



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

UNIVERSITY FACULTY COUNCIL

**Meeting 91 Minutes (Approved)
May 17, 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
	Martin Donaldson (Incoming Faculty Senate President)	present
UTK	Bonnie Ownley (Faculty Senate President)	present
	Candace White (Campus Representative)	present
	Bruce MacLennan (Incoming 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)	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 4:03 PM EST by Phyllis Richey

Minutes of the April 19 meeting were approved.

ORDER OF BUSINESS

1. Nomination letter of India Lane for VP Academic Affairs and Student Success.

Phyllis reported that she submitted India's nomination letter and thanked Candace for spearheading that effort. No further action is needed.

2. Transparency recommendation – any further discussion at this time?

It was agreed that we are at the "wait-and-see" point.

Phyllis asked all campuses to check to see if any evaluation data has been received. We will keep the follow-up on our UFC agenda as we monitor the process.

India said the goal is to have high-level aggregate data all in one place. The challenge is that campuses do the evaluations at different times.

3. Incentive plan/salary gap update – Dennis Hinkslar and Linda Herig

Because Dennis and Linda are with Katie at a meeting in Nashville, they supplied us with a summary. Bonnie said that the salary gap study is supposed to focus on peers and aspirational peers. Each campus -- not the system -- was supposed to be able to suggest its peers/aspirational peers.

Candace said that we need to be sure that chancellors are being compared to the same group of peers that faculty and staff are.

India said she will attempt to get information about our peers and let us know.

Phyllis suggested that since we did not have the opportunity to meet with Dennis and Linda this time, we could ask follow-up questions, but first let's see what information we can get from India.

She said that we could just thank them for sending info, confirm that we reviewed it at our most recent meeting and have a few questions:

1. Who is on the peer comparison study group?
2. What criteria are being used to select the peers?
3. Will the same peers be used to compare administrators and faculty/staff?
4. The timeline and at what point will the UFC and the Faculty Senates have a chance to review the first phase of the results.

Phyllis will email us the questions to wordsmith and then send them to Katie and copy Dennis and Linda.

4. BAG update – Bob Bradley, faculty representative

Bob said they are still getting BAG 2.0 ready for the Board of Trustees meeting. Changes are minor. Once they get the worksheet finished, they will share it with UFC.

Candace asked about cutting low-producing programs or combining them.

Bob said he doesn't think it will be emphasized as much in 2.0.

New Business

1. Campus reports

Terry reported that UTHSC did an experiment, and it worked nicely. The campus took a short time to recognize the 13 faculty who had passed away in the previous year. They also invited faculty to stand in memory of them and observe a moment of silence as their names were read. It really had an impact on faculty.

Bonnie said at UTK the Research Council is working to include faculty time spent on writing grant proposals and research papers to calculate research expenditures. She said it should help our rankings.

UTK is also revamping its gen ed courses, but it's not adding any credit hours. It is trying to provide more a meaningful experience for students.

Bonnie also reported that UTK surveyed associate professors, finding out why they are still in rank and what we can do. The biggest problem seems to be that lots of service is dumped on them. Also they do not have mentors any more in some departments.

Bob reported that UTM had to readvertise its search for VCAA, so it will take another 6-12 months. The dean of Engineering, Dr. Rich Helgeson, will be the interim.

2. Update from Academic Affairs and Student Success

India reported that the state budget for higher education in general is pretty good -- the best in a very long time. She believes that we can keep tuition increases low. The tuition increases that THEC ended up with is 0-3%. We would be below 3% for three years in row. That hasn't happened since '60s-'70s. Tennessee's economy is doing better than the rest of the country.

She said there is a good chance that UFC will be able to meet with Joe on Wednesday and hopefully get Dennis there, too.

She also predicts that a Free Speech Bill will be passed, including provisions that we have to deal with in the Faculty and Student handbooks. We will have about 6 months to deal with it.

In addition, because of EPPR changes, she and Lela have been working to make changes to the Faculty Handbooks. Some lingering things need to be cleaned up, like locus of tenure, and we hope to take them to the board in October. She hopes to get the list to us this week to study over the summer before going to the BOT in October.

Other legislation asks us to look more closely at what credits can be given to vets and military service members with courses and training in the military. That will unfold in a year and half.

Before the meeting adjourned, Candace bade everyone farewell. She will not be here in June.

The meeting adjourned at 5:27 EST.

Next meeting will be at the BOT meeting in Knoxville. The time will be determined.

Respectfully submitted,
Robert Nanney
UFC Secretary