



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

UNIVERSITY FACULTY COUNCIL

Special Called Meeting Minutes

March 13, 2017
Videoconference
Approved

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)	present
	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)	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
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OTHER GUESTS:

David Golden, Executive Assistant to the President

David Miller, Chief Financial Officer

Linda Hendricks Harig, Vice President, Human Resources

Tonja Johnson, Interim Executive Vice President and Chief Operating Officer

Dennis Hengstler, Assistant Vice President, Institutional Research

Beauvais Lyons, President elect, UTK Faculty Senate

Call to Order 11:00 AM EST by Phyllis Richey

Dr. DiPietro requested the meeting with UFC, during which the following topics were discussed:

1. METRICS FOR CLOSING SALARY GAP

Joe reported that the auditors realized that the units had not uniformly done the salary gap analysis on the front end with 2013 data and beyond. In 2013 the methodology changed in the way they aged the data from Sibson. As a result, you could look better than you were, according to the aging percentage. New salaries were done on some campuses as part of that study.

Auditors said it was like comparing apples to oranges and advised not to use this for executive analysis. Joe said that because of that, there will be a temporary suspension of the process until we get it right. He stressed that closing the gap is important. He still has every intention of holding the chancellors accountable for closing the gap. In the meantime HR will work to get consistent data.

Candace asked if we are confident in all the other metrics. Joe responded that there are a couple of others – deferred maintenance, for example – that we've suspended on the recommendation of auditors not to include in the metric for this year.

Phyllis asked if UFC members can get a list showing salary comparisons on and within each campus, especially for various colleges at the Health Sciences. That will track how the metric is being used and how we are closing the gap, which is the goal.

Joe said it depends on which campus and what they're using. He suggested that it probably would be more efficient to meet again on this rather than send reams of data. Dennis said we can get the summary data from HR on each campus as to the gap. We'd probably have to go to the HR office to get detailed information.

Phyllis said it's refreshing to hear that Joe is aware of the shortcomings and that they're being addressed.

Jeff expressed concern that we're going to lose a year because of the hiatus and maybe longer to study and pay for it. Joe said we've already done the study and we have every intention of putting it in place for the following year. Further, nothing is going away as to holding the chancellors accountable for closing the gap.

Joe said that moving forward, Dennis and Linda have to get with the HRs to make sure they use the right metric on what we believe at the system level is the right way to reduce the gap.

Asked what the takeaway is regarding this issue, Joe said that closing the gap is no less important today than when he decided to not use this data point. He will monitor the progress, including for all chancellors. "We are not giving up or walking away from it," he said, adding that this is heavily a people organization with a budget that's 75 percent in people, so we have to figure out how to retain that important resource.

2. ADMINISTRATOR RETREAT PROCESS

Candace asked about the terms of faculty retreat – when administrators return to teaching.

Joe said he prefers to refer to the process as "going back to full-time faculty work." He said as we have brought on new people, we have used different constructs, which can make it a bit awkward when negotiating with others. He prefers that we go to a four-year time frame for any negotiated higher salary and then go to the average of the department. At the same time, he said that we have to have some flexibility when recruiting these people.

Candace suggested that if we pay 75% on their return to teaching, we also need to prorate back to 9 months from 12. She said that even if it's a recruiting tool, we need to be fair.

Joe said that we're very transparent, but because of the hires with different situations/agreements, we have a mixed model. He said that we need to get more proscriptive and consistent, while being as flexible as possible.

He said that when faculty have concerns about this issue, they have board representation to make those concerns known to the board.

Phyllis said that with EPPR we will have to evaluate how these folks are performing when returning to faculty. Joe said that he'd not have it any other way.

3. TIMING OF RECEIVING BOARD MATERIALS

Board of Trustees materials are supposed to be received a week prior to the meetings. Jeff expressed concern that too often materials are going out on very short notice and then being revised, making it extremely hard to read them in time.

Susan said that deadline becomes difficult when some campuses don't submit information in time.

Jeff said that because of this perhaps someone needs to rethink the deadline or procedures. He said this would be helpful to board members and other interested onlookers.

Terry said that while some materials can be a changing target, a lot are not time sensitive and could be distributed earlier.

Joe said it's difficult because it's hard to get all of the information together at one time to distribute. The books are put together over time.

The meeting was adjourned about 11:45 EST.

Respectfully submitted,
Robert Nanney
UFC Secretary