

The University of Tennessee Faculty Senate
MINUTES
March 7, 2011

Absent: Vincent Anfara, Lt. Col. Michael Angle, Itamar Arel, David Atkins, Caula Beyl, Robyn Blakeman, Doug Blaze, Ernest Brewer, Feng Chen, Chris Cimino, Linden Craig, Steven Dandaneau, Seddik Djouadi, Jim Drake, Hillary Fouts, Michael Gant, Matthew Gray, Martin Griffin, Russel Hirst, Bill Hofmeister*, Baoshan Huang, Robert Jones, Ron Kalafsky, Jeff Kovac, James Larson, Baldwin Lee, Jun Lin, Beauvais Lyons*, Brent Mallinckrodt, Susan Martin, Clea McNeely, Norma Mertz, Stefanie Ohnesorg, Lynne Parker, W. Tim Rogers, Rupy Sawhney, Gregory Sedrick, Robert Sklenar*, Carla Sommardahl, Dwight Teeter, Klaus Van den Berg, Peiling Wang, Pia Wood, Yang Zhong

*Alternates: Pat Carter for Beauvais Lyons, Christian Parigger for Bill Hofmeister, Elizabeth Sutherland for Robert Sklenar

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

ANNOUNCEMENTS

Establishment of a Quorum (J. Deeken)

J. Deeken announced a quorum was present

Senate President's Report (J. Heminway)

J. Heminway recognized G. McCracken who asked Senators to sign a petition voicing opposition to HB 368 and S 893 (identical wording). The petition stated that the bills were anti-evolution and anti-science. The petition was circulated. An image of the signed petition, in .pdf, is being made available with the minutes of this meeting.

See the written President's report at <http://web.utk.edu/~senate/docs/2010-11/FSPresReport%283-7-2011%29.pdf>.

Heminway highlighted the following items from her report:

- a. The Tennessee University Faculty Senates (TUFS) recently presented at both the Tennessee House and Senate Education Committee meetings. Contact Heminway or T. Boulet with questions about the issues discussed. Links to videos of the two appearances are included in the written version of the President's Report referenced above. In response to a question, Heminway stated both UT and Board of Regents four-year universities are part of TUFS. Heminway called on Boulet to report out on two issues relating to TUFS. One issue is an initiative to have TUFS representatives (one from each system) meet with the UTFC and with the TBR faculty subcouncil. TUFS also is looking into the possibility of campus visitations between faculty (semester or year) to explore and increase collaboration between the two higher education systems. TUFS talked about having an application in which interested departments would be asked to announce their willingness to have a visitor, and faculty could choose to apply for these visitorships. The aim would be to help bring down the "silo" mentality that our current dual-system structure fosters.
- b. Reminder the NRC Forum will be held on March 9 from 3:45-5:15 p.m. in the Lindsay Young Auditorium of Hodges Library.

- c. The LGBT Commission is working to identify alumnae and alumni who are LGBT to facilitate targeted contacts. If they choose to self-identify, they are asked to contact Phyllis Moore in the Office of Alumni Affairs.

UT President's Report (J. DiPietro)

Heminway welcomed UT President J. DiPietro to the Senate. DiPietro reminded the group that he had been a member of the Faculty Senate at the University of Illinois. He indicated that he understands the importance of the Faculty Senate in campus governance. DiPietro then discussed three topics.

- 1) Complete College Tennessee Act (CCTA). This CCTA is an improvement on prior laws allocating money for institutions of higher education in Tennessee. It rewards successful student outcomes, not counting noses in seats. (The prior law distributed funds based on student head counts on a set day.) Key metrics under the CCTA are: student retention, number of degrees awarded, number of transfers, number of BA/BS degrees awarded per 100 FTE, the six-year graduation rate, and the amount of research and service by faculty member. With these criteria, UT should do well. We do not want any slippage in our statistics. Only 21% of young adults in Tennessee have a college degree. The Tennessee coalition for business supports the CCTA. For more, see www.tn.gov/thec. There is a three-year "hold harmless" clause in the CCTA. After that point, the new funding formula will be in place. The Tennessee Higher Education Commission (THEC) will make adjustments if it recognizes any unfairness in allocations.
- 2) The President then gave a short account of his actions in the last six months. He has visited and is gaining understanding of all the campuses and institutes outside Knoxville: Chattanooga, Martin, Memphis, and Tullahoma. He has spent less time with UTK and UTIA. In fact, he hasn't visited UTIA at all. He noted that he now is the advocate for all the campuses. DiPietro then gave an update on UT system-level searches. The Executive Associate to the President is now Keith Carver. There are high-level searches in Knoxville, Martin, and Memphis. The search for Vice President for Development will start next month. There is a Research Foundation initiative currently before the legislature. This will be an interdependent organization: one partially funded by the State and partly through monies raised by the Foundation. Currently, we raise about \$110 million per year. In five years, more support will be given to development officers. There will be 60 more development officers. The President believes they will raise an additional \$100 million per year in donations. Compared to other universities, we are behind the times. They have had similar arrangements for 30 years.
- 3) The President is initiating a system-wide strategic planning process that will measure all parts of the University. There will be a dashboard with metrics for the Board of Trustees. It will be available to faculty, staff, students, and other constituents. The plan should be ready in about a year.

D. Birdwell asked about issues involving the Research Foundation. President DiPietro replied that it was on his agenda, but he had not yet worked on it. He is concentrating on the restructuring currently underway and looking at the new administration.

Heminway asked for an update on the UT Compensation Advisory Board, about which DiPietro had reported at the Faculty Senate retreat in the fall. DiPietro said that Richard Brown (Chattanooga) is chair. They had a meeting last week. They are taking a holistic approach including (but not limited to) a review of adjustments based on a Cost of Living Allowance (COLA), market equity, and merit as factors in determining salary. All are important. He also stated that he is looking at benefits as well as salary.

Chancellor's Report (J. Cheek)

Chancellor Cheek believes that UTK will do well under the CCTA. However, the key will be getting more money for higher education in general and not just shifting money away from one higher education institute to another. At the top of his list of priorities (and the Top 25 priorities) is to build both graduate student and undergraduate student research. He hopes the State stays with the CCTA model emphasizing this goal. There may be political pressure to change it.

The Energy Sciences and Engineering Ph.D. program in the Center for Interdisciplinary Research and Graduate Education (CIRE) was approved by the THEC. There are currently 38 faculty members of CIRE (½ from ORNL and ½ from UTK). The program has had 100 student applications: 46 were invited to campus, 43 were on campus and at Oak Ridge last week. About 30 offers are being made. Some of the applicants are applying to UTK programs other than the CIRE program. Ten of the offers are being made to students with a perfect quantitative score on the ACT. One applicant received a perfect score on the GRE. She is being heavily recruited. UTK currently produces more students with both undergraduate and graduate degrees than any institution in the state, including Vanderbilt. Last year, 22% of graduates received degrees in the sciences, technology, engineering, and mathematics (STEM) areas, a strong shift in that direction.

Cheek recommended that everyone read his recently release newsletter (<http://chancellor.utk.edu/newsletter/newsletter-201102.html>).

Provost's Report (S. Martin)

Provost Martin was unable to attend. However, she sent word through Heminway that the proposal for discontinuance of the Italian and Russian majors has been terminated.

MINUTES

Faculty Senate Minutes

The minutes of the February 7, 2011, meeting were moved, seconded, and approved unanimously.

PREVIOUS BUSINESS

Proposed Amended and Restated Faculty Senate Bylaws

V. Anfara could not attend the meeting. In his absence, Heminway moved acceptance of the amended and restated Faculty Senate Bylaws presented and described at the February meeting of the Faculty Senate. No second was necessary since the motion came out of the Executive Council. There was no discussion. The motion passed unanimously.

REPORTS OF STANDING COMMITTEES

Undergraduate Council (J. Koontz)

The Council approved a new academic drop policy. UTK will accept a maximum of four drops during an undergraduate academic career. No additional drops will be allowed for double major. There will be an additional fee for late drops. Transfer policies have been changed to align with state requirements. Math requirements for freshmen have been aligned with state requirements in K-12. In response to a question from Heminway, Koontz said there had been no student reaction to the changes in the drop policy. There are exceptions built into the policy for a complete withdrawal from the university and for special circumstances for family or medical issues.

The Faculty Senate voted unanimously to accept the minutes.

Graduate Council (M. Essington)

M. Essington referred senators to the minutes of the Graduate Council's meeting on February 3. The Credentials Committee approved 15 new faculty members as eligible to serve on

Thesis/Dissertation Committees. There were 64 pages of changes from the Curriculum Committee. Summarized, there were 186 dropped courses, 184 added courses, and 158 revised courses. There were nine dropped disciplines and six added.

The minutes were accepted unanimously.

NEW BUSINESS AND ANNOUNCEMENTS

Faculty Senate President-Elect Candidate Statement (J. Heminway; S. Thomas)

In Anbara's stead, Heminway introduced S. Thomas, candidate for Faculty Senate President-Elect, who summarized the statement included with the agenda for the meeting. Heminway explained there would be a second blank line on the ballots for write-in nominations.

Remarks from Our Football Coach (D. Dooley)

Heminway introduced D. Dooley. She stated that Dooley was the first football coach in her tenure at UTK who had invited faculty to meet him. Dooley had visited the College of Law on March 4 to speak on his nontraditional career path after law school and the value of a legal education. In answer to Heminway's question at that event, Dooley said he never looked back on his decision to leave his legal career for a career in football coaching. Since the Athletics Departments now report to campus leadership, it seemed appropriate to invite him to address the Senate now. He has demonstrated in public appearances a strong commitment to the academic parts of the campus.

Dooley began his remarks by noting that he had been a faculty member at Louisiana Tech, teaching a course on Sports Marketing. He said both coaches and faculty are in the business of shaping young people. The purpose of his talk was to describe who he is and where the football program is headed. We are all part of UTK. He believes there is an epidemic in the United States among young people. Data suggests they have less moral development than ever before, and more children are growing up in broken homes. There is little authority in the homes. Adults in their homes have a succession of jobs. Young adults have more exposure and access to things that challenge morality. Athletes have to make decisions that can be right or wrong. Athletes get more exposure for their acts than other young adults. The paradox of athletics is that they train young people to be competitors. On the playing fields, they are taught to be tough and to attack any weakness of their opponents. While this is good on the field, it is awful on the streets. He stated that the culture at UTK around football has not been what it should be. He hopes to change the program. The program had lost its purpose. That purpose is three fold:

1. Bring spirit and pride to the institution both on and off the field.
2. Motivate, teach and develop the young men as players. They have the responsibility to embrace and value education and receive a degree. There should be happiness and mental growth.
3. Develop the players as men. Teach them life skills.

Our fans want championships. Dooley cannot reach his goals without wins, but wins are not the end. Once he establishes his purpose, he has to choose the right people to help him attain that purpose. He is proud of his coaching staff, the administration [Mike Hamilton], and his support staff. The players are also part of this group.

We should see a big difference in the type of persons who are invited to play football for UT. It will take time and energy to make the players fit and to get them to share his values. The core GPA for footballs players is 3.1 and the average ACT of the incoming players is 20. This is a positive shift from the past. He is minimizing the risk of disparate values and identifying the risks that are worth taking. Dooley is implementing a system. He will communicate his expectations and hold the players accountable for everything they do both on and off the field. One of his two biggest

emphases is creating a new academic accountability. While class attendance is important, it is not enough. Accountability also includes keeping tutor and advising appointments. It is also important for everyone on campus to realize this is not a one-strike environment.

The incoming football class has the highest GPA in the last five years. We should see a positive shift academically. Dooley is working with the Thornton Center. He is establishing a program he calls Vol for Life (VFL). This has nothing to do with football or academics. It is designed to create players with character who will represent the values of the campus for life. The program will be teaching life skills, such as financial responsibility, spiritual growth, community involvement, and personal branding. He is proud of the growth in the last year. He is taking personal responsibility for the progress of the program. His program is bigger than UTK. Dooley wants us all to be proud of the football players and program and how they represent us in the future.

Dooley was asked about how the UT graduation rates compare to other schools. Right now we're in the lowest third of the SEC (either 8th or 9th). The NCAA doesn't consider the graduation rate, but the APR (academic progress rate, a measure of retention) for football players is higher than for other student groups at UTK. He wants to stay ahead of the student body. But 100% graduation is not realistic. Dooley is more concerned about players who leave with a bad academic record than the total numbers who leave.

Heminway asked how the faculty could help him realize his objectives. Dooley replied the UTK has unlimited potential. The football coaches and the faculty need to work together in a way that we have not in the past. The football program will have to earn our trust. Some students will not follow his plan, but he wants us to accept that VFL has accountability.

Dooley was asked about changes to the Thornton Center. We need to increase communication and accountability among the Thornton Center, the faculty, and the coaching program. Faculty are asked to provide feedback. He will not ignore that feedback.

A senator suggested that when he is asking donors for money, he also ask for money for academics. Dooley responded that when his program is working correctly, the entire UTK program is affected positively. When the football program is good, overall development at the university increases. Dooley loved his college experience. While it will be hard since he is pulled in many directions, he hopes to develop individual relationships with faculty. He noted that 22% of the football players are in STEM areas; several of them have an engineering interest.

If we have further questions, Heather Ervin is the contact for Dooley.

Proposed Resolutions from the Faculty Affairs Committee (S. Thomas)

Thomas presented three resolutions for consideration. Each passed unanimously.

1. Clarified process for revising the Faculty Handbook and the Manual for Faculty Evaluation.
2. Changed the process for hiring Deans to state the majority of the search committee would be composed of tenured and tenure track faculty.
3. Add the phrase "gender identity" to our non-discrimination statements.

Proposed Resolution on Guns on Campus (T. Boulet; C. Myers)

Boulet and C. Myers introduced the resolution as posted with the meeting agenda

(<http://web.utk.edu/~senate/docs/2010-11/FSResolutionGunsonCampus11March06FINAL.pdf>). P.

Davies seconded it. Two legislators have filed bills allowing guns to be held on campus by faculty or staff with a legal carry permit. Boulet and Myers asked the Faculty Senate to endorse current legislative and campus policies prohibiting guns on our campus. C. Plaut moved (Boulet and Myers

accepted) a friendly amendment to delete the 2nd and 3rd "Whereas" statements in the proposed resolution.

Further discussion focused on how the UT Police Department felt about the resolution.

Discussion continued on current campus policy. The current policies refer to state law that prohibits guns on campus. Current policy does provide safe storage for hunting weapons brought to campus.

Davies suggested a friendly amendment removing the phrase "additional resources which allow for" from the resolution. Boulet and Myers accepted. Davies moved passage of the resolution as amended. S. Gilpatric seconded. L. Han asked about follow through. The resolution passed as amended.

Report on UTK Application for Carnegie Community Engagement Classification (N. Gaylord)

N. Gaylord reported that the Carnegie community engagement classification is voluntary. A large group of faculty worked on the UTK application over the summer last year. Carnegie received 154 applications: 115 were successful. Our application was not successful. Among those successful, 61 were public colleges and universities and 37 were research institutions. When the application was denied, the committee asked for and participated in a phone call with the review committee. That committee said that we had a lot of engagement through the Extension Program, but that extension does not equal engagement. UTK's application did not show systemic commitment to engagement. There was no mention of engagement in the strategic plan; there was no direction of the disparate activities being undertaken across campus. The Engagement Committee would like to tie engagement to the Top 25/VOL Vision Strategic Plan. Its members are looking for partnership from the General Counsel's office.

Heminway asked Gaylord when we might hear whether the new Vice Chancellor for Research will also cover engagement? She indicated that the answer depends on the person hired.

ADJOURNMENT

The meeting was adjourned at approximately 4:55 p.m.

Respectfully submitted,

JoAnne Deeken, Secretary