

The University of Tennessee Faculty Senate
MINUTES
October 22, 2007

Those absent were: Janice Appier, Gary Bates, Richard Bennett, Donald Bruce, Max Cheng*, Daniela Corbetta, Steven Dandaneau, Joel Diambra, Bruce Fisher, Patricia Freeland, Randall Gentry, Lee Han, Joan Heminway, Diane Hendrix*, Margo Holland, Roxanne Hovland*, Scott Kinzy, Ramon Leon, Catherine Luther*, John McRae, Wesley Morgan, Bob Rider, Bill Robinson, W. Tim Rogers, Molly Royse*, Neal Shover, Montgomery Smith, Karen Sowers, Patricia Tithof, Klaus van den Berg, Andrew Wentzel*, John Wodarski, Tim Young*

*Alternate Senators: Melanie Feltner-Reichert for Molly Royse, Barbara Kaye for Catherine Luther, Judy Grizzle for Tim Young, Virginia Kupritz for Roxanne Hovland, Natalia Pervukhin for Andrew Wentzel, Carl Jones for Max Cheng, Federica Morandi for Diane Hendrix

D. Patterson called the meeting to order at 3:32 p.m.

ANNOUNCEMENTS AND INTRODUCTIONS

Establishment of Quorum (S. Kurth)

Kurth confirmed that a quorum was present.

Senate President's Report (D. Patterson)

Patterson welcomed everyone to the meeting.

IT at UT. At a meeting of the University Faculty Council on September 5, President Petersen promised to provide a copy of the report "IT at UT": (drafted August 2007). Patterson has seen a power point presentation on and a confidential draft of the report. Thus, he could confirm a draft report exists and that action on the IT situation has been slow.

Ombudspersons. S. Simmons, Senate Graduate Assistant, prepared a report based on his examination of information about Faculty Ombudspersons at 14 flagship universities and Vanderbilt. He found considerable variability, but 5 of 15 did have full time salaried Ombudspersons with mediation experience. His report was referred to the Faculty Affairs Committee. After Patterson's second e-mail seeking applicants for the interim position, he was contacted by two people interested in the position. Their applications will be reviewed by the Executive Committee and the Provost.

System/Campus. The mission statement was withdrawn from the web site. The system leadership has asserted its prerogative relative to Cherokee Farm. On October 2, the Planning Committee met for the first time. On October 3, a web site appeared. Patterson's "Op Ed" in the previous day's (October 21) *Knoxville News-Sentinel* addressed campus representation on the Committee and the lack of focus on students and education. Patterson has been told that negotiation over the boundaries between the campus and the system are ongoing. He used a systems model from his field (Social Work) to describe the campus as an atomistic family within a neighborhood association that controls many aspects of campus's family home. In a letter to the UT Board of Trustees, co-signed by several Senate Past Presidents and President-elect Nolt, the organizational structure was argued to be detrimental to the campus. Further, it was

argued that the current organizational structure is not in accord with best practices. There is concern that current plans for Cherokee Farm effectively create a 6th system entity staffed with researchers from ORNL.

D. Birdwell commented that the delays in release of the IT report may have a parallel in earlier delays of a report on IT security that was kept confidential because the contents of the report might be perceived as detrimental. He asked whether the Senate should pass a resolution. Patterson proposed that no action be taken, unless the report has not been distributed by the time of the next Senate meeting. P. Crilly drew a parallel between the current system plan and an earlier attempt to create a retirement village. Patterson reiterated that he thinks the operative document is the 2001 Master Plan. K. Stephenson expressed uncertainty about which administration was behind the (1993) retirement village proposal. Crilly replied he did not know that, but he was concerned about embarrassment. M. Windham said he had contacted T. Klindt about whether Cherokee Farm was ever transferred from Agricultural Extension (a UT system entity) to the campus and was informed that it never was. Windham indicated that people in Agricultural Extension do not understand why others think the Farm is part of the campus. Some of the confusion may be linked to former President Gilley's creation of a plan while he was effectively running both system and campus operations. B. Blass commented that the plan for the system to provide both strategy and tactics (e.g., for IT) is bad practice.

Next, Patterson welcomed R. Geier with the following resolution approved by unanimous consent. The Senate stood to welcome her.

The University of Tennessee
Faculty Senate

WHEREAS, Rita Sanders Geier has shown exemplary service and commitment to furthering diversity and equality throughout her distinguished professional career; and

WHEREAS, she has made substantial progress in breaking down the malevolent barriers of bigotry and segregation, both across the state of Tennessee, as well as beyond those borders; and

WHEREAS, she showed great resolve and courage when, at the age of 23, she legally challenged the proposed expansion of the University of Tennessee into Nashville in an effort to preserve the tradition and excellence of Tennessee State University, a historically-black university; and

WHEREAS, her efforts and dedication directly led to the 2001 Geier Consent Decree, in which Tennessee set aside \$77 million in state funding to diversify student and faculty populations at all state-run, higher-education institutions across Tennessee; and

WHEREAS, more than 1,300 minority students at UT-Knoxville alone have received scholarship monies from these funds, helping to increase African-American enrollment on the Knoxville campus from 6.4 percent in 2001 to nine percent this year;

THEREFORE BE IT RESOLVED THAT the University of Tennessee Faculty Senate expresses its sincere appreciation to

Rita Sanders Geier

For her exemplary leadership and service as an innovator and pioneer of equality and diversity; and

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Rita Sanders Geier, and that the Resolution become part of the minutes of the Senate meeting held on October 22, 2007.

Suzanne Kurth, Secretary

David Patterson, President

Rita Sanders Geier's Address

R. Geier expressed her appreciation of the Senate's acknowledgement. People at the ground level have made the progress that has occurred. She will continue to work with faculty to further achievement of equality. As an Associate to the Chancellor she expects to provide additional leadership in achieving multiculturalism and diversity. The University is not mired in the past or the present, but is preparing students for a rapidly changing world. Much can be done, if people work together. The Ready for the World program is part of the expansion of goals for diversity, not an abandonment of domestic goals. Those domestic goals are being brought into a larger framework. The Ready for the World program has a strong diversity component at its core. Faculty members play a central role. A first goal is to improve faculty capacity and engagement. The Faculty Senate is the first institutional entity mentioned in the plan. For Chancellor Crabtree, interculturalism is as important a goal as research aspirations are. A second goal involves transforming the curriculum. Such changes should not be seen as tangential. This transformation requires more dialogue and discussion, as well as examination of best practices. In a recent development, the Chancellor established a new leadership group for interculturalism. Geier will head the group that has among its members, D. Patterson, M. Papke, R. Holub, C. Hodges, A. Chesney, P. Wood and M. Rudolph. The group will consider how the campus efforts can be more focused and as a consequence produce greater results. In sum, we have done a lot, but we need to do more.

T. Wang asked whether her office addresses concerns about the acculturation of international students, particularly those from countries where females are held in low regard. (She noted she has encountered problems as a faculty member as a result of some students' failure to adopt an American perspective.) She asked if Geier's office does not address this issue currently that it do so in the future. Geier replied that the definition of diversity employed is broad and

include gender and sexual orientation. Wang repeated her question about whether international students' attitudes toward and interaction with faculty are being dealt with. Geier indicated that CID would have more direct involvement with them, but that she would be sure to mention the concern.

Provost's Report (R. Holub)

Provost Holub apologized for scheduling his course during the time the Faculty Senate meets. He indicated that recent efforts to improve undergraduate retention have been rewarded, as this fall 83.8% of first year students enrolled; the previous year returned for a second year. He announced that Pia Wood was appointed Director of the Center for International Education and Richard Tucker was selected to be in charge of Institutional Research and Assessment. He announced a Teaching and Learning Center initiative. An office is also being established to help our students compete for external scholarships. There is a proposal for a summer bridge program for students at risk.

J. Malia asked when the Center would be established. Holub indicated there would be a call for an interim director next term. Malia asked whether the Teaching and Learning Center would help faculty. Holub explained it would focus on helping faculty members and graduate students; it would not be a research center.

MINUTES

Faculty Senate

Minutes of the Faculty Senate meeting of September 10, 2007, were approved.

Faculty Senate Executive Committee

The October 8, 2007, Faculty Senate Executive Committee minutes were available as an information item.

MINUTES POSTED ELECTRONICALLY

No action was taken on the Undergraduate Council minutes of September 18, 2007, or the Graduate Council minutes of April 26, 2007, and August 30, 2007, previously distributed electronically.

PREVIOUS BUSINESS

Status of UTK IT Management Resolution (L. Gross)

L. Gross presented the UTK IT Management Resolution as he had been involved with the IT situation for a long time. The IT resolution has a factual basis, namely a lack of response from the system administration and continuing problems with IT. M. Breinig indicated the IT Committee wants to urge that there be changes and that those changes occur rapidly. The IT Committee has the report commissioned by the Chancellor that supports campus control of IT and has never received the report commissioned by the President. Gross pointed out the resolution expresses the Faculty Senate's lack of confidence.

Malia requested an update on IT problems. Gross called on Associate Vice Chancellor Greg Reed. Reed reported that the Research Office has been having central server problems that

have resulted in database management problems. It is unclear who is in charge. Vice Chancellor Barlow reported that at 3 p.m. the previous Friday, her office learned that the back up system could not be guaranteed, so her staff had to scramble to devise a temporary solution. Her office also has had a problem with missing data. Windham asked about President Petersen's lack of action. Gross pointed out that the Faculty Senate had seen the report commissioned by the Chancellor. Patterson clarified that the reference was to the report the President commissioned. The material is correct in the assertion that there has been no response from the system. Birdwell pointed out the length of time involved, the disclosure of employee data because of lack of controls, i.e., the February 23, 2007, memo on social security numbers, as evidence of a lack of responsiveness. G. Rogers said he understood the problems, but perceived that the last sentence in the resolution seemed very strong and could be taken out of context, e.g., could be read as no confidence in the President. If "IT" were added before activities, that problem would be obviated. G. Pighetti asked whether the Senate wanted to say "lack of confidence", as that phrase could appear in the newspaper unmodified. T. Handler indicated the situation had gone on too long and the President was ignoring the faculty. Gross addressed the question of leadership. Former IT head B. Bible reported both to the system and the campus. There was no formal announcement of his position being vacated. By the time some people realized Bible was gone, he had already been hired elsewhere. Faye Muly temporarily headed IT, although it was not a system position. (As a retired person she could only work for a limited time period.) There is a campus structure. Stephenson proposed adding "IT" before activities as a friendly amendment and the friendly amendment was accepted. The resolution passed (1 opposed, 3 abstained).

REPORTS OF STANDING COMMITTEES

IT Committee (M. Breinig)

The Committee has developed a resolution that focuses on the IT report commissioned by the campus and seeks a stable reporting structure by December 1. The resolution could come from the Committee or the Senate as a whole. Wang asked whether the problems would be solved if the reporting structure were changed. Breinig said it would be a first step. Birdwell agreed about the reporting structure for the UTK campus. Wang asked whether there should be a deadline for making the second report available. A friendly amendment adding by December 1, 2007, was accepted. Discussion about the second report commissioned by the President being a product of ORNL lead to expressions of concern about lack of independence and conflict of interest. Patterson said the Senate would not be endorsing, just asking for information. The resolution passed unanimously.

Faculty and Staff Benefits—Safe Place Resolution (R. Ellis)

Nearly 200 Universities (including SEC schools) have identified safe places for LGBT community members. UT does not have them. The Faculty and Staff Benefits Committee's resolution emphasizes the importance of diversity. One question was whether it would be a physical place. LSU has a space in its Office of Diversity. The concept often spreads, so that multiple safe zones develop. Another question was who or what are they being kept safe from. Another question was whether by implication a place without a sign would be an unsafe zone. This was followed by the suggestion that we should be working toward making all of the campus safe. Crilly agreed the campus should be safe. Wang asked who staffs such locations (e.g., trained Graduate Assistants). Gross said he served on a committee last year that convinced him that some members of our campus community do not feel secure and that we need to set up some

education. A Senator objected to the "Safe zone" designation. Mary Papke pointed out that "safe zone" is the parlance across the United States. Safe zones are already being created and provide a place to express dissatisfaction with some of the inflammatory rhetoric of campus street preachers, etc. Resolution passed: 2 opposed, 3 abstained.

NEW BUSINESS AND ANNOUNCEMENTS

Cherokee Farm Resolution (D. Patterson)

In support of the resolution, Patterson pointed out the Senate's purview: the Master Plan was approved at various levels, the property would meet our space and recreational needs, and last year the Senate passed a resolution about child care on the Cherokee Farm campus. The recently appointed committee reflects an erroneous assumption of system ownership. President Petersen is being asked to dissolve that committee and have Chancellor Crabtree appoint a committee. Malia asked about the Chancellor's stance. Holub said he probably could not speak for the Chancellor. He indicated that he probably supported the 2001 Master Plan and that the campus needs more space to meet its needs. Windham argued the Master Plan states the land is UT property, it does not say UTK. Patterson stated the report says UTK Master Plan. Windham reiterated that it belongs to the Experimental Stations, as it had not been transferred. He queried whether there was a "land grab" in 2001. Paterson said from his perceptive the Master Plan's acceptance by the Board of Trustees makes it the operative document. Gross indicated his understanding was that property is not owned by units, but is owned by the state. The issue is who manages the property and thus the intentions of the Board of Trustees are the question. Windham indicated it was confusing. Patterson said his understanding was the Board of Trustees approved it for UTK use. Holub pointed out that the Master Plan originally had located graduate student housing and recreational facilities on the Farm site. The property was for all, not just UTK. Patterson argued the goal of the resolution was not exclusionary in nature. Handler asked about the makeup of the planning committee. He specifically asked had there been any feedback, e.g., from the legislature. Patterson indicated there were 20 members (including 1 from Health Sciences, 1 from the Institute of Agriculture, 1 faculty member, 1 student, 2 or 3 Deans, and D. Barlow). In response to a follow-up question, he indicated there had been no feedback from the Board of Trustees or any others. J. Mount pointed out the need to keep in mind the confusion in terminology during the period when the President and Chancellor were effectively one. Gross stated "Big Orange" included Memphis. Patterson reiterated that the document says UT Knoxville Master Plan 2001. N. Cook recollected that Marlene Davis and Phil Scheurer held a summer meeting when campus faculty had an opportunity to comment on the Plan. She proposed a friendly amendment in the next to the last "Whereas" changing "is" to "are", as the sentence had two subjects. The friendly amendment was accepted. The resolution passed: 41 approved, 12 opposed, 3 abstained.

ADJOURNMENT

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,
Suzanne Kurth, Secretary