

The University of Tennessee Faculty Senate
MINUTES
January 26, 2009

Absent: Roberto Benson, Thomas Boehm, Bill Bradshaw, Cathy Cochran, Daniela Corbetta, Steven Dandaneau, Jim Drake, Becky Fields, Glenn Graber, Jerome Grant*, Lee Han, Russel Hirst, Nathalie Hristov, Yuri Kamychkov, Jeff Kovac, Ramon Leon, Murray Marks, Mike McKinney, John McRae, Lynne Parker, Gina Pighetti*, W. Tim Rogers, Rupy Sawhney, Neal Shover, Montgomery Smith, Marlys Staudt, Patricia Tithof, Michelle Violanti, Michael Wirth, Tim Young

*Alternate Senators: Richard Heitmann for Gina Pighetti, Mark Windham for Jerome Grant

J. Nolt called the meeting to order at 3:32 p.m.

ANNOUNCEMENTS

Establishment of a Quorum (S. Kurth)

S. Kurth reported a quorum was present.

Senate President's Report (J. Nolt)

Budget. J. Nolt reported the news about the budget continued to be grim. While the size of the reductions for academic units remained unknown, a reasonable guess would be 8%. With an 8% reduction, there would probably be a loss of over 300 positions (filled and unfilled) at UTK. Some contingencies bearing on the level of cuts are: the nature of the federal stimulus package, whether the state rainy day fund is tapped, what efficiency measures are demanded by the Board of Trustees (BOT), and how large a tuition increase is approved. Nolt stated the budget prospects are so grim that he found it impossible to say anything positive about it. He said that the situation has received media coverage and that faculty voices need to continue to be heard. In his view the best strategy requires putting students first and arguing for keeping teachers in the classroom. UT is visible to the largest number of people through its students, as probably everyone in the state at least knows someone who knows somebody at UT. The best path to preserving the research and service missions is by keeping teachers teaching. Nolt said that in his public comments he had been bringing up things that could be done or done more fully: releasing the rainy day fund, having flexibility in setting tuition, having the legislature reallocate money set aside for Governor's chairs (\$17 million) and Cherokee Farm development (\$32 million), and pursuing energy conservation (e.g., through performance contracting). Nolt elaborated that energy conservation was proceeding but slowly, as savings to date were about 2%. Nolt proposed performance contracting to the BOT's Efficiency and Effectiveness Committee. Nolt expressed appreciation for the comments he had received and expressed his openness to suggestions.

Program Review, Reduction and Reallocation Task Force. The purpose of this task force is to prevent the lack of faculty input that occurred last year with the Audiology and Speech Pathology Program. [The proposals currently under consideration do not involve program elimination.] It is a committee creating *procedures* for obtaining faculty input. It has drafted a procedure for budget-based program closures that takes administrative recommendations directly to the Graduate and Undergraduate Councils and then to the Senate. The proposed procedures are on the agendas of both Councils and should be on the agenda of the February Senate meeting. Criteria for program closure or elimination remain in the draft stage. Nolt said since the group was formed he has concluded that its scope was too narrow and there remains a considerable amount of additional work to be conducted. The previous week Philosophy, his department, and Religious Studies were presented with a merger proposal that apparently had been developed administratively at least as early as last fall entirely without department heads' and faculty members' input or knowledge.

Faculty Senate Efficiency. C. White is scheduled to report on increasing the efficiency of the Faculty Senate at the February meeting.

Research Council Policy Statements. The Research Council chaired by J. Hall produced two important policy statements, one on research data and one on tangible research property. The Executive Committee concluded that public comment on the statements should be solicited. Nolt sent out a message soliciting comment. The statements will be brought to the February Senate meeting. They are posted on the Senate website. Comments can be sent to jhall7@utk.edu.

Faculty Senate Legislative Task Force. Nolt said there is a need to do more in these times. In the past faculty members were discouraged from taking part in lobbying. He met with H. Dye and A. Haynes and they are encouraging faculty involvement. He also had conversations with J. Shefner about taking a more active role. Nolt proposed and the Executive Committee approved creation of an ad hoc Faculty Senate Legislative Task Force with the following members: J. Shefner (Chair), L. Gross, B. Lyons, H. McSween, M. Murray, and C. White. The Task Force will work closely with H. Dye and the system and on occasion travel to Nashville.

TUFS. State Organization of Faculty Senates. The organization of faculty senates at four-year institutions will meet April 3-5. Nolt anticipates some legislative efforts will be launched as an outgrowth of that meeting.

UT Faculty Council Report. T. Boulet met with the UT Faculty Council and President Petersen in Nashville. Boulet, B. Lyons, and Nolt met with the BOT's Efficiency and Effectiveness for the Future Task Force by teleconference. Lyons and Nolt attended the BOT's Executive and Compensation Task Force Meeting. Nolt reported that his impression was that the Trustees and system administration were more engaged with faculty than at any time in the past and that everyone was worried. The degree of faculty influence remains to be seen.

Family Medical Leave Policy. The Office of the Vice Provost for Faculty Affairs has developed a revised Family and Medical Leave Policy for Faculty. The application process has been clarified. It stipulates that tenured faculty will be eligible for leave (one semester off with pay) and a one-year extension to the promotion and tenure clock for maternity, adoption, or foster care. The revisions codify what the campus has tried to practice for the past few years. The revised policy is posted on the web [<http://provost.utk.edu/policies/familycare.shtml>].

Questions/Comments. P. Crilly commented that there were not a lot of rewards for teaching on campus and that it seemed ludicrous to emphasize teaching. R. Leon commented that good teaching and research were interrelated. Crilly responded that it felt intellectually dishonest to make the argument. J. Shefner commented that given no raises were likely in the foreseeable future that it was not an issue. He encouraged participation in the UCW rally scheduled for January 28 outside of the Law School. Shefner noted that the Union had already talked to Sen. Corker and Rep. Duncan's people, as well as local legislators and the press. T. Wang commented that for the leave policy to really work men needed to be encouraged to take advantage of the leave. At other institutions women have been afraid to take it for fear they would be perceived as weak.

Chancellor's Report (J. Simek)

J. Simek noting that it was his last meeting as Chancellor said it had been a privilege to serve, but he was also looking forward to returning to the faculty. He said the times were difficult but the

situation was not all bleak, for he perceived that by taking a long-term view there was much to be positive about.

Budget Cuts. He indicated the target for reductions kept changing but currently plans were for a 13.9% base budget reduction for the next fiscal year. Combined with the previous base budget reduction, there would be an overall 20% base budget cut. He said if the institution comes out of this situation, it would be in good shape. He argued instruction should be emphasized for UT to continue to be the strong comprehensive institution it wants to be. All academic units were asked to make 8% base budget reductions. Facilities Services and other units will experience cuts of up to 17%. Simek said a tuition increase was needed. A 7% tuition increase would cover fixed cost increases. A higher increase could address other issues, but the focus would be on the academic enterprise.

Reduction in Force. Simek said there would be a reduction in force. On campus 220-230 positions were at risk, although less than 100 of them were occupied. The campus will do its best to retain employees. Decisions would be made as soon as possible. Programs would be in place for affected employees. Contact had been made with organizations such as Oak Ridge that are engaged in activities requiring skilled craftspeople. He indicated that while there were not plans to eliminate programs, program consolidations and shrinkage were likely.

Positive Assessment. Simek said when he asked units to develop plans to reduce their budgets by substantial amounts he received cooperation. He found a shared vision of what the University is and perceived that that common understanding would be the University's salvation. He emphasized the need to convince the state of the University's value.

Comments. Nolt said that where his figures differed from Simek's on the projected size of the reduction in force, his figure of 326 represented positions while Simek's figure of 230 represented fulltime equivalents.

Nolt recognized J. Heminway who introduced a resolution to recognize Chancellor Jan Simek. The resolution was approved by acclamation.

***THE UNIVERSITY OF TENNESSEE, KNOXVILLE,
FACULTY SENATE***

WHEREAS just over one year ago, our colleague and friend Jan F. Simek agreed to serve as Interim Chancellor for The University of Tennessee, Knoxville, under emergent and difficult circumstances; and

WHEREAS Interim Chancellor Simek has served the campus and the University with energy, passion, and distinction since January 2008; and

WHEREAS Interim Chancellor Simek has upheld the principles of shared governance, working cooperatively with the Faculty Senate in

difficult times to minimize losses of faculty and programs and to promote the practice of sustainability; and

WHEREAS a new Chancellor for the campus is scheduled to take office on February 1, 2009, allowing the Interim Chancellor to return to full-time teaching as a Professor of Anthropology and to his beloved research on the ancient human use of caves for habitation, exploration, and religion;

NOW, THEREFORE, IT IS RESOLVED that the Faculty Senate of The University of Tennessee, Knoxville expresses its sincere appreciation to

Dr. Jan F. Simek

for his exemplary leadership of and service to our campus and to The University of Tennessee as Interim Chancellor of The University of Tennessee, Knoxville, from January 2008 through January 2009; and

BE IT FURTHER RESOLVED that a copy of this Resolution be presented to Jan F. Simek, and that the Resolution become part of the minutes of the Senate meeting held on January 26, 2009.

Suzanne Kurth
Secretary

John Nolt
President

Simek was given the resolution.

Heminway introduced a resolution to recognize Vice Chancellor Denise Barlow. The resolution was approved by acclamation.

***THE UNIVERSITY OF TENNESSEE, KNOXVILLE
FACULTY SENATE***

WHEREAS Denise Barlow has worked diligently and faithfully for The University of Tennessee, Knoxville, since 1978, serving the campus

as a clerk in the Bursar's office, the Bursar, the Director of Finance, and the Vice Chancellor of Finance and Administration; and

***WHEREAS** over the years, Vice Chancellor Barlow has been a voice of calm confidence, a source of detailed knowledge about campus and University financial matters, and an administrator who has shown that she values the faculty's role in campus governance through her responsiveness to Faculty Senate questions and her open willingness to share information with (among others) the Executive Committee and Budget and Planning Committee of this Faculty Senate; and*

***WHEREAS** The University of Tennessee, Knoxville, has come to rely upon and highly value Vice Chancellor Barlow's dedication, her ability to provide comments based on evidence rather than opinion, and her insight as to how to effectively manage our complex institution;*

***NOW, THEREFORE, IT IS RESOLVED** that the Faculty Senate of The University of Tennessee, Knoxville, expresses its sincere appreciation to*

Denise Barlow

for her many and varied extraordinary positive contributions to The University of Tennessee, Knoxville, over a 30-year period; and

***BE IT FURTHER RESOLVED** that a copy of this Resolution be presented to Denise Barlow, and that the Resolution become part of the minutes of the Senate meeting held on January 26, 2009.*

Suzanne Kurth
Secretary

John Nolt
President

Barlow was given the resolution.

Provost's Report (S. Martin)

S. Martin thanked Chancellor Simek and Vice Chancellor Barlow for their leadership. She commented that everyone could work together following the path set by former Chancellor Crabtree. She said the Provost's Office is working to see what a smaller faculty means in terms of the future.

Work is proceeding with a scalpel rather than a chainsaw. S. Gardial is working on faculty job satisfaction issues, including Family Medical Leave, a gender-neutral policy. Focus groups and lunches with new faculty were continuing in an effort to see how to make UT a better place for them.

Students. She noted that the profile of student applicants was very good. She pointed out an article in the daily newspaper showing the fruits of a new student fee supporting international travel. And, she reported on the high quality of Honors Program recruits.

Finally, she noted that she and Nolt would be sponsoring a series of monthly brown bags to improve communication

Report of Vice President for Agriculture (J. DiPietro)

Nolt introduced J. DiPietro noting that while the Faculty Senate represents UTIA and the Space Institute, as well as UTK, he believed it might be the first time the Senate was addressed by the Vice President for Agriculture. A number of Senators from the West Campus had pointed out that traditionally the chief executive officer of the campus has reported to the Senate, but the chief executive officer of Agriculture had not been heard from.

DiPietro said he appreciated the opportunity to speak. When he came to the University, he heard that the Joe Johnson Bridge was a bad thing, but he thought it was a good thing. UTIA is a statewide operation with extension offices in every country engaged in outreach activities. The faculty consists of scholars in a range of fields. Many collaborative activities are in place between the two campuses, for example, the new Master's degree program in Landscape Architecture, a Master's in Public Health in collaboration with Veterinary Medicine, a program with Business, and one with Social Work. UTIA is facing a budget reduction of about 13%. Focus is on retention of faculty positions. The RIF would be about 100 positions of which 55 are vacant. An "incentivized" separation plan is being pursued that might include as many as 25 positions. He applauded the "Switch Your Thinking" campaign. Fundraising will become more and more important. For example the Veterinary College needs funds for remodeling and an addition to its teaching hospital for large animals. He noted various UTIA accomplishments, including faculty awards.

Comments. J. Malia asked about incentives for retirement noting that at the last Faculty Senate meeting Senators had asked about such incentives and were told they were not forecast. DiPietro explained a model was being explored for extension agents whose funding sources provided other possible options.

MINUTES

Faculty Senate Meeting

The minutes of the November 17, 2008, Faculty Senate meeting were moved and seconded. Minutes approved.

Faculty Senate Executive Committee Meeting

The minutes of the January 12, 2009, meeting of the Executive Committee were available on the web as an information item.

REPORTS OF STANDING COMMITTEES

Teaching Council Report on SAIS (I. Lane)

I. Lane introduced Elizabeth Pemberton who distributed a handout on SAIS. Pemberton reported that the most common questions tend to be about what forms are available and online evaluations. The campus system is based on the University of Washington system. The system has not changed

for a number of years, as theirs has not. There are 11 forms. Online SAIS provides instructors with feedback much more quickly. As response rates are a concern, instructors who received online response rates of 80% or better were asked about what they did. Their answers are on the web. An effort is under way to eliminate paper reports to the faculty. The goal is to have a site from which faculty can download reports from various years. J. Lounsbury asked whether that information was already available on TN101 Online. Pemberton said that it was the last thing updated and it was under the auspices of SGA. She said response rates were lower for online evaluation. Large classes obtain lower online response rates and have brought the overall online response rate down. Those with questions can contact her at epembert@utk.edu.

NEW BUSINESS AND ANNOUNCEMENTS

Faculty Involvement with the Legislature (H. Dye)

Nolt introduced Hank Dye, Vice President for Public and Government Relations, who works in Nashville with Anthony Haynes. Dye said the dynamics are going to change with a new Speaker and a Republican legislature working with a Democratic Governor. Both Education Committees will have new chairs. He noted the importance of the constitutional officers. The budget will drive everything. More will be known after Governor Bredesen's February 9 State of the State address. Economic stimulus funds will require projects that are "shovel ready." Probably there will be block grants from the federal government. He encouraged faculty to look for possible damaging outcomes and to articulate their issues for legislators. Faculty members can aid UT's representatives by helping them develop their message and inform them about relationships they have with legislators. If faculty members write letters, they should be personal letters to individuals they know who are in the legislature. He noted that sometimes faculty members are free to say things that UT lobbyists cannot.

B. Lyons asked how many members of the Tennessee Legislature have an Associate or a Bachelor's degree. Dye replied that a number of them did not. J. Koontz noted that the discussion had focused on not hurting students, but he wondered whether there would be an identifiable impact if teaching loads were increased. Increased teaching loads would affect research activities and morale. R. Leon suggested that the faculty should always use language that indicates it is really trying. In answer to a question about how legislators perceive the faculty, Dye said they tend to see the faculty as in an ivory tower. In his view, the faculty is best suited to articulate its message. The plan is to give legislators models with different levels of tuition increase showing the impact of each. One model will be with a zero tuition increase. The goal is to show cuts have been made, but that further budget cuts will make inroads to the core.

Faculty Reductions Resolution (D. Bruce)

The resolution from the Budget and Planning Committee was previously distributed to Senators. The resolution was approved.

Resolution of the UTK Faculty Senate Budget and Planning Committee

Whereas the University of Tennessee, Knoxville, is faced with the prospect of severe budget reductions for the 2009-10 fiscal year, and

Whereas at least partly as a result of our current inability to replace faculty who have left the university, many students are already having difficulties obtaining the classes they need, and

Whereas a 5% budget cut proposal from the Provost's office currently under consideration would reduce the money available for faculty salaries at UTK by \$4.4 million, about 40% of which would be obtained by not filling tenured faculty lines and about 60% of which would be obtained by layoffs of non-tenure-track faculty, and

Whereas more recent discussions suggest that the actual budget reduction will be larger than 5%, with proportionately larger reductions in faculty workforce, and

Whereas such a reduction in faculty workforce would further reduce the availability of classes for students, and

Whereas tuition increases and the uncapping of tuition are currently under discussion as means of addressing part of this shortfall, and

Whereas the Board of Trustees has in establishing the UTK Faculty Senate stipulated that the Senate may:

consider, advise, and recommend to the chief academic officer, or, if appropriate, through the chief academic officer to the President, policies and procedures in other matters which concern the general welfare of the faculty of The University of Tennessee, Knoxville, such as ... priorities for the University budget

and further that it may

... consider, advise, and recommend on proposed policies regarding student life, rights, and responsibilities.

And whereas budgetary proposals affecting availability of classes are matters regarding student life and rights,

Therefore, the UTK Faculty Senate recommends to the Provost and Chancellor of UTK and to the President of the UT system that:

1. The first priority for the use of any increased revenue from the uncapping of tuition or tuition increases in Fiscal Year 2009-10 be to retain current faculty or to fill faculty vacancies, and that
2. Savings achieved by efficiencies or cuts in administrative functions be applied not to other administrative functions but to retain current faculty or to fill faculty vacancies

UTK Honorary Degrees Policy (V. Anfara)

V. Anfara explained the Board of Trustees has a policy on honorary degrees. The proposed policy is *procedural* specifying faculty involvement in the award process for UTK. The campus did not have procedures in place after the BOT adopted its honorary degree policy. The policy was approved by electronic vote of the Graduate Council on December 16, 2008. S. Thomas asked whether #2 was omitted or if the points should be renumbered. Anfara said they should be renumbered as one point was dropped. Motion passed.

2009-2010 Faculty Senate Calendar (T. Boulet)

The proposed calendar for the 2009-2010 meetings was approved.

Faculty Senate Elections (T. Boulet)

T. Boulet said the elections would begin in February.

Other

J. Malia said she reported at the last Senate meeting a candidate would be offered the Ombuds position. The person declined the offer. She learned a decision was made to put making another offer on hold for Chancellor Cheek. She asked what had happened as there was a plan to make an offer to another person if the first person declined. Simek said the first candidate wanted too much

money and the second candidate's salary expectations were too high. The administration pulled back given the budget crisis.

Malia asked about the refrigerator policy. She thought a large refrigerator would be provided to units before individual refrigerators were removed. Nolt said departments could have refrigerators. Simek explained that there was never a promise to purchase refrigerators.

Meeting adjourned at 5:10 p.m.

Respectfully submitted,
Suzanne Kurth, Secretary