

Faculty Senate Executive Council  
MINUTES  
April 19, 2010

Present: Vince Anfara, Doug Birdwell, Toby Boulet, Marianne Breinig, Don Bruce, Jimmy Cheek, Chris Cimino, Rob Heller, Joan Heminway, Suzanne Kurth, Beauvais Lyons, Susan Martin, John Nolt, Stefanie Ohnesorg, Ken Stephenson, Steve Thomas, Dixie Thompson

Guests: Scott Simmons (Graduate Assistant), Ashley Meredith (Graduate Assistant 2010-2011)

### **I. CALL TO ORDER**

T. Boulet called the meeting to order at 3:34 p.m. and introduced Ashley Meredith, who was selected as the new Graduate Assistant.

### **II. REVIEW OF MINUTES**

A motion to approve the minutes of the March 15, 2010, meeting was made by B. Lyons and seconded D. Thompson. The minutes were approved.

### **III. REPORTS**

#### President's Report (T. Boulet)

T. Boulet's report had been distributed with the meeting agenda. He drew attention to the Commission for Women report about the views of faculty women, particularly their interest in having more support for spousal hires. He added the TUFs report to the meeting agenda.

#### Chancellor's Report (J. Cheek)

- Chancellor Cheek said civility was an important issue and he welcomed ideas about improving it. A task force on civility/diversity would be established. Campuses around the country are addressing the issue.
- He briefly reported on the budget.
- He noted that the Academic Alignment Task Force unanimously supported Athletics reporting to the campus. The Athletic Board took a straw vote indicating support for the change.

B. Lyons complimented the Chancellor on his civility statement and suggested that LGBT people should be included in the proposed task force. He asked about the potential 5% salary cut for state employees. Cheek said he hoped the Tennessee Legislature and Governor Bredesen would not seriously entertain it, but if it were enacted everyone at UT would be included. Lyons also asked about plans for how the money received from the ESPN contract would be spent, noting during the current year \$800,000 had been spent for "top off" offers for graduate students. Cheek said he understood it would be spent on stipends for terminal degree students with \$100,000 set aside for the Student Success Center. Lyons inquired about the possibility of using the funds for forms of graduate student support other than stipends (e.g., travel). Cheek expressed his preference for the money being spent in the visible form of stipends and that other funds be located to support travel. S. Martin clarified that each college made slightly different decisions, but the focus was on students pursuing terminal degrees. Cheek said he had reallocated some discretionary money across colleges and particularly to the humanities. V. Anfara asked about salary compression. Martin said Deans and Department Heads were asked for recommendations about salary compression cases in their units. The focus was on equity,

not market comparisons. D. Birdwell asked that salary inequities created when the Computer Science and Electrical and Computer Engineering Departments were merged be addressed.

#### Provost's Report (S. Martin)

- S. Martin reported the inaugural ORNL distinguished fellowship awards had been offered to outstanding students. A person to direct the fellowship program would be sought.
- She noted that Sally McMillan would present possible new course schedule models at the next Faculty Senate meeting.
- She explained that in the future all students would be required to register when traveling abroad when supported by any UT money.
- She stated that there would be a new policy restricting the presence of animals on campus in line with those currently in force on other state campuses.
- She thanked everyone for participating in VOL Vision and noted another draft was in preparation.

Questions were asked about possible exceptions to the prohibition on animals on campus (e.g., the use of companion animals in the therapeutic recreation program). Lyons asked whether there would be a packet of material depicting possible new timetables. In response to a request for clarification about students traveling abroad, Martin explained that it included any sponsored travel for students, e.g., band trips.

#### **IV. OLD BUSINESS**

No old business.

#### **V. NEW BUSINESS AND ANNOUNCEMENTS**

##### Faculty Affairs Committee (S. Thomas)

S. Thomas said that Deans indicated they had a problem with some faculty members applying for promotion year after year. Current policy indicates the faculty member should "consult" before applying for promotion leaving the decision with the faculty member. The Committee's proposed change suggested a two-year wait. Proposed resolution:

WHEREAS, under Section 2.G. of the Bylaws of the Faculty Senate, the Faculty Affairs Committee of the Faculty Senate "is responsible for reviewing proposed revisions and recommending changes to the *Faculty Handbook* in accordance with the amendments procedures set forth in the *Faculty Handbook*, and

WHEREAS, the Office of the Provost recommended that the Faculty Senate Faculty Affairs Committee review and recommend proposed revisions to the *Faculty Handbook* concerning when and how frequently an associate professor might apply for promotion to the rank of professor; and,

WHEREAS, under Section 8.3 of the *Faculty Handbook*, the Faculty Senate Faculty Affairs Committee "is responsible for recommending changes, which should have input from the chancellor, the vice president, and their administrative staff including deans for consideration by the Faculty Senate Executive Committee and final consideration by the full Faculty Senate;" and

WHEREAS, the Faculty Senate Faculty Affairs Committee has reviewed —and sought (i) input from the Chancellor and the Vice President of Agriculture and (ii) consideration by the Faculty Senate Executive Committee on— the various sections of the *Faculty Handbook* related to this issue; now, therefore, it is

RESOLVED, that section 3.10 of the *Faculty Handbook* is revised by inserting this text as a new paragraph between the existing two paragraphs.

After serving at least the prescribed five years as an associate professor, a faculty member should consult with his or her department head before initiating promotion procedures. The final decision on proceeding rests with the faculty member. However, if a bid for promotion is unsuccessful, the faculty member must wait at least two years before applying again for promotion.

J. Heminway said she had two concerns with the distributed proposal. The wording suggested a five-year period that was inconsistent with the period depiction in the next paragraph. Her other concern was that the “bid” for promotion language in the proposed new paragraph was not used elsewhere. She proposed stating “completion of the process” described in the next paragraph. D. Bruce said it was unclear to him when the two-year period would begin. Birdwell had a question about the five-year period noting there was an exception clause. He stated that in the College of Engineering the rule had seemingly been treated cavalierly. His question for the Provost was whether the rules were being enforced. Thomas said we would check with S. Gardial. Lyons said the essence of the motion (the two year wait) needed to be clarified. Ohnesorg suggested forgoing at least one promotion cycle. Heminway suggested that the Faculty Affairs Committee members could discuss the proposed change via email and distribute the formal motion to the Executive Council. The need for the change was briefly discussed. Lyons suggested that the issue was not an urgent one requiring action before fall. Boulet said the Committee could obtain a straw vote from the Executive Council for a revised motion and/or bring a revised motion directly to the Faculty Senate. No vote was taken.

#### Budget and Planning Committee (D. Bruce)

D. Bruce noted budget updates were posted the past month. Rather than a resolution they were issuing a report. He pointed to the modest one-year decrease in institutional support, explaining that it was hard to see significant change in such a short time period. Attention was directed to the third paragraph on the first page. Cimino’s explanation applied to the campus but not to the system. Instruction is a budget focus. Both academic and non-academic budgets will be reviewed with VOL Vision in mind. Cimino said one of the challenges of looking at categories is making sure comparable things are being compared. The distributed table captured comparable items representing expenditures without non-recurring items.

#### Graduate Council (V. Anfara)

V. Anfara provided the Graduate Council’s year-end report noting various actions taken (e.g., approval of some new degree programs). Michael Essington will chair the Council next year.

Lyons asked whether the Graduate Council discussed the distribution of the ESPN money. Anfara said the issue was never brought to the Graduate Council. The money came quickly and there was little time to act. He noted Dean Hodges was trying to get a handle on assistantships across the campus. Lyons stated the Graduate School was doing a better job of listing

Graduate Assistant positions not tied to particular departments. Birdwell suggested that the new joint fellowships with Oak Ridge paid well and might lead to competition for departments with less well-paid forms of support. M. Breinig said some faculty had complained that the advertising for the new fellowships implied that research at ORNL was more exciting possibly affecting recruitment for campus positions.

#### University/Systems Relations Committee (B. Lyons)

Lyons distributed a report of the Committee's actions over the past year. The Cherokee Farm was going to continue to be an issue. He indicated a teleconference with Jim Murphy had been very valuable. Athletics was discussed with T. Diacon and Murphy. There might be a change in committees if Athletics is moved to the campus.

#### TUFS (T. Boulet)

Boulet and Nolt attended the meeting. Representatives were asked to take two issues to their respective senates.

- One resolution addressed the possible 3% bonus for state employees. The TUFS' resolution supports awarding equal amounts of money to faculty members not an equal percentage. The staff was not included in the resolution because some representatives from other campuses felt they could not speak for staff. The proposal came from United Campus Workers (UCW).

Thompson asked what the amount would be. Nolt said the estimate he received was about \$2000. Cimino said it would be between \$1400 and \$2000, depending on who is included in the pool. Lyons noted the one-time bonus concept had a long history.

Nolt moved to endorse and Thomas to second the TUFS resolution. R. Heller asked who would make the decision. Cimino said generally legislative actions provide no flexibility, but if there were flexibility, the decision would be the Chancellor's. Nolt said the goal of the resolution was to bring attention to the situation. Birdwell commented that providing health insurance for people occupying "outsourced positions" was more important. Cimino said they had found the cost savings expected by outsourcing had not been realized and the service did not measure up, so as positions became open they were being converted. Lyons said the audience for the resolution was the legislature, not the President or the Chancellor. Bruce said the proposal was only one way to get to that goal. He proposed making a more general statement about flexibility. Birdwell moved and Heminway seconded an amendment striking the word "endorsed." Motion to amend failed.

Motion passed.

- Another proposed resolution addressed state policy regarding 90 days notice of termination. When it was passed, higher education was exempted. The University of Tennessee system does not have a provision that an employee be given 90 days notice and be notified if the position becomes open again. The four UT campuses would vote on this resolution.

Cimino said the existing policy was a minimum of 30 days notice. The Chancellors had been posed the question and supported the flexibility associated with the 30-day minimum. Birdwell asked who would cover the costs associated with more extended notice. Cimino said the

reason why the Chancellors were for 30 days was that sometimes there was short notice on budget cuts without any budget resources to cover salaries for an extended period. Nolt proposed sending the resolution to the Budget and Planning Committee with a request that it be brought back to the Senate in the fall. Lyons asked Cimino to check to see about the second part about notification of a position being reopened.

#### Announcements

Heminway thanked S. Simmons for his service.

Adjournment was moved by Birdwell and seconded by Thomas. Motion approved. Meeting adjourned at 5:03 p.m.