

The University of Tennessee Faculty Senate  
MINUTES  
September 19, 2011

Absent: Itamar Arel, David Atkins, Feng Chen, Chris Cimino, Paul Crilly, Lt. Brian Delamater, Seddik Djouadi, Alberto Garcia, Scott Gilpatric, Matthew Gray, Ron Kalafsky, Kurt Lamour, Mary McAlpin, Lane Morris, Lynne Parker, Joan Rentsch, W. Tim Rogers, Gregory Sedrick, Carla Sommardahl, Carrie Stephens, Otis Stephens, Curtis Stewart, Michael Stewart, Sam Swan, Klaus VanDenBerg\*, Jeanine Williamson\*

\*Alternates: Maribeth Manoff for Jeanine Williamson, Anthony Welch for Klaus VanDenBerg

V. Anfara called the Senate to order at 3:30 PM

### **ANNOUNCEMENTS**

Establishment of a Quorum (J. Deeken)

J. Deeken announced a quorum was present.

President's Report (V. Anfara)

See the President's report posted as a separate document on this web site.

Anfara introduced a resolution honoring J. Heminway for her service last year as President of the Faculty Senate. The motion passed unanimously. Heminway received a framed copy of the resolution and a plaque/gavel.

### *The University of Tennessee, Knoxville Faculty Senate*

*WHEREAS, Joan MacLeod Heminway, J.D. is a highly respected colleague, teacher, scholar, and citizen in and outside the University community; and*

*WHEREAS, she has served with merit as President of the Faculty Senate during the 2010-2011 academic year, maintaining the reputation of the Faculty Senate through her diligent leadership and capable representation of faculty issues at the campus, system, and board levels; and*

*WHEREAS, she has left and continues to leave her mark on higher education in the State of Tennessee through her thoughtful interactions with administrators, faculty, staff, and students on and outside the campus; and*

*WHEREAS, she has also served the Faculty Senate and the faculty of this campus as a member of the Tennessee University Faculty Senates and the UT Faculty Council and as a member and chair of various*

*Faculty Senate, campus, and University committees and task forces;  
and*

*WHEREAS, she has worked tirelessly to promote appreciation by the  
entire University community of faculty achievements in teaching,  
research and service;*

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

*Joan MacLeod Heminway, J.D.*

*for her exemplary leadership and service to the Faculty Senate and  
The University of Tennessee; and*

*BE IT FURTHER RESOLVED THAT a copy of this Resolution be  
presented to Joan MacLeod Heminway, J.D. and that the Resolution  
become part of the minutes of the Faculty Senate meeting held on  
September 19, 2011.*

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*JoAnne Deeken  
Secretary*

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*Vincent A. Anfara, Jr., Ph.D.  
President*

Anfara introduced the two candidates for UTK's representative to the UT Faculty Council: D. Patterson and C. Peterson. Each was allowed a short speech.

C. Peterson: Arrived at UTK in 1992 as Asst. Prof. of Biochemistry (now named Biochemistry and Cellular and Molecular Biology). When she arrived she began focusing on her research agenda. She has always maintained her passion for research, but now has a broader view. She began to assume administrative roles such as Director of the UT-ORNL genome science program and Asst. Director of NIMBIOS. She is currently Head of the Biochemistry and Cellular and Molecular Biology Department. This experience has given her the opportunity to be more involved in campus leadership roles. She feels this passion for graduate education will be important to bring to the UTFC. As a Research 1 university it is important that all understand the need for fellowships for Graduate Assistants. She believes we need higher stipends and an expansion in the training process for them. In her roles, she has had experience that she feels would be useful with the UTFC. She has addressed the Board of Trustees three times; her current roles involve regular communication with the UT President, UT Faculty Senate, and the Chancellor. She is both a good speaker and a good listener and has used these skills in dealing with complex, non-trivial issues. She is careful and analytical, but is not afraid to speak with energy when necessary. She has experience with many aspects of UTK and has good relationships with leaders at UT and UTK.

D. Patterson: Patterson believes strongly in academic freedom and shared governance. He has had experience working with UT System Board of Trustees and leadership at all levels of UTK. He has been at UTK for 24 years and is a Professor of Social Work and heads the federally funded Homeless Management Information Center. He is also Director of the new PhD in Social Work program. He has had experience with the UTK Faculty Senate (including past President) and the UTFC. He currently serves as the interim UTK representative to the UTFC (after the elected representative took a position in the UTK administration). He understands the issues and boundaries of both groups and served in both when there was conflict between the two groups and the Administration. That time has now passed. UT and UTK both now have strong leadership in the President and the Chancellor. There is a good working relationship between the two entities. He has worked with many in the UTK administration including the Provost and the Chancellor. He knows the members of the Board of Trustees. There is now cooperation between campus and system. Patterson would work with the Legislature to resist any legislation that would affect the legality of tenure, any assault on academic freedom and any legislation that would make the campus unsafe for students, faculty and visitors. Finally, he stated that C. Peterson was also a good candidate and would serve well if elected.

Anfara reminded attendees of the Mic/Nite scheduled for October 19 in the Valarium. The social hour begins at 6:30 and the presentations at 7:30. All were encouraged to attend and Anfara hopes there will be a large turnout.

#### Chancellor's Report (J. Cheek)

Chancellor Cheek attended the Board of Trustees meeting in June. Raises were his highest priority. This year we received approval and have implemented a 5% (2% across the board and 3% merit) raise. Chancellor Cheek reiterated that there is a difference between UTK and the other UT campuses. President DiPietro understands and acknowledges that each campus is different. This support allowed UTK to receive statutory and Board approval for differential tuition in addition to a 12% general increase in tuition; a \$40 fee for the Student Center; a \$100 fee for new buildings and infrastructure. We have also received approval for our Master Plan and a PhD program in Social Work.

This year responsibility for athletics shifted, appropriately, from the UT System to UTK. UTK plans to be excellent in both academics and athletics. Dr. Cheek is pleased with the hiring of Dave Hart as the new Vice Chancellor and Director of Athletics. The NCAA investigation has ended. Cheek is glad that NCAA accepted the self-imposed sanctions by UTK; the NCAA did not impose additional sanctions; the NCAA praised UTK for its cooperation with the investigation.

Civility is an important issue on campus. Cheek will continue to work on the issue. On Friday, there is a gala celebrating 50 years of African-American Achievement. In 1961, the undergraduate program at UTK was peacefully integrated. A total of 750 people have accepted invitations to attend the celebration.

*Tuition and fees.* The State has withdrawn over \$65 million in support for UTK over the last four years. This equals over 40% of the contribution they gave us four years ago. We made a request for a 12% tuition hike. Dr. Cheek and others met individually with each Board of Trustees member, the Governor and legislators. They presented figures to them showing the students attending UTK whose family income was in the top quartile (\$140,000-\$1.3 million) paid (net) less than \$2,500 in tuition each semester. Students in the bottom quartile (\$45,000 or less) paid no tuition and received (net) \$5,000 cash for living expenses. Compared to the Top 25 universities, in 2002 our

tuition was 20% lower; in 2011 it was 43% lower; in 2012 it is 40% lower. Compared to Tennessee colleges and universities, our students only paid \$400 more per semester than students at the University of Memphis.

There has been considerable work on our quest to become a Top 25 University. The quest began in 2010. There are now 64 different initiatives underway. Each has many objectives and check lists. Check the web site regularly for updates.

Cheek is in the midst of meeting with the Deans and Department Heads by college. He is also planning a meeting with all staff. These meetings are a chance for conversation and dialogue. He encouraged all to attend the meetings.

President DiPietro is visiting each campus and unit to have a chance for meaningful dialog across campuses.

Cheek is optimistic about our Top 25 journey. Each faculty, staff, and administrator should think about what they can do to work together to reach the goal. But the journey is as important as the destination. It will make us be the best place we can be for students. That's our business. It's our purpose. Good students make for a better future for all.

#### Provost's Report (S. Martin)

Provost Martin congratulated J. Heminway for the great job as Faculty Senate President. Last year was a very productive year. The Provost participated in the Faculty Senate retreat, and the DDH retreat. Together we are making good progress on aligning the Strategic Plan and VolVision. Colleges and Departments are now working towards their individual goals. The idea of an Academic Council grew from what the Provost heard on her visits around campus. This group will meet for the first time on November 17<sup>th</sup>. It will meet again in the Spring semester. The group restores direct communication to the Administration, the Deans, Department Heads, Directors, and the Faculty Senate President. The Academic Council will encourage systematic vetting of ideas through follow up, brainstorming, and gathering ideas from all participants.

There are campus visits underway for a Vice Chancellor for Research. Two are scheduled for this week. There will be a total of five candidates. All are encouraged to attend the Open Forums.

Student evaluation of teaching keeps being brought to her attention. We are currently doing all evaluations through the SAIS. The problem is how to increase student participation in the process. The on-line system offers more advantages than the former paper system, but work needs to be done through the Graduate and Undergraduate Councils and the Student Government Association to help faculty improve the response rate. There was good discussion on the issue over last semester and she hopes we can implement a more successful implementation this fall.

#### **MINUTES**

##### Faculty Senate Minutes

A motion to approve the minutes of the May 2, 2011, meeting of the Faculty Senate was moved by D. Birdwell, seconded by P. Daves, and approved by the full body of the Senate.

##### Faculty Senate Executive Council

Minutes of the Executive Council meetings of May 9, 2011, and August 29, 2011, were introduced as information items.

## **MINUTES POSTED ELECTRONICALLY**

### Undergraduate Council (M. Theriot for G. Kaplan)

M. Theriot (Chair-elect of Undergraduate Council) reported in the absence of G. Kaplan. The Council met earlier this month to get an overview of their charge. R. Darling reported on the work of the Academic Policy Committee, highlighting the UTrack changes to major guides; the recent NACADA meeting held in Knoxville; and the SGA support of the evaluation of Academic Advising. S. McMillan mentioned topics from the Associate Deans meeting. Proposals from the Curriculum and General Education Committee were approved. Please see the full report at <http://web.utk.edu/~ugcouncil/docs/minutes/UGCMinutes9-6-11.pdf> for further details. The minutes of the September 6, 2011, meeting were accepted unanimously by the Senate.

### Graduate Council (M. Zemel)

The Committee met August 18, 2011. Please see the full report at <http://gradschool.utk.edu/GraduateCouncil/Minutes/20110818-GC-Minutes.pdf> for complete details. R. Brockett is now the Chair-Elect. Anfara attended this orientation meeting to discuss the roles and responsibilities of the Graduate Council and to thank those serving on it. Discussions included the use of technology in ETDs by the Academic Policy Committee and forthcoming discussion on information standards for programs. The Council approved the 3 candidates recommended by the Credentials Committee to direct dissertations. The minutes were accepted unanimously by the Senate.

## **PREVIOUS BUSINESS**

### a. *May 9, 2011, Executive Council meeting*

Anfara asked J. Heminway to discuss the minutes of the May 9, 2011, meeting of the Executive Council. Heminway reminded the group that the May 2, 2011, Faculty Senate meeting ended abruptly when the question of a quorum was raised and a quorum was not present. Since there was significant action that needed to be taken before the fall and in accordance with the Faculty Senate By-Laws, a meeting of the Executive Council was scheduled on May 9, 2011. The minutes of that meeting were distributed with the agenda for this meeting. At that meeting, the Executive Council members accepted in principle the changes in wording to proposed changes to the *Faculty Manual* regarding "Best Practices and Recommendations Regarding the Supervision and Development of Non-Tenure Track Teaching Faculty" and allow a subcommittee of Heminway, Anfara, and Thomas to study the issue and report out at the next Executive Council meeting.

The Executive Council also accepted the reports of the Undergraduate Council and the Graduate Council to allow the implementation of the changes to occur before the beginning of the new academic year. They also elected the Secretary and Information Officers of the Senate, and approved the TUFS resolution on shared governance. The Coalition on Intercollegiate Athletics (COIA) resolution endorsing the report of the Knight Commission was sent to the Athletics Committee. After a discussion on the Living Wage issue, a motion was made by C. Myers to postpone the vote on the resolution to the first Faculty Senate meeting of the 2011-2012 academic year.

### b. *Resolution from the Budget and Planning Committee on Living Wage*

The resolution was introduced by C. Plaut, Chair of Budget and Planning. Discussion followed. L. Han asked if the Committee looked into the implications for the University budget and how all of this would be financed. Plaut replied that the Committee estimated the cost at \$29 million. The cost in 2005-2006 was estimated at \$45.5 million (including compression). The change demonstrates the progress made by UTK. B. Lyons stated we

can support the resolution without asking how it be paid for, as we do for the Top 25 goal. No wage study or resolution looks at implementation cost. Costing is done by Vice Chancellor for Finance Chris Cimino.

B. Huang asked if the Living Wage applied just to staff or were student workers included. Plaut and Lyons confirmed that student workers were NOT covered in the resolution.

J. Conant asked what the alternative is to the resolution. Plaut replied there was no alternative. This resolution is to help staff. There are increasing costs for insurance premiums and child-care. The resolution as written does not cover workers hired by contractors on campus. They are attempting to wage information from contractors and to ask them to raise wages to the living wage guidelines in the future.

B. Lyons asked that everyone read the document entitled "COMMENTS PREPARED BY BEAUVAIS LYONS, FORMER FACULTY SENATE PRESIDENT AND FORMER CHAIR OF THE BUDGET AND PLANNING COMMITTEE." The Compensation Advisory Board has two components: state employees and outsourced, principally custodial, workers. Both groups have made progress, but that cannot be linked directly to the Living Wage proposals. For the last decade, there have been minimal raises, but those have made a difference. Living Wage resolutions were passed in 2001 and 2005. The resolution charges the Budget and Planning Committee to continue to monitor progress. It won't be fixed for several years. Lyons urged support of the resolution.

Birdwell asked if the comments about contracted employees are true. C. Cimino reported last year that many of the outsourced custodial positions were being returned to UTK employees. Plaut replied that there continues to be contracted employees mainly in food service and custodial areas.

The motion passed with 52 Aye votes, 10 Nay votes, and 1 Abstention.

## **REPORTS OF STANDING COMMITTEES**

### Faculty Affairs Committee (P. Daves and S. Thomas)

P. Daves and S. Thomas jointly presented the resolution on the inclusion of a section Mentoring and Advising in both the *Faculty Handbook* and the *Manual for Faculty Evaluation*. S. Bowie asked how mentoring would be evaluated. The answer was that individual departments would make that decision and add that information to their departmental by-laws. The resolution does NOT mandate how to evaluate advising and mentoring by faculty members. The Department decides. In the past there was no wording about the roles of advising and mentoring in these documents. Lyons said these topics were conceptually covered in the documents. He is concerned that the proposal on mentoring and advising has more wording (word count) than the sections on teaching and/or research. He suggests the wording be condensed to one paragraph. As written, it appears that advising and mentoring are more important than teaching and/or research. Daves replied that this question had been discussed in the Committee meeting, but both he and Thomas stated the wording had been slimmed down quite a bit from the proposal discussed in May's Executive Council meeting. Daves responded the new proposal added just one or two sentences to the *Faculty Manual*. Thomas estimated that in the *Faculty Handbook*, the proposal removes 8 words and added 12 words to section 2.22. It also adds a Section B (with four paragraphs or about one page of text) to the existing Appendix 2. The proposal also makes these changes to the *Manual for Faculty Evaluation*. It adds an eight line paragraph to the Introduction and changes to the existing "BEST PRACTICES FOR ASSESSING AND REVIEW OF FACULTY TEACHING" by (1) adding to the title

“(INCLUDING ADVISING AND MENTORING)”; (2) adding a note indicating the revision proposed today; and (3) adding a new section of text with two paragraphs: one large and one small.

Han asked if there was a standard instrument for advising. He was referred to the proposed Section B of the Appendix of the *Faculty Manual* which states “Specific faculty advisor/mentor/roles, responsibilities and workloads are determined by the individual academic department or college.”

The motion passed with 52 Aye votes, 6 Nay votes, and 5 Abstentions.

Daves also reported on the Anti-Discrimination resolution passed last year by the Senate. The resolution had proposed adding a sentence concerning sexual orientation and gender identity to section 1.1 of the *Faculty Handbook*. The Office of the General Counsel proposed alternative wording which is more in keeping with established Board of Trustees policy as stated in HR 0220. Therefore, the Faculty Affairs Committee is asking the Senate to rescind the prior recommendation and replace it with a substantially similar recommendation.

D. Teeter asked how the new wording improved the prior statement. Daves replied that it doesn't improve the statement. It just uses wording acceptable to the General Counsel. Lyons clarified the statement by saying that “protected status” is different from “don't discriminate against”. The original proposal implied the former and the new proposal the latter.

The motion passed with 60 Aye votes, 2 Nay votes, and 1 Abstention.

#### **ADJOURNMENT**

Anfara closed by saying all Senators would be receiving a digital ballot tomorrow for the election of the UTFRC representative. The ballot needs to be completed and returned by Sept. 28. The ballots will be tabulated and S. Thomas will share the results. The ballot will have a space for write-in candidates, but Senators were urged to get prior approval from the write-in candidate BEFORE submitting someone's name as a write-in candidate. [Please note that the ballots were not sent digitally, but a hard copy ballot was mailed to 90 Senators.]

The meeting adjourned at 5:00 p.m.

Respectfully submitted,

JoAnne Deeken, Secretary