

The University of Tennessee Faculty Senate  
MINUTES  
November 20, 2006

Those absent were: Vasilios Alexiades, John Ammons, Gary Bates, Bill Blass, Jan W. Brown, Ruth Darling, C. A. Debelius, Joanne Deeken\*, Joel Diambra, Bethany Dumas, Bruce Fisher, James Fitzgerald, Randall Gentry, Glenn Graber, Richard Heitmann, Joan Heminway, Diane Hendrix, Robert Holub, David Lockwood, Catherine Luther, Bill Parr, Ronald Pevey, Joe Rentz, Bob Rider, W. Tim Rogers, Gregory Sedrick, Chris Skinner, Anne Smith, Fred Weber, Andrew Wentzel\*, Mark Windham, John Wodarski

\*Alternate Senators: Norman Magden for Andrew Wentzel, Steve R. Thomas for Joanne Deeken

L. Gross called the meeting to order at 3:33

## **ANNOUNCEMENTS AND INTRODUCTIONS**

### Establishment of Quorum (S. Kurth)

Kurth confirmed that a quorum was present.

### Senate President's Report (L. Gross)

Gross announced that his remarks at the Board of Trustees' meeting are posted on the Senate President's web page. Among other things he addressed gender issues and Chairs of Excellence.

Some issues arose at the Board meeting that may be of interest to faculty members. As a result of legislative action, the Board modified policy to give priority in admission to Tennessee residents. Such a preference system would be the responsibility of the Admissions Office in the case of undergraduate applicants. The consequences of this policy for graduate program applicants are unclear, so the Graduate Council might address it. A scorecard benchmark was changed, so that instead of counting the number of National Academy members as one measure of research success, the amount of space devoted to research is the criterion. (The book of materials Gross received for the Board meeting is available for anyone interested in reviewing it.) President Petersen proposed a 5% salary pool as his highest budget priority for next year.

Gross presented information about the number of faculty members. The numbers have risen and fallen over recent years with no particular pattern. Any discrepancy in the numbers reported by different sources may be due to vacancies. The number of contingent faculty members has increased over the past four years. A proposal with new faculty categories for joint faculty with ORNL or outside agencies will be made this year.

The Provost was unable to attend the meeting. A new task force will focus on graduation and retention rates (R. Darling, L. Jolly, R. Saudargas and J. Koontz are members). K. Stephenson asked about the task force, particularly about how its actions might affect program requirements. Another task force will address compensation (members include S. Garner and N. Schrick, Budget and Planning Committee Chair). The Provost has requested data from the Deans on faculty retention over the past two years. At present we do not have data on the reasons for faculty who have decided to leave.

Gross has submitted a proposal to the Provost and Chancellor for a salary analysis that addresses gender.

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

The Chancellor addressed four issues. 1) Anthony Haynes is the University's full-time government affairs representative in Nashville. He is interested in working with the campus on convincing the legislature of the importance of salary increases. Haynes will be setting up meetings with faculty representatives from the campuses. 2) The recent fire in Dougherty Engineering left 35,000 square feet (laboratories, shops, classrooms, and offices) damaged that will not be usable until January. Alternative space is being sought. Classes were cancelled for this week, but it was difficult to get the word out. 3) Gross asked about how equity raises were calculated from the \$350,000 pool. Don Cunningham conducted a regression analysis. Deans and Department Heads were asked about divergences (10% above or below the regression line) and what were their most pressing needs. In the College of Arts and Sciences, the Dean sought to hire at "market rate," so the money was used to address the resulting compression and inversion. The Chancellor hopes to deal with equity issues in the future. 4) Recently, attention has been focused on two scholarship programs. Tennessee Pledge was launched last year for those with family income less than \$27,000. Awards will cover the costs of being at the University (room, board and tuition). The "true cost" of attendance depends on purchase of books, etc. The campus tries to help with Work Study funds. There are approximately 250 students this year in the Tennessee Pledge program. Students who do not qualify for Tennessee Pledge could receive \$5,800 through the Tennessee Promise Program. The Tennessee Promise program will begin next year. The focus is on students from 35 urban under-performing high schools (e.g., in Chattanooga, Memphis, Nashville). The goal is to convince the students that UT is interested in them through one day visits and media messages. The campus will work to identify other support for them. There has been great response to the high school visits. In another vein, the Chancellor noted that in visiting Chattanooga, he was impressed with the work of UT's Architecture program there.

Koontz expressed concern that students admitted through these programs come from families with no experience with higher education. As a member of the task force on retention, he is interested in what the campus will do. Crabtree responded that the Student Success Center offers just in time help. Students potentially intimidated by the size of our campus are shown videos of students succeeding at UT. Success stories involve the Black Cultural Center, the Math Tutoring Center, and the Student Success Center. Students see the advantages of never being bored and being on a diverse campus. J. Malia noted that others, including athletes, are also at risk. Crabtree responded that these students are not athletes. These are students who fully meet admission requirements. The issue is persistence. Malia indicated that we have had an Upward Bound Program for a number of years and that lessons could be learned from that program. Crabtree stated that applications from targeted schools are up 15% from the same time last year, further adding that the message may be out to apply early. D. Birdwell expressed the view that Tennessee Pledge and Tennessee Promise were good ideas. He queried how much does the campus spend on remedial programs. He also pointed out the need to be cognizant of quality and standard issues in Tennessee high schools. Crabtree responded that we should encourage high school students to take solid subjects all four years and to not waste their senior year. Currently, too many students quit after taking two years of math. Over time we will need to raise our standards.

Gross asked about initiatives related to other aspects of our land grant mission, in particular graduate programs. Crabtree responded that the NRC ranking is taking time. A. Mayhew initiated a modest program to increase graduate student stipends that added \$200,000 this year. Both the number and level of stipends are at issue. Provision of health insurance has helped us. Stephenson identified a no cost way to increase stipends would be to shift money from supporting non-tenure track faculty to cover "fee waivers." He suggested units have to pay tuition (in- and out-of-state) out of their base budgets. B. Lyons asked if all tuition waivers weren't calculated as "in-state." The correction was noted. Other ways to support graduate students are important. The minutes of the

Graduate Council discussed travel fund awards, particularly the discrepancy between the amount requested and the amount funded. Crabtree pointed out that money for those comes from Student Affairs and there is an effort to restore funds.

## **MINUTES**

### Faculty Senate

Lyons moved and B. Fields seconded a motion to approve the October 23, 2006, Faculty Senate minutes. They were approved as distributed.

### Faculty Senate Executive Committee

The November 6, 2006, minutes were distributed as an information item subject for approval at its January 22, 2007, meeting.

### Undergraduate Council

J. Romeiser indicated additional actions will be taken in January. The electronically distributed minutes of the October 31, 2006, stand approved.

### Graduate Council

The electronically distributed minutes do not require approval but are provided as an information item.

## **OLD BUSINESS**

### Task Force on Historic Preservation

The Faculty Senate established the Task Force. G. Schroedl (Chair) could not be present, but G. Dodds was available to answer questions. The Task Force report contains many recommendations. The Executive Committee developed the following motion for Senate deliberation:

*The Faculty Senate requests that the Campus Master Plan Committee review and implement the Task Force recommendations, modifying the Master Plan accordingly. As the system and campus are closely interrelated, the Faculty Senate will submit the recommendation to the system CFO G. Rogers to facilitate coordinated action.*

Malia asked if any funds were obtained from the Getty Foundation. Dodds indicated \$165,000 was obtained for the campus survey. Gross noted a number of suggestions involve regular action. J. McRae stated that he thought the report was good and should receive Senate support. Lyons noted the report does not identify costs, but in his view the long run costs would be outweighed by the benefits (aesthetic, etc.) of implementation. He asked whether any cost estimate was made. Dodds stated it would be impossible to estimate the costs. Gross indicated Senate approval would send the recommendation to the Master Plan Committee to decide what is feasible. The recommendation is basically a policy statement. Birdwell proposed that missing from the report were intangibles like trees on the north side of the Hill that were planted after the Civil War. Gross indicated that J. Nolt might have that information. The Campus Beautification Committee made a recommendation for a tree inventory that was passed on to the Facilities Fee Committee. That recommendation was unanimously approved and passed on to decision makers. Dodds noted the Historic Preservation report recognized open spaces and landscape are important components of our campus. Malia expressed the hope that the Task Force will keep in mind women's history on our campus, that someone should be sensitive to it. Gross replied that perhaps there could be representation from the Commission for Women. D. Barlow stated that there would be a Getty presentation at the new Master Plan Committee meeting.

The resolution was approved unanimously. Gross will thank the members of the Task Force for their work.

#### Letter to Governor Bredesen

Gross pointed out that the letter had gone through various iterations. A new version from the UT Chattanooga Faculty Senate was available at the entrance to the Shiloh Room. Gross explained that the intention was to have Budget and Planning Chair Schrick work with UT governmental affairs representative Haynes on the best way to distribute the letter in Nashville. He indicated that if the Senate approved the letter he would add a sentence indicating that he was transmitting it on behalf of the UT Knoxville Faculty Senate. W. Morgan said their letter had some features (modifications) that were good. Birdwell moved and several seconded an amendment replacing October 23 with November 20. The new version had an amended second paragraph and a new fourth paragraph. Morgan pointed out the new version "raised the bar" to at least meet the SREB average. Gross indicated the sentence in the paragraph specifying raises the past two years were 1 to 1 1/2% would be revised to specify annual raises. Stephenson did not like the fourth paragraph, as it does not help the argument to make a detailed complaint focused on faculty numbers. G. Bogue reiterated the original goal was to keep the letter simple making three points: compliment the Governor on what he has done for K-12 education, ask him to do the same for higher education, and state we are proud to serve. Bogue advocated sending the letter as originally brought to the Senate. Gross asked if he was requesting that the fourth paragraph be deleted. The maker or the motion agreed to the amendment, but the second did not. Bogue moved and Stephenson seconded a motion to amend the letter by removing the fourth paragraph. Lyons pointed out that last year the Faculty Senate passed a motion regarding merit pay. He appreciated the "high road" of that draft and thinks it is a useful specification. Bogue argued the fourth paragraph was an internal matter. The original letter focused on the amount of money coming to the University and not decision-making within the University. S. Blackwell suggested that the letter's focus was muddled by inclusion of both general and specific points. T. Handler queried whether raises were carved in stone. Gross clarified that the campus decided whether there would be a merit pool. The motion to amend passed.

Lyons asked about the communication plan. Would the letter be distributed to the state legislature? Gross stated Schrick would contact Haynes on the best way to communicate. Barlow suggested the Board of Trustees should be included among the recipients. Birdwell suggested a slight change, changing the signature to the Faculty Senate. He also proposed dropping the last paragraph. Gross would oversee the final version of the letter. Motion approved.

Meeting adjourned at 4:48 p.m.

Respectfully submitted by  
Suzanne Kurth, Secretary