

The University of Tennessee Faculty Senate
MINUTES
April 21, 2008

Those absent were: Janice Appier, Gary Bates, Roberto Benson, Thomas Boehm, Marianne Breinig, Donald Bruce, Carol Collins, Daniela Corbetta, Steven Dandaneau, Ruth Darling, C. A. Debelius, Bethany Dumas, Rod Ellis, Becky Fields, Linda Frank, Patricia Freeland, Randall Gentry, Glenn Graber, Lee Han, Thomas Handler, Richard Heitmann, Robert Holub, Roxanne Hovland, Yuri Kamyshkov, Scott Kinzy, John Koontz, Ramon Leon, Norman Magden*, Julia Malia, Murray Marks, John McRae, Wesley Morgan, Lynne Parker, Jay Pfaffman, Bob Rider, Lloyd Rinehart, W. Tim Rogers, Molly Royse, Gregory Sedrick, Jon Shefner, Neal Shover, Montgomery Smith, Karen Sowers, Otis Stephens, Johanna Stiebert*, Steve Thomas, Patricia Tithof, Gary Ubben, Klaus Van den Berg, Andrew Wentzel, Mark Windham, Michael Wirth, John Wodarski, Tim Young

*Alternate Senators: Natalia Pervukhin for Norman Magden, Robert Sklenar for Johanna Stiebert

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

ANNOUNCEMENTS AND INTRODUCTIONS

Establishment of Quorum (S. Kurth)

S. Kurth confirmed that a quorum was present.

Senate President's Report (D. Patterson)

President Patterson said the search for a new Chancellor was proceeding and the expectation was that interviews would take place in September based on his discussion with H. McSween. J. Heminway, the Senate representative on the search committee, indicated it would be meeting over the summer, so that interviews would be feasible early in the fall semester.

Patterson reported that based on his experience observing the budget hearings that he recommended to President-elect Nolt that he ask the next President-elect to attend the hearings with him for the overview they provide. Patterson was impressed by the campus administration and its commitment to creating a fine flagship institution and pursuit of AAU status. Interim Chancellor Simek recognized that to achieve such goals increases in space and numbers of students were required. During the UT system hearing it was acknowledged that UTK was behind. President Petersen endorsed building a School of Public Health at UTK.

Patterson indicated that the prospects for any across the board salary from Nashville were slim. Any such increase would probably come from a tuition increase and the goal is to keep any tuition increase below 10.0%. The representatives from the Senate argued that the first priority should be an across the board increase. Those involved with the Living Wage Study are considering revisions in their methodology.

Patterson indicated J. Poore has formed a committee to consider outsourcing student e-mail. Poore is focusing on: security of networks, the OIT move to the Metron Building, and the migration.

Information was provided on several other developments. J. Nolt was named to the Cherokee Farm committee developing a request for proposals. Patterson met with M. Nichols about making the minutes of the February 22 special meeting with the President available. The question of beer sales on campus arose when a report was published in the *Knoxville News-Sentinel*. The annual evaluation of Dean's has been under discussion. Patterson hoped it would be launched in a week or

so. The Bylaws require appointment of a summer Executive Council. In addition to the President, Past President, President-elect and Secretary, four people volunteered to serve (T. Boulet, J. Heminway, B. Lyons, and J. Hall). Patterson thanked everyone for the time and effort they devoted to the Senate during a turbulent year. He had the Executive Committee members stand to be recognized.

Chancellor's Report (J. Simek)

The Chancellor was out of town.

Provost's Report (R. Holub)

The Provost was out of town.

MINUTES

Faculty Senate

Minutes of the Faculty Senate meeting of March 24, 2008, were approved.

Faculty Senate Executive Committee

The minutes of the Faculty Senate Executive Committee meeting of April 7, 2008, were available as an information item.

MINUTES POSTED ELECTRONICALLY

Graduate Council (M. Murray)

M. Murray noted that his presentation constituted the second reading of the proposed Graduate Council Bylaws that codify existing practices. The change in those Bylaws is the shift from a two-year term for the Chair to a system paralleling the Senate's (Chair-elect, Chair, and Past Chair). The minutes were moved and seconded. They were approved unanimously.

Undergraduate Council (J. Romeiser)

The Undergraduate Council had not met since the last Senate meeting.

PREVIOUS BUSINESS

Faculty Senate Election (J. Nolt)

President-elect Nolt welcomed the newly elected Senators he had invited to the meeting. T. Wang suggested listing Senators' e-mail addresses rather than office phone numbers on the 2008-2009 membership list.

Undergraduate Council Bylaws (D. Patterson)

Patterson pointed out that the minutes approved at the last meeting constituted a first reading, so this constituted a second reading. D. Birdwell noted a minor error in how the changes were presented in the document distributed at the meeting. The Bylaws were moved and seconded. Motion passed.

Gender/Salary Study (L. Gross)

L. Gross reported on the recent survey he presented to the Executive Committee. The survey constituted a follow-up of previous surveys incorporating fall 2007 data. It included the gender equity adjustments made to females' salaries made by the Provost based on recommendations by Deans and Department Heads. The data show gender inequity remained. Male full professors' salaries went up more than would be expected.

Wang raised concern about unintentional discrimination, for example, assuming that a new faculty member's spouse who was pregnant would not be planning on working and would not need a job.

B. Lyons asked whether Gross would repeat the survey again. Gross said he would be pleased to repeat it, if he were still here. Birdwell thanked him for conducting the survey.

REPORTS OF STANDING COMMITTEES

Nominating Committee (C. White)

C. White thanked Lyons for his help in recruiting candidates for President-elect. She noted the ballots had been sent out and encouraged Senators to return them. She introduced the candidates and had them give presentations to supplement their written statements.

S. Ohnesorg indicated she was honored to be a nominee. She expressed support for shared governance. She stated that she was concerned that emphasis on humanistic and educational values is often lost with the corporate model. The two main problems she identified were campus-system relations and compensation (compression and inversion). She explicated that compensation could make it more difficult to retain faculty. And, she expressed the need to work for improved compensation for all employees.

P. Crilly noted a *Daily Beacon* article pointed out a high turnover in administrative positions. He thought an unstable system hurts the University and asked her view. She thought it was related to campus-system tension and proposed movement forward in small steps.

T. Boulet said he was honored to be a nominee. He said it was his third term on the Senate. He identified two main concerns. 1) The changes confronting this and other campuses must be addressed. Forward-looking efforts like UT's branding campaign in his view represent looking to the future. Strategic planning efforts need to consider shifts, e.g., in technology. 2) The future of the UTK campus requires that faculty work with the system administration, the Board of Trustees and the public to develop a shared vision.

He was asked how he felt about the AAU status as a goal. Boulet thought important values were associated with it.

Teaching Council (I. Lane)

Lane reviewed the Council's activities over the past year:

- Solicitation of nominees and recommendation of recipients for Chancellor's Teaching and Advising Awards
- Participation in interviews of candidates to lead newly returned Teaching and Learning Center
- Facilitation of increased dialogue about teaching (fall seminar)
- Reconsideration of Student Assessment of Instruction materials

The plan is to review the Council's charge next year. She recognized the Council members and the web master.

NEW BUSINESS AND ANNOUNCEMENTS

Interculturalism Policy Statement (R. Geier)

R. Geier reviewed the process involved in developing the statement and pointed out its linkage to the Quality Enhancement Plan and Ready for the World. The Committee recommended building support for interculturalism into policies and procedures to move from rhetoric to reality. The policy includes:

- Statement valuing diversity (all faculty announcements)
- Statement of qualification (required or preferred)

Wang asked for concrete examples of how candidates would *demonstrate* they valued interculturalism. Geier said it could be established through training, professional affiliations, or their visions of their disciplines. She indicated the statement would be in addition to the EEO statement. D. Birdwell said having the qualification statement even as “desired” bothered him, for in fields like math it would be difficult to establish. Geier said the focus was not on technical material, but rather on the vision of how those techniques might be applied in a global environment. She was asked to explicate on the math example. She pointed out the possible uses of statistics. Birdwell noted that some areas of math simply do not have such applications. Geier replied that in such cases the characteristics of the applicants could be considered, as well as the value of discussion of applications in the real world. Boulet pointed out that if it were a desired qualification, the search committee would not be restricted. J. Lounsbury said thought could be given to recruiting underrepresented groups for positions. Gross said when hiring people it might be relevant to consider awareness of different learning styles when teaching subjects, such as math.

N. Cook moved that the motion be divided into two parts for separate consideration. Motion seconded. Motion to divide approved. The policy statement was voted on and approved (1 abstained).

Cook said the statement she received only the previous Friday concerned her due to its emphasis on “value.” She perceived that it represented an ideological position and she was very concerned about establishing an ideological test for faculty. She said she respected opinions about diversity, but pointed out that words like “diversity” have many meanings. Cook expressed concern about the possible threat to academic freedom. Wang said if the motion were sent back, she would like for consideration be given to applying it to incoming GTAs, GRAs, and scholarship recipients, as well as faculty, as all should be aware of diversity issues. S. Blackwell asked if substituting the word “respect” for “value” would create the same problem. Geier said she did not agree that it involved a value judgment, but rather that ultimately it was a statement of academic freedom, a way of maximizing different views. She reminded the Senate that the Ready for the World program is focused on infusing the curriculum with diverse perspectives. Acting Parliamentarian Pierce indicated to Patterson that the Senate could vote on the divided question, send it to committee, or table it. Birdwell moved recommitting it to the Executive Committee. Motion seconded. Lounsbury asked whether time, i.e., waiting months, would be a problem. N. Mertz asked what the urgency was. She understood the spirit behind the proposed statement, but expressed serious concern about its possible ramifications. Geier said they wanted it considered along with teaching and service. J. Deeken brought up the need to focus on the motion to recommit, as a point of order. R. Heller spoke in favor of recommitment, so the language issue could be resolved. The motion to recommit to the Executive Committee was approved.

Campus Alcohol Sale Resolution (L. Gross)

Gross noted the resolution was distributed prior to the meeting and comments about it were made on the listserv. The Men’s Athletics Department receives all net revenues for concession sales. Gross indicated the previous Chancellor had had to approve alcohol availability on campus and to the best of his knowledge there was no sale of alcohol on campus. D. Barlow suggested the

University Club had been an exception. Gross pointed out that it was a private club. Gross said the decision apparently was made by the system without consultation with relevant campus officials, as far as could be ascertained. It appeared no discussion of the possible negative effects of alcohol sales had occurred. The Board of Trustees was made aware of the plan to sell alcohol via a statement from the Vice President for Public Relations that focused on the revenue stream. Barlow explained the timeline for the action. Chancellor Simek was made aware on February 27 of the need for more money for athletics. A March 4 meeting with the President addressed options for addressing the anticipated shortfall. The Chancellor supported having users of service pay more for those services (charging students for football tickets, increasing ticket prices for faculty and staff). She said before the Chancellor committed to the change he consulted with Chief Washington and Student Affairs. She relayed that they understood the possible problems and issues. M. Cheng asked whether his unit could also propose beer sales, if it needs money. Heminway said she was concerned that the Chancellor did not necessarily have the authority because it was a system decision and it involved a third party contract. Barlow clarified that the building was on the campus inventory and the Chancellor did have the authority. With that issue clarified, Heminway focused on her second concern that the Senate was moving beyond its mandate in addressing third party contracts. Patterson said in his view the faculty has a mandate that deals with student life. K. Stephenson asked whether Barlow meant the Chancellor had the authority to decide in other venues or if Chief Washington decided sales should be cut off that they could be. Barlow emphasized the vendor's wonderful alcohol training program. Lyons announced the date for the soon to be held Athletics Department's budget hearing. He asked whether they were engaged in appropriate efforts at cost containment. Barlow indicated they had claimed operating reductions. The motion passed (4 opposed and 5 abstained).

Faculty Senate Survey Resolution (D. Patterson)

The distributed resolution proposed surveying the faculty about the President's performance using a revised instrument. It was moved by G. Pighetti and seconded that Peterson's name be removed from the resolution to make it more neutral. Nolt indicated that the purpose of the resolution was to follow up on the special survey that was in response to a particular situation, that it was not a proposal to assess general faculty sentiment. Wang sought clarification. J. Mount said that the "whereas" statement that included "annual" contradicted Nolt's interpretation. Birdwell stated at another point in the document an annual review was set up. The motion to amend passed.

Stephenson asked whether an evaluation of the Faculty Senate's performance should be included, as he would like more balance. Wang asked whether more data were available and whether there was a plan. In answer to her first question Patterson replied that answers to the questions submitted to the President had not been received.

A quorum call was made and a quorum was not present.

ADJOURNMENT

Meeting adjourned at 5:20 p.m.

Respectfully submitted,
Suzanne B. Kurth, Secretary