

Faculty Senate Executive Council
MINUTES
August 30, 2010

Present: Joan Heminway, Vince Anfara, Toby Boulet, JoAnne Deeken, Stefanie Ohnesorg, Doug Birdwell, Jimmy Cheek, Chris Cimino, Michael Essington, Laura Howes, John Koontz, Beauvais Lyons, Susan Martin, Carole Myers, Conrad Plaut, Lloyd Rinehart, Anne Smith, Ken Stephenson, Steve Thomas

Absent: Becky Jacobs

I. CALL TO ORDER

J. Heminway called the meeting to order at 3:30 p.m. Since this was the first Executive Council meeting, members introduced themselves.

II. REVIEW OF MINUTES

A motion to approve the minutes of the April 19, 2010, meeting was made and seconded. Beauvais Lyon asked about the policy of notifying people laid off or on temporary appointment about reinstatement of their positions. Chris Cimino had said that the policy is that employees would be notified within one year if their position is vacant and given the opportunity to resume the position. He confirmed the policy is in effect. See http://hr.utk.edu/pro_restoration_force.shtml.

Minutes approved.

III. REPORTS

1. President's Report (J. Heminway)

Heminway stated a copy of her report to TUFSS (Tennessee University Faculty Senate) was on the UTK Faculty Senate Exec Council webpage. She updated the information in that report with the following:

- a. Presidential Search. The search is ongoing. The Senate is concerned about adequate time for full background checks with the short time between announcement of candidates, interviews, and the recommendation for hiring. Heminway strongly encouraged all members to be active. If they have professional contacts with people who have worked with the nominees, contact them and share what is learned. The names of finalists are scheduled to be released on Oct. 6 with the final decision to be made in late October. Heminway, Matt Murray, and Jan Simek are scheduled to meet with the University/System Relations Committee in September.
- b. VOL Vision. The revised version of the VOL Vision plan is available online. Heminway asked that committee chairs read it and identify issues related to their committee's work. Comments on the plan are due at the end of September. All are urged to read and submit comments.
- c. Executive Council Agendas. Future Executive Council agendas will be similar to the one created for this meeting. The agenda will be short and include links to all the related files online. Comments on the new format are encouraged.

- d. Program Discontinuances. There are two program discontinuances reports in the Provost's Office. Procedures for proposed program discontinuances are posted on the Provost's website, <http://provost.utk.edu/discontinuance/>. In this case, there are proposals to discontinue majors in Russia and Italian. Senate Past President Toby Boulet has agreed to work with Heminway as her designee in the discontinuance process. They will work with the Provost as each step in the process proceeds. It is possible that the Undergraduate Council and Graduate Council will be involved later in the process if the proposal progresses. Heminway indicated that the current process commenced poorly: at best there was bad communication within the department and college; at worst, there were missteps that may impact the fairness or outcome of the process. Sally McMillan stepped in to rescue the situation to the extent that she then could. Heminway also indicated that it seems counterintuitive to cut foreign language majors while promoting the Ready for the World program on the campus.

2. Chancellor's Report (J. Cheek)

- a. Presidential Search. The names of finalists will be released after the candidates are vetted on October 6 and 7. The Chancellors of the various System campuses met on August 26. Chancellor Cheek will attend the October Board of Trustee meeting. It is important the chosen candidate understand the roles of the System and of the campuses. All System campuses will need to work together to get accurate information on candidates.
- b. Budget Cuts. No additional cuts were allocated this year because of past planning, stimulus funding, and the tuition increase.
- c. Faculty Salaries. A priority is the lack of raises in the past four years. Chancellor Cheek will push as hard as possible for raises. It is a very hard issue to navigate.
- d. Future Budgetary Issues. Post-stimulus funding is another delicate issue. There is a group studying possible ways to modify tuition charges. One option that group is studying is charging by the credit hour. However, historically charging by the credit hour has sometimes led to students taking fewer credit hours per semester. Any changes in tuition will need to complement the Top 25 commitment to improve graduation in four years.
- e. Deferred Maintenance. There is \$200 million dollars in deferred maintenance on this campus. In addition, no new buildings have been approved since Cheek arrived, and it appears there will be none approved for next year. The Board of Trustees supported the 9% tuition increase (\$1.6 million) which incorporates a plan to reinvest in the academic enterprise, including facilities. Dr. Cheek also noted that all additional fees request for last year were approved by the legislature.
- f. Top 25 Initiative. The Top 25 quest has been integrated into the VOL Vision plan. Diversity is a key component of VOL Vision. The plan has been reduced to only 10 pages. All were encouraged to read it. The plan will be presented to the Board in October, so Cheek reiterated that comments need to be made quickly.

- g. Graduate Education. Graduation numbers are up. He noted the existence of 100 more Ph.D. graduates over the past few years and 150 new graduate students in the STEM disciplines. Dr. Cheek thanked the Provost for hiring seven new Governor's Chairs in the last year.
- h. Athletics. Athletics now reports to the Chancellor. He has met with both ADs and coaches to ensure that everyone understands the new structure and to ensure that strong emphasis on class attendance and academics is understood by them and the athletes. The Thornton Center has been involved in the discussions and understands the new emphasis. The Center is willing to work with the faculty on early alerts. The Chancellor and the Provost are asking faculty to help with early notification of athletes who are having problems in these areas. Professors who teach large classes with many athletes and FERPA compliance are issues to be addressed.
- i. UT Compensation Advisory Board. There is a system-wide compensation advisory board. Joe DiPietro and Linda Francisco (or another human resources representative) will speak at the fall all-faculty meeting. The date, time and place of the meeting are being determined.
- j. Early Alert for Academics. Students are requesting a better functioning early alert system. While this includes athletes, the need is broader than just athletes. Heminway suggested that affording administrators access to Blackboard course management Web sites would help facilitate faculty involvement for those using Blackboard. Faculty members are asked to suggest ways to do this if Blackboard is not used or otherwise not acceptable.
- k. Bottleneck Courses. The Provost's office is attempting to collect and analyze data for a capacity study. This study is identifying the gap between class availability and students needing to take classes in order to graduate. We are attempting to understand what is hindering graduation in four years and what we can do to remove those hindrances. The College of Arts and Sciences is actively involved in this study.

3. Provost's Report (S. Martin):

- a. VOL Vision. The strategic planning process is moving forward. The Board of Trustees is interested in how to improve undergraduate progress towards graduation. The Chancellor has "some money" available for areas of greatest need. The College of Arts and Sciences has collected much data in their area and the information the Provost's office is collecting seems to align with their findings. Advising is poorly resourced. There will be some changes this summer. But there is much more to share over the next year.
- b. Life of the Mind. The Life of the Mind program ("LOM") went very well this year. There was good participation in the classes. The Provost believes the LOM will reap benefits all year.
- c. Dean Searches. There are three open searches for deans: Nursing, Art and Architecture, and the Libraries.
- d. OIRA Program Review. The Office of Institutional Research and Assessment is gathering data for the Program Review. There are problems throughout the system from data gathering to data warehousing. Consultants are being provided. The hope is to enhance data collection and analysis to better

inform decision-making. The consultants will also work with the Thornton Center.

This led the discussion back to the Thornton Center and the role of athletics. If we start bringing in athletes who are more academically inclined, would the quality of our sports programs go down? If so, would this decrease attendance at games and eat into money transferred to the campus academic mission by the athletic programs? Since the Athletics Department now reports to the campus, what would happen if Athletics start losing money? Cimino confirmed that the campus would have to cover any shortfall, but he indicated that this does not represent a change from the past. When Athletics reported to the President, the campus still was responsible for any shortages.

- e. Faculty Senate Retreat. Both the Chancellor and the Provost will speak at Friday's Faculty Senate retreat.
- f. Administrative Budget Cuts. The Provost was asked if the budget cuts taken by campus administration were as great as cuts to colleges and departments—including non-academic departments, e.g., the Office of Institutional Research and Assessment. Martin indicated that the campus administration took larger percentage cuts than campus academic programs.

IV. OLD BUSINESS

TUFS Resolution on Bonuses

Heminway indicated that there were five proposed resolutions from the Tennessee University Faculty Senates ("TUFS"). All are under consideration today for submission to and debate in the September 20 Faculty Senate meeting. The first resolution represents an amendment to the resolution adopted by the Faculty Senate at its May 2010 meeting.

1. "RESOLVED, that TUFS support the legislative plan that the one-time bonus be based on longevity."

The resolution was moved and seconded.

There was discussion that the resolution was counter to the Faculty Senate's prior resolution supporting that bonuses be allocated equally among faculty and staff. That discussion transitioned into a discussion of the role of TUFS and whether that organization diluted the influence of the UTK Faculty Senate. After some debate, it was suggested that the Executive Council vote to present the proposal to the Senate so that both those issues could be discussed more fully in the larger arena. The resolution to forward the resolution to the full Senate passed with 2 nay votes.

V. NEW BUSINESS

Further TUFs Resolutions

Heminway stated that the remaining four TUFs resolutions constitute new business.

2. "RESOLVED, that TUFs should contact the national office of the AAUP regarding the procedures used in the selection of the TBR chancellor and for possible investigation and evaluation."

A motion to approve the resolution was made and seconded.

In the ensuing discussion, Heminway explained that the process did not include faculty input or any vestige of shared governance. The Executive Council voted unanimously to send this resolution to the floor of the Senate.

3. "RESOLVED, that as the THEC Public Agenda plan is being implemented, member senates should utilize TUFs for consolidating the response from those member senates so that a consolidated voice can be given to legislatures."

The resolution was moved and seconded.

Discussion again centered on whether or when joint action takes away from the voice of UTK Faculty Senate. As discussion proceeded, a motion for a friendly amendment was made, seconded, and unanimously approved to combine the vote on this resolution with that on resolution 4 (below) since they present the same issues.

4. "RESOLVED, that each senate should propose to the TUFs Executive Committee discussion points, concerns, and strategies for the anticipated presentation to the Tennessee Senate Education Committee."

The motion to send the two combined resolutions to the Faculty Senate for consideration passed with 1 nay vote.

5. "RESOLVED, that in matters that are time-sensitive, after consulting with the Executive Committee of TUFs and the faculty senate presidents of all of TUFs member institutions, the president of TUFs is authorized to communicate to the public the consensus of those consulted."

A motion to send this resolution to the Senate floor was made and seconded.

Heminway explained that TUFs only meets twice a year. And at a meeting, all the voting members can do under the TUFs constitution is propose policies, adopt resolutions for members to take back to their individual faculty senates, and have the individual faculty senates vote on the resolutions. This means that TUFs cannot act quickly on matters of concern to its members. It was noted that the resolution is written to focus on the consensus of the senate presidents, not the senates themselves, and to preclude remarks on the views of senate presidents who are not consulted. Thus, any statements of support or disagreement would only be attributed to the campus representatives to TUFs, not to their Faculty Senates or campuses. The motion

was approved with 1 nay vote, with a number of members of the Executive Council indicating hesitance in supporting the substance of the resolution when called for a vote on the Senate floor. The vote indicated the Executive Council's overall willingness, however, to allow discussion of the issue by the entire Senate.

List of Sustainability Courses

Due to a lack of time, Heminway suggested that members of the Executive Council forward to her any additions to or deletions from the list of sustainability courses accompanying the agenda for the meeting.

Recognition of Dr. Brad Fenwick

A motion was made, seconded, and approved to send a resolution of thanks to Brad Fenwick, retiring Vice Chancellor of Research for his service to the campus. The form of the resolution was amended slightly from that presented to the Executive Council for approval at the meeting.

Other Business Items for the September Faculty Senate Meeting

Heminway indicated that the September meeting would feature a presentation on the new 946-CARE program for faculty. She noted that the proposed report from the campus ombudsperson would be held off for a future meeting.

VI. ADJOURNMENT

Adjournment of the meeting was moved, second, and unanimously approved.

The meeting adjourned at 6:00 p.m.