



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

UNIVERSITY FACULTY COUNCIL

Meeting 66 Minutes (Approved)
October 13, 2016
Knoxville TN
1:00 pm (EDT)/12:00 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
	Bruce MacLennan for Candace White (Campus Representative)	present
UTM	Bob Bradley (Faculty Senate President)	absent
	Robert Nanney (Campus Representative)	present
UTC	Joanie Sompayrac (Faculty Senate President)	absent
	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)	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)	absent

Faculty Council Guests

UT	India Lane (System Office of Academic Affairs and Student Success)	present
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Call to Order 1:21 p.m. EST by Phyllis Richey

Minutes of September 21, 2016, meeting were approved.

Old Business

1. Update on EPPR: India reported that it would be voted on during the Academic Affairs and Student Success meeting this afternoon at 3:15. If that vote is positive, it goes to full BOT tomorrow. She said the only change from the previous version was fixing a typo.
2. UFC Bylaws change to be updated on website: Phyllis understands that the bylaws change has been approved and is ready to post to the UFC website. She will get with India and Doree regarding that.

New Business

1. EPPR “next steps” – Suggestions for addressing ancillary issues that have been identified during the process.

Terry addressed the transparency of the metrics. He said when Katie visited his campus on Sept. 13 to discuss EPPR, the usual attendance of about 30 people grew to 130 and overflowing with more viewing online. Because of that incredible amount of interest, he received frequent feedback from others on campus, asking when the Senate would have a voice in the issue. That spawned suggestions for a Senate transparency resolution, which ultimately came from the Senate Executive Committee. The UTHSC resolution, which has been shared with other campuses, attempted to express the feelings of the faculty in a straightforward, honest way, while remaining constructive, not punitive. The resolution came before the Senate this past Tuesday and was approved, 48-2-2, with no suggestions for changes.

Terry said a perfect storm created the need for the transparency resolution on his campus. This is because budgets at medical schools, which are significantly tied to grant dollars, have been flat to declining while the cost of research has gone up. That has caused faculty stress and skepticism, which has worsened with orange dollars decreasing. Thus, when EPPR was proposed, some faculty saw it as further threatening their jobs, especially when only one “unsatisfactory” rating triggers EPPR.

Terry said the best way to remediate the uncertainty and fear is to increase transparency and accountability. When an administrator makes a decision, he/she should clearly explain why. Otherwise, if faculty are worried about job security, they might start looking for other jobs, and we lose good faculty. That transparency should include all of the metrics, both for positive and negative decisions.

The UTHSC transparency resolution has been presented to BOT for consideration at this afternoon’s Academic Affairs and Student Services Committee meeting.

Reactions to EPPR from other campuses:

Diane reported that after Katie explained the EPPR to the UTC Senate on Sept. 1, Joanie presented it at the first full faculty meeting on Sept 27. She said the issue drew only a couple of questions, and no resolutions have come forward at this point. She said that may be because the issue is new to the UTC campus, and feedback may take a bit more time.

Bonnie reported that she has received the UTHSC resolution and shared it with UTK's Senate Executive Committee, but it hasn't gone to the full Senate.

At Phyllis' request, Terry will forward the resolution to her so that she can officially share it to all UFC members for them to deal with as they see fit.

Robert reported that the UTHSC resolution was discussed at UTM's Senate Executive Committee the previous Tuesday afternoon. It drew little discussion, and no one expressed interest in drafting a similar resolution.

Bonnie said when the resolution was discussed at UTK, some concerns were addressed, but no action was taken. She said we all need to support one another. Transparency will go a long way to building trust.

Bruce said the UTHSC resolution doesn't seem to address transparency. It seems to be more about implementation. Terry said that one section of the resolution speaks to implementation. He said the resolution was not designed to solve the problem at this point because we knew the new EPPR policy was coming. He said they wanted the resolution to give the faculty a voice in a way that was constructive and useful to everyone.

Phyllis said it seems that other campuses have adopted a wait-and-see attitude with no plans at this point to respond to EPPR. But she said the transparency of the metrics is a different issue in which all campuses are probably interested.

Terry said if everyone is so inclined, he is willing to put together another resolution regarding the transparency of the EPPR metrics. He offered to send it to the other campuses and solicit their feedback regarding how each campus can most constructively work with the administration regarding EPPR.

Phyllis suggested that such a transparency resolution could perhaps be prepared in time for a UFC vote in November. India said she has no problem with a recommendation or joint resolution from the UFC addressing the transparency of the metrics and seeking close scrutiny of the process, especially during the first three years. She said that regardless, it will be a challenge to generate the metrics information. It's not as simple as pushing a button.

Phyllis said this is obviously a far-reaching policy that affects all faculty systemwide. At this point it seems that no voice of any kind is coming out of UFC. She said it will be a good idea to let others know that UFC is watching the process closely.

As to the data that we seek to foster transparency, Bonnie said it would be best if the system could generate and make public that data rather than every campus officially reporting it. India said that thus far everyone seems willing to provide the data.

After more discussion it was generally agreed that it would be better to generate the data at the system level to better protect the identity of those going through EPPR at individual – especially smaller -- campuses. Diane and Robert voiced concern about breaking down the metrics by

campus for that reason. At the same time as EPPR data are generated over time, at some point we might want to track it at individual campuses to see if trends surface. Phyllis said it's best to have systemwide data because it's a system policy.

It was agreed by consensus to authorize Terry to draft a resolution addressing the transparency of the EPPR metrics for consideration by the other campuses. Phyllis said it would be good to know how many faculty went forward and the resolution of each case to relieve the concerns of the faculty. Terry asked each campus to send him any suggestions for the wording of the resolution. Bruce said it needs to clearly express our expectations.

2. Other issues UFC needs to address this year:

Bruce: Student carry. Bonnie reported that TUFs recently passed a resolution against student carry and wants all campuses to bring it to their Senates. MTSU has already received a positive vote. She will send the information to other campuses.

Robert: Nothing significant in this regard has surfaced so far at UTM this fall.

Diane: Student carry has surfaced at UTC, but no resolution has been prepared. EPPR is very new to UTC. She believes UTC is months behind in this, so she wants to involve the faculty as much as possible in the transparency issues. She will present the UTHSC resolution and predicts that her campus will support it or create its own.

Bonnie: Anthony Haynes will speak to the UTK Senate soon. She suggested that others invite him to speak. His presentations are really eye opening. The bathroom bill has also come up on her campus. She suggested we all ponder how our campuses may address the issue. As to how the policy is managed, India said she understands that the person in charge of a given area makes that determination. She will double check.

Phyllis said that UT Advocacy is a valuable resource for making us aware of the legislative status of pressing issues. She suggested that we ask Anthony Haynes or his designee to speak to UFC. We will try to get someone to join us during our January or February videoconference as the legislative session begins.

3. Campus reports – Those in attendance gave brief updates. Phyllis urged each Senate president to email her the campus report. Here are the topics/issues of each report:

Bonnie (UTK):

- The chancellor search
- Free Speech and Diversity Forum on Oct. 31
- Student Code of Conduct
- Diversity funding

Terry (UTHSC):

- Emphasis on making Senate relevant. They are trying to make it more visible. A ListServ is great way to do that.
- They had a great retreat.
- The shortening of the benefits enrollment period to 10 days.
- Katie's EPPR presentation
- Sharing tenure/promotion status with the faculty member throughout the process.
- Can't have guns in trunks unless they are registered with campus police.
- Post-doctoral salary issue. This threatens to kill off grants.
- Handbook changes
- EPPR resolution

Diane (UTC):

- In the process of revising the Faculty Handbook, especially areas that are in conflict with system policy.
- Diversity and inclusion
- Budget is better than expected because enrollment is up, and projections were based on flat numbers.
- Looking at salaries for summer school.
- Several capital renovations are under way.
- EPPR was presented at the full faculty meeting on Sept. 27. That included about 50 new faculty members, which could explain why there were so few questions about it.

Robert (UTM):

- We are elated that Dr. Keith Carver has been nominated as our 10th chancellor and will hopefully be appointed by the BOT on Friday.
- The SACS team had its follow-up visit recently. It went very well, and we are cautiously optimistic that our probation will be rescinded in early December.

4. Update from Academic Affairs and Student Success: No other topics were discussed beyond those in previous agenda items.

Next meeting: November 16, 2016, videoconference..

The meeting was adjourned at 3:00 PM EDT.

Respectfully submitted,
Robert Nanney
UFC Secretary

