



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

UNIVERSITY FACULTY COUNCIL

Meeting 96
MINUTES
19 Oct 2017
Videoconference
4:00 pm (ET)

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

UTHSC	Martin Donaldson (Faculty Senate President)	absent
	Phyllis A. Richey (Campus Representative)	present
UTK	Beauvais Lyons (Faculty Senate President)	absent
	Bruce MacLennan (Campus Representative)	present
UTM	Chris Caldwell (Faculty Senate President)	present
	Robert Nanney (Campus Representative)	present
UTC	Gretchen Potts (Faculty Senate President)	present
	Gavin Townsend (Campus Representative)	present

Trustees (Ex-Officio voting)

	Susan Davidson (Board of Trustees faculty voting member)	absent
	Terry Cooper (Board of Trustees faculty non-voting member)	present

UT Faculty Council Ex-Officio Non-voting Members

UT	Dr. Joe DiPietro (System President)	absent
UT	India Lane (System Office of Academic Affairs and Student Success)	present

Faculty Council Guests

UT		none
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Call to Order 4:00 PM EST by Bruce MacLennan

The minutes of Meeting of September 13, 2017, were approved unanimously.

Old Business

None so identified

New Business

1. Update from Academic Affairs and Student Success (tenure policy and program review – India Lane)

India thanked the UT faculties for their feedback on the proposed new tenure policies and academic freedom statements. The issues are complex. The Board of Trustees (BOT) will not deal with this during the November meeting. Instead, it will hold a special called meeting in December. India reported that the free speech policy must mirror state law. Gretchen reported that the UTC faculty senate had yet to dive into this issue, but will do so over the next month or so.

Regarding Post Tenure Review, India indicated that the current procedure is complex, long-lasting, and expensive, especially for the system which must pay dismissed faculty during the years it can take for hearings and judgments. Bruce asked what such policies look like at other universities. India reported that very few post-tenure hearings result in judgments favorable to the faculty member.

Regarding the document entitled “Policy on Setting Faculty Salaries Upon Conclusion of Administrative Appointments,” Phyllis expressed concern about the current situation at UTHSC where three former deans were drawing salaries well above those of comparable faculty in the same department, sometimes by returning to academic departments where salaries are known to be high, and sometimes even if the department in question did not closely correspond to the academic specialties of the former administrator. Gretchen wondered whether the original letter of appointment didn’t already specify the tenure-granting department. Apparently not at UTHSC, an institution acknowledged as “weird.” Phyllis wondered if it would make sense to disconnect tenure from administrative appointments altogether. She’s concerned that some faculty will feel pressure to grant tenure to whomever the administration wishes, regardless of qualifications. Chris wondered why former administrators could be paid up to 150% of comparable faculty salaries – why not hold the line at, say, 125%? India agreed that the issue was complicated and kept lawyers busy. She hoped that senior faculty would help ensure that former administrators were returned to academic duty in appropriate departments. She assured the UFC that the BOT was receptive to our concerns and interested in refining its policies.

2. Update on the salary evaluation based on the peer institutions (I. Lane)

India reported that the UT system had engaged Sibson Consulting, again, to gather data regarding faculty and staff salaries at the UT campuses. This data, gathered from appropriate peer institutions, will be used recommend salary adjustments. The data should be available in January.

In addition, an Academic Program Effectiveness Taskforce will use data provided by the Education Advisory Board (EAB) to help each campus determine which academic programs may be under-resourced. The taskforce, led by Linda Martin, will consist of two faculty representatives, two members of the BOT, and two administrators drawn from across the UT campuses. The data should be available as early as June 2018. India acknowledged that UTC had already received some data from Sibson and had already engaged EAB to provide software intended to help with student advising and to determine enrollment patterns. This contrasts with UTHSC, which apparently hasn't had any dealings at all with EAB, being weird and all. The EAB contract is set to last three years.

3. Discussion of draft policies to be presented at the November Board of Trustees meeting.

India reports that the UT System is still working on an expedited tenure policy for administrators and chairs. The President and BOT are asking questions about this policy. We might see a draft in January or February in preparation for the BOT meeting in March.

4. Campus updates on outsourcing

Gretchen reported that a UTC outsourcing analysis indicated no significant cost savings and would affect research collaborations with facilities. Moreover, outsourcing would negatively affect campus moral and discourage the staff from investing themselves in, and enrolling their children at, UTC. The UTC faculty senate voted in favor of a resolution urging the administration to forgo outsourcing. UTM reported that their savings from outsourcing only saved 2%. Terry indicated that UTHSC outsources plumbing and electrical jobs, but had no interest in general outsourcing. Bruce acknowledged that outside agencies was pressuring the UTK administration to turn to outsourcing, but the institution has so far has resisted it. India confirmed this pressure, echoing our concerns by pointing to issues of inefficiency when relying on off-campus businesses to fix roof leaks and such.

Next meeting: November 2, 2017, probably at 1:00 PM. Confirmation to come.

The meeting was adjourned at 5:40 PM EST.

Respectfully submitted,

Gavin Townsend

(who confesses to having some technical difficulties determining who said what during the choppy videoconference)