

MINUTES

Faculty Senate Executive Committee
August 27, 2007

Members present: Denise Barlow, Stephen Blackwell, Toby Boulet, Marianne Breinig, Ruth Darling, Louis Gross, Joanne Hall, Joan Heminway, Robert Holub, Suzanne Kurth, India Lane, Beauvais Lyons, Kula Misra, Matt Murray, John Nolt, David Patterson, Owen Ragland, Otis Stephens

I. CALL TO ORDER

D. Patterson called the meeting to order at 3:34 p.m.

II. APPROVAL OF MINUTES

Minutes of the Executive Committee meeting of April 16, 2007, were approved as distributed.

III. REPORTS

President's Report (D. Patterson)

Patterson thanked Past-President L. Gross for his service for the previous year. He also reported that Gross has agreed to monitor the campus I/T situation.

Faculty Retreat. Committee chairs were asked to encourage their committee members to participate in the retreat. Time is scheduled on the agenda for committee meetings.

Other Committees. Patterson is receiving requests to suggest people to serve on various campus committees. He will send out a list of those committees to Executive Committee members to solicit suggestions.

Provost's Report (R. Holub)

The Provost has a class that meets at the same time as the Executive Committee, so his report was given later. (His report was delayed to later in the meeting.)

IV. OLD BUSINESS

Non-Discrimination Policy. The Faculty Senate has pushed for inclusion of sexual orientation in hiring materials. The Provost and the Chancellor worked on its inclusion and the General Counsel's Office has now approved its incorporation. S. Blackwell asked about the wording he saw in a recent memo from S. Martin, specifically that sexual orientation was mentioned in the hiring component but not in the program provision component. He noted he had seen a job announcement that clearly addressed sexual orientation. T. Boulet read UTK's statement pertaining to hiring. O. Stephens noted that Title VII does not include other categories. J. Hall asked if students were protected.

Partner Hires. The Provost is moving on a partner hire policy with Martin. Gross stated that the policy distributed the previous week focused on new hires. A department hiring the partner of a new faculty member would receive gradually decreasing funding over a 5-year period.

Information Technology. Gross reported there had been no real change in IT. Over the summer Chancellor Crabtree solicited a report from two consultants that was submitted to President Petersen. The President then had consultants from ORNL develop a second report. Gross indicated nothing had occurred since then, although problems with T-mail continue. The first report supported having IT report to the Chancellor. After discussion it was agreed that B. Lyons would distribute the first report to the Executive Committee. Gross noted that UTK does not have a chief information officer. The second set of consultants indicated it was unclear who was managing IT and having the chief financial officer for the system overseeing it did not make sense. Patterson said he would be meeting with the President September 5 and would ask about the IT situation. M. Murray commented that the system and the

campus needed to work together on a resolution. K. Misra asked if Gross and Patterson had seen the second report. They had not. D. Barlow clarified that engagement of the first set of consultants emerged from conversation between President Petersen and Chancellor Crabtree. Patterson will ask President Petersen to provide the Faculty Senate with a copy of the report from the second set of consultants.

Faculty Salary Study. The new report compares 2006 data faculty salary for UTK with 2006 SEC, SUG and Top 25 data. Patterson's goal is for a revised version of the document to be available at the Faculty Senate Retreat for a discussion of compensation. Gross explained the Budget & Planning Committee's policy is to not distribute salary information in a form that would allow identification of individual faculty members' salaries necessitating removal of maximum and minimums, as well as numbers of faculty members in particular categories. Lyons explained: endowed chairs and department heads are included, longevity pay is included, and salaries are adjusted to 9 months. He proposed that the explanation attached to last year's report be attached to this year's report. Blackwell pointed out the difficulty of addressing the salaries of those classified as instructors and lecturers due to the lack of consistent definition across institutions. Hall asked if there had been an increase in those positions. Barlow and Gross agreed that the relevant data are usually run in October, so that information is not available yet. Barlow said the information is available on IRIS and the data could be reported for the past five years. It was proposed that the analysis include gender. There was a brief discussion about impact of wording (e.g., paid off an E account) on whether someone is included in analyses. Barlow asked if the Executive Committee was interested in filled or unfilled positions in the proposed report. It was agreed that both would be desirable.

Gender Salary Study. Gross indicated he was preparing his analysis for publication and could rerun the data if gender equity increases had been given. In response to a question about whether any announcement had been made about equity increases, Barlow responded that increases for those on 9-month appointments were effective August 1. She said all gender equity money was awarded to females, although there was not enough money to take care of the entire problem. Gross stated that he would like a report from the Provost indicating what has been done.

Living Wage. Lyons noted the living wage initiative begun under Past President D. Kennedy resulted in a resolution approved in February 2006. The multi-year plan to achieve a living wage included the annual provision of a snapshot. Last year, the generation of a snapshot fell between the cracks. There is some good news as the establishment of minimum salary increases has "brought the bottom up." Lyons will work with Blackwell on the metrics using October 15 salary data. N. Schrick had engaged in initial conversation with A. Chesney. Misra inquired whether the Chancellor is interested in the question. Patterson noted that the Chancellor had been supportive of moving toward the living wage goal. Lyons argued for the need to recognize the number of people on our campus working for low wages. He noted progress had been made in the custodial area. Barlow noted that UT has a new service provider.

Faculty Senate Bylaws. Patterson reported that the web version of the Senate Bylaws had not been updated as changes were made over the last two years. The new Graduate Assistant, Scott Simmons, went through past Senate Minutes to identify changes that needed to be made. As no questions were raised, the updated Bylaws will be uploaded to the Faculty Senate website.

V. NEW BUSINESS

President's Mission Statement. Patterson noted that the statement had generated consternation on the UTK campus and varying degrees of concern on other campuses (based on University Faculty Council comments). Gross and Patterson sent out responses. Over 340 responses were received by the Chancellor. Patterson identified major points from the responses and posted a summary on the web. The President held a meeting with campus representatives earlier in the day. Misra noted that a number of comments focused on athletics. Patterson said people are trying to understand why UTK athletic

programs are controlled by the system. Gross indicated the Chancellor perceives that all the problems with athletes come to the campus, but the campus lacks control of the programs. Patterson identified as additional issues lack of faculty voice in the creation of the mission statement and the development of Cherokee farms, the ORNL relationship, and campus autonomy. He asked whether the Senate should focus on control over athletics. R. Darling explained that the NCAA requires the chief executive officer of an institution be in charge of athletics. The system has argued that the President is that person. Gross explained that action by the Board of Trustees would be required to institute a change. Hall commented that control over the other items Patterson identified is important to the Research Council. Barlow agreed that control over resources is important. Murray said research is the important thing and focusing on it sends the right signal. Blackwell proposed space might be the important issues as there is conflict about space. Lyons thought development of Cherokee Farms is a key issue as it involves control of UTK space. J. Nolt said the statement represents two new efforts to assert system control (Cherokee Farms and ORNL). Gross pointed that the only major new funding for faculty positions is controlled by the system (Governor's Chairs) and he thinks that the campus should have control. J. Hemingway reiterated the importance of resources.

Ombudsperson Search. Due to a new compensation plan, the three Ombudspersons resigned. They have agreed to continue with the cases they were working on using the prior compensation plan. An interim Ombudsperson needs to be appointed to handle new cases. S. Simmons will research nationwide best practices. Patterson would like to send out an announcement of the interim position. He noted selection of Ombudsperson is a joint decision of the Executive Committee and the chief academic officer. He does not know how the interim person will be compensated. Various minor modifications in the wording of the criteria for appointment as an Ombudsperson were made. Gross noted that appointing another faculty member as interim Ombudsperson is at variance with the Faculty Handbook.

Retreat Agenda. Patterson emphasized that committees were scheduled to meet. Lyons proposed identifying facilitators for the morning breakout sessions. He volunteered to facilitate the session on hiring and Gross volunteered, as well. Lyons proposed that other committee chairs be used as facilitators and inquired about simultaneous note taking.

Athletics Committee. Misra talked about inviting the Athletic Directors to meet with the Senate to discuss what they are doing, where their funding is coming from, admissions, and facilities. Gross noted that he supports best practices and thus a formal annual report. Patterson requested that Misra bring a specific proposal (identifying who should come and what they should report on) to the next Executive Committee meeting and Misra agreed to do so. Lyons asked if the Athletics programs were included in the budget hearings. Barlow indicated they were. Lyons also questioned the development of an attendance policy for student athletes that did not involve the faculty. He would like to have some Senate dialogue with our NCAA Representative, T. Diacon also.

Provost's Report. Holub identified two issues addressed this summer that were of special interest to the Senate: inclusion of sexual orientation in the non-discrimination statement and development of a spousal and domestic partner hiring policy.

The President's mission statement was addressed in a meeting President Petersen held earlier in the day. The statement apparently generated less concern on other campuses than on ours. The President believes that progress should be made in separating campus and system IT and human resources functions. In his view the campus has benefited greatly from the system. Holub noted there may be some limited change in the mission statement, e.g., the inclusion of research. Misra asked if the President's proposed mission statement would be discussed at the Board of Trustees meeting. Holub did not know. Gross suggested that the Executive Committee could develop a motion to send to the Board of Trustees asking for a modification in the procedures by which the mission statement was developed. Lyons said in the aftermath of two failed searches focusing on process rather than product might be a more successful strategy. Stephens concurred that that was evident in the last Presidential Search.

Holub has contacted a Board member about faculty representative D. Kennedy's leave of absence and learned that until she resigns her faculty position, she remains the representative. Patterson indicated he planned to communicate with the Board member before the retreat and possibly have a resolution drafted at the next meeting. Nolt asked if D. Kennedy is the UT faculty representative to the Board of Trustees, not the UTK representative. There is a regular rotation among the campuses and this year the faculty member is from our campus. Lyons proposed replacing anyone who steps down with another faculty member from that person's campus, so that the rotation is maintained. Patterson proposed raising this issue with the Board of Trustees at the Retreat, bringing it up with the President at a meeting on September 10, and perhaps developing a resolution at the next meeting.

Meeting adjourned at 5:17 p.m.