

The University of Tennessee Faculty Senate  
MINUTES  
February 1, 2010

Absent: Lt. Col. Michael Angle, David Atkins\*, Doug Blaze, Chris Cimino, Becky Jacobs, Jeff Kovac, Alex Long, Lloyd Rinehart

\*Alternate Senators: Jeanine Williamson for David Atkins

T. Boulet called the meeting to order at 3:33 p.m.

### **ANNOUNCEMENTS**

#### Establishment of a Quorum (S. Kurth)

S. Kurth reported a quorum was present.

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

T. Boulet expanded on the information in his written report. He announced the dates for the brown bag lunches he and Provost Martin were holding (March 2 and April 28). He explained the purpose of the Safe Zone Training scheduled for February 24 was to educate and empower those who would like to serve as allies for LGBT people and issue. Participants in the three-hour session would engage in interactive and reflexive activities. He met with the consultant from the University of Wisconsin who is facilitating developing of the strategic plan for the campus and was favorably impressed. The Executive Council Minutes of January 11 describe Chancellor Cheek's position in detail. The Chancellor could not attend the Senate meeting because he was in Nashville at the Governor's invitation for the State of the State address. Boulet thanks those who responded to D. Bruce's Senate list server request for feedback concerning the reporting structure of Athletics. And, he noted that the Student Counseling Center had begun an LGBT support group. The initial meeting drew more students than expected. The LGBT resource center's grand opening was scheduled for February 25, 2:30-4:30 in Melrose Hall F-103.

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

Provost Martin conveyed Chancellor Cheek's regrets at not being able to attend the meeting. She noted the Chancellor had made multiple trips to Nashville to advocate on behalf of the campus. She incorporated his planned remarks with hers. When Governor Bredesen announced the new collaboration with ORNL at the airport, he also stated the goal of UTK becoming a top 25 public University. The Chancellor has taken his charge seriously by developing metrics and making the Governor aware of the money needed to achieve success. A gap analysis that will dovetail with the strategic planning process to identify what needs to be done. Provost Holub convened a strategic planning effort. Strategic planning subcommittees accomplished considerable work. People have been moving forward with his goals and putting together a plan. Work is currently proceeding with a consultant who has drafted a strategic plan working with three faculty fellows (J. Heminway, E. Cortez, and D. Thompson) and with S. Gardial to get it out for review. The establishment of benchmarks is an integral part of the planning process. Martin will ask Boulet to recommend a faculty member to work on the new interdisciplinary initiative with ORNL intended to establish a PhD in Energy Science. UTK is working with ORNL.

Martin mentioned C. Plaut's comments on General Education. The campus is learning more about the implications of the legislation affecting making it easier for students to transfer between state public institutions. UTK is not going to be forced to admit students unlikely to succeed at the University. The next step is for Martin to work with Vice President Yegidis and the Provosts of the other campuses. The goal is to retain flexibility while maintaining and reforming the current General Education program.

Martin announced the 1<sup>st</sup> Annual Faculty Appreciation Week would be February 17-23. A night at McClung Museum including a reception was one of the planned activities.

B. Lyons said he applauded taking notes of faculty members' online comments. He asked if they had thought of using Blackboard to gather comments on strategic planning. Martin said they envisioned using focus groups and online venues. Lyons said he thought there would be more buy in if people were a part of the process and the document presented to them were really a rough first draft. M. Handelsman asked whether the top 25 initiative would depend on the whims of whoever was the current governor. Martin said the Chancellor had discussed it with the Board of Trustees [BOT] members. They were interested in the initiative and she thought it was unlikely that the next governor would not be supportive of it. She said having BOT support was important. P. Crilly noted Martin had made a comment that UTK's General Education requirements had not been reformed. Martin said she had been correct about that at the time she made the remark. Martin noted that S. McMillan was looking at more creative and innovative ways to deliver general education.

## **MINUTES**

### Faculty Senate Minutes

The minutes of the November 16, 2009, meeting were moved by M. Wirth and seconded by P. Crilly. Minutes approved.

### Faculty Senate Executive Council

The minutes of the January 11, 2010, meeting of the Executive Committee were distributed as an information item.

## **REPORTS OF STANDING COMMITTEES**

### Budget and Planning Committee: Salary Reports (D. Bruce)

Reports were distributed prior to the meeting. D. Bruce first drew attention to the report comparing UTK salaries with SUG and THEC peer salaries. He noted that campus salaries were losing ground. The largest gaps were at the full professor level. (The previous year's data were there as well.) J. Shefner asked if national stagnancy had left faculty salaries in the same relative position. Bruce said last year the campus was gaining, but this year it was further behind than two years previously. Lyons commented that an important responsibility for administrators was to look at any available money to shore up gaps rather than using that money for across the board raises. He asked Bruce if he agreed and he did.

M. McAlpin asked about the gender study. Bruce said the Office of Equity and Diversity [OED] and the Commission for Women annually requested a report on faculty salaries by gender to address gender equity. Two statistical methods had been used. The first was a simple comparison of average female and male salaries by college and rank. In those analyses some cases stand out. The second method was a multiple regression analysis. Faculty salaries were

regressed on a limited number of variables (college, rank, highest degree, tenure, years at UTK, and gender). In the report D. Cunningham pointed out caveats about interpreting the analysis. Bruce said the best predictors of salaries were publications, service, teaching, institution at which degree was granted and department, but none of those factors were included in the regression analysis. If significant variables are omitted the resulting analysis is problematic. Bruce said as an individual he would draw no inferences from the report focused on gender equity and that just because it had been done from 1971 was no reason for it to be continued. S. Gardial was trying to work with L. Gross and others on resolutions to the problems with the current analysis. Bruce said he was convinced that looking at individual salaries, as the Provost's Office currently did, was the best way to proceed.

#### Committee on Nominations and Appointments: Elections (J. Heminway)

J. Heminway said the Committee set the timing and procedures for the regular Senate elections. By February 15 nominees were needed from each caucus for each Senate seat. The new Senators needed to be elected by spring break. She encouraged caucus chairs to work on recruiting candidates. The procedures had to be set for the University Faculty Council Representative. The two candidates (I. Lane and D. Patterson) would speak at the March 1 meeting. There would be a paper ballot at the next meeting.

The Faculty Senate President-elect had to be selected by the third meeting. An electronic consent procedure by the end of March was agreed on for the President-elect position. She was still seeking nominees.

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

S. Thomas said the presentation of two resolutions would constitute their first reading. The first resolution addressed an inconsistency in the faculty evaluation forms resolved by changing check boxes to signature lines. The second resolution addressed external letters of assessment for promotion and tenure. The revision of July 2007 has been followed, but it does not appear in the 2009 version of "Manual for Faculty Evaluation." Concerns had been raised about the practicality of identifying 10 reviewers and the dilemma of what to do, if there were not 10 letters. Thomas noted that any Senator could propose to amend either resolution when it was brought to the Senate for a vote at the next meeting. He encouraged Senators to send proposed amendments to him. P. Crilly asked whether it was being said that the only people who could do a peer review were academics. Martin replied that there was no alteration in the wording of that part of the document, in other words the practice had been to limit outside reviewers to people who were academics.

### **NEW BUSINESS AND ANNOUNCEMENTS**

#### Proposed Change to Faculty Senate Bylaws (J. Heminway)

Heminway said being President of the Faculty Senate required a three-year commitment. It was difficult to identify candidates when one of the requirements was service as an "elected" member of the Senate within the past five years. The proposed amendment expanded the possible pool of candidates by expanding one qualification: "prior service on the Faculty Senate as an administrative member...or in another elected or appointed capacity." The other two requirements would remain in place. She said she wanted to have the *Faculty Senate Bylaws* amended at the March 1 meeting. She provided her e-mail address for people to provide comments [heminwa@tennesseeeedu](mailto:heminwa@tennesseeeedu). N. Mertz said she would like clarification about one category, administrative members, giving her Dean as an example. Mertz said the proposal did

not say the administrator would have to step down. Heminway said she would have Boulet send out the other two eligibility criteria. Lyons clarified that when talking about administrators, the statement addressed those serving at the level of dean of higher. Department heads were not considered administrators in this case.

Boulet said he met with the General Education Committee with S. McMillan. He was there to answer questions. There were none.

M. Breinig asked about the designation of caucus chairs. Heminway said she had recruited some caucus chairs. She tried to get senior people to play the role. She said she would be glad to send out the names of the caucus chairs, if people were interested.

#### **ADJOURNMENT**

Motion to adjourn made, seconded and approved. Meeting adjourned at 4:40 p.m.

Respectfully submitted,

Suzanne Kurth, Secretary