terry, who is a marksman, said training is essential for anyone carrying a firearm and should be taken very seriously. However, he said that students and faculty should not be carrying guns on campus.

Joanie reported that UTC passed the TUFSS resolution against student carry last month with very little controversy. The vote was 21-3.

Bob said UTM is discussing the issue. Its SGA is also considering passing a similar resolution against student carry.

Bonnie said key research/data needs to be disseminated to support this decision, including the brain development of college students. With alcohol in the mix it's getting more dangerous. The high incidence of domestic violence in the state is also an important consideration. Candace suggested that each campus should send a letter to parent(s) of every student with this key information and about how we train our officers.

India strongly urged each campus to vote on the TUFSS student-carry resolution in January, saying it will be more effective when coordinated and timed appropriately.

Phyllis said it will again be on the UFC agenda in January, hopefully with input from Anthony Haynes.

2. Plan to have UT Advocacy meet with UFC – Everyone agreed to invite Anthony or his designee from UT Advocacy to speak to key issues, including student carry. If it's too soon for the January 18 meeting, we will try for the February meeting.

3. Status of campuses supporting travel to BOT meetings – Each UFC member shared the prevailing policy on the four campuses. In some cases chancellors fund UFC members' travel if their meeting is part of the BOT meetings, but if they are just there for the UFC pre-BOT meeting and are spectators during BOT meetings, they are not funded.

Candace said it's not a problem at UTK. The thinking is that UFC members represent all faculty when they attend BOT meetings as spectators, based on our charter and bylaws.

India said the issue will work itself out. She said that historically campuses have been really good about stepping up and taking care of the relatively small amount it takes to fund UFC travel to the meetings. She said the BOT has agreed to continue to invite us to the luncheon regardless

of how each campus handles travel funding.

Given this, it was agreed that UFC won't make any requests regarding this issue at this time.

4. Campus reports – Phyllis said she has received the report from UTK but needs it via email from the other three campuses.

Brief oral reports from campuses included:

- Bonnie said UTK is putting together information for the transition team of new chancellor.
- Jeff reported the great news from UTM that the SACS probation has been lifted. He also said that because of a decrease in enrollment, UTM had to cut about \$2.6 million mid-year, which resulted in the elimination of unfilled faculty lines in several departments. He said the currently unstaffed positions were the priority cuts with the understanding that departments could ask for reinstatement of those faculty lines during budget hearings for next year. He called it a “rather coarse” approach to budget cuts that was insensitive to some programs’ needs. Robert said he understands that the intent was to avoid sending currently employed faculty home.

5. Update from Academic Affairs and Student Success – India reported that they are working on the EPPR implementation details. She said that a press release will be distributed tomorrow regarding a new scorecard that will assess teacher preparation.

Next videoconference meeting: January 18, 2017

The meeting was adjourned at 5:38 EST.

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Respectfully submitted,
Robert Nanney
UFC Secretary

