

MINUTES

Faculty Senate Executive Committee

November 7, 2005

Members present: Deseriee Kennedy, Sam Jordan, Denise Barlow, Loren Crabtree, Bob Rider, Laura Jolly, Carolyn Hodges, Catherine Luther, Gretchen Whitney, Nancy Howell, Thomas Handler, Sally McMillan, Candace White, Stefanie Ohnesorg, Bruce MacLennan, David Patterson, George Dodds, Beauvais Lyons, Kula Misra, Lou Gross

Guests: Mary Rogge

I. CALL TO ORDER

D. Kennedy called the meeting to order at 3:33 p.m.

II. APPROVAL OF MINUTES

Minutes of the Executive Committee meeting of October 3, 2005, were approved with the following change: replace the last sentence in the paragraph under Information Technology with "Whitney said she asked the IT Committee to read the report and be prepared to discuss it at its next meeting."

III. REPORTS

President's Report (D. Kennedy)

Kennedy noted that the resolution from last year calling for a no-smoking entrance for each building is being implemented. She thanked faculty and administrators for their efforts. She also noted that material concerning teaching awards is on the Chancellor's Web page.

Kennedy next listed some of the topics she mentioned to the Board of Trustees during its recent meeting on the Knoxville campus. She noted then that she and B. Lyons had met with administrators to suggest changes to the Manual for Faculty Evaluation to bring it into agreement with the QEP document. In response to a question from C. White, Lyons said that the current manual is in agreement with the Faculty Handbook and that the Faculty Affairs Committee is looking at it again. Lyons and L. Crabtree said that changes to the manual do not need Faculty Senate review, since the manual is an administrative document. Kennedy concluded by noting that the merit pay policy also is being reviewed.

Chancellor's Report (L. Crabtree)

Crabtree said the Enrollment Management Committee is at work. The freshman class is expected to be held at 4,200. Increases in graduate enrollment and better retention of undergraduates will increase the total enrollment to about 28,000 in several years. Applications for next year are up 58% compared to this time last year. Crabtree expects that higher admission requirements will be needed to help control enrollment. He noted that the institution is not staffed to meet the coming increase in junior and senior enrollments. In response to a question from L. Gross, Crabtree said that the university is too small to do all that is expected of it. Without funding for more faculty, the university will not be able to meet the state's needs. More staff and better facilities also will be needed. Crabtree would like faculty input through faculty representation on committees.

Lyons then called Crabtree's attention to the executive summary of a wage study. It notes that 1,468 individuals work on the UTK campus for less than a living wage. Crabtree responded that doing anything about this desperate situation would require large increases in state funding and in tuition. Limited funding must be spent on the top priorities which are faculty and staff. Crabtree indicated that he is willing to have further conversations, but he doesn't see opportunities to do much about the situation.

Crabtree next reported that there will be a system visit in the middle of the month. Also, he expects a decision about membership in Semester at Sea in one to two weeks. The other finalists are University of Virginia, University of Arizona, University of California, Irvine, and University of Nebraska.

Crabtree concluded by saying that he made development visits to New York and Chicago last week and was quite impressed by the UT graduates he met. In response to a question from G. Dodds about help for new faculty who need "green cards," Crabtree said he would have to look into the matter.

IV. OLD BUSINESS

Living Wage Report (M. Rogge)

Rogge briefly discussed the material distributed at the meeting; the material includes four summary findings and five summary recommendations, as well as several tables of data. Gross thanked the Faculty Senate Wage Study Task Force for its work. He then noted that many seem to want to work at UTK even though salaries are low because of the benefits provided to university employees. He asked whether the community would be better off if the university directly employed more people rather than outsourcing tasks. The response was that there is pressure from the state to outsource work. It was noted that an analysis of benefits was not performed by the task force.

Lyons made a motion to present the executive summary to the full Faculty Senate, to post the executive summary and the complete study on the Faculty Senate Web site, to encourage the task force to hold a forum in January, 2006, and to present the complete study at the February Faculty Senate meeting. White suggested that a special meeting of the Faculty Senate in January be called to serve as the proposed forum for faculty and staff. Lyons accepted the suggestion as a friendly amendment. At the request of Kennedy the parts of the motion were considered separately. The first two parts were approved. White, with the agreement of Lyons, withdrew her friendly amendment. Holding a forum in January then was approved. Bringing the matter back to the Executive Committee at its January meeting was then approved in place of the original fourth proposal.

IT Acceptable Use Policy (G. Whitney)

Whitney noted that the latest version was distributed at the meeting. She asked that the Executive Committee read this version and be prepared to discuss it at the next Executive Committee meeting. Several objections to item 16 on privacy were raised. Gross raised questions about items 8 and 9 concerning responsibilities of system administrators. Whitney responded that other documents are being prepared and they will deal in part with implementing the AUP.

V. NEW BUSINESS

Merit Pay Policy (B. Lyons)

Lyons briefly discussed a document distributed at the meeting. Five recommendations are included in the document. Lyons also distributed a letter from President Petersen to R. Rice of UTC on the matter of merit pay and across-the-board raises. The matter of merit pay raises is being studied by the administration, which is aware of faculty efforts to study the topic. However, there does not appear to be a faculty voice in the administrative efforts. Taking the document to the Faculty Senate was approved.

UT System Faculty Council (D. Kennedy)

Kennedy asked for comments on the proposed charter for the council. The charter was approved with the change from "faculties" to "faculty members."

The meeting adjourned at 5:35 p.m.