

The Faculty Voice
Faculty Senate Newsletter
May 2011

Newsletter Editor: Stefanie Ohnesorg, Information Officer

This newsletter is provided to you as a means of keeping you connected to the activities of the UT Knoxville Faculty Senate, your representative body for the Knoxville campuses. The intent of this newsletter is keep all faculty members informed about current issues before the Faculty Senate and to motivate all faculty to get involved. Questions regarding and suggestions for this newsletter may be directed to the Information Officer of the Faculty Senate, Stefanie Ohnesorg, at ohnesorg@utk.edu.

Items Covered in this Newsletter:

1. Faculty Research Incentive Plan
2. General Education Survey
3. Proposed Master Plan for the UTK Campus
4. 2010-11 UTK Faculty Salary Study & Proposed Resolution Based on this Study
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 - **Major Items on the Agenda for the May 2, 2011 Faculty Senate Meeting**
 - **Make Your Voice Be Heard! Provide Input via the Senators from YOUR Unit!**

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1. Faculty Research Incentive Plan

Interim Vice Chancellor for Research and Engagement Wes Hines sent a draft for a "Faculty Research Incentive Plan" to Faculty Senate President Joan Heminway with the request for input from the faculty via the Faculty Senate. It is posted at on the Faculty Senate website at <http://web.utk.edu/~senate/reports/index.html> as an attachment to the Faculty Senate agenda for the May 2, 2011 meeting. Optimally, this draft would have been available for deliberation and approval at an earlier point in time, but the timing of the Office for Research on this project is such that it will not be possible for the Faculty Senate to give this plan consideration on the floor at its May 2, 2011 meeting. Please review the draft and send any comments you may have on this to Faculty Senate President Joan Heminway (jheminwa@tennessee.edu).

2. General Education Survey

All faculty are invited to contribute to the assessment of our general education curriculum by completing the survey at <http://survey.utk.edu/mrIWeb/mrIWeb.dll?I.Project=GENED>.

3. Proposed Master Plan for the UTK Campus

A campus master plan proposed for UTK is posted at <http://masterplan.utk.edu/> . This draft is an update to previous versions drafted in 1994 and updated in 2001, and it is intended to provide a long-range vision for the campuses of the University of Tennessee, Knoxville, and the Institute of Agriculture. It is seen as a key element to moving UT Knoxville to the ranks of the Top 25 public research universities by improving and supplementing currently available campus facilities in such a way that they can support first-rate academic and research programs, along with student housing and services. Once the draft is finalized and approved by the UT Board of Trustees, it will be used as a road map to identify short- and long-term opportunities and define phases for development of facilities and the campus as a whole.

A series of meetings during which faculty and staff, students, and interested members from the community were asked to provide feedback was held in April 2011, and the Master Plan Advisory Committee has also created a "Master Plan Feedback Form" (<http://masterplan.utk.edu/feedback/>) for additional comments and/or questions.

4. 2010-11 UTK Faculty Salary Study & Proposed Resolution Based on this Study

The "2010-2011 UTK Faculty Salary Study," prepared by the UTK Faculty Senate Budget and Planning Committee is now available and posted at http://web.utk.edu/~senate/docs/2010-11/FS2010-11_Faculty_Salary_Study_BL.pdf.

This study suggests that historical UTK faculty salary policies have not only left faculty underpaid in general, but have produced disparities that pose risks for demoralization and defection of some of our most productive members. It also contains a summary of various models for 'Raise Proposals,' weighing the advantages and risks of each model, and a section on 'Implementation Recommendations.' Some of the frequently asked questions that usually arise in the context of such a study are addressed in "Salary Data/Market Raises FAQ" posted at http://web.utk.edu/~senate/docs/2010-11/FSSalary_FAQ_04_25.pdf.

In the context of the findings of this study, the UTK Faculty Senate Budget and Planning Committee also drafted a resolution on the current status of faculty salaries at UTK that includes a recommendation on the how the proposed 1.6% raise should be distributed. It is posted on the Faculty Senate website at http://web.utk.edu/~senate/docs/2010-11/FSFACULTY_SALARY_RESOLUTION_final.pdf and will presented for a vote at the May 2, 2011 Faculty Senate meeting. Comments and questions should be directed to Conrad Plaut (cplaut@utk.edu), Chair of the UTK Faculty Senate Budget and Planning Committee.

5. 2010-2011 Faculty Senate Living Wage Study

For more than a decade, the UTK Faculty Senate has issued reports and taken a public position expressing its concern regarding compensation for the lowest paid workers on our campus. These reports reflect studies of compensation for our regular university employees and our contract workers, employed by major contractors to provide dining and custodial services. The "2010-2011 Faculty Senate Living Wage Study" builds on earlier reports compiled for the UTK Faculty Senate in 2000/2001 and 2005. In March 2001, the Faculty Senate passed a resolution in support of a living wage for campus workers. In many respects, the "2010-2011 Faculty Senate Living Wage Study" serves to report what has come of that 2001 resolution in terms of administrative action and improvement in compensation for low-wage workers at the University. It also provides a record of documents posted on the UTK Faculty Senate website that focus on the Living Wage issue. The "2010-2011 Faculty Senate Living Wage Study" is

posted on the Faculty Senate website at <http://web.utk.edu/~senate/docs/2010-11/2010-2011%20Living%20Wage%20Study.pdf>. Comments and questions should be directed to Conrad Plaut (cplaut@utk.edu), Chair of the UTK Faculty Senate Budget and Planning Committee.

6. 2010-11 Report on the Assessment of Non-academic Programs

The UTK Faculty Senate Budget and Planning Committee has issued a report in which budgeting and accounting for non-academic programs are assessed. Findings presented in this report include the following: "Spending in the category of Instruction, which is the category that directly funds the primary activities of our mission as a public university, grew by 14.3% 2005-9, while in the same period, funding in all remaining categories grew by 24.9%. Put another way, compared with the 44.2% share of total expenditures devoted to Instruction in 2005, the 42.1% share in 2009 represents a \$22 million diversion from Instruction into other categories." These findings raise the question of whether the relative increase in funding for non-instruction categories may be a reflection of weaker standards for assessment of non-academic programs as compared to the standards for the assessment of academic programs. To help answer this question, the Budget and Planning Committee sent a letter to administrators of several "support" programs of various sizes in spring 2010, requesting information about goals, assessment plans, results of prior assessment, and plans to make results public. The Committee analyzed the feedback received based on this request, and the "2010-11 Report on the Assessment of Non-academic Programs" not only summarizes the findings but also makes some recommendations for future assessment of non-academic programs at UTK. The report is posted on the Faculty Senate website at http://web.utk.edu/~senate/docs/2010-11/FSBP_Assessment_sum_2011.pdf. Comments and questions should be directed to Conrad Plaut (cplaut@utk.edu), Chair of the UTK Faculty Senate Budget and Planning Committee.

7. TUFs Resolution on "Shared Governance and Academic Freedom"

The American Association of University Professors ("AAUP") has a longstanding statement on shared governance affirming "the responsibility of faculty members to (1) speak or write about (a) matters of public concern as well as on matters related to professional duties or (b) matters involving the academic and administrative functioning of the university or its academic or non-academic units or (2) participate in university or campus shared governance (the conduct described in clauses (1) and (2) collectively constituting "shared governance activities"). However, faculty need to be aware that the opinion of the Supreme Court of the United States in *Garcetti v. Ceballos*, 547 U.S. 410 (2006), has been interpreted by lower federal courts to permit adverse employment decisions to be taken against faculty members for engagement in shared governance activities, an interpretation in conflict with AAUP policy.

The resolution being proposed for a vote at the May 2, 2011 Faculty Senate meeting authorizes the President of TUFs to write a letter to the Executive Director of the Tennessee Higher Education Commission, the President of The University of Tennessee, and the Chancellor of the Tennessee Board of Regents requesting that each of them endorse the inclusion in applicable university and campus policies of language affirming the freedom of a faculty member to engage in shared governance activities without institutional discipline or restraint. The full text of the proposed TUFs Resolution on "Shared Governance and Academic Freedom" is posted on the Faculty Senate website at <http://web.utk.edu/~senate/docs/2010-11/5-FSTUFSAcadFreedom.pdf>.

8. Proposed Resolution re. the COIA Endorsement of the Knight Commission Report

The Steering Committee of the Coalition on Intercollegiate Athletics (COIA) has voted to endorse recommendations of the Knight Commission on Intercollegiate Athletics for strengthening accountability of college athletics by requiring greater financial transparency and maintaining academic integrity and, in this context, refers a set of proposals to its member senates for affirmation. The document listing these proposals is posted on the Faculty Senate webpage at <http://web.utk.edu/~senate/docs/2010-11/4-FSCOIAKnightCommEndorse.pdf>, and it will be presented for a vote at the May 2, 2011 Faculty Senate meeting.

The Knight Commission is widely recognized by universities, the National Collegiate Athletic Association, and the national media as a leading voice for intercollegiate athletics reform and is a longtime ally of COIA.

Details on the recommendations of the Knight Commission can be found at in the report on "Restoring the Balance: Dollars, Values, and the Future of College Sports" posted at http://www.knightcommission.org/index.php?option=com_content&view=article&id=503&Itemid=166.

9. Proposed Changes to the Faculty Senate Bylaws

All proposed changes and amendments to the Faculty Senate Bylaw that will be presented for a vote at the May 2, 2011 Faculty Senate meeting are posted on the Faculty Senate website at http://web.utk.edu/~senate/docs/2010-11/FSBylaws_REVISIONS_ANFARA_April_Faculty_Senate_Mtg.pdf.

10. Faculty Senate Updates // **MAKE YOUR VOICE BE HEARD!**

The UT Knoxville Faculty Senate is the representative body through which the faculty participates in University affairs and shared governance. Through committees and a democratically elected legislative body, it promulgates policies and regulations regarding the general educational objectives of UT Knoxville. **It is, therefore, important that all faculty members stay 'connected' with the Faculty Senate by staying informed and by providing input and comments via the Senators who represent them in the Faculty Senate.**

a. Links to Minutes, Agendas, Reports etc. for 2010-11

Main Page: <http://web.utk.edu/~senate/reports/index.html>

Please make sure to scroll down to the bottom of this page in order to see the updates for all areas.

Please check frequently for updates regarding the work of Faculty Senate because new items will be added as they become available!

b. Items on the **Agenda for the May 2, 2011 Faculty Senate Meeting**

(<http://web.utk.edu/~senate/docs/2010-11/FSAgenda%285-2-2011%29.pdf>), and items addressed in the **Faculty Senate President's Report**

for May 2011 (<http://web.utk.edu/~senate/docs/2010-11/FSPresidentsReport%285-2-11%29.pdf>) will include the following:

- Information on the proposed Faculty Research Incentive Plan
- An update on VOL Vision
- An update on the proposed Campus Master Plan
- An update on the Campus Civility Initiative
- An update on the status of legislative action related to allowing guns on campus
- A vote on the proposed Amended and Restated Faculty Senate Bylaws
- Reports of Budget and Planning Committee (see above items 4, 5, and 6)
- The TUFS Resolution re. Campus Governance and Academic Freedom
- The resolution re. COIA Endorsement of Knight Commission Report
- The election of Faculty Senate Secretary and Information Officer
- A vote on the Minutes of Undergraduate Council held on March 1, 2011 and April 12, 2011
<http://web.utk.edu/~ugcouncil/minutes.shtml>
 Please note that a summary for the March 1 and April 12, 2011 Undergraduate Council meetings is posted at:
http://web.utk.edu/~senate/docs/2010-11/Summary_of_the_March_1_and_April_12_UG_council_meetings.pdf
- A vote on the Minutes of Graduate Council held on March 3, 2011 and April 14, 2011
<http://gradschool.utk.edu/GraduateCouncil/gcouncilminutes.shtml>.

→ **IMPORTANT: Make Your Voice Be Heard !!**

Provide Input & Feedback via the Senators from YOUR Unit!

- a. The List of all 2010-11 Senators (incl. contact info) is posted here:
http://web.utk.edu/~senate/docs/Membership_2011-2013_updated.pdf.
- b. All 2010-11 Senate Committee Assignments are posted here:
http://web.utk.edu/~senate/docs/Committees_2010-2011_updated.pdf.