

The University of Tennessee Faculty Senate
MINUTES
April 4, 2011

Absent: Lt. Col. Michael Angle, Itamar Arel, Doug Birdwell, Robyn Blakeman, Feng Chen, Jim Conant, Linden Craig, Steven Dandaneau, Jim Drake, Gene Fitzhugh, Michael Gant, Matthew Gray, Joanne Hall, Douglas Hayes, Russel Hirst, Bill Hofmeister*, Baoshan Huang, Robert Jones, Jeff Kovac, Baldwin Lee, Jun Lin, Alex Long, Brent Mallinckrodt, Lane Morris, Lynne Parker, Trena Paulus, W. Tim Rogers, Rupy Sawhney, Gregory Sedrick, Marlys Staudt, Carrie Stephens, Sam Swan, Dwight Teeter, Yang Zhong

*Alternates: Christian Parigger for Bill Hofmeister

J. Heminway called the Senate to order at 3:30 p.m.

ANNOUNCEMENTS

Establishment of a Quorum (J. Deeken)

J. Deeken confirmed that a quorum was present.

President's Report (J. Heminway)

A. Update on UT Background Check Release and Policy for New Hires. The policy is currently being redrafted. The release form and policy statements distributed to Heminway and others after last month's Senate meeting are not likely the final documents. Heminway continues to work with S. Gardial in the Provost's office on this matter.

B. Update on Service Learning Insurance Fee. This policy continues to be under review at the Provost's office and the College of Arts and Sciences. The fee is \$38 for a 12-month period, not \$32 (as stated in last month's President's Report).

C. Update on Plaut Civility Memorandum. This report has generated continuing conversations around campus. Heminway met with Vice Chancellor Tim Rogers who indicated that he would talk with the Chancellor about setting up a task force of faculty, staff and students to discuss the issues surrounding a possible revision of *Hilltopics* to address the concerns expressed in the memorandum. The Chancellor's civility initiative will be launched on April 15 at the International Festival.

D. TUFs Spring Meeting. The Spring meeting of TUFs was held on March 25-27 in Clarksville at Austin Peay. T. Boulet, J. Nolt, and J. Heminway attended. Items from that meeting will be presented to this Senate's Executive Council and to the full Senate in May. The proposed resolution will deal with the protection of shared governance on campus as an exercise of academic freedom. This issue also creates tension with UT's recently circulated Government Relations policy.

E. General Education Task Force. Heminway reported that D. Thompson reported to the Executive Council on this task force formed by S. McMillan. There will soon be a survey of faculty and there also will be faculty and student focus groups to obtain information to assess and recommend potential changes to the current curriculum and requirements.

F. Great Colleges to Work For Survey. All faculty should have received an email request to participate. Heminway encouraged faculty to complete the survey to give campus leaders important information for planning and to allow for valid comparisons with other colleges. The survey says it takes about 20 minutes to complete. Some faculty members are able to complete it more quickly and others need more time to respond.

G. Master Plan. C. Cimino will be calling a meeting in the next two weeks to inform the campus about the current draft of the campus Master Plan.

H. Strategic Planning for Division of Student Affairs. Output from the planning is likely to come to the Senate Executive Council later this month for consideration.

I. Institutional Support Meeting. Heminway has scheduled a meeting of members of the Senate's Leadership and of the Budget and Planning Committee of the Senate (including Heminway, C. Plaut, V. Anfara, B. Lyons) with University President DiPietro and others to gain additional information on the increase in the UT system institutional support budget and institutional support spending relative to academic support.

J. Report on Men's Athletics. M. Hamilton was scheduled to appear at the May Senate meeting but will be unable to attend. Instead, he is meeting with the Senate Executive Council later this month.

K. Faculty "Story." Heminway gave notice to the University Libraries for continued support of the campus. The participation of J. Deeken, S. Thomas, D. Atkins, J. Williamson, and A. Wallace in Senate activities was noted with favor. T. Akbar-Williams and M. Feltner-Reichert also were mentioned by name and their recent recognition on the campus Web site was highlighted.

Chancellor's Report (J. Cheek)

Chancellor J. Cheek reported on three items: Athletics, the Tennessee Governor and General Assembly, and Civility.

Athletics. Cheek officially notified the Senate of the firing of Bruce Pearl. Cheek and M. Hamilton jointly made that decision. There was an immediate search for a new Men's Basketball Coach. There were two candidates in the final pool. C. Martin was hired. Coach Martin will be introduced to the faculty and staff at a later date.

Tennessee Governor and General Assembly. Cheek and others have worked very hard to convince Governor Haslam of the importance of raises for UTK faculty and staff. It is important that a raise was included in the tight budget, even if that raise is small. The UT budget is getting cut an additional 2% this year and the Governor has proposed a 1.6% raise pool. Cheek stressed the need for flexibility on use of tuition and fees for the campus to fund additional raises. He is making a proposal at the May Compensation Committee (of the Board of Trustees) meeting that will include a request for funding "substantially" larger raises.

Cheek was glad to see the Governor's proposed initiative to change the HOPE scholarships to allow use of monies to cover Summer School as well as regular semester expenses. The proposal is budget neutral. It allows up to one of the five years of support to be used for up to two semesters of summer school. The use of the money for summer school should help improve graduation time for students—which is good for both students and the University.

Funding capital projects remains an issue. UTK has not had new state money for capital projects for the last three years and will most likely not see any for at least 2 more years. The building we see on campus is donor funded or uses money allocated three years ago. Cheek is working with Governor Haslam on some creative financing including splitting costs with the state or building based on bond issuances. Right now, the cost of construction is relatively cheap. Our campus has a decaying infrastructure with \$200 million in deferred maintenance. Getting permission to build

through the Building Commission is cumbersome. The Governor wants to make it easier, but there are no plans yet in place.

Civility. Rita Geier is leading this effort. The campus will release a Civility video in the next two weeks. It includes footage of Senate President J. Heminway, Senator B. Lyons, and others. Cheek, Provost Martin and others have been interviewed about the civility initiative for the Chronicle of Higher Education. As noted by Heminway, the kickoff for the Civility initiative will be April 15 on the University Center Plaza at 11:30 a.m. during the International Festival.

K. Ambroziak asked a question about the HOPE scholarships and summer school for architecture and other five-year undergraduate programs. Cheek replied that five-year programs will continue to be supported as they are now. M. Handlesman applauded the Chancellor on his academic concentration when dealing with athletics. Cheek replied that the athletes are supposed to follow rules regarding graduation and attending class. B. Lyons commented on salary increases included in the Governor's budget. That raise as a percentage of base still leaves UTK salaries way out of range with Top 25 schools. He cited to recently released data on departmental salaries. At UTK, raises have traditionally been given to colleges based on budgetary restrictions with no consideration of the market. Based on data being considered by the Senate Budget and Planning Committee, some departments are as much as 70% below the norm. Cheek said he would review the data.

Provost's Report (S. Martin)

Provost S. Martin also reported on three issues:

a. Recruitment of Deans. She was very happy to announce the searches for the Dean of the Libraries and the Dean of Nursing had been successful. In each case, UTK was able to negotiate the hiring of the top candidate. There will soon be an announcement on the Dean of Architecture and Design. Campus visits for the candidates for the Dean of Arts and Sciences will happen in the next few weeks. She encouraged faculty to attend the interviews and provide input on the candidates.

b. Banner. The infrastructure has been a huge concern. Implementation has not gone as smoothly as she had hoped. We are facing the end of the semester when there is great demand on the Banner system. Problems may develop. Martin is meeting regularly to discuss issues and set priorities with the programmers. They are working hard. She asked that any faculty member who has problems report them to her.

c. Best College to Work For Survey. UTK really needs data like that collected by the survey. Never before have we had data from all campus faculty that could be compared with a national pool and campus staff and students. The survey is open one more week. Please complete it if you have not already done so. Lyons asked if the questions on the survey regarding Deans and Department Heads are replacing the annual review process. Martin said they are not.

MINUTES

Faculty Senate Minutes

Approval of the minutes of the March 7, 2011, Senate meeting was moved, seconded, and unanimously approved.

PREVIOUS BUSINESS

Senate Elections (V. Anfara)

V. Anfara reported on the results of Senate elections. S. Thomas is the incoming President-Elect. Most colleges used electronic voting. He distributed results to Caucus Chairs for those who used electronic voting. Those using other voting mechanisms were asked to submit their results. Anfara thanked everyone for their participation in the process. Anfara hopes to have the new Senators named on the Senate Web Site and in Tennessee Today shortly. He indicated that I. Lane is transitioning from her faculty position at the College of Veterinary Medicine to an administrative position with the UT system and will no longer be eligible to serve as the UT Faculty Council representative. An election soon will be held to fill that vacancy.

Additional Bylaw Changes (V. Anfara)

Anfara introduced the previously promised proposed changes to the Faculty Senate Bylaws. The changes will be scheduled for a vote at the May meeting of the Senate.

REPORTS OF STANDING COMMITTEES

There were no reports from standing committees.

NEW BUSINESS AND ANNOUNCEMENTS

Syllabus Database (C. White for A. Howard)

Cynthia White presented a report from the Student Government Association on behalf of Avery Howard regarding a proposed syllabus database. This database would be different from posting on Blackboard because it would be open to all UTK students to view prior to registering for a course. The purpose is to help students locate relevant courses and assess the course requirements in advance. Loading syllabi in the database would be voluntary for the faculty. Linking Banner and Blackboard and possibly posting on individual faculty web sites were also discussed as alternatives.

Salary Increase Resolution (M. Handlesman)

M. Handlesman introduced a resolution on the 1.6% salary increases included in the Governor's budget proposal. He indicated his view that the Senate needed to make a statement about the small amount of the proposed raises after four years without a raise. He had heard anger and resentment from his constituents and felt obligated to ask the Senate to consider expressing these feelings by passing the resolution. He is concerned about the morale of the faculty turning into cynicism. He understands that the Senate Budget and Planning Committee is working on a report on raises, but feels that the report should be the RESULT of a discussion by the full Senate and not something presented to them for approval. M. McAlpin seconded the motion.

C. Plaut, Chair of the Budget and Planning Committee reported the Committee is working on a data-based response to the report. While the Committee understands Handlesman's frustration with the low amount of the raises, the Committee believes that a reasoned response (e.g., one tying the need for raises to stated goals such as the Top 25 initiative) would be more constructive in communicating the faculty's position to the Governor and the legislature.

Discussion continued on which of the two messages, emotional or data-based, would be most appropriate. Lyons moved to refer Handlesman's resolution to the Budget and Planning Committee and suggested the potential use of the Senate listserv as an avenue of discussion while the Committee is studying the matter and writing a response. T. Boulet seconded the motion. Boulet then suggested a friendly amendment to the motion asking the Budget and Planning Committee to look closely at the original motion while working on their response. Lyons accepted. The motion passed with one opposed and two abstentions.

Senate Communication (J. Heminway)

In response to criticisms that faculty members are unaware of matters being addressed in the Senate and its committees, Heminway stated that she would continue to work with the Executive Council and Anfara on the issue of communications from the Senate. Measures put in place this year include earlier release of minutes and agendas and a regular monthly Senate newsletter with a notice in Tennessee Today. She indicated that she had endeavored to avoid spamming faculty with frequent email messages on the regular business of the Senate and that she will post the Budget and Planning Committee's report on the Senate web site when it is ready.

Senate Retreat Date (V. Anfara)

Anfara announced the date of the Senate Retreat for 2011-12. It will be on August 26, 2011, in the Toyota Auditorium of the Baker Center. All are encouraged to attend.

Anfara also commented he is extremely interested and concerned about the discussion at today's Senate meeting about communication regarding the work of the Senate and is willing to work with small groups on the issue. He asked to be informed of other issues that arise over the summer and in his Presidential term.

ADJOURNMENT

P. Daves moved to adjourn and J. Koontz seconded. The meeting was adjourned at approximately 4:50 p.m.

Respectfully submitted,

JoAnne Deeken, Secretary