

The University of Tennessee Faculty Senate
MINUTES
September 18, 2006

Those absent were: Bill Adams, John Ammons, Gary Bates, Doug Birdwell, Jan W. Brown, Max Cheng, Cary Collins, Joel Diambra, Bethany Dumas, Becky Fields, Deseriee Kennedy, Bill Klingeman III, Catherine Luther, John McRae, Kula Misra, Bill Parr, David Patterson, Ronald Pevey, Joe Rentz, Charles Reynolds, Bob Rider, W. Tim Rogers, Gregory Sedrick, Chris Skinner, Anne Smith, Karen Sowers, Gary Ubben*, Klaus van den Berg, Fred Weber, John Wodarski

*Alternate Senators: Greg Petty for Gary Ubben, Steve R. Thomas

L. Gross called the meeting to order at 3:35 p.m.

ANNOUNCEMENTS AND INTRODUCTIONS

Establishment of Quorum (S. Kurth)

Kurth confirmed that a quorum was present.

Senate President's Report (L. Gross)

Gross noted that the October meeting would be in another location (the Plant Biotechnology Building on the West Campus) to facilitate communication between faculty across campus.

Gross announced that he would not be strictly adhering to parliamentary procedures during his term. After debate on an issue has proceeded for a period of time, he intends to ask if there is any objection to proceeding to a vote (instead of having a vote on calling the question) and if no objection is raised a vote on the main motion will be taken.

Gross pointed out that the Faculty Senate President's Web Page has his correspondence with various administrators about issues of concern. He also drew attention to the contents of Senators' meeting packets: The list of committee members should change little from the distributed document. The actual text of the State appropriations bill, as well as information sent from the System to campuses, should inform future discussion.

Gross then reviewed key topics of concern:

1) Salary Increases: The Appropriations Bill specifies 2% salary increases in Part A. In Part B the University of Tennessee and Board of Regent schools are given the option to award 1% as merit. Sylvia Davis' memo indicates that the System was choosing to designate 1% as Merit.

\$600 Minimum Increase. According to President Peterson campuses were to decide whether faculty were included in the \$600 minimum increase category. Gross referred Senators to the Senate Executive Committee Minutes that indicate for E & G funded accounts 23% of regular faculty at UTK did not receive at least \$600. Some other UT campuses specified that all faculty would receive a minimum of \$600.

Merit Increase Quotas. Merit increases were given to 69% of department heads. The Chancellor sent raise guidelines to Deans in early July. A 25% cap on the number of faculty eligible to receive merit increases did not appear in that document.

G. Bogue asked if all colleges did not stick to the 25% guideline. Gross referred his question to D. Barlow. She reported that college "files" that varied too much from 25% were sent back.

C. A. DeBelius asked if increases for administrators were posted on his web site. Gross responded that the best information he has is contained in the Sylvia Davis memo posted on the Senate President's web site.

G. Bogue asked if more than 25% of administrators received merit increases. Barlow responded that those administrators above the Dean level did not get merit increases, but automatically received 2% (unless their performance was unsatisfactory).

K. Stephenson asked if the Chancellor received more than 2%. Gross responded that he did not.

Gross announced that the Executive Committee discussed the salary increase questions and that the Budget Committee and Faculty Affairs Committee would bring a resolution on pay to the October Senate Meeting. He further noted that the Senates on other campuses were as concerned, if not more concerned, about salary.

2) Searches for Governor's Chairs. Gross briefly reviewed the confusion during the summer related to the searches.

3) Certificates of Occupancy. All campus buildings do not have Certificates of Occupancy from the State Fire Marshall. Gross has pursued the issue and received reassurance from the General Counsel's office.

4) The following Resolution honoring Past-President Deseriee Kennedy was passed unanimously and a Plaque and framed copy of the Resolution will be presented to her:

*The University of Tennessee
Faculty Senate*

WHEREAS, Professor Deseriee Kennedy is a highly respected colleague, teacher, and scholar; and

WHEREAS, she has served with distinction as President of the Faculty Senate during the 2005-2006 academic year, enhancing relationships between the Senate and the greater University community with a perfect balance of assertive leadership, tact, collegiality and good will; and

WHEREAS, she has helped advance the welfare of faculty, staff, and students by advocating for a System-level Faculty Council and policies to enhance diversity; and

WHEREAS, she has worked tirelessly to communicate the activities of the Senate to faculty and to improve the overall organization of the University for the benefit of faculty, staff, and students;

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

Professor Deseriee Kennedy

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

BE IT FURTHER RESOLVED THAT a copy of this Resolution be presented to Deseriee Kennedy and that the Resolution become part of the minutes of the Senate meeting held on September 18, 2006.

Suzanne Kurth
Secretary

Louis J. Gross
President

Provost's Report (R. Holub)

Holub affirmed that shared governance is important to moving the institution forward.

Holub then discussed various challenges he has identified. We lacked a Graduate School, unlike other research universities, and we need to emphasize graduate education more. Graduate enrollment on our campus is down 300 from last year and about 1000 from 1995. He has established a Graduate School with L. Painter as Interim Dean. An internal search will be conducted for a permanent Dean. Graduate education and research will be linked in the new position's title and function.

The campus needs to improve retention (78% from first to second year) and time to degree (below 40% for four years) that is in turn affected by the retention rate. The faculty plays an important role in improving both rates. Holub has initiated a search for a Vice Provost for Academic Operations that will oversee unit reviews and undergraduate education (e.g., first year seminars, exciting general education courses, involvement in research and "Ready for the World").

Holub indicated that faculty compensation is low by national standards and in comparison with peer institutions. His goal is more funding. He is forming a task force (including a representative from Faculty Senate, the Chair of Budget Committee, that will look at all aspects of compensation with an eye to strategies for future enhancement.

Holub identified other items to be addressed, such as access to UT for community college students and putting together operations that bring in money (distance education and summer session). Summer session could better serve current students and raise money for departments.

P. Crilly asked how the campus retention rate and time to degree compare with those of comparable institutions. Has reducing the number of credit hours had any effect? Holub replied that he had not been here long enough to answer the second question. To answer the first he explained that the

campus falls below the midpoint for peer institutions, noting that private schools have better rates. UT has more qualified applicants than can be admitted, so resources are being wasted, if those admitted are not retained. Students that take longer to receive their degrees are drawing "subsidies" for more years.

Crilly requested comparisons. Holub reported UT is in the lower half of the SEC.

J. Malia noted the Faculty Affairs Committee had just met and discussed the Spousal Hire resolution approved by the Senate. The Committee identified lack of funds as a problem in its implementation.

Holub responded that he was not familiar with policies here. Spousal hires are a difficult problem because two departments needs have to be considered. He indicated he would see what was agreed to.

N. Howell indicated the Faculty/ Staff Benefits Committee had brought the resolution to the Senate and it was passed after discussion at two Senate meetings.

K. Stephenson suggested that one problem with students first year experience at UT is that the math classes they take are not taught by tenured/tenure track faculty.

Holub responded that he did not know the causes for students leaving. One question is whether they feel they are a part of the University.

M. Fitzgerald expressed the belief that Institutional Research was doing annual satisfaction studies mandated by THEC.

Chancellor's Report (L. Crabtree)

Crabtree reported the good news that the state released over 9 million dollars needed to complete Glocker and funds for the Joint Institute for Biological Studies.

Crabtree identified the need to improve internal campus communication. He discussed efforts to thwart identity theft. Soon, the campus will use personnel identification numbers instead of social security numbers.

Malia indicated dismay at the length of the time that passed between when social security numbers were compromised and when faculty and staff were notified. Barlow responded that the administration was not immediately aware of the security breach. Crabtree noted that the campus has a good security system, but the use of technology comes with risks.

V. Alexiades asked whether the switch away for social security numbers applies to students. For three years incoming students have been assigned other numbers. Barlow responded that students that came before then are encouraged to change.

J. Nolt inquired whether full funding for Glocker would provide for LEED Certification. Crabtree indicated that is would not as it was not written in.

Gross addressed the memo about requirements for salary increases that was sent to Deans in early July. He asked whether another more specific memo was sent. Crabtree responded that at the Council of Deans the increases were discussed and a 25% limit was the consensus.

B. Lyons brought up the Senate merit raise resolution passed last November and the lack parallelism in the distribution of merit increases to faculty members and administrators. He asked Crabtree if he would be dissatisfied.

Crabtree responded that his concern would be if his department heads did not get increases because of the importance of having skilled people in those positions. He is making salary recommendations to the Board of Trustees at its November meeting (and trying to identify necessary funds). He is proposing additional merit increases to go to all meritorious faculty (those rated meets or exceeds expectations); equity salary adjustments for the most egregious cases of compression and inversion, and to have the one time salary bonus of \$350 (for those employed three or more years) to be extended to those who have been employed for a shorter period. Setting aside money for faculty and staff that received raises less than \$600 would require less than \$30,000.

Crabtree indicated he would like to change the faculty evaluation scale to 5 levels (2 above and 2 below) "meets expectations." He sees a need for fine-tuning of merit.

Malia sought clarification about the merit increases for those with "meets" and "exceeds" expectations being proposed at the November Board meeting. Lyons also sought clarification and indicated that he did not think it would be fair for those like himself who already received merit increases to get more.

Crabtree stated that those who received merit increases would receive additional merit increases, as the goal is to create differences.

S. Blackwell asked when the increases would be applicable. Barlow responded that the new merit increases would appear in the January 1 paychecks and equity increases in the February 1 paychecks.

MINUTES

Minutes of the Faculty Senate Meeting of May 1, 2006, were approved.

PREVIOUS BUSINESS

Revised Faculty Council Charter

Gross directed attention to the two documents in Senators' packets--one approved March 2006 and a revised version based on various consultations. He identified a few modifications. The University Faculty Council originally would "advise the President... and Staff" and in the revised version would simply "advise the President."

T. Handler moved for approval of the revised Charter and W. Morgan seconded the motion.

S. Ohnesorg asked why the election section was dropped. Gross indicated it did not appear it was needed for other offices.

The revised Council Charter was approved unanimously. Gross will transmit the Senate's approval. Elections will be held during the next few months.

NEW BUSINESS

Gross introduced the list of revised Faculty Senate Standing Committees, noting that there had been a number of changes. G. Graber moved for their approval and Malia seconded the motion. The Committees were approved unanimously.

ADJOURNMENT

The meeting adjourned at 4:50 p.m.

Respectfully submitted by
Suzanne Kurth, Secretary