

The University of Tennessee Faculty Senate
MINUTES
November 17, 2008

Absent: Lt. Col. Michael Angle, Alvaro Ayo, Roberto Benson, Stephen Blackwell, Bill Blass, Thomas Boehm, Bill Bradshaw, Marianne Breinig, Daniela Corbetta, Linden Craig, Steven Dandaneau, Ruth Darling, Jim Drake, Michael Essington, Becky Fields*, Linda Frank, Glenn Graber, Jerome Grant, Lee Han, Bill Hofmeister, Nathalie Hristov, Becky Jacobs, Stephen Kania, Scott Kinzy*, Murray Marks, Mike McKinney, John McRae, Thandi Onami, Natalia Pervukhin, Rupy Sawhney, Anne Smith*, Montgomery Smith, Marlys Staudt, Johanna Stiebert, Steve Thomas*, Patricia Tithof, Gary Ubben, Michelle Violanti, Peiling Wang, Pia Wood

*Alternate Senators: Carole Myers for Becky Fields, Randal Pierce for Anne Smith, Edgar Stach for Scott Kinzy, Jeanine Williamson for Steve Thomas

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)

Nolt indicated that the budget news continues to be bad and that at the same time we have been hit with escalating costs for electricity, coal and natural gas. These are in effect additional budget cuts. These cuts will in all probability entail layoffs of staff, loss of faculty lines and program cuts. There are four ways in which the Senate collectively and each of us individually can help: (1) Staying informed, (2) Anticipating and preparing for strategic program cuts, (3) Working to reduce unnecessary costs, and (4) Advocating revenue support.

Nolt announced that he has established an informal Senate working group to discuss budgetary matters and develop recommendations for the senate and for the new chancellor. The group consists of Matt Murray, Don Bruce, David Patterson and Toby Boulet.

Nolt said that program cuts may be unavoidable. The Senate, in cooperation with the Provost's office, has created a task force on criteria and procedures for program cuts. The members are: Brian Ambroziak, Toby Boulet, Carolyn Hodges, Susan Martin, Matt Murray, Lynne Parker, John Romeiser, Paula Williams, and John Nolt. He said that the caucuses should play an important role in the discussion and that we still do not have caucus chairs for Natural Sciences, Architecture and Social work.

Nolt announced the establishment of a new comprehensive Energy Conservation Policy. New daytime temperature set points are heat to 68; cool to 76. It will take a few weeks to get buildings adjusted.

New Chancellor. Jimmy Cheek will be on campus in February. He was scheduled to meet with some Senate Leaders in December.

Ombuds Office. Former Provost Holub wanted to have one full-time professional performing the role of faculty-staff Ombudsperson. Three candidates were interviewed and an offer to one of them was anticipated.

Civility Memo. The recent memo from Chancellor Simek was in response to hate speech and harassment incidents that had recently occurred. The Chancellor was unavailable due to a family emergency. Margie Nichols addressed civility questions in his stead. The incidents were not made public. Simek wanted to reinforce that the current times were positive ones and people should be civil. T. Wang inquired whether the incidents were related to the national election. Nichols said they were. Nolt specified that cotton balls were dropped in front of the Black Cultural Center and LGBT students were harassed at a football game. T. Boulet and Nolt met with the relevant commissions. J. Lounsbury asked if there was any evidence that the incidents represented trends. Nolt indicated that he was not aware of any, although the commissions perhaps were. Wang gave a personal example of the importance of guarding against subtle forms of discrimination.

Nolt was asked whether there would be a memo regarding the energy policy that could be given to colleagues. He indicated that it was a policy that would be announced to all. In response to a question about whether temperatures would be lowered in buildings over break, D. Barlow said it would be in buildings that were not occupied. Wang asked if football would be played during the day and Nolt reminded her that that is not a campus operation. J. Kovac pointed out that the campus has many windows that leak air and water making him skeptical about possible responsiveness. Energy conservation measures must take into consideration conditions in science labs. Nolt replied that exemptions were built in for labs, the library, and medical facilities. M. Clark asked whether the library would be opening and closing over break. B. Dewey responded that there would be a week of administrative closure, then it would reopen and then be closed for again January 1. J. Shefner asked about opportunities to propose cuts.

G. Fox said the reduction in faculty size effectively could have a generational effect cutting off opportunities to bring in new faces. She asked why there were not inducements for faculty to retire. Many universities were looking at retirement inducements for faculty eligible for Social Security (e.g., generous part time teaching, health). Nolt suggested that the Provost might address the question. P. Crilly made a counter point—new faculty members being hired at a higher market rate and requiring costly start-up packages. Nolt responded that the questions were ones that should be addressed to the task force, although they could also be sent to him.

Interim Provost's Report (S. Martin)

Provost Martin pointed out that there was a Chancellor's e-mail address to which anonymous suggestions could be posted, as well as a UT system one. The Provost's Office is engaged in conversations with the Deans about budget reductions. Support units discussions took place a week earlier. Budget reduction scenarios of 3-5% were developed, but the reductions could be greater. She had heard reflective ideas from both colleges and support units about conserving faculty strength, so there was concern about repeating the 1990s. She indicated that they were examining everything that the campus does. Simek scheduled budget hearings and a task force was in place. In response to Fox's questions about retirement inducements, she said the campus did not have a buyout plan and that at some institutions such plans have resulted in a brain drain.

The Effectiveness and Efficiency Task Force of the Board of Trustees was modeled on an initiative at the University of Maryland (which can be reviewed on its website). That university was proactive making some substantial cuts and in the process of doing so convinced the state to provide more appropriation. Contact has been made with officials at Maryland.

MINUTES

Faculty Senate Meeting

The minutes of the October 20 2008, Faculty Senate meeting were moved and seconded with the following correction: "J. Conant asked whether Hamilton would donate \$500,000 for the new Chancellor's use." Minutes were approved as corrected.

Faculty Senate Executive Committee Meeting

The minutes of the October 6, 2008, meeting of the Executive Committee were available as an information item.

MINUTES POSTED ELECTRONICALLY

Graduate Council Minutes (V. Anfara)

G1279—report from the Academic Policy Committee. Social Work wanted an issue addressed that was not specific to Social Work, namely graduate students teaching courses approved for graduate credit. Social Work would still have to request exceptions to the policy, unless the students were in a post professional degree program. The vote was in favor of such a statement. (Anfara indicated he was out of town for the meeting.) Anfara said he thought the policy was not in the form needed for approval by the Senate. His understanding was the revision would limit teaching to applied courses, excluding courses such as theory and methods. A motion to return the proposed policy revision to committee was made and seconded. Motion passed.

The remainder of the minutes was approved.

Undergraduate Council Minutes (J. Romeiser)

Minutes of the October 28, 2008, meeting was approved.

Previous Business

Last year the Senate passed a resolution creating safe zones. A task force headed by Jane Redmond and Rod Ellis submitted a report proposing their development to the Chancellor and he accepted the proposal. J. Hall asked if everyone understood the meaning of the term. Nolt stated the information had been distributed.

REPORTS OF STANDING COMMITTEES

Faculty Affairs Committee (J. Heminway)

The Executive Committee at its November meeting approved a resolution modifying procedures concerning the reappointment of department heads. The Deans have the key role, but faculty members vote before a dean makes a decision on reappointment. A dean is expected to give weight to the faculty vote and also to provide a report to the faculty. The revision was vetted by the Faculty Affairs Committee and the Faculty Senate Executive Committee and also compared with AAUP guidelines. Motion passed.

A second resolution addressed the timing of annual faculty evaluations for the Knoxville campus (not the Agriculture campus or UTSI). Evaluations would be changed to the academic year method and would be held at the same time as retention reviews. The campus is currently out of compliance with the Board of Trustees' policy that calls for academic year evaluations. Nolt noted that the resolution had been approved by the Faculty Affairs Committee and the Executive Committee. J. Malia asked what the change meant for the transition. S. Gardial would hold workshops to implement the calendar shift. The next evaluations would be fall 2009 (instead of spring 2009). In response to a question about implementation, J. Heminway explained change would be effective immediately (upon passage). Motion passed.

NEW BUSINESS

Athletics Committee (M. Holland)

Joan Cronan was introduced. Cronan recognized the activities of T. Diacon and M. Holland, as well as the public relations efforts of T. Carpenter, in charge of the power point presentation to be given. The athletic program is like a front porch, not the most important part of the structure but the most visible. Asked about Title IX, Cronan indicated it certainly was working at UT. UT has one of two programs with both men's women's athletic directors. She discussed the success of teams and individual athletes, as well as success in increasing attendance and revenues. Women's athletics is a \$16 million program. Men's and women's athletics work well together. Barlow asked Cronan her prediction for women's basketball. She replied that the team started off ranked 7th and that was not good enough for them.

Report on Senate Effectiveness Task Force Survey (C. White)

C. White gave a power point presentation on a preliminary report of the survey. She discussed the strengths, weaknesses, and other perceptions designated by survey respondents. The need to work on working more effectively with other units was identified. Another finding is the Senate is seen as the recognized policy body. A number of respondents were unclear about the connection between the Undergraduate and Graduate Councils and the Faculty Senate; that is, they were not aware that the councils are Senate committees. The results indicate that respondents believed the Senate had an effect on administration policy, but Senators and non-Senators differed in their relative support of that belief. The Senate was believed to be important but communication was an issue.

She then reported on the qualitative responses. One problem identified was the campus climate in which there is mistrust on both sides. Some believe there are too many administrators on the Senate and that their reports take too much time. On the positive side, there was affirmation of the need for a Senate. White then discussed what could be called challenges. The Senate needs to be more proactive, e.g., looking at areas of policy where it could make a difference. On the other hand, the Senate does a lot of things it does not need to do, as there are some things over which it has no influence. Recommendations concerned the need to restructure committees and to address the problem of continuity (the difficulty of starting and finishing anything in one year). Related to the second recommendation was the lack of infrastructure. Barlow noted that the Senate received more than \$8000 but it was distributed piecemeal over the course of the year. It was noted that there was a 1/3 time administrative person and that both Councils have staff support to run elections, etc. Infrastructure could help with communication. A third recommendation addressed the long term need to be more proactive in creating an environment of shared governance.

Shefner pointed out that White's report focused on perceptions. He encouraged her to look at the crosstabs, as Senators might be incorrect in their perceptions and non-Senators more correct. It was pointed out that a number of committees have administrators on them. White stated that some faculty members reported they never heard from their Senators. She proposed that faculty do not realize what the Senate is doing. Shefner responded that he had been on the Senate for a year-and-a-half and still was not clear on what impact the Senate has. He noted the resolution passed earlier in the meeting had much clearer impact on the faculty. Wang agreed there was a need to be more proactive, but asked how Senators could be informed about actions so they would have the opportunity to be proactive rather than reactive. She proposed the need to consider how faculty members learn about issues. White responded that the Senate President was usually the link for policies coming down the road. Madden pointed out there was no Senate office unlike the University he was previously at that had an office. White noted the differential between what the Student Government Association and the Faculty Senate had. Nolt suggested that the Senate needed to make a list of accomplishments. Conditions would be much worse if not for the Senate. Last year the Senate considered a no confidence vote for President Petersen and in the meantime

things have improved. Nolt noted the appointment of Jesse Poore. The majority of the total resources allocated to the Senate (\$25-30,000) go for staff (S. Winston and S. Simmons) and the retreat.

ADJOURNMENT

Meeting adjourned at 5:08 p.m.

Respectfully submitted,

Suzanne Kurth, Secretary