

The University of Tennessee Faculty Senate  
MINUTES  
May 3, 2010

Absent: David Atkins, Alvaro Ayo, Lora Beebe, Roberto Benson, Caula Beyl, Bill Blass, Doug Blaze, Bill Bradshaw, Ernest Brewer, Jim Conant, Linden Craig, Paul Crilly, Steven Dandaneau, Jim Drake, Jerzy Dydak, Jerome Grant, Rob Hardin, Russel Hirst, Roxanne Hovland, Denise Jackson, Yuri Kamychkov, John Koontz, Jeff Kovac, James Larson, Baldwin Lee, Jun Lin, John Lounsbury, Bruce MacLennan, Brent Mallinckrodt, Norma Mertz, Lane Morris, Lynne Parker, Trena Paulus, Jay Pfaffman, Gina Pighetti, Joan Rentsch, W. Tim Rogers, Rupy Sawhney, Michael Sims, Montgomery Smith, Carla Sommardahl, Edgar Stach, Marlys Staudt, Carrie Stephens, Sam Swan, Patricia Tithof, Scott Wall, Peiling Wang, Pia Wood, Tim Young

T. Boulet called the meeting to order at 3:34 p.m.

**ANNOUNCEMENTS**

Establishment of a Quorum (S. Kurth)

S. Kurth reported a quorum was present.

President's Report (T. Boulet)

T. Boulet's report was distributed prior to the meeting. Boulet added that during his term as President he had found support for shared governance from President J. Simek, Chancellor J. Cheek and Provost S. Martin in part due to previous Faculty Senate leaders' promotion of shared governance. He expressed confidence that the best decisions would be made about allocation of future tight budget money. He introduced Ashley Meredith, a graduate student in Higher Education Administration, as the Senate's new Graduate Assistant. He then recognized the service of outgoing Graduate Assistant Scott Simmons for his three years of service by presenting him with a certificate.

A resolution was then moved by D. Birdwell and seconded by J. Shefner recognizing Suzanne Kurth's service as Secretary. Motion approved.

*The University of Tennessee, Knoxville  
Faculty Senate*

*WHEREAS, Suzanne B. Kurth, Ph.D., is a highly respected colleague, teacher, and researcher;  
and*

*WHEREAS, she has served with distinction as Secretary of the Faculty Senate from 2006 –  
2010; and*

*WHEREAS, she has provided outstanding service to the Faculty Senate;*

**THEREFORE BE IT RESOLVED THAT** *the University of Tennessee, Knoxville Faculty  
Senate expresses its sincere appreciation to*

**Suzanne B. Kurth**

*for her outstanding and devoted service to the Faculty Senate and the University of Tennessee; and*

**BE IT FURTHER RESOLVED THAT** *a copy of this Resolution be presented to Dr. Kurth and that the Resolution be made a part of the minutes of the Faculty Senate meeting held on May 3, 2010.*

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*Toby Boulet*  
*President*

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*Joan Heminway*  
*President-Elect*

Chancellor's Report (J. Cheek)

Chancellor Cheek reported that the University was one of the top sustainable campuses according to *The Princeton Review*. He drew attention to his recent memo on civility and his assemblage of a task force that would work over the summer to address campus civility. Interviews for the position of Baker Center Director were underway. He discussed Governor Bredesen's challenge to UTK to become a top 25 university. Cheek indicated that the plan to achieve a top 25 ranking was coming along and would be presented to the full Board of Trustees in June. He noted that the journey to reach a top 25 ranking was as important as getting there.

Provost's Report (S. Martin)

Provost Martin reflected on the hard work put into revising the *Faculty Handbook* and the *Manual for Faculty Evaluation* over the past year. She reported that an effort would be made to dovetail the strategic planning effort with the top 25 initiative. Ongoing work with consultants should help provide more precise direction for the future. She indicated the campus was looking for faculty to represent it in the Southeastern Conference leadership program that is intended to develop a cohort of leaders. The institutional practice had been to include the Faculty Senate President-elect.

She pointed out that a new timetable for classes would be in effect beginning fall 2011. The goal of the change is to use space more efficiently and effectively. She turned over the floor to Sally McMillan so she could explain the proposal from the Academic Efficiency and Effectiveness Task Force. McMillan reported that she asked Jennifer Hardy and Don Cox to prepare schedule alternatives. The alternatives they developed were presented to various campus groups.

Beauvais Lyons noted that the Art Department had classes that met 6-9 hours a week and that of the various alternatives version 3 appeared to be the best accommodation. McMillan replied that they were not trying to eliminate different formats. Lyons then asked about safety concerns for students in classes meeting late during the winter. McMillan said students had raised concerns about safety and conflicts with athletic events, that is, problems with parking during athletic events. She argued there had always been night classes on the schedule and that more classes could be offered at night. The plan is to ensure that the bus schedules are in harmony with the times at which classes end and begin. McMillan indicated that once the feedback phase was completed, the pros and cons of the alternatives would be evaluated. The

Provost's Office would make the final decision. Beginning in October 2010 administrators would begin using the new schedule for 2011-2012 classes. T. Wang asked that thought be given to multiple units coordinating scheduling, e.g., Chemical Engineering and Chemistry. McMillan pointed out that departments would have to follow the new schedule. M. Breinig asked how feedback was being solicited. McMillan said the Deans had received copies, as had the Undergraduate and Graduate Council members. Breinig reported that her department head had first seen it when she showed her Graduate Council copy. The question was then raised about 8 a.m. courses, specifically if the goal was to maximize efficient use of space why not schedule required courses at 8 a.m. A related question was about using Saturday, e.g., for labs. McMillan said there were religious considerations that lead to no Saturday class times being generated. Jennifer Hardy noted that the data indicate that classes were not being taught at 8. The Task Force looked at other institutions and found they were moving starting times later, e.g., 8:15 and 8:30. Getting children to child care facilities and other issues may hold up both instructors and students. Their feedback indicated that students and faculty were in favor of later class starting times. M. Clark asked whether the change presents a negative image of the campus collectively. McMillan pointed out that some options included 8 a.m. classes. She noted that there was concern about being a family friendly campus. T. Wang asked whether having more time between classes would make it harder for students. McMillan indicated that students had not raised that question.

#### Report on Family Campaign (L. Davidson)

Vice Chancellor Davidson provided an update on the Family Campaign. She noted the faculty role in fundraising. The University of Tennessee, Knoxville's goal was \$400 million. As \$360 million was already raised, it was anticipated that the campus goal would be exceeded ahead of schedule either during the summer or fall. She expressed appreciation for what the faculty do.

### **MINUTES**

#### Faculty Senate Minutes

The minutes of the March 29, 2010, meeting were moved, seconded, and approved.

#### Faculty Senate Executive Council

The minutes of the April 19, 2010, meeting were distributed as an information item.

### **MINUTES POSTED ELECTRONICALLY**

#### Undergraduate Council

S. Thomas moved and D. Birdwell seconded a motion to approve the minutes of the April 12, 2010, meeting. Minutes approved.

#### Graduate Council

T. Wang moved and D. Wooten seconded a motion to approve the minutes of the April 15, 2010, meeting. Minutes approved.

### **PREVIOUS BUSINESS**

#### Undergraduate Council (T. Boulet)

Boulet reported that the expectation was that as students became familiar with BANNER it would become easier for them to graduate in a timely manner. The Psychology pre-major (in accord with the state-wide psychology articulation agreement) was approved. The proposed

timetable changes were discussed. Gregory Kaplan was approved as Vice Chair/Chair-Elect and John Koontz as Chair.

#### Graduate Council (M. Essington)

M. Essington reported a change in title from Graduate Program Director to Director of Graduate Studies was approved for the *Graduate Catalog*. The Council approved a new degree program in the College of Nursing (the Doctor of Nursing Practice or DNP). The Graduate Student Senate (GSS) representative reported that the fun run raised over \$15,000 for the campus libraries. Essington was approved as Chair for 2010-2011 and M. Zimmel as Chair-Elect.

T. Wang asked about the family medical leave proposal being developed by the GSS. She noted that students in Engineering often are Graduate Research Assistants. If a student were to take family leave during the course of a research contract, it would create problems. Essington indicated that was a concern and that there would be further discussion of such a leave policy.

### **REPORTS OF STANDING COMMITTEES**

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

D. Bruce reported that Institutional Support spending remained an important issue with the budget, even with a small decrease since 2009. He noted that C. Cimino had provided a document explaining the situation for the Knoxville campus (minor renovations and a shift from system to campus). Bruce concluded that the Institutional Support category remained a fruitful budget area for identifying funds that might be used for instruction. J. Shefner asked what happened to instruction. Bruce said there was an increase in instructional money but that budget category experienced a lower rate of growth than other areas. Shefner commented that that had important ramifications. Bruce said if the instruction and research items were totaled, they would account for less than one-half of the system-wide spending.

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

J. Heminway thanked Boulet for reporting for her at the previous meeting. She noted that Senator positions remained open in a few colleges. She thanked the outgoing Senators. She reported that she was still seeking caucus chairs for 2010-2011. She said everyone should have received a survey asking about serving on a committee in the next year.

### **NEW BUSINESS AND ANNOUNCEMENTS**

#### Salary Bonus Proposal: TUFS (T. Boulet)

Tennessee University Faculty Senates (TUFS) passed a resolution regarding distribution of a potential 3% state employee bonuses. The resolution supported equal dollar amounts rather than equal percentages. The wording of the resolution in the TUFS minutes was not what some thought they had voted on. J. Nolt and Boulet were surprised that it referred to faculty rather than to all employees. To resolve the problem, two resolutions were brought from the Executive Council. Birdwell said he had a question for Cimino: Assuming 1%, what would the equal dollar amounts be, \$1400-2000? He noted that the amount would depend on which categories of employees were included in the pool. T. Wang asked what the difference in the amount would be between resolution 1 and resolution 2. Cimino said it would all depend on how flexible the legislation passed was. C. Plaut asked about part time and full time employees. Cimino said both have received bonuses in some places. Plaut noted that that issue was not addressed in the resolution. Lyons spoke in favor of both as a matter of

principle. He supported equal amount of money being awarded. In his view lower level staff had been particularly affected by flat salaries. Lyons expressed appreciation for the Chancellor's expressed concern for people at the bottom of the pay scale. He noted the resolution was non-binding. Chancellor Cheek said he had argued for flexibility in the distribution of any bonus money. He noted that it would be a non-funded mandate and that he has argued against a possible 5% salary reduction for faculty and staff. Shefner then argued for only supporting the second resolution. Bruce indicated he opposed both resolutions, as he thought they were both too prescriptive. He expressed a preference for a resolution emphasizing discretion for the Chancellor. Birdwell reminded that there had been mandated pools in the past used to exclude particular categories (e.g., term, adjunct, student employees). Plaut said he was opposed and the idea that was advisory was not a reason to support a resolution that was not particularly well done. M. McAlpin asked what other UT faculty senates were doing. Boulet said one UT campus did not vote for some reason, one voted yes, and one voted no. One Board of Regents school voted for the resolution. There was further discussion of the two resolutions and of what message passage of them would send. D. Deter expressed concern about the impact of an unfunded mandate on how the scarce resource on campus would be spent. Boulet pointed out that a mandate could not be rejected. The Chancellor was asked about his position. He said his thought would be to put the money in one pool and that there would be a minimum amount for the lowest paid employees, a maximum amount for the next group and so forth.

Resolution 1 passed (16 for, 14 opposed and 1 abstention):

Whereas, the current economic recession brings the greatest hardships to the lowest paid among us,

Therefore be it resolved that, if the Chancellor is authorized to award a bonus to UTK faculty for the 2010-2011 fiscal year, the Faculty Senate supports distribution of the bonus as an equal dollar amount to each faculty member.

Resolution 2 passed (18 for, 12 opposed, and 1 abstention):

Whereas, the current economic recession brings the greatest hardships to the lowest paid among us,

Therefore be it resolved that, if the Chancellor is authorized to award a bonus to UTK employees at for the 2010-2011 fiscal year, the Faculty Senate supports distribution of the bonus as an equal dollar amount to each employee.

## **ADJOURNMENT**

Motion to adjourn made, seconded and approved. Meeting adjourned at 4:34 p.m.

Respectfully submitted,

Suzanne B. Kurth, Secretary