

The University of Tennessee Faculty Senate
MINUTES
November 21, 2005

Those absent were: Bill Adams, Mary Albrecht, Vasilios Alexiades, John Ammons, Denise Barlow, Gary Bates*, Micah Beck, Bill Blass, Grady Bogue, Kathy Bohstedt, Bruce Bomar, Toby Boulet, Marianne Breinig, Ernest Brewer, Jan Brown, Hui-Shyong Chang, Paul Crilly, C. A. Debelius, Joanne Deeken*, Joel Diambra, Bethany Dumas*, James Fitzgerald, Ron Gilmour, Bob Gorman, Don Hodges, Ed Jepson, Barbara Kaye, Vena Long, Sibyl Marshall, Sally McMillan, Kula Misra, Charles Norman, Blanche O'Bannon, John Preston, Charles Reynolds, Stefan Richter, Bart Rohrbach, Dileep Sachan, Carl Sams, Otis Stephens, Ken Stephenson, Fred Weber

*Alternate Senators: Kimberly Gwinn for Gary Bates, Molly Royse for Joanne Deeken, Roy Liuzza for Bethany Dumas

D. Kennedy called the meeting to order at 3:35 p.m.

ANNOUNCEMENTS AND INTRODUCTIONS

Establishment of Quorum (S. Jordan)

Jordan confirmed that a quorum was present.

Senate President's Report (D. Kennedy)

Kennedy announced that M. Fitzgerald would substitute for O. Stephens as parliamentarian today. She then thanked all involved in the posting of "no-smoking entrance" signs around campus. She also briefly reported on her statements to the Board of Trustees. She concluded by announcing the next Chancellor's Brown Bag Lunch is scheduled for February 8.

Chancellor's Report (L. Crabtree)

Crabtree encouraged everyone to attend the brown-bag lunches with him. He then reported that the capital campaign's silent phase is in its eleventh month. The campaign is to be a billion dollar campaign and has six years remaining.

Crabtree next talked about his recent visits with alumni in New York City, Chicago and Savannah. He was quite impressed with the quality and accomplishments of the alumni. He also reported that he recently returned from China where the university is highly regarded. A response from Semester at Sea is expected this Wednesday.

Crabtree next noted that a committee is studying future enrollments. He also noted that improving graduate student stipends is an important goal. There is an endowment for improving them, but it has not been decided how to distribute the funds. In response to a request from L. Gross, Crabtree said that the Athletic Department will provide \$1 million for scholarships this year. In response to a question from B. Lyons, Crabtree said that the QEP screening committee reviews grant proposals each month; he estimated that, so far, 40% of the proposals have been funded. In response to another question, A. Mayhew said that \$400,000 has been earmarked for improving graduate student stipends this year and it is hoped that \$200,000 can be found for this purpose in each of several additional years.

MINUTES

Minutes of the Faculty Senate meeting of October 17, 2005, were approved without change.

MINUTES POSTED ELECTRONICALLY

Minutes of the Undergraduate Council meeting of November 1, 2005, and minutes of the Graduate Council meeting of October 6, 2005, were approved without comment.

PREVIOUS BUSINESS

Proposed Bylaws Changes (L. Gross)

Gross reminded everyone of the nature of the proposed changes concerning the Student Affairs Committee. There were no questions and the changes were approved unanimously.

REPORTS OF SPECIAL COMMITTEES

Living Wage Task Force (M. Rogge, F. Ansley, D. Linge)

Ansley gave a brief summary of the history of the task force. She noted the Faculty Senate "Resolution for a Living Wage" was approved on March 5, 2001, and explained that a living wage is a minimal self-sufficiency wage adequate to cover basic food, shelter, insurance and transportation needs. The family unit used in the study consists of two parents and two children with only one parent employed.

Ansley reported that there has been some significant progress over the last five years. Although the cohort of workers studied recently is larger than that studied five years ago, the total number of workers earning less than a living wage is smaller now than then. She then briefly discussed the five summary recommendations made in the report of the task force.

In conclusion, Ansley said the task force sees the living wage study as part of the Faculty Senate's ongoing interest in salaries. In response to a question, Ansley listed several universities that have instituted a living wage. She noted that in each case there was a multi-year process. In response to another question, it was reported that the contracts with Aramark and Service Solutions will be up for renewal in 2007. Mayhew commented that data has been collected on the number of employees earning various hourly wages; copies of an information sheet containing the data were distributed at the meeting.

Kennedy expressed her hopes that some relevant policies could be approved spring term.

REPORTS OF STANDING COMMITTEES

Teaching Council (I. Lane)

Lane reported that nominations for Chancellor Teaching Awards are being accepted.

Library Committee (G. Dodds, B. Dewey, B. Bible)

Dodds reported that the Library Commons is a focus of the committee this year. It is a place for the merging of high- and low-tech methods. Dewey and Bible then presented a slide show on the Commons. Computer help, research assistance, consultants, etc. are available there. It is a high-profile, high-use area, a physical and a virtual environment. Dewey asked professors to let the committee know what students in their departments need in the Commons. Many students already are using the resources in the Commons. Although the focus so far has been undergraduate students, the committee hopes the Commons can help graduate students, as well.

In response to a question, Bible said that a room will be set aside for video equipment, so that students on the Knoxville campus can interact with UTK students located away from campus.

Merit Pay Policy (B. Lyons)

Lyons noted that the issue of the Merit Pay Policy has been taken to the Board of Trustees. He then briefly discussed the five recommendations of the report (distributed with the agenda). Gross suggested that "or exceed" be inserted after "meet" and "at least" be inserted after "raises" in the last recommendation. Lyons accepted the suggestion as a friendly amendment. Kennedy noted that faculty at UTC already are discussing the issue with President Petersen and said she believes other campuses want to be involved. In response to a question, Lyons said he believes the proposed recommendations are sufficiently flexible to deal with the year-to-year unevenness in funding for raises. Accepting the report and its recommendations (as amended) was approved.

NEW BUSINESS AND ANNOUNCEMENTS

UT System Faculty Council (D. Kennedy)

Kennedy called attention to the charter of the council; the charter was distributed with the agenda. She noted that all the faculty senate presidents have approved the charter and now are taking it to their faculty senates. C. White spoke strongly in favor of the council and gave some of its history. Gross then told how useful it has been to have a faculty presence on a system-wide task force on which he has served the last three years. Kennedy then read a resolution on the council and its charter; the resolution was distributed with the agenda. The resolution and the charter were approved after "Memphis" was inserted after "UT Health Science Center" in the resolution.

Ombudsperson (K. Greenberg, R. Strange)

Greenberg gave some of the history of the ombudsperson and described some of its benefits. She noted that ombudspersons can be found through the Web. There is a need to educate faculty about the program. Bringing in an ombudsperson early in a problem can avoid the problem's growing larger. Kennedy noted that information on ombudspersons was distributed with the agenda.

The meeting adjourned at 5:10 p.m.

Respectfully submitted by
Sam Jordan, Secretary