



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting 92

June 21, 2017

Food Science & Technology Conference Room #204,  
2510 River Drive, UTIA Campus, Knoxville, TN  
2:00 pm ET/1:00 pm (CT)

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

UTHSC	Martin Donaldson (Faculty Senate President)	present
	Phyllis A. Richey (Campus Representative)	present
UTK	Bonnie Ownley (Faculty Senate President)	present
	Candace White (Campus Representative) (Bruce MacLennan representing)	present
UTM	Bob Bradley (Faculty Senate President)	absent
	Robert Nanney (Campus Representative)	absent
UTC	Joanie Sompayrac (Faculty Senate President)	present
	Diane Halstead (Campus Representative)	absent

**Trustees (Ex-Officio voting)**

	Susan Davidson (Board of Trustees faculty voting member)	present
	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	Katie High (System Office of Academic Affairs and Student Success)	present

**Faculty Council Guests**

UT	India Lane (System Office of Academic Affairs and Student Success)	present
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Additional guests: Lyons, Potts, Dennis Hengstler, Misty Anderson, Jalen Blue

**Call to Order** Phyllis Richey, Chair

**ORDER OF BUSINESS**

Approval of minutes of previous meeting

**Old Business**

1. Incentive plan/salary gap follow up – Dennis Hengstler
2. BAG update – Bob Bradley

**New Business**

1. Discussion with Dr. DiPietro
2. Election of UFC officers for next year
3. Update from Academic Affairs and Student Success
4. Campus reports
5. Update from Board of Trustees

**Next meeting TBD**

**Call to Order at 2:10 PM EST by Phyllis Richey. Quorum established.**

- I. Introductions were made and the minutes of the May 17 regular and June 1 called meetings were distributed for review. A minor editorial correction was made to the May 17 minutes and the minutes were approved. The June 1, 2017 minutes were approved as written.
- II. Dennis Hengstler was invited to comment on the performance incentive plans for UT executive officers, specifically the items for Chancellors related to closing campus salary gaps. Dennis noted that the criteria for calculations in the baseline 2011 salary study was changed by 2015 and created discrepancies for analysis and interpretation at this time. He also gave background information on existing peer groups that have been determined either by THEC or internally. The BOT charged the President's staff to revisit the peer groups and to strive for relevant comparable peers and aspirational peers for each campus. These peer groups then will consistently be used for not only salary/compensation benchmarks and gap analysis but for any other requested metric (e.g. tuition, research expenditures, etc). THEC has agreed in principle to adopt the peer groups determined by UT.

Dennis and David Miller (CFO) looked at numerous potential criteria and methods for determining peers, including methods recently used by the University of Colorado system and UNC system for similar determinations. Dennis and David worked with the provosts at each campus, as well as Katie High, to discuss and refine criteria. The recommended criteria that will be presented to the BOT June 22 were distributed (see attachment and posting on website). These criteria include those that should be used to choose appropriate peer institutions and the metrics that will be routinely compared to peer groups in the future ( to be done by an outside firm).

Bonnie raised questions about UTIA peer groups, including veterinary medicine and extension. Dennis replied that there are relevant Ag and Vet Med data exchanges in existence to draw from, but not extension. Dennis noted that our likely peer institutions usually fold Ag metrics, including faculty salaries, into the main campus data.

Beauvais asked how many peer institutions would be selected? Dennis replied probably 10 – 20, perhaps having two groups of 5 – 10 (comparable and aspirational) peers.

Misty asked if institutions use a consistent classification system for faculty, especially non-tenure track faculty? Dennis responded that IPEDs definitions will be used to garner the most consistency.

Phyllis asked if the same peer groups be used for faculty and executive compensation studies? Dennis responded yes, these groups will be used for all kinds of comparative studies.

Phyllis reminded the group of the request to have UFC input and asked when UFC members can comment on the phase 1 recommendations. Faculty trustees can comment during the June 22 meeting. Later in summer there may be some opportunity for input on proposed peers. Katie recommended the request reach Joe and David Miller. Katie High suggested getting the provosts and UFC in a meeting to sort out how faculty input can be incorporated.

- III. BAG 2.0 update: Dennis reported in that the President will make a presentation re BAG at full board meeting June 22. It is unclear at this point how BAG group and initiatives might continue from here.
- IV. Dr. DiPietro joined the group at 3:00 pm. His report highlighted:
- a. Good budget year for state revenues and institutional allocation; however BAG model -3-3-0 – is still a good model to keep working on because despite the good Tennessee economy, the long term tax revenue picture is still not rosy. The BAG projections of potential UT deficit needs toward 2025 are improving though (projected deficit is declining). Joe felt the BAG initiative will probably continue for 2 years, especially focusing of effective resource allocation to academic programs, system and campus HR model, and tracking use of savings and reallocations.
  - b. Strategic plan: Will be working on new plan starting with same goals but updates using task forces and including new elements of enterprise risk management and diversity/inclusion. The strategic planning process will be led by Tonja Johnson, with the revision expected by Fall BOT meeting.
  - c. Tuition: Noted historic low tuition increase. Terry hoped UT is also building reserves – more likely than not we will need to abandon low tuition increases if recession or major economic problems that change costs/needs.
  - d. Title IX Commission report: Good report on lots of hard work at UTK. There were a few suggestions to enhance some programming and documentation, name a system level Title IX coordinator, etc. UT hopes to become a model university in this arena. There were some questions about mandatory reporters and mandatory training for faculty and staff.
- V. Questions for Dr. DiPietro
- a. Joanie asked for more info on academic program review, perhaps there is a desire for reductions/eliminations? Dr. DiPietro responded that the BOT and BAG is more interested in deploying strategic, data based review and decisions regarding resources, number of faculty, etc rather than specifically targeting program reduction. He reminded the group that the current BOT is very engaged re fiduciary/sustainability interest. Katie suggested using the term “effective use of academic resources” rather than academic program review. Bonnie pointed out that a perceived BOT focus on the student credit hours metric could distort the data and may limit interpretation, especially of graduate programs.
  - b. Further discussion on graduate program growth and success ensued. Dr. DiPietro pointed to campus leadership to work on this issue. Beauvais noted that waiving tuition common at other institutions but could be hard to justify/manage for UTK. All agreed that graduate education need more emphasis.
  - c. Phyllis repeated the question about UFC/faculty input into the selection of peer institutions. Joe agreed to set up some times to get advice from faculty. Also discussed the challenges of finding similar peers for the UT system. An additional questions was raised about periodic review of the peer institution groups, which is anticipated.

- d. Beauvais asked a follow up questions about the HR structure going forward? Dr DiPietro responded UTK will have dedicated Vice Chancellor; system HR will reorganize and reduce staff but will find a place for them.
- e. Phyllis thanked Dr. DiPietro and Dr. High for the data on faculty evaluations and in anticipation of EPPR implementation. Katie reminded the group that the policy has a July 1 implementation date. She and Lela are trying to fix the handbooks for 2017-18 by administrative actions. A question was raised about DH training; India responded that it is starting this fall at UTM.
- VI. Election of new officers for next year: Bruce MacLennan was nominated and elected Chair. Diane Halstead was nominated and elected Secretary in her absence.
- VII. AASS updates: Katie reviewed the additional information requested on faculty being recommended for tenure. Trustees have been given the information about tenure votes, tenure time/probationary periods, summary paragraphs and dossiers, and will be talking about the tenure process at AASS committee meeting tomorrow (June 22). Joanie compared what has happened with this process to the typical functions of a board of a company and wondered why an audit or different approach was not taken. Katie described the Board engagement as unprecedented. Beauvais supported the education of trustees regarding the path to tenure and suggested that a persuasive argument might be how tenure protects the space for risk-taking. Katie and others reminded the group that the trustees are businessmen.
- VIII. Campus reports. UTHSC and UTC working on handbooks. UTK: Davenport working on returning funding for Pride Center Director and programming, etc. The Pride Center group have been offered space in the new University Center when complete. UTK is also hiring another title IX investigator. UTK Faculty are concerned re graduate enrollment decline, which will be a new focus for Chancellor priority and for the FS budget and planning committee. Bonnie also reported on the weak UTK endowment and in progress search for VC for development/alumni affairs. Faculty are also concerned about the free speech law and an audit bill that includes curriculum monitoring that needs to be on our radar. The UTK FS Budget and Planning committee also has collected and provided information about uncounted costs of outsourcing. Some discussion followed regarding pros and cons of outsourcing.
- IX. Next meeting will depend on provosts availability for the peer institution issue. Next regular meeting will be August 16 by video.
- X. Adjourned at 4.44 EST