

The University of Tennessee Faculty Senate
MINUTES
September 9, 2002

Those absent were: Basil Antar, Hamparsum Bozdogan, Paula Carney, Mitzi Davis, Tom Doherty, David Golden, Susan Hamilton, Marion Hansen, Ralph Harvey, Majid Keyhani, Ken Kimble, Baldwin Lee, Laverne Lindsey, Jeff MacCabe, Maribeth Manoff, Gary McDaniel, Trevor Moulden, Wayne Mulkey, Deborah Murphy, Bill Nugent, Robert Perrin, Pamela Small, Marlys Staudt, Esteban Walker, Rick Williams

M. Combs called the meeting to order at 3:30 p.m.

ANNOUNCEMENTS and INTRODUCTIONS

Combs confirmed with the Secretary that a quorum was present. He then asked to adjust the agenda, since President Shumaker currently was traveling back to Knoxville.

Combs noted that part of the meeting is being provided to the campus through web cast. He then thanked the UT Faculty Brass Quintet for their performance and introduced each of them. He next thanked the members of the UT Philosophy Club for serving as pages at the meeting.

Combs then asked senators to sign up for activities to help them become more familiar with what happens on campus. A sign-up form was provided at the meeting. Combs then yielded to D. Carlton, Director of Disability Services, who spoke briefly about his operation and the opportunity senators have to learn more about Disability Services. He particularly asked the faculty not accommodate students with disabilities without first obtaining the appropriate paperwork. This approach will protect the student, the faculty member and the institution.

Combs next asked senators to stand and be recognized according to their years of current service. He then asked administrators, students and ex-officio members to stand. Next to be introduced were E. Clement, SGA President; B. Sanders, SGA Vice President; S. Morton, GSA President; and S. Collins, GSA Vice President.

MINUTES

Minutes of the Faculty Senate meeting of April 29, 2002, and of the Faculty Senate Executive Committee meeting of August 19, 2002, were approved without change.

RESOLUTIONS

Combs noted that a list of the names of past presidents was distributed at the meeting. He introduced those at the meeting. He then asked K. Greenberg, immediate past president, to come forward and he read the following resolution:

*The University of Tennessee
Faculty Senate*

WHEREAS, Katherine H. Greenberg, Ph.D., is a highly respected colleague, teacher, and researcher; and

WHEREAS, she has served with distinction as President of the Faculty Senate during the 2001-2002 academic year; and

WHEREAS, through her leadership of the Senate, she has enhanced relationships between the Senate and the other parts of the University community, never failing to act in a true spirit of collegiality and good will; and

WHEREAS, she has provided direction to the Senate Executive Committee and contributed to the accomplishments of the various committees of the Senate; and

WHEREAS, she has served the Senate and the faculty well in the role of a diplomatic spokesperson; and

WHEREAS, she has worked tirelessly to advance the welfare of faculty, staff, students of the University.

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

Katherine H. Greenberg

for her outstanding leadership and devoted service to the Senate and the University of Tennessee; and

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Katherine H. Greenberg and that the Resolution be made a part of the minutes of the Senate meeting held on September 9, 2002.

The resolution of appreciation was approved and Combs presented Greenberg with a mounted gavel and a framed copy of the resolution. Combs next read the following resolution for last year's parliamentarian, T. Hood:

*The University of Tennessee, Knoxville
Faculty Senate*

WHEREAS, Thomas Hood, Ph.D., is a highly respected colleague, teacher, and researcher; and

WHEREAS, he has served with distinction as Parliamentarian of the Faculty Senate from 2001-2002; and

WHEREAS, he has demonstrated a thorough knowledge of the rules of order and the traditions of the Faculty Senate; and

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

Thomas Hood

for his outstanding and devoted service to the Faculty Senate and the University of Tennessee; and

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Professor Hood and that the Resolution be made a part of the minutes of the Faculty Senate meeting held on September 9, 2002.

The resolution was approved. Finally, Combs read the following resolution he had presented at the opening of the new UT Black Cultural Center:

Resolution for the Dedication of the New UT Black Cultural Center

LET IT BE RESOLVED THAT the Faculty Senate of the University of Tennessee proudly supports the UT Black Cultural Center, its programs and all that it offers to the students, faculty, and staff of the campus.

FURTHERMORE, the Faculty Senate firmly supports all policies, procedures, and goals of this university that promote social justice, equity, and the best interests of a richly diverse population.

This resolution presented to the UT Black Cultural Center at its Formal Dedication on September 6, 2002.

The resolution was approved.

Combs next asked the senators to come to all meetings prepared to represent their constituencies and afterwards to report to the faculty in their units. He then promised to run a "mean and lean" Faculty Senate this year and called attention to his statement of vision and principles distributed at the meeting. He read the following high points: (1) we must follow our bylaws and the charges given us by the Board of Trustees; (2) we must make a special effort to listen to our students; (3) we must adhere to real open communication (4) we must be united in our efforts to improve the quality of life of all employees; and (5) we should embrace the standards of AAUP and our accreditors. Combs next noted efforts already in place: (1) bringing the Faculty Senate structure up-to-date; (2) improving the Shiloh Room; (3) revising the Faculty Handbook; (4) getting faculty more involved in the university; and (5) initiating efforts to review the general education requirements.

COMMITTEE AND SPECIAL REPORTS

State of the Campus Address (L. Crabtree)

Crabtree reviewed the institution's financial status, including restored and new funds and funds for a salary increase. He noted that even with a 7½% tuition increase, tuition at UT remains below that of our peers. There is one-time money available for several initiatives.

Crabtree next noted that this year's freshman class is the best ever academically. There also was a large increase in minority students and the number of graduate students increased significantly. He also reported that faculty hiring went well and complimented the faculty in general. Looking forward, Crabtree spoke in favor of "subverting mediocrity" and noted that if each person puts his or her shoulder to the wheel, then the institution's momentum will increase. He also spoke in favor of placing power and responsibility with the colleges and departments. He noted that President Shumaker has adopted his students-first philosophy and urged elimination of the "Big Orange Screw." He asserted that the student information system would be fixed and said that student funding will be increased, course availability will be improved and progression requirements will be clarified. He also spoke about the need to enhance technology on campus and expressed his belief that the recent merging of colleges will provide great opportunities. He then emphasized the phenomenal opportunities related to activities in Oak Ridge as well as opportunities with the cities of

Knoxville and Chattanooga and spoke on the need for coordinated hiring to move the institution toward genuine excellence in selected areas. Crabtree concluded with the need to have an innovative core curriculum.

In response to a question about a partner accommodation policy, Crabtree said that the institution does not have such a policy. He said that he supports partner accommodation as a way to hire top-notch faculty. In response to another question, Crabtree said that there is a need to improve all the information systems, including fixing IRIS. B. Lyons then expressed his hope that Crabtree would be the chancellor if Shumaker decides to have one. He asked how Crabtree thought things would change if he were chancellor. Crabtree emphasized that the decision about having a chancellor will be made by Shumaker and then listed some functions, which he would expect to report to the president. He also indicated that there would be many details to sort out. In response to a question from L. Gross about the possibility of re-establishing the Office of Ombudsman, Crabtree noted that several administrators currently serve the ombudsman function. He said that we definitely need to cut through the bureaucracy and that he would be willing to consider having an ombudsman. In response to a question from S. Sorensen, Crabtree listed several sources of funds and announced that there will be start-up funding for hiring in the sciences. J. Rehder then asked about salary compression and inversion. Crabtree agreed there is a problem and said that if the cases of compression and inversion are not warranted, then they should be fixed over time. M. Custer then remarked that units have lost space and been locked out of space with student and faculty property inside and with no place for the occupants to go. Crabtree noted that the space had to be vacated for safety reason, but agreed that the process was a regrettable bureaucratic snafu.

Bylaws Committee (B. Lyons)

Lyons called attention to five proposed changes distributed with the agenda. He briefly described them and noted that they will be voted on at the next meeting. In response to a question, Lyons said that senators already serving from combined colleges would continue to serve.

State of the University Address (J. Shumaker)

Shumaker reported that he has been dealing with both local and statewide issues. He noted that he has found interest and support for UT everywhere he has been. He has been talking about putting students first. He feels that the faculty are the primary vehicle for setting students on a successful path. His goal is to create a climate in which faculty can succeed. Re-establishing the office of chancellor is a major topic of discussion. He believes it would help streamline the administration. He asked for advice on the matter and noted that he has asked for an official comment from the Faculty Senate.

Shumaker next reported that he wants to create more openness. He wants frequent consultation with all groups. In particular, he wants to continue the forums of last year. Priorities and principles should be clear. He also wants to emphasize accountability. He noted that the legislature wants to see results for the funding provided, but we should hold ourselves accountable for meeting objectives we set and we should publicize what we do.

Shumaker also spoke about the need to reduce bureaucracy; it should be possible to get things done quickly and correctly. Work should not be created at the central level that makes work more difficult in the colleges and departments. He noted that three individuals from SACS would visit soon to look at the amalgamation of the Memphis and Knoxville operations. He would like to have UT become more of an international institution and to create an enterprise unit at the central level.

Shumaker reported that he has asked Crabtree to begin looking at improving the undergraduate experience. Having smaller, but better, entering classes is one possibility. Establishing a new research foundation to expedite research processes is another project underway.

Shumaker also reported that THEC is bringing in consultants to study how higher education is managed in Tennessee. He hopes that it will be possible to change the approach of having funds follow enrollments. He concluded by saying that he hopes we can identify what is possible and then make it happen.

The meeting adjourned at 5:28 p.m.

Respectfully submitted by
Sam Jordan, Secretary