

# ***The Faculty Voice***

## **Faculty Senate Newsletter**

### **September 2011**

Newsletter Editor: Stefanie Ohnesorg, Information Officer

This newsletter is provided to you as a means of keeping you connected to the activities of the UT Knoxville Faculty Senate, your representative body for the Knoxville campuses. The intent of this newsletter is to keep all faculty members informed about current issues before the Faculty Senate and to motivate all faculty to get involved. Questions regarding and suggestions for this newsletter may be directed to the Information Officer of the Faculty Senate, Stefanie Ohnesorg, at [ohnesorg@utk.edu](mailto:ohnesorg@utk.edu).

### **Items Covered in this Newsletter:**

- 1. University of Tennessee Faculty Council (UTFC) Update**
- 2. Faculty Affairs Committee Updates**
- 3. Living Wage Resolution**
- 4. Administrative Reports Presented at the Faculty Senate Retreat (August 26, 2011)**
- 5. Faculty Senate President Vincent Anfara's report on "Aiming High With Thin Resources" prepared for the Faculty Senate Retreat (August 26, 2011)**
- 6. Faculty Senate Updates**
  - Links to Minutes, Agendas, and Reports
  - **Major Items on the Agenda for the [September 19, 2011 Faculty Senate Meeting](#)**
  - **[Make Your Voice Be Heard! Provide Input via the Senators from YOUR Unit!](#)**

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### **1. University of Tennessee Faculty Council (UTFC) Update**

The University of Tennessee System's University Faculty Council (<http://web.utk.edu/~utfc/>) is dedicated to upholding and exercising the principles of academic freedom, shared governance, tenure, and the faculty's primary responsibility for the university's curriculum. The Council confers with, advises, and communicates with the President of the University of Tennessee system (and his/her staff, as appropriate) on system-wide matters of interest to the faculties (UTC, UTK, UTHSC, and UTM) and the President. Faculty Senate President-Elect, Steve Thomas, will be conducting an election to determine a new UTK representative on UTFC to replace I. Lane. The two candidates running are David Patterson (who is currently serving as interim) and Cynthia Peterson, and both candidates will be at the September 19, 2011, Faculty Senate meeting to give brief presentations. The election will be conducted among faculty senators (not the entire faculty), and it will be scheduled for late September or early October.

### **2. Faculty Affairs Committee Updates**

- a. The Faculty Affairs Committee has drafted a summary report that lists all proposed changes to the Faculty Handbook and the Manual for Faculty Evaluation that were adopted by the Faculty Senate in 2011-12, and this summary report also details the status quo of these proposed changes. It is posted at [http://senate.utk.edu/files/2011/09/4-FAC Resolutions FY2011 Report revised.pdf](http://senate.utk.edu/files/2011/09/4-FAC%20Resolutions%20FY2011%20Report%20revised.pdf)

- b. The Faculty Affairs Committee will bring a resolution to the September 19 Faculty Senate meeting in which revisions concerning the **importance of advising and mentoring activities by faculty as aspects of teaching** are being proposed to the **Faculty Handbook (in section 2.22 and in the appendix)** and to the **Manual for Faculty Evaluation**. The full text of this resolution is posted at [http://senate.utk.edu/files/2011/09/5-FAC Resolution Advising and Mentoring revised 20110826.pdf](http://senate.utk.edu/files/2011/09/5-FAC%20Resolution%20Advising%20and%20Mentoring%20revised%2020110826.pdf) .
- c. The Faculty Affairs Committee will bring a **Resolution on Anti-Discrimination** to the September 19 Faculty Senate meeting in which it proposes changes to **section 1.1 of the Faculty Handbook**. These proposed changes aim at making the changes to section 1.1. of the **Faculty Handbook** that were approved by the Faculty Senate on March 7, 2011, consistent with University Policy HR0220. The full text of this resolution that details all proposed changes is posted at [http://senate.utk.edu/files/2011/09/6-FAC Resolution Anit-Discrimination revised 20110901.pdf](http://senate.utk.edu/files/2011/09/6-FAC%20Resolution%20Anti-Discrimination%20revised%2020110901.pdf) .

### 3. Living Wage Resolution

In 2010-2011 the UTK Faculty Senate Budget and Planning Committee prepared a **Living Wage Study** (<http://senate.utk.edu/files/2011/09/2010-2011-Living-Wage-Study2.pdf>). This report was authored with input from many members of the Budget and Planning Committee, and is based on documents provided by Linda Hendricks, Vice Chancellor for Human Resources for the University of Tennessee. This report builds on earlier reports compiled for the UTK Faculty Senate in 2000/2001 and 2005, and in many respects, this study serves to report what has come of that 2001 resolution in terms of administrative action and improvement in compensation for low-wage workers at the University. This report is the basis for the **Living Wage Resolution** that will be brought before the Faculty Senate at its September 19, 2011, meeting (<http://senate.utk.edu/files/2011/09/2-2011-Sept-Faculty-Senate-Living-Wage-Resolution.pdf> ).

The key elements of the **Living Wage Resolution** are to reaffirm support for a living wage of \$12.02/hour plus benefits for all UTK exempt and non-exempt employees, to develop and recommend a multi-year plan to close the salary differential for all positions (including faculty) that fall below market rates, to require food service and cleaning contractors to pay the UT minimum hourly wage and to provide wage and benefit data to the university as a condition of future contracts, to work with campus administrators to develop a multi-year plan to have all campus custodial work performed by UT employees as part of our Top 25 Initiative, and to charge the Faculty Senate Budget and Planning Committee to continue to monitor the University's pay structure regularly and to present a Living Wage Report every five years.

Two documents related to the Living Wage Resolution were discussed during the Faculty Senate Retreat on August 26, 2011, and they are posted on the Faculty Senate website. Direct links to these documents are: <http://senate.utk.edu/files/2011/08/Concerns-Living-Wage-Resolution.pdf> ("Concerns about the 2011 Living Wage Resolution" by Conrad Plaut) and <http://senate.utk.edu/files/2011/08/Living-Wage-Senate-Retreat-2011.pdf> ("Living Wage Study and Resolution: Summary of Key Findings" by Beauvais Lyons).

#### 4. **Administrative Reports Presented at the Faculty Senate Retreat (August 26, 2011)**

During the Faculty Senate Retreat administrative reports on the following topics were presented, and the power-point presentations that were shown in order to summarize and illustrate key issues of these reports are posted on the Faculty Senate website:

- a. **UT President Joe DiPietro's** report on "The UT System Strategic Planning Process..... An Overview":  
<http://senate.utk.edu/files/2011/08/Faculty-Senate-Retreat-August-26-2011.pdf>
- b. **Chancellor Jimmy Cheek's** report on various topics, including branding, financial reports, and the Journey to the Top 25:  
[http://senate.utk.edu/files/2011/08/retreat-2011-faculty-senate\\_final-presentation.pdf](http://senate.utk.edu/files/2011/08/retreat-2011-faculty-senate_final-presentation.pdf)
- c. **Provost Susan Martin's** report on "VOL Vision. The Journey to the Top 25"  
<http://senate.utk.edu/files/2011/08/Fall-2011-Senate.pdf>
- d. **Associate Vice Chancellor Mary Albrecht's** report on the Top 25 Initiative, with contributions from the leaders of the taskforces on Research (Wes Hines, Interim Vice Chancellor for Research), Undergraduate Education (Sally McMillan, Vice Provost for Academic Affairs), Graduate Education (Carolyn Hodges, Vice Provost and Dean of the Graduate School), Sarah Gardial, Vice Provost for Faculty Affairs ), Faculty, and Infrastructure & Resources (Chris Cimino, Vice Chancellor for Finance and Administration):  
<http://senate.utk.edu/files/2011/08/FS-v4-Top-25-Short-Version-Plan-53pp.pdf>

5. **Faculty Senate President Vincent Anfara** prepared a report on "Aiming High With Thin Resources" for the Faculty Senate Retreat on August 26 in order to give any assessment of the status quo and to set the tone and agenda for the work of the Faculty Senate in 2011-12. This report is available on the Faculty Senate website at  
<http://senate.utk.edu/files/2011/08/Vince2.pdf> .

#### 6. **Faculty Senate Updates**

The UT Knoxville Faculty Senate is the representative body through which the faculty participates in University affairs and shared governance. Through committees and a democratically elected legislative body, it promulgates policies and regulations regarding the general educational objectives of UT Knoxville. **It is, therefore, important that all faculty members stay 'connected' with the Faculty Senate by staying informed and by providing input and comments via the Senators who represent them in the Faculty Senate.**

**Please note that the Faculty Senate website (<http://senate.utk.edu/>) has been reorganized.** Please make sure to familiarize yourself with the new layout so that you will know where to find all current and past Faculty Senate documents and reports.

The **calendar for all 2011-12 meetings of the Faculty Senate and the Faculty Senate Executive Council** are posted here: <http://senate.utk.edu/calendar/>

## Important Resources on the Faculty Senate Website:

### a. Links to Minutes, Agendas, Reports etc. for 2011-12

Main Page: <http://senate.utk.edu/current-session/archives-2011-2012/>

**Please make sure to scroll down to the bottom of this page in order to see the updates for all areas.**

Please check frequently for updates regarding the work of Faculty Senate because new items will be added as they become available!

Archived Senate Reports, Minutes & Publications are organized by academic year and can be found here: <http://senate.utk.edu/archives/>

- b. Items on the **Agenda for the September 19, 2011 Faculty Senate Meeting** (<http://senate.utk.edu/files/2011/09/FSAgenda-9-19-11.pdf>), and items addressed in the **Faculty Senate President's Report for September 2011** ([http://senate.utk.edu/files/2011/09/1-Presidents-Report\\_September-19-2011.pdf](http://senate.utk.edu/files/2011/09/1-Presidents-Report_September-19-2011.pdf)) will include the following:

- Resolution from Budget and Planning on the Living Wage (C. Plaut)
- Resolution from Faculty Affairs on Mentoring and Advising (P. Daves)
- Resolution from Faculty Affairs on Anti-Discrimination (P. Daves)
- Introduction of the UTK candidates for UTFCC (S. Thomas)
- Updates on TUFSS (V. Anfara)
- A vote on the Minutes of the Faculty Senate meeting held on May 2, 2011: [http://senate.utk.edu/files/2011/07/May-2011.min\\_.pdf](http://senate.utk.edu/files/2011/07/May-2011.min_.pdf)
- A vote on the Minutes of Undergraduate Council held on September 6, 2011: <http://web.utk.edu/~ugcouncil/docs/minutes/UGCMinutes9-6-11.pdf>
- A vote on the Minutes of Graduate Council held on August 18, 2011: <http://gradschool.utk.edu/GraduateCouncil/Minutes/20110818-GC-Minutes.pdf>

### → **IMPORTANT: Make Your Voice Be Heard!!**

#### **Provide Input & Feedback via the Senators from YOUR Unit!**

- a. The List of all 2011-12 Senators (incl. contact info) is posted here: <http://senate.utk.edu/files/2011/07/Membership-2012-2014-with-email-addresses5.pdf> .
- b. All 2011-12 Senate Committee Assignments are posted here: <http://senate.utk.edu/files/2011/07/Committees-2011-201210.pdf>.
- c. The List of all 2011-12 Faculty Senate Caucus Leaders is posted here: <http://senate.utk.edu/files/2011/07/Faculty-Senate-Caucus-Leaders-2011-2012.pdf> .
- d. Contact information for the 2011-12 Faculty Senate President, Vince Anfara, and for all other Faculty Senate Officers in 2011-12 is posted here: <http://senate.utk.edu/senate-officers-2011-2012/> .