

The University of Tennessee Faculty Senate
MINUTES
May 1, 2006

Those absent were: Bill Adams, John Ammons, James Bailey, Gary Bates, Richard Bennett, Bill Blass, Kathy Bohstedt, Bruce Bomar, Toby Boulet, Ernest Brewer, Jan W. Brown, Tom Burman, Deborah Carroll, Hui-Shyong Chang, Paul Crilly, C. A. Debelius, Joel Diambra, Rajan Ganguly, Jean Gauger, Leslie Gay, Randall Gentry, Don Hodges, Karen Hughes, Ed Jepson, Barbara Kaye, Don Leatherman, David Lockwood, Vena Long, Charles Norman, Blanche O'Bannon, Ronald Pevey, John Preston, Charles Reynolds, Dileep Sachan, Carl Sams, Neal Schrick*, Gerald Schroedl, Deborah Thomas*, Fred Weber, John Wilkerson

*Alternate Senators: Gina Pighetti for Neal Schrick, Molly Royse for Deborah Thomas

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

ANNOUNCEMENTS AND INTRODUCTIONS

Establishment of Quorum (S. Jordan)

Jordan confirmed that a quorum was present.

Senate President's Report (D. Kennedy)

Kennedy noted that J. Hall from the College of Nursing and J. Malia from Child and Family Services will serve as ombudspersons. Hall will serve for 3 years and Malia for one year to complete a term.

Kennedy next reported on the provost search. One candidate has visited, another is visiting now and a third will visit soon. She then thanked L. Crabtree and L. Davidson for serving as bartenders at the fund-raiser last week; she reported that the event raised \$300.00 to be equally split between the Faculty Senate and the Environmental Stewardship Fund.

Kennedy turned next to a brief summary of the year's accomplishments. She mentioned working for greater autonomy for the campus, establishing no-smoking entrances to buildings, working for a living wage, developing a system council to advise the president, overseeing the budget process, dealing with grievances, serving on administrative committees, and other activities. She expressed her confidence that L. Gross will work diligently on continuing and new efforts as President of the Faculty Senate next year. Kennedy then urged faculty to participate in shared governance.

Kennedy next turned to two resolutions. The first recognized S. Jordan for serving as secretary since 1992. It reads as follows:

The University of Tennessee, Knoxville Faculty Senate

*WHEREAS, G. Samuel Jordan, Ph.D., is a highly respected colleague,
teacher, and researcher; and*

WHEREAS, he has served with distinction as Secretary of the Faculty Senate from 1992 – 2006; and

WHEREAS, he has provided outstanding service to the Faculty Senate; and

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

G. Samuel Jordan

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 Dr. Jordan and that the Resolution be made a part of the minutes of the Faculty Senate meeting held on May 1, 2006.*

Deseriee A. Kennedy
President

Lou Gross
President-Elect

Jordan also was presented with a gavel on a plaque and a gift from Kennedy and L. Gross.

The second resolution recognized the contributions of A. Mayhew. It reads as follows:

***The University of Tennessee, Knoxville
Faculty Senate***

WHEREAS, Anne Mayhew, Ph.D., is a highly respected colleague, teacher, and researcher; and

WHEREAS, *she has provided years of service to the Faculty Senate; and*

WHEREAS, *she has made a substantial contribution to the Faculty Senate; and*

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

Anne Mayhew

for her 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 Dr. Mayhew and that the Resolution be made a part of the minutes of the Faculty Senate meeting held on May 1, 2006.*

G. Samuel Jordan
Secretary

Deseriee A. Kennedy
President

Kennedy concluded by thanking all the Faculty Senators for their service.

Chancellor's Report (L. Crabtree)

Crabtree thanked Kennedy for her service and asked for a round of applause for her. He then noted that W. Plummer was elected to the National Academy of Sciences last week and that M. O. Wirth has accepted the position of Dean of the College of Communication & Information.

Crabtree next reported that the "silent" portion of the capital campaign has raised 21% of the \$1 billion goal. He also noted that the recent employee satisfaction survey showed 3 of 4 employees are satisfied. Better communication and creating an atmosphere in which employees feel free to make comments and suggestions are items that need more effort.

Crabtree next reported that there is a "race to the finish" in the legislature and there is renewed hope for getting some help.

In response to a question from B. Lyons about the five-year department-head evaluations, Crabtree and D. Barlow reported that they still are not able to say what is happening, but will be prepared later this week. In response to a question from K. Stephenson about comments Crabtree made at the last Executive Committee meeting, Crabtree said that he was commenting on some national reports on higher education about how faculty spend their time and how many do not participate in shared governance. He acknowledged the value of external funding to the institution.

S. McMillan then asked Crabtree to amplify a comment he had made about the ambiguity of the Faculty Senate. He reiterated that top administrators and the Faculty Senate are the only two groups that look at the institution as a whole. Because of that role for the Faculty Senate, it is unfortunate that more faculty do not participate in the Faculty Senate. He also spoke about the limited interdisciplinary opportunities and the difficulties some interdisciplinary activities have caused.

In response to a question from Kennedy, Crabtree said salaries from departments and disciplines are being compared with national averages. The comparisons indicate that starting salaries are not as competitive as they should be. Individual salaries also are being studied; it is hoped it will be possible to provide some equity adjustments. Performance adjustments also are being considered.

Gross then asked how many buildings are occupied but are not approved for occupancy by the fire marshal. Crabtree and Barlow initially said they still do not have those numbers, but then said that fewer than ten buildings fall in that category.

MINUTES

Minutes of the Faculty Senate meeting of April 3, 2006, were approved with the addition of the name of Gross to the list of those absent.

MINUTES POSTED ELECTRONICALLY

Minutes of the Undergraduate Council meeting of April 18, 2006, were approved.

PREVIOUS BUSINESS

Nominating Committee (D. Kennedy for C. White)

Kennedy reported that D. Patterson has been elected President Elect.

REPORTS OF STANDING COMMITTEES

Faculty Affairs Committee (B. Lyons)

Lyons first briefly reviewed revisions to the Manual for Faculty Evaluation. There were no questions and the revisions were adopted.

Lyons next discussed revisions to the document Best Practices for Assessment and Evaluation of Faculty Teaching. C. Craig asked about the policy of allowing a tenure-track faculty member on a peer assessment team for a tenure-track faculty member. Lyons replied that a tenure-track faculty may benefit from serving on such a team without jeopardizing his or her standing. Craig and I. Lane expressed concern that there could be trouble if both the team member and the person whose teaching is being assessed are from the same department. M. Fitzgerald moved that the sentence concerning allowing a tenure-track faculty member on the team be deleted. The motion was

seconded. The sentence is the second sentence in the third paragraph under the heading "Peer Assessment." After several comments the motion was approved. The amended document then was approved.

Library Committee (G. Dodds)

Dodds briefly described the history of a resolution on scholarly publishing. He noted that the current version is an extensive revision of an earlier version. In response to a question from K. Kahn, Dodds said that one intent of the resolution is to empower each department to establish its own regulations about appropriate venues for publication. C. White asked why the Faculty Senate should be asked to approve the resolution. Dodds responded that one purpose of the resolution is to prompt the Faculty Affairs Committee to propose changes in the Manual for Faculty Evaluation. D. Bemis then moved that "peer-review" be changed to simply "review." Bemis accepted a friendly amendment to propose deleting "peer-reviewed" in the first WHEREAS paragraph, changing "quality of its peer-review" in item 1 to "quality and nature of its review," and deleting "peer-reviewed" in item 4. Bemis then accepted a different change to item 4: replace "peer-reviewed venues" to "venues that meet the quality standards of the relevant unit." The amended motion of Bemis was then voted down.

Kahn then moved that item 4 be removed entirely. There was no second. M. Fitzgerald then moved to postpone further discussion until next fall. There was a second and the motion was rejected. J. Wodarski then said he believes the resolution concerns the heart of academia and scholarship and, thus, should be considered extensively. The question was called and the original resolution was adopted.

Faculty & Staff Benefits Committee (N. Howell)

Howell briefly described a Resolution Extending UT-Controlled Benefits to Domestic Partners. She noted that the resolution was not passed unanimously by the Faculty & Staff Benefits Committee, but was approved unanimously by the Faculty Senate Executive Committee. G. Bogue indicated he had not been comfortable with the resolution in the Benefits Committee because it does not define "domestic partner." R. Gilmour noted that a number of other universities have dealt successfully with that issue.

D. Kennedy suggested adding to the end of the BE IT FURTHER RESOLVED statement the words "and requests that the administration work with the Faculty Senate to develop such guidelines." The amended resolution was approved with Bogue and M. Hedrick abstaining.

Teaching Council (I. Lane)

Lane described some of the Council's activities for the year and said it wants to improve communication on campus about teaching. She ended by thanking the Council members and several other individuals for all their help.

NEW BUSINESS

Recognition Of Outgoing Senators (D. Kennedy)

Kennedy read the names of the outgoing senators, asked them to stand, and then asked for a round of applause for them.

Election of Faculty Senate Secretary (D. Kennedy)

S. Kurth was approved as the new secretary.

Approval of Faculty Senate Standing Committees (D. Kennedy)

Kennedy noted that a handout available at the meeting identified the new committees. The list was approved; there will be a few adjustments to the list.

Geier Committee (S. Martin)

Martin briefly described the Geier court case. A consent decree may be dismissed soon. The institution is concerned that certain funding from the state may end if the consent decree is terminated. The funding has been used for scholarships, fellowships, recruiting and minority faculty hiring. It appears that the consent decree will be dismissed this summer after the legislative session ends. The governor supports extending funding for activities to increase access to the university. Morgan asked whether the Geier case applies only to African Americans and whether future funding would be used more broadly. Martin answered in the affirmative to both questions. In response to a question from Lyons, Martin said that race cannot be used as a single factor in considerations. Kennedy expressed her hope for greater diversity in the faculty and the administration.

White then asked that the minutes reflect the appreciation of the Faculty Senate for Kennedy's work this year.

The meeting adjourned at 5:32 p.m.

Respectfully submitted by
Sam Jordan, Secretary