

The University of Tennessee Faculty Senate
MINUTES
April 30, 2007

Those absent were: Bill Adams, Vasilios Alexiades, John Ammons, Gary Bates, Bill Blass, Grady Bogue, Jan W. Brown, Cary Collins, Paul Crilly, C. A. Debelius, Joel Diambra, Bethany Dumas, Rod Ellis, James Fitzgerald, Mike Fitzgerald, Jean Gauger, Randall Gentry, Joan Heminway, John Koontz, Don Leatherman, Murray Marks, Lynn Parker, Ronald Pevey, Bill Robinson, Carl Sams, Neal Shover, Chris Skinners, Anne Smith, Karen Sowers, Ken Stephenson, Fred Weber, John Wodarski

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

ANNOUNCEMENTS AND INTRODUCTIONS

L. Gross announced an agenda modification: item #4 under New Business would be considered first.

Establishment of Quorum (S. Kurth)

S. Kurth confirmed that a quorum was present.

Senate President's Report (L. Gross)

UTK Budget Hearings with President Petersen. Hearings were held earlier in the afternoon. Chancellor Crabtree presented details on the resources, including faculty lines, that would be needed to serve 32,000 students and to achieve AAU status. The Athletics budget presentation was scheduled for May 11, 2007, from 10 a.m. to 12 p.m.

Shared Governance. Based in part on a recent meeting of past Faculty Senate Presidents, Gross and President-elect Patterson met with Provost Holub and Chancellor Crabtree to urge further consideration of greater *formal* Faculty Senate representation than occurred this past year in regular meetings with the campus administrative leadership.

Administrative Searches. Candidates for the Vice Chancellor for Research position are being brought to campus. Senators were encouraged to attend open sessions, to encourage their colleagues to attend, and to submit comments on the candidates. The search for a new Director of Institutional Research is underway. Gross is a member of the search committee.

Non-discrimination Policy. Gross reported he had discussed further with the Chancellor and the Vice-Chair of the Board of Trustees the inclusion of sexual orientation in the policy and was optimistic that some action would be taken later in the year.

University Faculty Council. The Council was scheduled to meet the next weekend in Nashville to develop Bylaws. Gross expressed the hope based on the regular e-mail communication this past year that the Council would be a regular, useful conduit for faculty opinion to the UT System leadership in the future.

Intercollegiate Athletics. Gross was scheduled to attend the Coalition on Intercollegiate Athletics meeting at Stanford, an organization for the faculty senates of schools participating in NCAA athletics, mainly NCAA Division 1 schools. A draft white paper with numerous policy recommendations on the relationship between academics and athletics has been distributed. Some of the recommendations are consistent with our current policies, while Gross was not certain about others. Gross expressed his willingness to forward the draft report to interested Senators.

Campus Safety. The previous week Gross attended the student forum on safety presided over by the Chancellor, with many students and administrators in attendance. In the wake of the tragedy at VPI, Gross corresponded with the Provost and Chancellor about safety issues and encouraged the development of a document proposing potential faculty responses to situations with problematic students. The Provost and Chancellor suggested that the Senate develop such a document in collaboration with Tim Rogers, August Washington (or his designee), and Jeff Maples. Gross proposed that this item be on the Faculty Affairs Committee agenda early next year.

Commissions and Councils. Gross indicated that as President he continued to serve on a variety of commissions and committees: Commission for Blacks; Commission for Women; Commission for Lesbian, Gay, Bisexual and Transgendered Peoples; the Master Plan, Enrollment Management, and Calendar Committees; the Chancellor's Advisory and Chancellor's Councils, and the Chancellor's Associates.

Appreciation. Gross expressed his gratitude for Senators' participation, to Committee and Council Chairs for their contributions to shared governance, and to Suzanne Kurth and Otis Stephens for volunteering time as Senate officers. He stated he had overall enjoyed the opportunity to serve as President and looked forward to the leadership that would be provided for the next two years by David Patterson and John Nolt.

C. White asked if Gross would be attending the Athletics budget hearing. Gross indicated he would not, but he would send a representative. White pointed out the need to monitor the repayment of the loan made two years before.

Chancellor's Report (L. Crabtree)

Chancellor Crabtree brought Chief of UT Police A. Washington with him to help address safety and security in the wake of the tragedy at Virginia Tech. Washington has professionalized our police force. In addition to Washington, J. Maples, T. Rogers, and D. Barlow were present and could answer Senators' questions. Crabtree indicated that our emergency management team was assembled upon hearing of the event. Many security issues are ongoing but beneath the radar (e.g., activities related to security at Neyland Stadium), while others are more hypothetical (e.g., a flu pandemic). He noted that on occasion hysterical people create disturbances. The recent report in the *Knoxville News-Sentinel* indicates crime is down on Tennessee campuses.

Gross said he announced requests for a document to serve as a guide for faculty responsibilities and possible actions in cases of concern over possible actions by others that could lead to violence. Lyons asked, as we cannot force a student to seek counseling, what can we do? Rogers replied they usually can be sent to the Dean of Students Office. If they have violated campus rules, they can be sent for a confidential counseling appointment (all that can be reported is whether they kept the appointment). If it is a crisis or emergency situation, the police should be called. Lyons asked about the cases in which no rules were violated. Rogers indicated that members of his staff would talk with the students. Gross sought clarification of what faculty members could expect if they contacted the Dean of Students Office about a problem student. It was pointed out that another path available to concerned faculty is through campus mental health professionals. And, faculty members can work through the academic hierarchy beginning with their department heads. Rogers added another resource would be the academic advising centers. B. Fields raised the question of confidentiality for supervising faculty with students in clinical settings. Crabtree emphasized the need to intervene as appropriate.

N. Howell asked if the campus has an adequate method of mass notification in case of an emergency. Washington noted a recently purchased program allows notification of closures and

provision of instructions. J. Malia asked about using e-mail. Washington said the goal is to have multiple modes of notification to maximize coverage. In addition, there will be use of routes such as car loudspeakers. L. Fisher asked about bomb threat procedures. Washington stated good communication was essential to manage crowds effectively. Fisher noted students had expressed concern about a local attack a couple of weeks before. Washington stated they try to educate students about making good decisions.

MINUTES

Faculty Senate

K. Misra moved and J. Deeken seconded a motion to approve the April 2, 2007, Faculty Senate minutes. They were approved as distributed.

Faculty Senate Executive Committee

The April 16, 2007, minutes were available as an information item pending approval at the next meeting of the Executive Committee. D. Birdwell asked Gross to elaborate on his report about the handling of the NSF proposal remarked upon in the minutes. L. Riedinger told Gross that if a proposal submitted through the Joint Institute does not involve significant administration in other units, the proposal can be approved without either a department head's or a dean's approval. It was pointed out that the lead PI on the NSF proposal is a faculty member.

Undergraduate Council

The minutes of the April 17, 2007, meeting were distributed electronically. It was pointed out that the proposal to add minus grades had been tabled until its September meeting. In the meantime students' concerns would be addressed. Also, college caucuses will discuss the proposal.

PREVIOUS BUSINESS

The proposed change in wording in the *Faculty Handbook* about the number of Ombudspersons was handled like a Bylaws amendment. D. Patterson expressed concern that a reduction in the number of Ombudspersons would reduce diversity and choice. S. McMillan asked for the reasoning behind the proposed change. B. Lyons said the workload is currently about 12 hours a month. The change reflects need/workload. Deeken asked if the workload increased in the future, who would have the authority to propose a change. Lyons pointed out that the Chief Academic Officer and the Senate Executive Committee are jointly responsible for the appointment of Ombudspersons. The Ombudspersons could go to the Executive Committee, if there were an increase in workload. Deeken asked if gender or conflict issues arose, could there be a temporary Ombudsperson appointment. Gross replied that as written that would not be possible. Misra asked why there was concern about the number of hours. Gross indicated that his understanding was that there is overhead associated with preparing Ombudspersons. T. Boulet inquired about the nature of the overhead. Lyons stated they are paid \$100 an hour (based on minutes worked). Gross specified that overhead involves time spent learning policies and meeting as a group. Han inquired whether one position could be left vacant. Gross replied that it says three. Birdwell commented that there is significantly more choice with three. The motion to amend the Ombudspersons statement in the *Faculty Handbook* failed.

REPORTS

Executive Committee (L. Gross)

Gross announced that the Summer Executive Council would consist of the officers (President, Past President, President-elect, and Secretary), plus T. Boulet, N. Howell, I. Lane, and B. Lyons.

Nominations Committee (G. Graber)

Graber reported that J. Nolt was the new President-elect and B. Lyons was the University Faculty Council representative.

Budget and Planning Committee (C. White)

Faculty Salary Study. White reviewed the comparisons (SUG, THEC peers, Top 25, AAU) in the 2006-2007 Faculty Salary Data Report distributed with the agenda and the note explaining what was and was not included (e.g., administrative stipends). She pointed out the "instructor" category was very small, as it does not include "lecturers." The administration is committed to bringing Assistant Professors in at competitive salaries and then raising other Assistant Professors salaries to comparable levels. Associate and Full Professors' salaries will generally not be similarly raised, creating a very high level of compression. White argues the Faculty Senate needs to advocate for better faculty salaries at all ranks. She also noted that the report actually understates how poorly UTK is doing, as it compares 2006 UTK data with 2005 data from the other institutions. Consequently, the Budget and Planning Committee recommends that the salary study be presented in the fall at the Senate retreat. The Committee will do so this year.

B. Fisher commented that a faculty member's productivity (e.g., rate of publishing articles) needs to be considered. Birdwell said what about adding an index for inflation. Gross reminded Senators of the compression ratios he computed for UTK and its peers last fall.

Gender Salary Study. Gross and Graduate Assistant, B. Johnson, analyzed salary data to evaluate whether the observed average differences in female and male faculty members' salaries across campus can be explained as arising due to differential representation of gender in units with quite different market-driven salary levels. The study also was developed to provide a mechanism that would allow the administration to focus on units with greatest gender disparities in salaries and use this to prioritize adjustments. They conducted the analysis with no information about units or faculty members' names, so as to remove any possibility of bias in the study.

Graber moved and J. Malia seconded the following motion:

The UTK Faculty Senate formally accepts the report from the Budget and Planning Committee, "Analysis of Faculty Salary Data Based upon Gender." Furthermore, the Senate requests that the Provost and Chancellor provide a written response by September 1, 2007, to this report and previous reports produced by the Office of Institutional Research related to gender differences in faculty salary at UTK. The Senate encourages the Chancellor and Provost, in their response, to provide a plan of action to rectify the salary imbalances at UTK, evidence for which is provided by these reports.

The Provost stated that no future date was needed, as he would ask units to justify salary differentials by length of service. S. McMillan stated that she liked the Provost's plan, but wondered whether money would be available to make equity adjustments. Holub replied that the budget had not been passed. Motion passed.

NEW BUSINESS AND ANNOUNCEMENTS

Retirement Plans. Item 4 on the agenda was addressed before committee reports. C. Baskette, Executive Director of UT Benefits and Retirement, reported that there were four responses to the State of Tennessee's RFP for retirement plan proposals for all higher education institutions. At least two options will be available, but not more than three. The goal is to obtain the best investment options at the lowest cost. As the change involves movement from individual plans to a group plan, everyone will have to fill out new forms. New forms will be completed every five

years. Questions were raised about why the change was being made, as well as what was being affected. TIAA-CREF has been an option for a very long time. Baskette responded that other companies have developed new retirement options starting in the early 90s which exerted pressure for changes to plans such as those offered by TIAA/CREF. The proposals are for the "regular" retirement plan.

Various issues and questions were raised. Patterson expressed concern that not having TIAA-CREF could hurt faculty recruitment. C. White asked if TIAA-CREF were unsuccessful could individual faculty members still contribute to it. B. Morgan inquired about the basis of the competition. Baskette indicated two states (Connecticut and Minnesota) have already left TIAA-CREF and other states are looking at changing. CREF has not met its benchmarks for the last 5 years. The RFP is 72 pages long. She also noted that Tennessee has the most restrictive rules for pulling money out. In response to a question about faculty input, Baskette indicated discussion started last fall and the bids went out March 8. She did not know the RFP was being issued.

Senate Committees. D. Patterson thanked those who worked on the election of new Senators. In addition to receiving preferences from Senators, 50 non-Senators volunteered to serve on committees. The Committee tried to give Senators who responded the committee assignments that were their first choices and to use as many volunteers as possible. Gross noted that the Senate should expect some revisions. Nolt asked why the Committee on Campus Environment was not listed and Patterson explained that it is not a Senate Committee specified in the Bylaws. Gross explained that the Chancellor was sent the names of various people for possible service on administrative committees. The Senate approved the proposed committee appointments.

Child Care at Cherokee Farm. N. Howell, Chair of the Faculty-Staff Benefits Committee, stated that the Committee thought it would be desirable to have child care considered during the planning stage. The Committee identified nine (9) points. The basic argument is that our campus, like others, will be hiring more women. In response to questions about the availability of child care, Howell noted there are few open slots. Gross said he would forward the resolution to the Chancellor and the President. Provost Holub asked if it would be only for those working there. Malia suggested that consideration should be given to a variety of needs (e.g., sick child care, odd hour care, elder care) and to needs data collected in past surveys of faculty and staff. Motion passed.

Basketball Resolution. A friendly amendment to the Senate Athletic Committee's resolution congratulating the Lady Vols basketball players and coaches on their seventh National Championship proposed by L. Fisher (substituting "fair play" for "sportsmanship") was seconded by several Senators. Misra accepted the friendly amendment on behalf of the Committee. Motion passed.

ADJOURNMENT

The meeting was adjourned at 5:08 p.m.

Respectfully submitted,

Suzanne Kurth, Secretary