University Faculty Council Report – may 1, 2017

Meeting minutes and agendas can be found at <http://senate.utk.edu/faculty-council/>.

# Bonus incentives for campus and system administrators based on faculty salary increases

* The Board of Trustees instituted a system of stretch metrics as incentives for campus administrators to receive salary bonuses. Closing the salary gap for faculty with peer institutions was one of the metrics. Auditors determined that the various campuses had not uniformly performed the salary gap analysis with 2013 data and beyond. Essentially, there were differences in the way the data from Sibson Consulting was aged. As a result, you could look better than you were, according to the aging percentage method. This led to a Board of Trustees decision to suspend this metric. The UFC met with President DiPietro to discuss this development and express concern.
* President DiPietro stated that auditors said it was like comparing apples to oranges and advised not to use this for executive analysis. He indicated that there will be a temporary suspension of the process until we get it right. He stressed that closing the gap is important, and he had every intention of holding the chancellors accountable for closing the gap. In the meantime, HR will work to produce consistent data. The UFC will monitor the progress of developing different metrics for the different campuses, and advocate this metric be reinstated as an incentive.

# APR, CPR, EPPR Resolution

* Following approval of the resolution by all four campus senates, a cover letter was drafted as a preamble and forwarded to President DiPietro. The UTK Resolution on monitoring APR, CPR, &EPPR was passed on February 6, 2017 <http://senate.utk.edu/archives/senate-reports-minutes-publications-2016-2017/>.

**iii. APR, CPR, and EPPR Data**

* Across all UTK academic units (except CASNR), the average APR rating for tenure/tenure-track faculty was above meets expectations (Table 1). Across all units, 68% and 58% were rated above “meets expectations” for academic years 2013-14 and 2014-15, respectively. B. Ownley is working with HR personnel at UTIA to ensure accuracy of CASNR data.
* During these two years, there were four CPRs triggered. Two resulted in a CPR improvement plan. Of the remaining two cases, CPR was suspended due to a retirement for one, and there was a termination due to a Retention Review for the second case. B. Ownley is working with HR personnel at UTIA to ensure accuracy of CASNR data.

DRAFT - Table 1. Average APR rating percentages across academic units at UTK for 2013-14 and 2014-15

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Year | Far Exceeds | Exceeds Expectations | Meets Expectations | Falls Short | Falls Far Short | Number of Faculty |
| 2013-2014 | 21% | 47% | 30% | 1% | 1% | 1148 |
| 2014-2015 | 13% | 45% | 41% | 1% | 0% | 880\* |

\*Data for UTIA units not received yet for 2014-15.

DRAFT - Table 2. Average APR rating percentages across academic units at UTK for 2013-14 and 2014-2015

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| College/Unit | Year | Far Exceeds | Exceeds Expectations | Meets Expectations | Falls Short | Falls FarShort |
| Agricultural Sciences & Natural Resources/ AgResearch/ Extension | 2013 | 18% | 50% | 29% | 2% | 0% |
| 2014 | N/A | N/A | N/A | N/A | N/A |
| Engineering | 2013-14 | 15% | 43% | 40% | 2% | 1% |
| 2014-15 | 13% | 37% | 49% | 1% | 0% |
| Arts and Sciences | 2013-14 | 18% | 46% | 35% | 1% | 1% |
| 2014-15 | 9% | 46% | 44% | 1% | 0% |
| Law | 2013-14 | 12% | 60% | 29% | 0% | 0% |
| 2014-15 | 13% | 54% | 33% | 0% | 0% |
| Education, Health and Human Sciences | 2013-14 | 27% | 46% | 27% | 1% | 0% |
| 2014-15 | 14% | 46% | 35% | 4% | 0% |
| Social Work; Nursing Architecture & Design; | 2013-14 | 38% | 39% | 20% | 4% | 0% |
| 2014-15 | 29% | 31% | 33% | 7% | 0% |
| Libraries | 2013-14 | 14% | 59% | 27% | 0% | 0% |
| 2014-15 | 5% | 72% | 21% | 3% | 0% |
| Business Administration | 2013-14 | 31% | 44% | 25% | 0% | 0% |
| 2014-15 | 25% | 44% | 31% | 0% | 0% |
| Communication and Information | 2013-14 | 40% | 40% | 20% | 0% | 0% |
| 2014-15 | 20% | 43% | 38% | 0% | 0% |
| Veterinary Medicine | 2013 | 19% | 55% | 18% | 3% | 4% |
| 2014 | N/A | N/A | N/A | N/A | N/A |