



THE UNIVERSITY of TENNESSEE

KNOXVILLE, CHATTANOOGA, MARTIN, TULLAHOMA, MEMPHIS

UNIVERSITY FACULTY COUNCIL

Meeting 113

20 March 2019

3:00 pm (CT) / 4:00 pm (ET)

Videoconference

MINUTES

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

UTHSC	George Cook (Faculty Senate President)	Present
	Phyllis A. Richey (Campus Representative)	Present
UTK	Misty Anderson (Faculty Senate President)	Absent
	Bruce MacLennan (Campus Representative)	Present
UTM	Renee LeFleur (Faculty Senate President)	Present
	Chris Caldwell (Campus Representative)	Present
UTC	Steve Ray (Faculty Senate President)	Present
	Beth Crawford	Absent

Education, Research and Service Committee (ERSC)		
	Bonnie Ownley	Present
UT Faculty Council Ex-Officio Non-Voting Members		
UT	Randy Boyd	Absent
	Linda Martin (System Office of Academic Affairs and Student Success)	Present
Faculty Council Guests		
	Jorge Pérez (Associate Vice President, AA&SS)	Present
	Peg Hartig	Present

Meeting called to order at 4:05 by Bruce.

Approval of minutes. There was some discussion about the previous meeting's minutes. Peg raised concerns that she had had trouble with the Zoom connection at the last meeting and did

not feel that she should be counted as present. She was also concerned that the minutes read more like a transcript than minutes. She felt that this made them hard to follow for those not present. She specifically mentioned that John Compton's reference to using Purdue as a model did not have enough information in the minutes to provide the context needed. This was stricken from the minutes. The minutes were corrected to show Peg as being absent. George abstains from voting on the minutes. Otherwise the minutes were approved, pending these corrections.

Bruce introduced the first item of business: Expanding UFC to include faculty from the local advisory boards. Chris had previously suggested that we think about better incorporating the faculty representatives to local boards into our business—either as actual members, non-voting members or inviting them regularly. The concern was that there should be a regular flow of information between UFC and the faculty members on the local boards.

Bruce explained that previously, when we considered a change to the bylaws, we considered replacing the two faculty trustees that we used to have with the faculty representatives to the local boards, but we voted against it. George agreed with Bruce's recollection and thought it best not to reconsider it. Phyllis pointed out that the position that Bonnie has is the closest that we have to a faculty trustee. "Having her present at UFC meetings is useful," Phyllis said. "We might be opening Pandora's box if we start including local reps. However, we should invite them if we need them to be present."

Bruce noted that no one seemed to be in favor of making the faculty representatives to the local advisory boards members of UFC.

Chris proposed a resolution NOT to change the bylaws to include the local advisory board faculty representatives in the UFC. Unanimous approval. No abstentions.

Chris introduces the next agenda item: Transparency for faculty-related changes that the board considers. He said that, especially last year, a lot of changes came to us late in the process. "Quite often they had been circulated for quite a while, but others had caught us by surprise (like BOT 006)," he said. "We should request that the system give us a rough time line. When the timeline is really short, if we could know ahead of time, we could get some of the machinery set up ahead of time."

Linda pointed out that last year was an unusual time with Joe leaving and that there was no intention of leaving the faculty out of the process regarding Periodic Post-Tenure Performance Review (PPPR). "Just having Randy present at meetings will help with this," she said. "He sends his regards for not being able to meet. But I agree—you need as much time as possible."

Chris pointed out that it is especially difficult when things are done during the summer. Bruce added that there is the perception among the faculty that things are done during the summer to avoid faculty input or participation.

Linda replied, "I think the board sometimes thinks that summer is a good time for faculty to be able to work on things." However, she has tried to educate them about how faculty schedules work. Most members pointed out that faculty senates do not meet in summer. Linda said she will communicate the best timing for faculty to Catherine and Randy. Chris agreed that it was not intentional on the part of the board. He noted that he was content with Linda taking care of this and communicating it forward.

Bonnie emphasized that the person replacing her should have access to the same info as the board. Linda said she will follow up to make sure that happens.

Bruce brought up the next agenda item—Review of the State of the University address.

Phyllis noted that we received a feedback questionnaire. Bonnie pointed out that it was not really content related. Phyllis agreed.

Bonnie said that she thinks the UT Promise will be an interesting program. "I went to the local board today," she said. "This did come up. It may be that we in Knoxville may be moving money from one pool to another—say the pool for high achieving students to others."

Phyllis said her impression was that funding models were going to be campus specific. She asked if this was true. Linda will get with Randy for more information.

Steve said that UTC appreciated the extra year to find the funds, noting that it would have been hard to implement in the coming year due to budgeting.

Renee said UTM needs the enrolment badly, but she, too, is concerned about where the money is coming from. Linda pointed out that Keith was a proponent of not taking students away from UTM.

Bruce asked if there was any discussion about the demand it would generate and the need for extra faculty. Linda replied, "We have talked about that every time."

Bonnie pointed out that UTK's faculty to student ratio is 17 to 1, but should be 14 to 1 at an R1. Jorge noted that the faculty to student ratio was 15 to 1 at UTM and 19 to 1 at UTC. Linda said, "We need to make sure it's counted the same at each place."

Regarding the State of the University Address, Bruce noted that Randy did allude to the racism issue. "It will be important to see how those get handled," Bruce added.

Bonnie pointed out that in their local board meeting they talked about training for administration regarding cultural competency, institutionalize racism, and unconscious biases. Bruce asked if there was training on other campuses.

Renee said that UTM had students do a panel about what it is like to be at a predominantly white institution. "We are at the beginning stages of this," she said.

Steve said that at UTC any search committee member must be trained by the newly titled Office of Equity and Inclusion (previously the "Office of Equity and Diversity.")

Tonja Johnson will be looking at how we can work together to change and shape the culture of our campuses.

Peg said that at Memphis they are not looking specifically at cultural competence, but rather, how it is a component of other programs. "Social determinates of health" is a focus on campus. Peg said that there are many programs and that each program is responsible for this. Phyllis added, "It's completely integrated."

Bruce asked if there were any instances of racism on other campuses.

Peg said that in Memphis, "the main issues in the city have been around the statue of Nathan Bedford Forrest, but that's been from the city's perspective." Phyllis pointed out that the statue has never been owned by UTHSC.

Bruce moves to next item: Update from Academic Affairs and Student Success

Linda and Jorge provided the update from Academic Affairs

Linda said that she and Jorge put together the materials for the ERS committee. They walk all committee members through each item in order to help the board understand faculty issues. This takes a lot of time and focus, she noted.

"When the legislature is in session," Linda said, "we look at any issue that comes up that will affect our campuses or higher ed in general. We gather information from campuses. This takes a lot of energy and has to happen quickly." Recent issues have included sports betting and potential housing for housing-insecure students.

College credit for high school has been another issue they have been addressing. They "pushed back strongly" against giving an undergraduate degree for 20 years of service in the military, noting that SACS would also take issue with this.

Linda said that they have been working across the system to make things seamless for campus-change students. They have been identifying the obstacles and looking at how to remove them.

Linda said that they are in the process of planning their next meeting of CAOs and CSAOs across campuses. This meeting will focus on "mental health and well-being." Potential speakers are being determined. This will be in November 2019.

Linda said that they are also preparing for the June board meeting, which will center on promotion and tenure. "Early tenure will go through first," she said. "Then we will look at all other promotion and tenure folders and dossiers. We will dig deep on those with negative votes." She also pointed out that "tenure upon hires" must have pre-approval before hiring.

All promotion and tenure candidates go to the President, Linda said, adding that some dossiers will also go to the President.

Phyllis asked, "What about when there is a dissenting opinion submitted? Is there an assurance that it will go forward?"

Linda replied, "We have to trust that campuses are doing what they are supposed to do and submitting the file. It would be highly problematic if it did not go forward. If anyone has knowledge of that happening, I hope they would report it."

Linda said that they could ask each of the committee letters to document if someone is planning on writing a dissenting letter. Phyllis asked if the faculty member could send the letter directly to Linda's office.

Linda said that it should be part of the file on the campus, but she will look at creating a system to make sure her office gets all key documents. "The only thing that's excluded are artifacts that are provided by the faculty member," she said. "Otherwise, everything should be included."

Bruce said that at UTK, they are "rigorous about stamping every page of the folder."

Linda reiterated that "all communication regarding the promotion or tenure must be included."

Renee and Chris expressed gratitude for how Linda does her job, especially her remembering that each faculty folder or file is a person and their life.

Bruce dismissed the meeting at 5:24 p.m. (EST).

Next meeting: April 17, 2019