

MINUTES

Faculty Senate Executive Committee

April 17, 2006

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

Guests: Gerald Schroedl, Linda Phillips

I. CALL TO ORDER

D. Kennedy called the meeting to order at 3:35 p.m.

II. APPROVAL OF MINUTES

Minutes of the Executive Committee meeting of March 13, 2006, were approved with the following change: in the fifth paragraph of the President's Report replace the sentence that begins with "Ohnesorg" with "Ohnesorg noted that M. Papke already offers a "best practices" in teaching program and that consideration is being given to establishing a "best practices" in research program.

III. REPORTS

President's Report (D. Kennedy)

Kennedy announced that D. Patterson has been elected to the position of President-Elect. She then thanked those committee chairs who have submitted their reports and urged the others to submit their reports soon. She then noted that an invitation to nominate individuals for the System Faculty Council was distributed today. She also reminded everyone the final Chancellor's Brown-Bag Lunch will occur this Wednesday and there will be a gathering at the Preservation Pub from 5 to 7 on April 26 with L. Crabtree serving as bartender.

Chancellor's Report (L. Crabtree)

Crabtree said that an announcement of the selection of a new dean will be made in a few days. Three finalists have been selected in the Provost search. They will interview on campus in late April/early May. The schedules have been fixed for at least two of the candidates and will be announced soon.

Budget planning continues. It is known that there will not be a cut, but there may not be an increase. The Child Development Lab is to be moved; it is planned to provide remodeled space for the Lab. A high quality Lab is a criterion for AAU status.

In response to a question from B. Lyons, Crabtree said the governor has recommended that funding be continued for Geier activities. The courts should decide this summer whether the decree will be lifted. It is hoped that the funding will remain in the UTK budget to be used for diversity.

In response to another question from Lyons, Crabtree said he does not know whether 5-year reviews of department heads have been held. Crabtree said he would try to report at the next Faculty Senate meeting. Lyons also asked whether it is correct that counter-offers are not

made to faculty who receive offers of administrative positions from other institutions. Crabtree said that it is assumed that faculty who seek administrative positions elsewhere wish to leave and are not made counter-offers. Administrators who are performing well and who receive offers from other institutions are made counter-offers.

In response to a question from C. White, Crabtree said faculty have increasingly viewed themselves as independent agents. Some control a great deal of funding and many graduate students and, hence, have a great deal of power. He also said the administrators and the Faculty Senate are the only two groups that are concerned with the institution as a whole. He added that 2-course and 3-course teaching loads amount to state funding to do research. He noted that many faculty are not interested in service to the institution.

L. Gross noted that statements such as those just made can make it more difficult to keep faculty here and then asked Crabtree about equity issues. Crabtree responded that an earlier report on compensation was based on faculty data. New data has been developed. An attempt to deal with some of the issues of equity will be made this spring. The report that has been generated has been shared with the deans, but Crabtree does not want to share it further.

Gross then asked how many buildings on campus are occupied by faculty, staff and/or students, but have not been approved for occupancy by the fire marshal. The answer was not known, but D. Barlow said the answer would be found and provided.

In response to a question from Kennedy, Crabtree said he has information on the topic of race and gender salary equity, but that information is not available to be shared. He also said UTK has not been hiring at competitive entry-level salaries. He believes this problem is a greater issue than the race and gender equity problem. He also said that the sort of study done this year will be done every year to avoid recurrence of inequities. Equity money will not be taken out of the state-mandated or state-funded raise pool.

Crabtree next reported that the evaluation of deans is almost finished. He noted that the response rate to the faculty surveys in the different colleges ranged from 15% to 66%. Each college will receive a report. B. Rider encouraged faculty to respond to the dean surveys and also to the department head surveys. K. Misra observed that many people do not respond to dean surveys because they do not know their deans.

D. Patterson said he believes that things are evolving and cited the reports on deans the chancellor has said he will provide as an example of how communication and confidentiality are improving.

IV. OLD BUSINESS

Library Committee (G. Dodds)

Dodds briefly discussed an essentially new resolution on scholarly publishing and the associated "Tempe Principles." He believes that if the resolution is passed, then the Faculty Affairs Committee and the Research Council would need to respond to it. Crabtree noted that faculty need to be encouraged to use non-traditional peer-reviewed publication venues to save the institution funding. It was decided to insert the word "appropriate" in item 3 before "increased." In item 1 a period was inserted after "content," the words "and that" were deleted

and the word "the" before "role" was capitalized. Also, the word "will" was inserted in item 3 before "provide." Taking the revised resolution to the Faculty Senate then was approved.

V. NEW BUSINESS

Faculty and Staff Benefits Committee (N. Howell)

Howell briefly discussed a resolution and asked that its title be changed to "Extending UT-Controlled Benefits to Domestic Partners." She then asked that the word "more" be inserted after "now" in the third "WHEREAS" clause. Howell noted that other universities have found easy ways to verify the status of a claimed domestic partner. She accepted a suggestion by Lyons to include "UT-controlled" before "benefits" in the last "RESOLVED" statement, a suggestion by C. Hodges to add "the development of" before "reasonable" in the same statement, and a suggestion to delete "in" from the first "RESOLVED" statement. Taking the amended resolution to the Faculty Senate was then approved.

Faculty Affairs Committee (B. Lyons)

Lyons quickly reviewed a list of changes to be included in the next edition of the Manual for Faculty Evaluation. He noted that the manual needs a statement on how changes to the manual will be made that includes review of changes by the Faculty Affairs Committee, the Executive Committee, and the full Senate. White expressed concern about including references to QEP in the manual. Lyons responded that SACS is looking at ways QEP is incorporated in faculty evaluations. Kennedy noted that inclusion gives the possibility of QEP activities being raised by a faculty member, but does not require that faculty have QEP activities. Gross noted that service on the Faculty Senate is not included, but Lyons observed that there is a rather long "laundry list" of activities in this manual.

Lyons turned next to a document titled "Best Practices for Assessment and Evaluation of Faculty Teaching." He briefly described changes in this draft. Lyons accepted a suggestion by Misra to replace "tenure, therefore the" in the first sentence of the second paragraph under "Goals and Approach..." with "tenure. The"

Historic Preservation Task Force (G. Schroedl)

Schroedl briefly summarized activities of the task force which is preparing a report of about 25 pages. He also read a lengthy list of some of the task force's findings and recommendations. The finished report will be presented to the Faculty Senate Executive Committee in the fall.

Information Technology Committee (G. Whitney)

Whitney reported that the Acceptable Use Policy has been approved by the General Counsel's Office. A report on the role of the Security Review-Board will be prepared.

Executive Council (D. Kennedy)

Kennedy asked for four volunteers to serve on the summer Executive Council. Whitney, Patterson, Misra, and Handler volunteered.

Meeting adjourned at 5:40 p.m.