

The University of Tennessee Faculty Senate  
MINUTES  
April 2, 2007

Those absent were: Vasilios Alexiades, John Ammons, Gary Bates, Cary Collins, Randall Gentry, Ron Gilmour, David Lockwood, Murray Marks, Sally McMillan, Kula Misra, Stefanie Ohnesorg, Ronald Pevey, Joe Rentz, Stefan Richter, W. Tim Rogers, Chris Skinner, Karen Sowers, Klaus Van den Berg, Fred Weber, Mark Windham, John Wodarski

L. Gross called the meeting to order at 3:32 p.m.

## **ANNOUNCEMENTS AND INTRODUCTIONS**

### Establishment of a Quorum (S. Kurth)

S. Kurth confirmed that a quorum was present.

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

"Factoid of the day"—based on the Board of Trustees approved Revised Budget, over the past five years UTK had a total 23% increase in revenue. Over this period the major sources of revenue were tuition and fees (revenue increased by 32%), state appropriations (increased only 14%), and grants and contracts (increased by 28%). Therefore, external funds, which are mostly faculty generated, have increased at twice the rate state funds increased and close to the rate of tuition increase. Over the same time period, Athletics revenue increased 23%. Gross stated faculty should be congratulated on their efforts to develop revenue.

*Campus Budget Hearings.* Gross posted his comments on the President's web site. The Budget and Planning Committee members met and discussed their ideas with the Provost. The Provost reflected on the budget hearing process and discussed possible changes in the process with them and there will be changes next year. Whatever the changes, the Senate seeks to have the hearings continue to provide at least the current levels of information and transparency.

*Chancellor's Council.* Gross reported on the meeting held the previous week. The Capital Campaign is beginning. The "Family Campaign" involves asking all Knoxville area faculty, staff, students, and friends to contribute. The focus is on having a high level of participation rather than contributions of a particular size. Senators were encouraged to remind colleagues that there are numerous eligible funds, including ones in their own units. A black tie donor "leadership dinner" is being held April 20, 2007, for those contributing \$25,000 or more. Another major topic was ORNL joint appointments. Governor's Chair searches are in process and the Provost has been meeting with the search committees. UT has committed \$100 million as part of a NSF proposal for a \$200 million petascale computer, but the source of funds for UT's commitment is not clear. The lead PI is Thomas Zacharia, Associate Laboratory Director at ORNL. A large DOE Biofuels proposal submitted by ORNL, if funded, would utilize the majority of the new JIBS building being built by the State.

A request for \$32 million for infrastructure for the Cherokee Farm campus has been submitted to the state. The President has announced three buildings for Phase 1. The plan is to have the Joint Institute for Applied Materials building, a Sustainable Energy and Research Center that would cost \$20 million to be paid for from F&A returns and an additional privately funded building. Gross commented that it is clear that F&A alone could not support this building process.

Some aspects of the Campus Master Plan are being held up due to the lack of certain State standards which are due to be revised. The plan is to submit it using California standards. The new buildings which are going ahead are those not funded with State money, e.g., a new residence hall, a garage by the "Rock," and the renovated Student Health Center. The budget process will be ongoing at the

legislative level over the next month. Gross encouraged Senators to write legislators to seek support for UT. The search for the Vice Chancellor for Research is underway with the expectation that three to four candidates will be invited to campus hopefully before the end of the semester and a new person hired for fall. The Associate Vice Chancellor for Research will be chosen through an internal search. The Vice President for Research search will take place after the Vice Chancellor for Research search is completed. The ads for the Institutional Research Director have been distributed.

*Non-discrimination Policy.* Gross noted that several years ago the Senate requested that the non-discrimination statement be modified to include sexual orientation. The LGBT Commission conducted research and found that only one of 62 AAU schools does not have sexual orientation in their non-discrimination statements. The LGBT Commission passed a resolution on this matter March 22. Gross sent the resolution (posted on the President's web page) with a request to act on it to the Board of Trustees' Academic Affairs and Student Life Committee. The topic was discussed in a meeting that included the Chancellor, Vice President Hank Dye, and the Presidents of SGA and the Graduate Student Association. The response posted on the web site indicates the Board of Trustees will not take action until the UT administration acts.

*Board of Trustees.* Gross attended the Board of Trustees meeting in Martin held after the last Senate meeting. Presentations were given on safety from each campus, the new XAP application process for all campuses, and the Governor's Academy. Review of the status of UTSI's plan for reinvigoration suggested the easy part has been completed. The impact of UT's outreach activities is being quantified. UT has at least a \$1million local payroll in 35 Tennessee counties. President Petersen described the reorganization that is being carried out in the UT System.

Gross noted he serves on the Commissions for Women, Blacks, and Lesbian, Gay, Bisexual and Transgendered People, as well as the Master Plan Committee and the Enrollment Management Committee. He offered to address questions about any of the material he reported.

#### Chancellor's Report

L. Crabtree was not available.

#### Provost's Report (R. Holub)

Provost Holub expressed his desire to have better data that would enable department heads to manage better. Institutional Research will report to the campus and its focus will shift from generating data for external consumption (e.g., the legislature) to generating data for the campus. A search is underway for a new Director. Linda Broyles, senior analyst in the Provost's Office, is working on the problems that make it difficult to produce accurate unit reports. Currently, a multitude of codes that overlap make it difficult to produce useful unit data.

A pilot study will be conducted with the Digital Measures firm to generate an activity index for faculty. Currently department heads desiring summary information on their faculty have to collect faculty vitae. The system would allow faculty data to be sorted in a multiplicity of ways. The College of Business Administration will be a trial unit and probably a couple of units in Arts and Sciences to see how it works for different groups. A "demo" can be examined on the Provost's web site. D. Birdwell asked who would be entering the data. Holub suggested some faculty members might want to enter the data themselves, while others might have graduate students enter it. Responsibility for updating the information always rests with the individual faculty member. Birdwell asked how this differed from the Community of Science. Holub explained that annual evaluations will be linked to updating the data. The problem would be the entry of back years. A. Wentzel inquired about access to the files. Holub stated that the files would not be open, but they would be subject to Sunshine Law provisions. Wentzel explained that he thought that having the data readily available would aid dissemination of information about faculty members' activities. B. Lyons said from a faculty affairs perspective, there needs to be an opportunity to include the full range of faculty activities. The system might be used to identify faculty with shared

interests, e.g., in Argentina. Holub indicated he wants to reduce the amount of paper floating around. The system has room for different types of activities and he was assured that we could make additions. L. Han inquired about the initial cost of the system and the training costs associated with its use. Holub stated there would be no training costs. The annual cost for colleges would range from \$2500 to \$4500 depending on their size. Gross commented that compilation of data was done before with a faculty information system. Birdwell commented that with the money spent on the Oracle site license, we might be better off building up that system than working to interface with another platform. Holub replied that this was the best system he had seen.

Holub turned over the floor to T. Diacon. Diacon described various activities being implemented to improve retention of students from the first to the second year. Academic components will be added to Welcome Week, as currently Life of the Mind is the only academic component. Colleges will have open houses (with programming) on Sunday afternoon for interested students. On Monday and Tuesday there will be a series of sessions on how to succeed in courses with high enrollments and/or low success rates (e.g., mathematics, chemistry, biology and psychology) that will be conducted by course coordinators and successful students. A "Passport to Success" component will encourage students to visit their classrooms. The goal is to send students the message that class attendance is important to their success at the University.

Faculty will soon receive a memo (e-mail) from Diacon about the First Year Seminars. So far, 42 volunteers have proposed seminars. These seminars will be small in size (18 students) to address the sense of anonymity that may be experienced during the first year. With the First Year Studies classes, First Year Seminars and their honors' equivalents, approximately 50% of the first year students will be served. K. Stephenson asked what percentage of students are losing their Hope scholarships. Currently, 59% of the students have retained them. Stephenson asked about the comparability of this retention rate. R. Darling reported that financial issues do not seem to be a big factor for students that leave after their first semester. The students more often give as reasons for leaving how big the University is and a desire to go home. A brief discussion on the meaning of the failure rate ensued. Birdwell then asked if the administration knows where those who leave go. Darling indicated there was a need for data on this and other matters for in-state students. C. Debelius noted he supported the seminars, but wondered how we could get the students most in need of them involved. Diacon agreed it was a good question.

## **MINUTES**

### Faculty Senate

Gross noted a minor change was needed (replacement of a semi colon with a period at the end of the Resolution concerning faculty control of curricular decisions). J. Brown moved approval of the minutes as modified and several seconded the motion. The minutes of the March 5, 2007, Faculty Senate meeting were approved.

### Faculty Senate Executive Committee

The March 19, 2007, minutes were available as an information item. Gross noted that several changes would be made and a final version would be posted when approved by the Committee.

### Graduate Council

The minutes of the March 8, 2007, meeting were distributed electronically prior to the meeting. M. Murray, Chair of the Graduate Council, directed attention to several items including that hooding would take place May 10 at 6:00 p.m. at the Coliseum. No vote was required.

### Undergraduate Council

The minutes of the March 6, 2007, meeting were distributed electronically prior to the meeting. J. Romeiser, Chair of the Undergraduate Council, pointed out that adding the option of awarding minus grades was tabled, while further information was being sought. One question raised was the impact of

such a change on GPAs. The proposal will probably be taken up again in the fall and any change in the grading scale would be put into effect the following fall. A question was raised about how plus and minus grades would be depicted. Diacon provided a description. No vote was required.

## **PREVIOUS BUSINESS**

A proposed amendment to the Faculty Senate Bylaws regarding the selection of a representative to the University Faculty Council first read at the March 5, 2007, Faculty Senate meeting was distributed for second reading and final approval. There was no discussion. The amendment was approved unanimously.

A proposed amendment adding a Joint Faculty appointments section (4.2.6) to the *Faculty Handbook* was distributed for second reading and final approval, having been modified as per the request of the Senate at the March 5, 2007, meeting. P. Crilly asked if a person with a joint appointment of less than 50% time would be eligible to serve on the Faculty Senate, Graduate Council, etc. Gross responded that their privileges would be dictated by the Senate Bylaws. Based on his concerns about the possible ramifications, Crilly indicated he would like the proposal to be amended. Gross and Lyons pointed out that bylaws from multiple units would be involved. Lyons noted in his view that faculty with joint appointments outside UT are unlikely to have much impact on Senate affairs as they would have many obligations outside UT. B. Dumas made a motion (seconded by Birdwell) to revise the second sentence in the motion adding a period, creating a separate sentence:

They are not eligible for tenure.

Gross requested a voice vote on the revision, which was approved.

Birdwell expressed his concern that the designation "faculty member" should be reserved for those involved in all aspects of faculty life. He noted that in recent years the faculty designation was awarded to Oak Ridge employees, so they could receive library privileges. Birdwell moved to table the proposal until an appropriate committee could sort out the meaning of the designation. Crilly seconded. O. Stephens, Parliamentarian, pointed out that a motion to table was non-debatable and if a motion were tabled it would require affirmative action to reconsider it. The motion to table was defeated 28 opposed, 25 for.

Discussion of the main motion resumed with a focus on why this amendment was being proposed. Gross noted that there are people, primarily at Oak Ridge, that do not have titles. Lyons pointed out that the Faculty Affairs Committee had reviewed it. He directed attention to how the proposed amendment addressed agreements about obligations and annual evaluation. In response to questions additional information was provided: the number of individuals that currently would be affected (13), individuals would be reviewed annually, and the Physics Department currently has several such appointments. Lyons pointed out that Chapter 3 of the *Faculty Handbook* addresses tenure-track appointments, and the proposal being considered applied to non-tenure track faculty. Gross noted that the Board of Trustees has now approved "partial tenure" and J. Malia inquired about what that meant. Discussion ensued about how such appointments were formerly handled. Crilly proposed amending the statement to clearly specify that those holding such appointments would not be eligible to serve on the Faculty Senate or related bodies. D. Patterson read the Faculty Senate Bylaws statements about who is eligible to serve on the Senate and the Undergraduate Council. Crilly withdrew his proposal. The proposed amendment was approved. It reads:

## **REVISION TO CHAPTER 4 OF THE FACULTY HANDBOOK**

### **4.2.6 Joint Faculty Appointments**

Joint Faculty members are appointed under the terms of a Joint Faculty Agreement between the University of Tennessee and another entity, such as the Oak Ridge National Laboratory. Joint faculty

members with the other entity as home institution are not eligible for tenure. Joint faculty members carry one of the following titles: Joint Faculty Assistant Professor, Joint Faculty Associate Professor, or Joint Faculty Professor. Department and college bylaws, in conjunction with university policy and procedure, establish standards and procedures relating to searches for and promotion of Joint Faculty. Joint Faculty members participate in teaching, research, and service missions of the department or college with which they are associated in accordance with the provisions of the *Faculty Handbook*. The specific allocation of effort in the UTK department or college is negotiated as part of the Joint Faculty Agreement. Joint Faculty members are evaluated on their allocation of effort in the UTK department or college on an annual basis.

## **REPORTS OF STANDING COMMITTEES**

### Nominations Committee (G. Graber)

G. Graber reported that ballots should be distributed the next day. The candidates for President-elect were S. Blackwell and J. Nolt and the candidates for Faculty Council were B. Lyons and N. Magden. Each candidate then provided a brief oral statement to supplement his written statement.

## **NEW BUSINESS AND ANNOUNCEMENTS**

### Faculty and Staff Benefits Committee (N. Howell)

N. Howell introduced the Committee's resolution by explaining that wellness programs help employees in an organized fashion to improve their health. The proposal focuses on appointment of a task force and a chair, with a timeline and suggested resources. There were no questions. Motion approved unanimously. Brown reminded the Senate that the College of Nursing Health Check program would be Wednesday.

A change in the *Faculty Handbook* wording of the number of Faculty Ombudspersons was presented for first reading. Gross explained that the current stipulation of 3 was intended to ensure a range of expertise among those holding the positions. The proposed change from 3 to "2 or more" potentially reduces the number. Birdwell asked if it was a cost issue. Gross indicated that there were potential cost issues but more related to the method of compensation rather than total cost. A shift may occur from paying them on an hourly basis to alternative forms of remuneration, such as a course reduction or provision of research funds. However, the proposal is based on the relative level of demand for the Ombudspersons' services.

Malia protested the excessively high temperatures in buildings such as Jessie Harris. D. Barlow indicated she would talk to Facilities Services.

## **ADJOURNMENT**

The meeting was adjourned at 5:07 p.m.

Respectfully submitted,  
Suzanne Kurth, Secretary