

## MINUTES

Faculty Senate Executive Committee  
January 23, 2006

Members present: Deseriee Kennedy, Sam Jordan, Loren Crabtree, Denise Barlow, Carolyn Hodges, Stefanie Ohnesorg, Gretchen Whitney, David Patterson, Catherine Luther, Candace White, Nancy Howell, Thomas Handler, Bob Rider, Sally McMillan, Kula Misra, Laura Jolly, Bruce MacLennan, Barbara Dewey, George Dodds, India Lane, Beauvais Lyons, Lou Gross

Guest: Susan Martin, Fran Ansley

### **I. CALL TO ORDER**

D. Kennedy called the meeting to order at 3:33 p.m.

### **II. APPROVAL OF MINUTES**

Minutes of the Executive Committee meeting of November 7, 2005, were approved without change.

### **III. REPORTS**

#### President's Report (D. Kennedy)

Kennedy said she attended the system visit and the state-of-the-campus address. She also said that efforts are continuing in the area of developing a policy concerning nondiscrimination for sexual orientation. She noted that she is on the search committee seeking a provost and asked for nominations.

Kennedy then suggested that the committee put out a call for nominations of individuals to finish the term of an ombudsperson who is retiring and of individuals to serve a term when a current ombudsperson's term concludes. The ombudspersons recommend seeking a replacement with a legal background. S. Martin said there is a need for diversity, too. L. Crabtree said that three ombudspersons are sufficient. D. Patterson said the presence of ombudspersons has reduced the workload of the Appeals Committee. The call for nominations will be made.

Kennedy noted next that L. Gross will handle the election of new senators. Finally, she alerted all committee chairs that she is interested in hearing about their work and they should plan on reporting to the Senate.

#### Chancellor's Report (L. Crabtree)

Crabtree reported that the conversion to MS Outlook is going well. Returning management of IT to the campus seems to be about to occur. He next noted that much construction is under way on campus and will continue for three to four years. Also, because the campus Master Plan is no longer current, a committee of about 20 is working on a revision.

The provost and dean searches are proceeding well. The former has just begun; it must be completed during spring term. There are about 150 faculty searches. The number of regular faculty has increased since 2001 and the number of adjunct faculty has not increased appreciably.

The second year of a seven-year capital campaign is going well, also. The gift level for 2005 will be the largest ever when it is reported. Finally, Crabtree noted that he had a book discussion with some honors students last night and he was quite impressed by the students.

In response to a question from B. Lyons, Crabtree said that department heads with five years in position are being reviewed. Gross then asked about the searches for Governor's Chairs which were announced by the system. Crabtree said that system-level officials are in charge, but the individuals hired will mostly be Knoxville faculty. Discussions about how to handle the searches are proceeding. Crabtree said faculty will be involved, as will appropriate deans and department heads.

In response to a question from C. White, Crabtree said that summaries of department head reviews will be provided to faculty.

Gross then noted that some, but not all, faculty are eligible for incentive pay. Crabtree said he is bothered that such pay is restricted to those who have funded research. This topic is on the agenda for the president's staff meeting this Wednesday.

Gross next noted that, system-wide, most scholarship donations go to athletics. Crabtree responded that the dean endowment is now in excess of \$4 million and much of that money, and other funds go to scholarships. He noted that many millions in endowments are not spent by deans and department heads, even though they are encouraged to do so.

In response to a question from Patterson, Crabtree said that he is not certain where the special graduate funding is going. In response to another question, he said that the Semester at Sea position went to the University of Virginia. The University of Tennessee placed second.

#### **IV. OLD BUSINESS**

##### Living Wage Task Force (C. White)

An update on the Living Wage Forum was provided by B. Lyons and F. Ansley. They distributed copies of an Executive Summary and then Lyons described the forum and Ansley briefly reviewed the summary recommendations. White commented that the challenge now is to move from reports on data to the development of a plan. S. McMillan said the Budget Committee has discussed the forum and is taking actions relevant to the recommendations. Patterson suggested using a survey to judge faculty support. Lyons suggested speaking with the Employees Relations Council.

Crabtree said he has multiple concerns about salaries at all levels, but the best faculty and administrators must be retained to further the main purpose of the institution. He favors continuing the efforts of the last few years to improve salaries at the lowest levels. Gross suggested that many faculty would support a graded approach to raises analogous to a graded income tax. Crabtree questioned how palatable that approach would be. He also emphasized that benefits are very important and should not be ignored.

##### Budget & Planning Committee (S. McMillan)

McMillan introduced a resolution (distributed at the meeting) from the committee on the distribution of state money for salary increases. Lyons moved that the fourth "whereas" statement be deleted. The motion was seconded and approved. K. Misra said he does not

know how the faculty feel about using part of raise money to improve the lowest salaries. Gross noted that the resolution does not provide a detailed proposal and that faculty have experienced a reduction in the raise pool in recent years because of administrative decisions on improving the lowest salaries. Kennedy and McMillan noted that the committee is voting on taking a resolution to the full Faculty Senate, the resolution will be distributed with the agenda, and senators will have the opportunity and obligation to seek faculty opinions.

Lyons moved to insert in the "resolve" statement the phrase "endorses the five recommendations of the 2005 Living Wage Task Force and" after "Faculty Senate." White objected and Lyons withdrew his motion. His proposal or something similar will be brought forward later. Crabtree noted there is no resistance from his administration to the amended resolution. Kennedy asked for approval to take it to the Faculty Senate for further discussion; approval was given.

#### Budget Hearings Update (S. McMillan)

McMillan noted that she had distributed the budget hearings schedule at the meeting and invited and encouraged everyone to attend.

### **V. NEW BUSINESS**

#### Library Committee (G. Dodds)

Dodds briefly discussed a resolution concerning "open access." He noted that it primarily is from the UT Scholarly Communications Committee. B. Dewey said that the resolution is intended to raise awareness and to give the institution another tool. Gross expressed concern that "open access" is not defined in the resolution and assertions of fact are made without any support. Dewey responded in part that a goal is to make scholarship of researchers more widely available. White questioned whether a resolution is the appropriate vehicle for what is being attempted, since it does not call for Faculty Senate action other than approval of some philosophical positions. If the resolution is voted on, she suggested that "Senate" be changed to "Faculty Senate" and "University" be made precise. Lyons suggested that the resolution be considered by the Research Council before being considered by the Executive Committee or the Faculty Senate. Gross observed that "fruits of scholarly research" includes software that might be created and calling for it to be openly available steps on intellectual property rights. It was agreed to ask the Research Council to discuss the topic.

#### Faculty Affairs Committee (B. Lyons)

Lyons presented a proposed addition to the 2006 Manual for Faculty Evaluation. It concerns consultation with and approval of revisions by the Faculty Affairs Committee and the Executive Committee each spring. The proposed language was adopted.

The meeting adjourned at 5:38 p.m.