



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting 95
September 13, 2017
Videoconference
MINUTES

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)	present
	Bruce MacLennan (Campus Representative)	present
UTM	Chris Caldwell (Faculty Senate President)	present
	Robert Nanney (Campus Representative)	present
UTC	Beth Crawford (alternate for Faculty Senate President)	present
	vacant (Campus Representative)	absent

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)	present
UT	India Lane (System Office of Academic Affairs and Student Success)	present

Faculty Council Guests

UT	David Golden (System Office of the President)	present
UT	Jeff Hyde (Penn. State)	present

Call to Order 4:10 PM EST by Bruce MacLennan

New Business

Discussion with President DiPietro

President DiPietro thanked UFC for its letter on diversity and inclusion and emphasized UT's commitment to these goals. To help understand the political climate, he suggested we view the Sun. Sept. 10 WBIR *Inside Tennessee* interview with Sen. Mae Beavers. It can be found at <http://www.wbir.com/local/inside-tennessee/>.

President DiPietro introduced the background and need for updates to tenure policy and practice. In particular, the Board of Trustees realized they have a lack of understanding and of information about tenure. The current review is focused on improvement and accountability. We generally do T&P well, but there is room for improvement. We are also being prepared for potential legislative interest in higher education tenure.

Early (short probationary period) and Expedited (no probationary period) tenure is being reviewed. Phyllis had questions about expedited tenure and tenure situations where the departmental vote is overturned or seems to have little impact. She pointed out that this concern parallels the Board's expressed concerns about why tenure might be granted early and about mixed votes.

The President responded that restrictions on expedited tenure should be carefully considered because you don't want to exclude the ability to recruit exceptional faculty, Governor's Chairs, etc. He supported "tenure when ready" allowing for early tenure, but believes it should be "one and done" if tenure is denied.

Additional conversation focused on tenure of administrators and what happens to tenure when an administrative role has ended, when an administrator commits misconduct, etc. Bruce asked about peer institutions.

Beauvais reinforced his support to the President's work on consistency in tenure policy/practice across the campuses; he also wanted to be sure that faculty can advocate for tenure and help educate trustees.

During discussion of other procedural items (mid-cycle review, external letters, yearly performance and retention reviews) Beth Crawford mentioned that UTC's new handbook focuses on faculty review at year 3.

The President asked for input from the senates about the first set of review items by the end of September (26 or 27 at latest). Draft policy changes for the first set of modifications will be available in late September/early October for additional feedback before October 9. The first set of review items will be considered by the Trustees in November 2017, and second round of review items will be considered in March 2018.

Minutes

The minutes of Meeting 94, August 16, 2017, were approved unanimously.

UFC Secretary

There was a discussion of who should be the UFC Secretary, and it was decided that the best choice would be the elected representative from UTC (undetermined at that time). India suggested that Karen or Doree could assist with preparing draft minutes.

November Board Meeting

India reported that the Fri. Nov. 3 Board of Trustees meeting would be formatted the same as the June meeting. Therefore, we should probably have our UFC meeting and dinner on Thurs. Nov. 2. Phyllis reminded us to make sure that videoconferencing is also available. India will also explore the opportunities for a Nashville meeting with the President at some time.

Discussion of Board's Concerns

India noted that there are a lot of pieces to the Trustees' interests, which include tenure, department criteria, faculty activities and workload, and space utilization of classrooms. AA&SS is looking at department head training, why faculty leave UT, what faculty think of head performance, etc. Most of the conversation with the Trustees is good if we all buy into trying to get the best outcome. Terry noted that the Board is in favor of tenure, but also accountability.

There was a discussion of the pros and cons of expedited and early tenure. The Trustees wonder why tenure would ever be granted at appointment, but it has now become standard for high-power candidates. AA&SS will do some benchmarking.

Next meeting: October 18, 2017

The meeting was adjourned at 5:20 PM EST.

Respectfully submitted,
Bruce MacLennan
Chair, UFC