

Faculty Senate Budget Committee  
Meeting Minutes  
9/27/10

**Present:** Conrad Plaut, Chair; Mike Angle; David Atkins; Jerzy Dydak; Jim Larson; Beauvais Lyons; Jeff Kovac; Clea McNeely; Harold Roth

**Not Present:** Scott Gilpatric

**Minutes from 9/23 approved as amended.**

Conrad Plaut presented a report from the sub-committee to learn about current methods for assessing effectiveness of non-academic programs at UTK.

The sub-committee wrote a letter to four non-academic programs, requesting the following information: statement of goals, plan to assess goals, type and amount of data collected, results of prior assessment, and plans to make assessment public.

The sub-committee collected data for the following programs:

- Community of Science
- Math Tutorial Center
- Student Success Center
- Teaching and Learning Center
- OIT Help Desk

There was considerable variability across the four programs in quantity and quality of assessment. Some have incorporated data into a continuous quality improvement system while others have no meaningful assessment of program quality or impact on the academic mission of the university.

There was discussion of what common elements of regularized assessment should be required for diverse non-academic programs such as the four selected. Consensus points include the following:

- U of Delaware has assessment of programs in terms of costs per student credit hours. When Dr. Crabtree was chancellor, this was used to look at overall costs of operations.
- For services, it is possible to look at utilization and time (e.g., person-hours of service). Utilization is the lowest common denominator for assessing programs. It is not a measure of impact but can at least identify under-utilized programs.
- Surveys could assess quality and in some cases there could be academic evaluation for some programs.
- There should not be a heavy assessment burden.

## **Reports/Issues from Other Sub-Committees**

Harold Roth is looking at NCES data to understand how the percentage of university funding in the category of "Instruction" has changed over the years. He thinks there may be some comparability issues. He was concerned about going back 20 years because structural changes in organization make comparisons over time difficult. Harold said we could probably get that for the system, but not the UTK campus as compared to other campuses. It is difficult to compare across university campuses that have health science centers and those that do not.

## **Concerns from Joan Hemingway regarding the Gender Equity Report**

Conrad Plaut summarized concerns Joan Hemingway expressed about the Budget and Planning Committee no longer producing an annual gender equity report. He explained to the committee what he had explained to Joan:

Don Bruce presented a report that said that the aggregate data used to figure out gender equity didn't allow for good comparisons. The message is that this should be done on an individual (i.e., person by person) basis, as that would be more accurate. The provost's office will continue to look at this data and present it each year. They will report any specific cases where gender equity is a concern, if any, as well as actions that should be taken.

There were two competing methodologies for determining gender equity in pay, but either way when you are looking at aggregate data there are too many variables to draw conclusions from the data. The data could help identify people who are outliers so that those cases can be examined individually.

Going forward, the data will not be modeled, but rather that provost's office will look at data directly for outliers to examine for gender equity issues. Conrad Plaut asked for specific cases to be brought to the Executive Council. Conrad Plaut thinks that will be a better indicator of the extent to which gender equity remains a problem.

## **New Business**

Beauvais Lyons reported that Steve Blackwell asked if our committee had any ideas we could contribute to the decision regarding termination of the Italian and Russian programs.

Sally McMillan in Provost's office is in charge of the process. Beauvais Lyons said he is not sure if they plan to initiate the process.

*Action step: At the next Senate Executive Council Meeting, Conrad Plaut will ask the Provost or Chancellor how much money these cuts will save.*

Meeting adjourned.

Minutes submitted by Clea McNeely