



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

**UNIVERSITY FACULTY COUNCIL**

**Meeting 89 Minutes (Approved)**

**March 28, 2017**

**University of Tennessee Chattanooga**

**2:30 pm (EDT)/1:30 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)	present
	Diane Halstead (Campus Representative)	present

**Trustees (Ex-Officio voting)**

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

**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)	absent

**Faculty Council Guests**

UT	India Lane (System Office of Academic Affairs and Student Success)	present
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**Call to Order 2:41 PM EST by Phyllis Richey**

Minutes of the February 15, 2017, meeting were approved as amended:

1. Old business, EPPR "next steps," paragraph 4, line 5, insert the word "not" after "they will."
2. New business, Campus Reports, paragraph 2, line 1, should read "discussing a resolution on anonymous balloting."

Minutes of the called meeting of March 13, 2017, will be presented for approval at the April 19 meeting.

## **Old Business**

### 1. Transparency resolution:

- a. Cover letter – Terry Cooper -- Terry read his suggested cover letter as a preamble to the EPPR transparency resolutions approved at the four campuses.

On Diane's suggestion, it was agreed that when mentioning how highly valued tenure is, we should add "academic freedom," i.e.: "tenure, academic freedom, and the perception of their security."

Jeff expressed concern about the awkward way in which we describe the data set in the resolutions. He wondered if we have a reporting process that deals with this data set. India said we do not in terms of post-tenure review, but we can set this up as a new dashboard item.

Now that we have agreed to move forward with the cover letter (as amended re Diane's suggestion), Terry will send it out via email for us to approve prior to the April UFC meeting.

Phyllis asked everyone to send her their finalized campus EPPR transparency resolutions, which along with the cover letter will be sent to Dr. DiPietro. It was agreed that Phyllis will prepare the cover letter on her campus letterhead, email it to Joe and copy Katie and the other UFC members.

India said the document will be a recommendation, which is the form in which all the joint resolutions will come to Joe. Phyllis said because each of the member Senates passed the resolutions with impressive majorities, the UFC looks forward to achieving the goals of the resolutions in collaboration with Joe. It doesn't seem to need the word "recommendation" in there per se.

Bonnie suggested that we should add a sentence at the bottom indicating when the Senates approved the resolutions to add context.

b. Faculty Senates to make bylaws changes – Jeff Rogers

Jeff said he doesn't have anything to present regarding this issue at this time. We will discuss it again in April.

However, with the Executive Compensation Committee meeting coming up later that afternoon at 4:15, Jeff said it would be a good opportunity to share concerns of faculty from all four campuses at this meeting.

Jeff prepared a statement of faculty concerns about three things: salary gaps between faculty and their peers, salary compression and the far more generous salaries, bonuses and other incentives/benefits that administrators receive than those for new faculty hires.

c. Discussion with General counsel – April UFC videoconference

It was agreed that we will ask Steve Smith to join us at the April meeting and discuss what the Budget Advisory Group (BAG) is doing between now and the June BOT meeting. Jeff said he would like to know where the thrust of cost saving is and if BAG 2.0 might be looking at program consolidation/efficiency.

We will delay until fall our meeting with the general counsel and Linda regarding the specifics of what we're asking for in the EPPR transparency resolutions.

2. TUFS student carry resolution – Updates, all campuses:

All campuses have passed the TUFS resolution regarding students carrying firearms.

3. BAG meeting – Jeff reported that Bob Bradley has been chosen to replace him on this advisory group.

4. Accessibility Changes Update – Katie High/India Lane

India said she has nothing new to report.

Bob reported that the general counsel came to UTM to talk about it.

Phyllis said the Committee on Accessibility has reconvened at UTHSC.

## **New Business**

### 1. Campus reports:

- Joanie reported that they're working to complete Faculty Handbook revisions at UTC.
- Bob reported that UTM's Senate recently passed a resolution saying we believe it's a bad idea for faculty to have guns on campus.
- Bonnie reported that UTK has been busy discussing the 20-plus gun bills in Nashville that are affecting our campuses.
- Terry reported that UTHSC has passed a resolution on anonymous balloting for promotion, tenure and termination. He asked how other campuses deal with this issue.

Jeff said that at UTM the votes are clearly indicated on the bottom of the signature page. He said we prefer that transparency because it's a big decision and shouldn't be a secret or anything to be ashamed of.

Phyllis said that at UTHSC they prefer anonymous balloting because of the fear of retaliation. Terry said if there is a split vote, there has to be record of why the matter is still going up.

Joanie said that at UTC if the decision is "no," they have to explain why.

### 2. Update from Academic Affairs and Student Success – No updates to report at this time.

Next videoconference meeting: April 19, 2017

**Phyllis adjourned the meeting at 4:04 EST**

Respectfully submitted,  
Robert Nanney  
UFC Secretary