

The University of Tennessee Faculty Senate
MINUTES
February 5, 2007

Those absent were: Bill Adams, John Ammons, Gary Bates, Jan W. Brown, Cary Collins, George Dodds, Bethany Dumas, Linda Frank, Randall Gentry, Ron Gilmour*, Glenn Graber*, Robert Heller, Diane Hendrix, Robert Holub, Bill Klingeman III, David Lockwood, Murray Marks, John McRae, Kula Misra, Joe Rentz, Chris Skinner, Anne Smith, Karen Sowers, Fred Weber, Mark Windham*, John Wodarski

*Alternate Senators: Norman Magden for Glenn Graber, Gina Pighetti for Mark Windham, Steve R. Thomas for Ron Gilmour

L. Gross called the meeting to order at 3:30 p.m.

ANNOUNCEMENTS AND INTRODUCTIONS

Establishment of Quorum (S. Kurth)

Kurth confirmed that a quorum was present.

Senate President's Report (L. Gross)

Salary tidbit. As the administration has emphasized hiring new faculty at "market rates," salary compression has become an issue. L. Gross calculated the average full professor salary relative to the average assistant professor salary at UTK using the most recent data (2004-2005). The average full professor salary is 59% more than the average assistant professor salary. Compression is greater at UTK (the proportion is lower) compared to THEC schools (72%), Top 25 institutions (71.5%), and SUG (69%).

Board of Trustees' Academic Affairs and Student Life Committee. Issues at UTC were introduced. Hybrid public-private student housing is an issue at UTC and could become an issue at UTK, if Knoxville Place comes under the authority of UTK housing. Lottery scholarships are "easy to get, hard to keep." Of the Tennessee students entering UTK, 94% had lottery scholarships. Statewide data indicate 50% retain them. Students' background characteristics (e.g., economic status) apparently affect the likelihood that they will retain these scholarships.

For the post-Geier era, a plan is being developed by the UT System. The President's staff has met with experts to establish achievable and legal goals to enhance diversity. The Governor's high school in math and science for talented students (the Governor's Academy) will be located in Knoxville at the Tennessee School for the Deaf and is currently under the leadership of J. Simek with input from several UTK faculty. The first class will enter fall 2007. At present it is unclear what body will have oversight of the high school curriculum.

Chancellor's Council. The University is in the silent phase of its capital campaign. A request was made for \$30 million for infrastructure installation at the Cherokee Farm. Gross reported that he had been told there had been lots of faculty input in the process. He conducted a straw poll. He asked if administrators had asked anyone present about developing the location. One Dean raised a hand. A communications report that Gross has not seen addresses, among other things, internal communication problems. Gross commented that we could do a better job noting the lack of communication about the recent problems with campus e-mail as an example.

Gross discussed a set of issues with the Provost, who could not attend the meeting due to illness. An increase in GTAs lines could be funded by shifting money currently allocated to contingent faculty. The Graduate Council will be involved in discussions about increasing graduate enrollment. Faculty members were encouraged to give suggestions to new Dean C. Hodges. The Provost is seeking faculty participation in a seminar program for first year students. Approval of the program is on the agenda for

the March Senate meeting. The Provost sought information about why faculty members have left the University in recent years. Gross distributed the summary data to the Executive Committee that indicated about 45% voluntarily left for either salary or spousal/family reasons.

Tenure Decisions. Gross read the Board policy. "Tenure is awarded after a thorough review which culminates in The University acknowledging a reasonable presumption of the faculty member's professional excellence, and the likelihood that excellence will contribute substantially over a considerable period of time to the mission and anticipated needs of the academic unit in which tenure is granted. Professional excellence is reflected in the faculty member's teaching, research, and service including the faculty member's ability to interact appropriately with colleagues and students. The relative weights of these factors will vary according to the fit between the faculty member and the mission of the academic unit in which he or she is appointed." He pointed out tenure is based in an academic unit, the members of which presumably have the best knowledge of the unit's mission and how a faculty member can contribute to it. Gross commented that discussion of the roles of faculty and administrators in the tenure decision process is healthy and he encourages it. Gross received (and responded to) numerous communications about the process generated in part as a response to a meeting sponsored by the UTK Black Faculty and Staff Association the previous week. Gross affirmed his belief in the desirability of open discussion about hiring and tenure decisions, as well as the campus record on diversity (particularly gender diversity at the senior ranks). He called for the faculty to contribute to efforts to move the institution forward with regard to diversity.

Announcements. President-elect D. Patterson needs Senators to help in the process of electing new Senators for next year. The Nominating Committee is discussing candidates for President-elect. Any suggestions should be given to G. Graber. K. Misra, Chair of the Athletics Committee, has had health problems, so Gross has requested that M. Fitzgerald serve as temporary Chair of the Committee. G. Dodds has resigned from his Senate duties due to other responsibilities and a new chair will be appointed for the Library Committee.

Questions. K. Stephenson asked whether students were being recruited for the high school for fall 2007. Gross responded that this fall there would be 24 students. A director will be hired. Cottages will house 12 males and 12 females with a resident assistant in each cottage. Stephenson clarified that the Cherokee Farm location had come up at a Research Council meeting, but there was no request for opinions. C. Reynolds asked about the salary compression data Gross presented. Gross indicated the data was from 2004-2005, as it was the most recent year for which data were available. L. Hahn asked if the full professor data included administrators, Chairs of Excellence, etc. Gross responded that it did.

Chancellor's Report (L. Crabtree)

L. Crabtree announced the recent good news that two engineers received NSF Career awards, bringing the campus total to ten. Progress has been made on clarifying what units report to the campus and which to the System. Institutional Research never left campus, but it was under the control of the System. Currently, the campus is searching for a replacement for D. Scroggins. D. Cunningham is currently doing the work. The Human Resources office remains under the purview of the System administration. The President plans to return to campus one or two System supervisors.

Currently, F. Muly is serving as interim CIO of IT. G. Rogers and Crabtree share control of IT. There is dual reporting. Crabtree's understanding is that money will be transferred to the campus for IT. The goal is to do the routine well. Too rapid innovation undermines that. IT is a basic utility. It needs to serve the University by disseminating knowledge and supporting research. IT consultants are being brought in. E-mail reliability is #1 priority. Changes will not proceed until problems related to trying to proceed too rapidly are resolved. The position Muly has taken needs to be defined. Faculty and staff will be asked to aid in defining the position. Crabtree believes we are data poor. Data are available, but information is lacking. The University needs a comprehensive "warehouse" for data/information. A system that supports faculty needs is essential. Consideration should be given to outsource some

functions as other universities have, e.g., student e-mail. Crabtree affirmed that there are many good people working in IT.

Cherokee Farm. The Chancellor noted that the administration has had conversations with faculty members in various units (e.g., Materials Science and Engineering, Chemistry, Physics). Various possibilities have been considered, such as locating an energy institute or the College of Veterinary Medicine there. Decisions will be based on what is feasible. Outdoor recreation fields will be built to meet student needs. L. Riedinger is working on this project.

Social Security Numbers. An OIT task force, formerly chaired by B. Bible, has been working on the issue. Efforts are underway to identify instances when social security numbers are not needed. Crabtree encouraged Senators to go to the VOL Card Office and obtain new ID cards.

Outreach Survey. A memo was sent to Deans, Directors and Department Heads about a survey on outreach. Benchmark data are being sought. The survey, modeled after one used at Michigan State, will require some time to complete.

Questions. In response to a question, Crabtree indicated Cherokee Farm is the UT dairy farm located across from UT hospital. It will take another 12 to 18 months to build a new dairy facility for the cows. J. Nolt asked when plans would be developed for energy at the current farm location, specifically whether alternatives such as geothermal energy would be considered. Crabtree responded that everything will be done that can be. So far, the property has only had an archeological survey. Nolt asked if an appropriate survey would occur next year. Crabtree indicated that it would be some time. Stephenson asked if there was a link between plans for development on the farm property and the proposed increase in student enrollment. Crabtree responded that there was significant debate about that. The tract is 230 acres. If the Veterinary Medicine hospital were moved there, substantial space would be freed up on the West Campus. A target of 35,000 students was perhaps a number pulled out of a hat. The campus would need 300 new faculty members, 360 new staff members, and \$74.5 million in new state funding. The campus plans to add about 2000 graduate students.

D. Birdwell addressed e-mail problems. He stated that he uses e-mail a lot and he does not view e-mail as complicated. Did interference from upper level administration and IT administrative decisions contribute to the problems? Crabtree indicated there was pressure for quick change and System, as well as campus change. Gross pointed out that he had asked several times over the last month that faculty, students, and staff receive information about the current status of IT. Crabtree responded the problem has been that details have not been in place. He hopes an announcement will be made soon. D. Barlow indicated she would like to know, also. Muly indicated that changes can be expected soon, including more up-to-date web site information and clarification of e-mail and SPAM issues. Gross stated that he had suggested that blanket e-mail be sent out saying that the e-mail problems were being fixed. J. Koontz suggested that Senators could send out e-mails about what was happening when they returned to their offices. T. Handler stated that the e-mail information should come from IT. Crabtree said that the administration would like for Muly to do it as soon as possible. J. Malia noted that the recent Blackboard failure was disturbing. Muly responded that it is hosted off-campus by a software provider. When asked if UTK would be compensated for the Blackboard failure, Muly indicated they were working on it.

University Faculty Council (C. White)

White attended the first meeting of the Council on January 8. From the time D. Kennedy introduced the idea as Senate President, it moved very quickly. The timing of the first meeting did not provide opportunity to solicit faculty views. The hope for a Council budget did not appear. President Petersen asked the campus Chancellors to dip into campus "pockets" to support the attendance of their representatives to the Council. The Council is in the process of developing bylaws. White and Gross will work on them.

In response to IT questions, the President indicated that it had gone from the System to the campuses. Petersen indicated that the System operation needs reorganization. He orally presented an organizational chart with four components: programmatic, support, physical, and operational. UTK athletics reports directly to the President like the campuses do. He indicated that relationship is a practical and good metaphor for its statewide role. Petersen had a formula for setting the goal of 35,000 to 36,000 students for UTK as the state's flagship institution (6% of state population).

The importance of faculty salaries and merit pay was stressed. Campus Chancellors have responsibility for setting allocations. Petersen is asking for a 5% salary pool in addition to inflation pool. The four current faculty evaluation categories were discussed. The Council thought faculty evaluations should be left as general as possible, leaving decisions to campuses. UTC representatives brought its original Charter to the meeting to point out that it stated that UTC faculty members should receive salaries comparable to UTK. The President dismissed its relevance.

The Council talked about making general education requirements parallel. Peterson said UTSI has turned a corner. Lottery scholarships are not available to part time students or summer school students. Questions were raised about talking to legislators. White anticipates improved relations with the Board of Trustees. Vice Chair of the Board A. Loughry truly understands the academic perspective. The Council will be a pipeline to the Board of Trustees Academic Affairs and Student Life Committee, as the Faculty trustees are members of the Council. At this level, a focus on System issues is needed. Until recent decades, the Institute of Agriculture and Oak Ridge reported to the campus. Overall, White expressed optimism about the Council.

Questions. B. Lyons noted that the President apparently set the agenda for the Council meeting. He suggested that as Council Bylaws are developed the meeting agendas be set by faculty members. Malia asked about the reasoning behind the goal of 35,800 students. Previous proposals about numbers of students were noted.

MINUTES

Faculty Senate

Malia moved and B. Fields seconded a motion to approve the November 20, 2006, Faculty Senate minutes. They were approved as distributed.

Faculty Senate Executive Committee

The January 22, 2007, minutes were available as an information item subject to approval at its February 18, 2007, meeting.

Graduate Council

Gross noted the electronically distributed minutes of the November 16, 2006, meeting did not require approval, but changes could be introduced. Gross asked Council Chair M. Murray for comments on the major changes: theses and dissertations will only be submitted electronically, S/NC was modified, and the NRC survey is ongoing. Murray asked that any problems with electronic submission be brought to his attention. The minutes stood as distributed.

PREVIOUS BUSINESS

A resolution from the Information Technology Committee regarding use of Social Security Numbers was attached in the agenda sent to Senators. The Executive Committee supported the resolution at its January 22, 2007 meeting. M. Breinig, Chair of the Information Technology Committee, suggested that if the faculty spoke in strong support of changes, action might be sped up. The resolution proposes a number of actions: the change from Social Security Numbers be given highest priority by the University Administration, a written policy that specifies when it is appropriate to use them and how they will be

encrypted, all departments immediately begin usage of ID numbers, and the necessity of assigning *unique* numbers, as currently faculty and students could have the same number. The letter from OIT explains what they do and they are supportive. The committee resolution constituted a motion on the floor. L. Hahn asked about employee ID numbers. Birdwell commented that the resolution looked good, but the letter outlining policies shows weaknesses. He emphasized the importance of implementing "industry accepted" standards. Muly responded that they are working on it. Birdwell indicated he would like the resolution to mention industry accepted standards. Gross proposed that Birdwell draft a sentence. L. Parker asked about the release of other confidential information, such as date of birth. Discussion followed of changes in use of date of birth. Gross stated the issue is what individual information should be confidential. Birdwell said that was his point—what is confidential. The Resolution as distributed from the IT Committee passed unanimously.

NEW BUSINESS AND ANNOUNCEMENTS

D. Patterson, President-elect, presented the proposed Faculty Senate and Executive Committee meeting dates for 2007-2008. S. McMillan moved and several seconded a motion to approve the dates. Motion passed.

A Bylaws amendment to include the Director of the Chancellor's Honors Program as an ex-officio (non-voting) member of the Undergraduate Council recommended by the Undergraduate Council and the Executive Committee was given first reading. No questions were raised.

Amend Article III Section 3 Subsection O Undergraduate council by replacing the sentence:

Ex-officio members (without vote) shall be the Dean of Admissions and Records, the Dean of Outreach and Continuing Education, the Dean of Libraries, the Director of the Center for International Education, and the Chair of the Standing Committee on Advising (or their designees).

with

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The meeting adjourned at 4:44 p.m.

Respectfully submitted by
Suzanne Kurth, Secretary