



## Tennessee University Faculty Senates (TUFS)

*Representing over 10,000 united university faculty at ten state institutions of higher education*

### TUFS MEETING, March 25-27, 2011

Riverside Inn & Austin Peay State University, Clarksville, Tennessee

[www.memphis.edu/tufs](http://www.memphis.edu/tufs)

#### MEMBERS PRESENT

<u>INSTITUTION</u>	<u>VOTING</u>	<u>Delegation</u>
Austin Peay State University	David Major	Jack Deibert
East Tennessee State University	Thomas Schacht	David Champouillon, Fred Alsop
Middle Tennessee State University	Alfred Lutz	
Tennessee State University	Phil Ganter	
Tennessee Technological University	Jeffrey Roberts	
University of Memphis	Thomas E. Banning	Lawrence A. Pivnick, Jeffrey Berman
University of Tennessee-Chattanooga	Victoria Steinberg	Rich Metzger, Lyn Miles
University of Tennessee-Knoxville	Joan Heminway	Toby Boulet, John Nolt
University of Tennessee-Martin	Janet Wilbert	Mike McCullough
University of Tennessee-UTHSC	Richard Nollan	Martin Donaldson

#### GUEST SPEAKERS

Joseph DiPietro, President, University of Tennessee system (UT)

Joseph Pitts, Representative, Tennessee Legislature

John Morgan, Chancellor, Tennessee Board of Regents (TBR)

#### OTHER GUESTS

Dewey Browder, Austin Peay State University

Tim Winters, TUFS President-emeritus, Austin Peay State University

Loretta Griffy, Austin Peay State University

William rayburn, Austin Peay State University

GreZ Zieren, Austin Peay State University

Daive Snyder, Austin Peay State University

Joe Schiller, Austin Peay State University

#### OFFICERS

Jeffrey Berman, President

Toby Boulet, President-Elect

John Nolt, Past-President

H. Lyn Miles, Secretary

## **ACTION SUMMARY FROM THE TUFFS MEETING**

**1. TBR and UT Faculty Senates are increasing their mutual cooperation. A TUFFS representative from one of TBR Faculty Senates has been invited to be a nonvoting guest participant in the UT Faculty Council, and TUFFS agreed that a UT representative will be invited to be a nonvoting guest participant in the TBR Sub-Council. The TUFFS Executive Committee will also be visiting each member Faculty Senate (Items 11.1 and 12.4)**

**2. TUFFS has set up a task force to explore faculty exchange and other collaboration between TRB and UT institutions. (Item 11.2)**

**3. TUFFS is inviting the TBR Faculty Regent to attend TUFFS meetings to join UT Faculty Trustees who already attend TUFFS. (Item 11.3)**

**4. With member ratification, TUFFS will be sending a letter to TBR, UT and THEC leadership supporting shared faculty governance to be included in coverage for academic freedom. (Item 11.4)**

**5. TUFFS will review and make recommendations on the following:**

- **Double standard used for faculty versus administrative salaries based on information gathered by Toby Boulet (UTK) (Item 11.6)**
- **Statewide higher education codes of ethics and conduct based on information gathered by Toby Boulet (UTK) (Item 11.7)**
- **Released time and stipends for Senate officers based on information gathered by David Champouillon (ETSU) (Item 11.8)**
- **Student withdrawals, drops, and retaking of courses to remove F grades based on information gathered by Richard Metzger (UTC) (Item 11.9)**
- **Instructional versus administrative costs and cost increases among member institutions based on information gathered by Toby Boulet (UTK) and Joan Heminway (UTK) (Item 11.10)**
- **Promotion raises for faculty based on information gathered by Jeffrey Roberts (TTU) (Item 11.11)**

**6. New TUFFS officers were elected: Tom Schacht (ETSU) as President-Elect and H. Lyn White Miles as Secretary. The 2011-2012 Executive Committee is:**

- **President J. A. M. "Toby" Boulet (UTK)**
- **Past-President Jeffrey Berman (UMem)**
- **President-Elect Tom Schacht (ETSU)**
- **Secretary H. Lyn White Miles (UTC)**

**7. The next TUFFS meeting will be August 12-14, 2011 at Eastern Tennessee State University. The theme will be "Faculty and Higher Education Law," and the meeting will include sessions on Faculty Senate Best Practices, Faculty Handbook Best Policies, and How to Improve Faculty Governance.**

## **MINUTES OF THE MEETING**

### **1. CALL TO ORDER**

Tennessee University Faculty Senates (TUFS) President Jeffrey Berman called the meeting to order at 8:15 p.m.

### **2. INVITED GUEST: JOSEPH DIPIETRO, PRESIDENT, UNIVERSITY OF TENNESSEE SYSTEM**

University of Tennessee President Joseph DiPietro was a guest speaker who discussed his own childhood and academic/veterinary background, and how he became an administrator. He stressed that he had a good working relationship with Chancellor John Morgan of the TBR system and was working with the Tennessee legislature to address higher education issues such as funding, salaries, and missions.

In the discussion that followed, TUFS delegates asked about Complete College Tennessee Act and its implications for higher education; higher education restructuring; how to maintain quality with budget cuts and decreased state funding; impact on diversity; interface with K12; job placement for graduates; emphasis on Science Technology Engineering and Math (STEM) programs and degrees; faculty salaries; administrative versus instructional costs; role of faculty under the Complete College Act; what is best for the state versus what might be the short-term goals of either the TBR or UT system; and other issues.

In his response, Jeffrey Berman (UMem) stressed that faculty governance should be construed to mean that Faculty Senates are consulted on faculty matters and for recommendations of faculty who might serve on administrative committees. Ad hoc selection of faculty for administrative service is outside the bounds of faculty governance and does not reflect the role of elected faculty representation. Berman also supported the Tennessee legislative emphasis on what is good for the citizens of the state and collaboration among faculty and the TBR and UT system, rather than short-sighted self-interest by either system.

[The session was suspended at 9:30 p.m., and the next morning on March 26, 2011, President Berman called the meeting to order again at 9:00 a.m.]

### **3. WELCOME BY PROVOST TRISTAN DENLEY**

Austin Peay State University Provost Tristan Denley officially welcomed the TUFS meeting to the Austin Peay campus.

### **4. APPROVAL OF THE AGENDA**

President Berman called for approval of the agenda; approval was unanimous.

### **5. APPROVAL OF THE AUGUST 2011 MINUTES**

The minutes of the August 2011 meeting were approved with minor editorial corrections.

### **6. SENATE REPORTS**

President Berman reviewed the TUFS motions passed at the last meeting, stressing that these motions and the votes by the member Senates show TUFS as a proactive organization working on behalf of statewide faculty governance. Berman emphasized the need for timely response from Senates in future voting and the need for the TUFS President to be able to speak for TUFS on short notice.

Berman explained the new standing rules approved at the last meeting. He also reviewed the TUFs's Executive Committee's presentation to the Tennessee Senate and House Education Committees and meeting with Speaker of the House Beth Harwell and other legislators, noting that TUFs' goal of establishing rapport with our legislators was apparently successful.

Each TUFs delegation then gave an oral report based on submitted written reports (attached in the Appendix).

#### **7. INVITED GUEST: COLEY MCGINNIS, AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

Coley McGinnis praised TUF's presentation before the Tennessee Legislature; pointed out the usefulness of the Southern Regional Education Board (SREB) data, especially with regard to salaries; noted the THEC audit regarding the Complete College Tennessee Act in which TUFs's will be participating; and shared current bills in the Legislature that impact higher education (attached in Appendix). President Berman thanked McGinnis for his assistance.

#### **8. INVITED GUEST: REPRESENTATIVE JOE PITTS, TENNESSEE LEGISLATURE**

Representative Joseph Pitts complimented TUF's Executive Committee presentations to the Legislature for emphasizing being part of "the solution" and offering faculty expertise and TUFs' resources; emphasized the need for legislative priorities given recent ideological concerns; discussed Complete College Tennessee Act emphasis on outcomes; reviewed reorganization of higher education and concerns about institutional loss of identity; advocated academic opportunity for students and charter schools; recognized the need for increase in faculty salaries and research funding. He noted that there are growing threats to higher education: 1) funding; 2) proprietary schools; and 3) attempts to eliminate higher education tenure; and emphasized the need to focus on poverty as a root cause of many problems.

The discussion that followed stressed that university administrative cost increases were double those of instruction; focused on misperceptions of academics as teaching only three literal hours per week; inviting legislators to campus to observe classes, make presentations, and meet face to face with faculty; and other issues. Members asked Representative Pitts for suggested actions to improve misperceptions about higher education. Representative Pitts responded by suggesting inviting legislators to campus, to observe classes, to have information discussions with faculty members. Tom Schacht (ETSU) pointed out that the National Center for Education Statistics showed that the mean work week for university faculty is in excess of 50 hours per week.

#### **9. INVITED GUEST: CHANCELLOR JOHN MORGAN, TENNESSEE BOARD OF REGENTS**

Chancellor Morgan provided a chart that showed Revenues and Expenditures in Tennessee (1978-present) and argued that tax increases were necessary following recessions to keep pace with governmental costs. He stated that in the absence of a tax rate increase, the cost of tuition is likely to increase over the next years which will require a different allocation scheme. Morgan stressed the importance of increasing funding for higher education; a solid focus on workforce training and economic development; proper use of THEC funding formulas; efficient and effective use of TBR and UT resources as a foundation for future funding requests.

TUFs delegates raised issues of the stark contrast in salaries among institutions despite policies of equal pay; the future structure of UT and TBR; the implications of the Complete College Act; and other issues. Morgan indicated that long term the systems might merge but the current focus is politically elsewhere.

## **10. THEC MASTER PLAN FORUM REPORT**

President Berman reported on the THEC Master Plan Forum noting that the TUFSS's presence at that meeting confirmed TUFSS' place at the higher education table. Berman reported that it was reported that there were be "less dollars" for higher education. The major point of discussion was whether the Complete College Tennessee Act would lower quality of education, and UTK Chancellor Cheek insisted that statewide faculty would not "allow" this, functionally charging us faculty with improved performance with less funding. Other states are now looking to Tennessee as being in the vanguard of higher education accountability. The consultant reported the need to limit student choice, tighten curriculum offerings, limit withdrawals and drops, etc., and Chancellor Cheek reported strong compliance on this issue for UT Knoxville. Course offerings should maximize graduation rates. The model was that higher education was "in production mode."

There was also concern about the need to increase graduation rates for males. Considerable discussion focused on partnerships with private companies in bringing new students to campus. Business representatives expressed extreme unhappiness regarding the quality of recent graduates. The general attitude was the Gates Foundation and Lumina Foundation initiation for Complete College puts Tennessee in the vanguard in the nation for higher education reform. With the Complete College Tennessee Act, the role of THEC is strengthened, not diminished, and the TBR and UT systems must play under the "new rules."

Boulet (UTK) suggested visiting the THEC website for the Dynamic Funding Model Calculator which calculates the funding formula to make predictions of the impact on individual institutions.

## **11. NEW BUSINESS**

### **11.1 UT/TBR GUEST REPRESENTATION**

President Berman (UMem) announced that a TUFSS TBR member has been invited to serve as a guest representative on the UT Faculty Council and that a UT member might likewise serve on the TBR Sub-Council. Members discussed the politics, advantages, and logistics of how this would be accomplished. Rich Metzger (UTC) moved; Jeffrey Roberts (TTU) seconded a motion to have a TUFSS member from TBR serve on the UT Faculty Council. The motion passed unanimously. David Champouillon (ETSU) moved; Rich Metzger (UTC) seconded, that a UT representative also serve as a nonvoting member on the TRB Sub-Council. The motion passed unanimously.

### **11.2 UT/TBR COLLABORATION & EXCHANGE**

President Berman (UMem) proposed that UT and TBR faculty explore both small and large ways to collaborate, share, and exchange faculty, programs, and ideas. Individual departments at TBR and UT institutions could explore how faculty might collaborate and exchange with other faculty on a voluntary ad hoc basis. For example, a faculty member from the University of Memphis might spend a semester teaching or researching at the University of Tennessee-Knoxville. This would provide cross-fertilization of research or teaching of unique areas not served by the host institution, increased collegiality, and mutual respect and collaboration among higher education faculty.

Tom Schacht (ETSU) moved; David Champouillon seconded, the creation of a TUFSS task force to explore intra-four year university collaboration and exchange across Tennessee. The motion passed unanimously.

### **11.3 TBR FACULTY REGENT**

Phil Ganter (TNST) moved, and Tom Banning (Memphis) seconded, inviting the TBR Faculty Regent to TUFSS as a nonvoting member, noting that one of the UT faculty trustees already serves on TUFSS. Toby Boulet (UTK) added a friendly amendment, seconded by Lyn Miles (UTC) that the invitation would also be extended to the second UT faculty trustee (if not already represented) as a regular guest to TUFSS meetings. The motion passed unanimously.

[The session adjourned at 5:05 p.m., and resumed at 7:20 p.m.]

#### **11.4 ACADEMIC FREEDOM REGARDING SHARED GOVERNANCE RIGHTS**

Joan Heminway (UTK) moved; and John Nolt (UTK) seconded; that a letter be sent from TUFSS leadership to the heads of TBR, UT, and THEC supporting the concept of shared governance as included in academic freedom, along with teaching, research, and service. Toby Boulet (UTK) moved, and John Nolt (UTK) seconded, to postpone the motion and to develop a TUFSS resolution on faculty governance and academic freedom that would accompany the letter. The motion passed unanimously.

#### **11.5 K-12 EDUCATION**

Janet Wilbert (UTM) proposed that TUFSS members become better informed about the state of K-12 education, particularly pedagogical issues such as teaching the test and lack of textbooks. She reported that high school students might have a good Grade Point Average (GPA) but have only been “taught the test” with little opportunity for critical thinking, which is poor preparation for college learning. Wilbert urged faculty to develop closer relations with K-12 education in their region and to promote the learning skills students will need in higher education. TUFSS members stressed running for Boards of Education.

#### **11.6 FACULTY SALARIES**

TUFSS members raised the issue of how faculty versus administrative salaries are determined in the UT and TBR systems. Tom Schacht (ETSU) moved; Toby Boulet (UTK) seconded; that TUFSS member institutions be informed of a double standard used for faculty and administrative salaries and gather information on the differential and report their findings back to TUFSS. The motion passed unanimously.

#### **11.7 CODE OF ETHICS/CONDUCT**

TUFSS members expressed the need for best practices and a statewide higher education code of ethics and conduct citing some current problems and examples. Toby Boulet (UTK) moved; Janet Wilbert (UTM) seconded; a motion that TUFSS member institutions report their faculty and administration code of ethics or conduct to TUFSS for review. The motion passed unanimously.

#### **11.8 RELEASED TIME FOR SENATE OFFICERS**

TUFSS members shared information about the stipend or released time provided to Senate officers on the various campuses. David Champouillon (ETSU) moved; Jeffrey Roberts (TTU) seconded, that TUFSS review the policies of member institutions regarding released time for Senate Officers in order to determine best practices. The motion passed unanimously. Members decided that TUFSS representatives will send information from their campuses to President-elect Toby Boulet (UTK) regarding released time and stipends for Senate officers.

#### **11.9 RESTRICTION OF STUDENT WITHDRAWALS, DROPS, AND F'S**

The Complete College Tennessee Act emphasizes student throughput and completion to graduation as soon as possible. Tennessee legislators and several TUFSS institutions have become concerned about the license students have for multiple course withdrawals, drops, and retaking of courses to remove F's or improve the grade which delays their completion. Toby Boulet (UTK) suggested gathering information

from the member institutions regarding student withdrawals, course drops, and course repeats. Rich Metzger (UTC) volunteered to gather this information for review and discussion by TUFs and presentation on the TUFs website.

#### **11.10 RATIO OF INSTRUCTIONAL AND ADMINISTRATIVE COSTS**

Several TUFs members noted that the expansion of administrative positions and growth of administrative costs have outpaced instructional expenditures and has not been subject to the same budget restrictions as academic functions. It was agreed that the TUFs Executive Committee will set the parameters of a study of relative instruction and administrative expenses to be reported at the August 2011 meeting.

#### **11.11 PROMOTION RAISES**

TUFs members shared information about raises for promotions on the various campuses. Jeffrey Roberts (TTU) volunteered to collect and summarize the information from TUFs campuses for presentation on the TUFs website.

#### **11.12 FACULTY LEGAL ISSUES**

Tom Schacht (ETSU) asked for clarification regarding Tennessee law protecting faculty from lawsuit based on their publications. He cited a situation where a faculty member's institution would not indemnify a faculty member regarding a publication that had resulted in a lawsuit. TUFs members discussed whether the state government should cover this since faculty are required to publish as part of their job description. Larry Pivnick (UMem) stated that the state already covered this, and he and Tom Schacht (ETSU) agreed to share information and present it at the next TUFs meeting. Schacht provided a useful website on this issue (see Appendix).

**[Session was adjourned at 9:05 p.m.]**

### **12. WRAP-UP OF REMAINING BUSINESS**

#### **12.1 INFORMATION GATHERING ASSIGNMENTS**

The following faculty will gather information from the TUFs institutions and report at the next meeting:

Toby Boulet (UTK): Statewide code of ethics

Jeffrey Roberts (TTU): Faculty promotion raises

Richard Metzger (UTC): Student F's, withdrawals, drops, and accompanying fees, limits, and deadlines

David Champouillon (ETSU): Faculty senate officers' released time, stipends, and other accommodations

Toby Boulet (UTK) and Joan Heminway (UTK): Administration versus instructional cost increases in UT and TBR systems

#### **12.2 ACADEMIC FREEDOM AND SHARED GOVERNANCE**

TUFs members drafted wording for a Resolution on Academic Freedom and Shared Governance that will be sent to member Senates for ratification. Once approved by member campuses, the TUFs President will send a letter including the resolution to the TBR, UT, and THEC higher education leadership.

Member institution voting will be on the full wording of the resolution ("up or down") with no changes.

Joan Hemingway (UTK) will send related link sites to the membership via email (see Appendix) so they may prepare their Senates for consideration of this issue.

### **12.3 SENATE BEST PRACTICES**

Richard Nollan (UTHSC) suggested that best practices for faculty Senates be placed on the agenda for the next TUFs meeting in August 2011. In addition, a workshop for Senate Presidents and Presidents-elect could be provided with a procedural manual for faculty leaders, based on American Association of University Professors (AAUP) materials, and possibly personnel to lead the workshop. Tom Schacht (ETSU) suggested that the theme of the August 2011 TUFs meeting be legal issues that affect faculty. Topics could include: positions and professional activities, faculty governance, tenure, legal wording that should be included in Faculty Handbooks, and other issues of concern to faculty.

Legal counsel from the two systems could be invited as speakers, faculty case studies could be reviewed, and Tennessee Code Annotated and new court decisions regarding faculty activities could be examined. Larry Pivnik (UMem) suggested faculty review Tennessee Code Annotated, Title 9-8-307/Subsection H, regarding faculty indemnity.

### **12.4 TUFs EXECUTIVE COMMITTEE VISITS TO UT & TBR SENATES**

Members agreed that visits by members of the TUFs Executive Committee to the member Senates will increase our knowledge of each others' campus and faculty governance. The members discussed the logistics, impact, and challenges of such visits.

### **12.5 STRATEGIES TO IMPROVE FACULTY GOVERNANCE**

Fred Alsop (ETSU) suggested how to strengthen Senates and faculty governance as an agenda item for the next meeting. TUFs members could bring strategies that work and suggestions for a general discussion.

## **13. DATE & LOCATION OF AUGUST 2011 TUFs MEETING**

Since Eastern Tennessee State University (ETSU) was an alternate for the current meeting, the next TUFs meeting will be at Eastern Tennessee State University at the Carnegie Hotel and ETSU campus, on August 12-14, 2011. It was agreed that the theme would be legal issues, best practices, and how to improve faculty governance.

## **14. ELECTION OF OFFICERS (PRESIDENT-ELECT, SECRETARY)**

The election for Secretary was held, and Lyn Miles (UTC) agreed to serve for an additional year. Richard Metzger (UTC) moved, and Tom (UMem) seconded, that Miles serve as secretary for an additional year. Miles was elected by acclamation.

The election for President-Elect was preceded by a caucus meeting of the TBR institution delegates and resulted in the presentation of two candidates: David Champouillon (ETSU) and Tom Schacht (ETSU). Both candidates made remarks describing their interests and qualifications and a secret written ballot resulted in a vote of 6:3:1 in favor of Tom Schacht who will serve on the Executive Committee as President-Elect, and become President in 2012.

## **15. ADJOURNMENT**

The meeting was adjourned at 12 noon.

Respectfully submitted,

H. Lyn White Miles (UTC), Secretary



## **APPENDIX 1: MEETING AGENDA**

### **Friday Evening, March 25 (Blackhorse Pub & Brewery/Riverview Inn)**

- 6:00 PM Pre-meeting dinner (Blackhorse Pub & Brewery, 132 Franklin Street)
- 7:30 PM Initial Evening Session (Riverview Inn, 50 College Street)  
Invited Guest: Joseph DiPietro, President, University of Tennessee system

### **Saturday Morning, March 26 (Austin Peay – Morgan University Center)**

- 9:00 AM Approval of Agenda and August Minutes
- 9:15 AM Senate Reports
- 10:30 AM BREAK
- 10:45 AM Senate Reports (continued)
- 11:30 AM Invited Guest: Joe Pitts, Representative, Tennessee Legislature
- 12:30 PM LUNCH

### **Saturday Afternoon, March 26 (Austin Peay – Morgan University Center)**

- 2:00 PM Invited Guest: John Morgan, Chancellor, Tennessee Board of Regents
- 3:15 PM BREAK
- 3:30 PM THEC Master Plan Forum Report
- 3:45 PM New Business
- 4:45 PM President-Elect Caucus (TBR members only)
- 5:15 PM DINNER

### **Saturday Evening, March 26 (Riverview Inn)**

- 7:15 PM New Business & general discussion (Riverview Inn, 50 College Street)

### **Sunday Morning, March 27 (Austin Peay – Morgan University Center)**

- 9:00 AM Selection of date and location for August 2011 TUFs Meeting
- 9:15 AM Wrap-up of remaining business
- 10:15 AM Election of Officers (President-Elect, Secretary)
- 10:45 AM Adjournment

## APPENDIX 2: SENATE REPORTS

### Austin Peay State University (David Major, Senate President)

- *Salary Compensation Plan*  
Provided input for implementing a university-wide salary compensation plan  
Continued to review reports to Senate from the APSU Compensation committee
- *Academic Advising*  
Prepared recommendations for evaluating academic advising—ad hoc advising committee responsible, second year for an advising committee
- *Standing Senate Committees & Bylaws*  
Reviewed standing committees and recommending 2011–12 membership (Nominations and Elections committee responsible). We reviewed Senate Bylaws—Rules committee responsible
- *Released Time for Senate Officers*  
Proposed and received three TLC reassigned time/year for Senate Vice President and Secretary
- *Ombudsperson*  
Initiated an ombudsperson position—training this fall, term beginning spring 2012
- *Senate Student Assistant*  
Employed an undergraduate scholarship student worker this year  
Worked with the Provost to choose a graduate assistant for next year
- *Faculty Handbook*  
Approved *Faculty Handbook* revisions—improvements to RTP forms and procedure:  
Clarifying the year faculty are eligible for promotion  
Altering the RTP appeal sequence  
Defining the role of the contract in RTP  
Defining what professional activities stop in stopping the tenure clock  
Establishing procedure for notification of documents not normally part of a dossier  
Defining how to report split votes, all abstentions, and minority opinions  
Providing a process for dossier review when promotion is denied
- *Academic Policies*  
Approved other academic policies:  
International Programs policy review  
Research Involving Human Subjects  
Grants process  
Revision to the workload policy (Chair Sally Lundin-Schiller, 2009-2010 Workload Committee)
- *Family Leave Bank*  
Sent a letter to Rep. Joe Pitts and Senator Tim Barnes for family leave bank—chair of 2009–10

Faculty Red Committee, Jordy Rocheleau, responsible

- *Student Academic Success*  
Continued review of Student Academic Success Initiative grants (third year) (SASI committee responsible).  
Began review of Revitalizing Academic Success Initiative grants (RASI committee responsible).  
Reviewed University Learning Outcomes
- *Strategic Planning*  
Represented faculty on the AP Strategic Planning committee
- *TUFS Meeting at Austin Peay*  
Hosted the spring 2011 TUFS meeting—TUFS preparation committee responsible

*[Clarifications reported at the meeting: David Major (APSU) clarified that the ombudsperson was proposed to be ideally a post-retirement faculty member with a 3-hour reduced load based on the UTK model recommended to the University President by the Senate and reporting directly to the University President. Proposal information is available on the APSU Senate website.*

#### **East Tennessee State University (Tomas Schacht, Senate President)**

- *Academic Freedom Protection for Faculty Governance*
- *Salary Equity*
- *Campus-wide Faculty Survey & Budget Audit*
- *Campus Code of Ethics*
- *Senate Released Time*
- *United Campus Workers/Tennessee Education Association Unions*
- *Faculty Leadership Retreat on THEC Funding Plan*

#### **Middle Tennessee State University (Alfred Lutz, TBR Faculty Sub-Council Representative)**

- *Budget & Complete College Act*  
The Senate began the 2010-11 Academic Year by holding its annual retreat on August 25. The morning session began with a visit by MTSU President Sydney McPhee, who updated the Senate on the University's budget and a discussion of the expected impacts of the Complete College Tennessee Act on faculty and academic programs. President McPhee also introduced to the Senate Dr. Brad Bartel, the new Executive Vice President for Academic Affairs. Dr. Bartel spoke to the Senate about his background and expectations for the coming academic year.
- *Graduation & Retention Rates*  
The third speaker at the morning session was Dr. Deb Sells, Vice President for Student Affairs. Dr. Sells presented to the Senate the recommendations of the President's Leadership Council Sub-

committee on Graduation and Retention Rates. The Senate later provided comment and input on several of the recommendations which would affect faculty workload and responsibilities, such as mid-term grade reports and advising of most freshmen by University College advisors, rather than regular faculty.

- *State-Wide Higher Education Awareness*

Senate President Warner Cribb discussed the importance of increasing the visibility of the Senate beyond the campus borders. It was decided that during the year, the Senate would request meetings with Chancellor-emeritus Charles Manning, Chancellor John Morgan, Dr. Rich Rhoda, Senator Bill Ketron, and Senator Jim Tracy. The purpose of these meetings would be to communicate Senate opinions and concerns regarding the impacts of the Complete College Act and the new THEC funding formula on MTSU faculty and academic programs.

TBR Chancellor-emeritus Charles Manning attended the October meeting of the Faculty Senate. Chancellor Manning encouraged the Senate to continue discussions with politicians and MTSU-affiliated legislators regarding the Complete College Act and proposed THEC funding formula, and to fight the ant-intellectual movement which seems to be gaining momentum across the country. Senators Bill Ketron (Murfreesboro) and Jim Tracy (Shelbyville) attended the November Faculty Senate meeting. They presented an overview of the political rationale of the Complete College Act, and listened to Faculty Senators' concerns regarding the proposed funding formula and the inability of MTSU to get new academic programs approved by THEC.

- *THEC Funding Classification*

During September, a number of Faculty Senators attended Senate and House committee meetings on the new THEC funding formula. During these meetings, it was learned that within the funding formula, MTSU was classified as a 'Masters Large' university, rather than a 'Doctoral Research' university. This would significantly decrease the amount of State funding allocated to MTSU. It also was learned that within the funding formula, no university would receive credit for graduating a transfer student within 6.5 years of the student's initial enrollment as a freshman. The Faculty Senate believes that this is detrimental to universities such as MTSU which comply with the Complete College Act in accepting a large number of community college transfer students. The Senate expressed its concerns regarding both of these issues to President McPhee. Since that time, MTSU has been reclassified within the formula as a 'Doctoral Research' university, but no adjustment had been made to include transfer students in the 6.5 year graduation rate.

- *Military & Veterans Affairs*

The December Faculty Senate meeting focused on internal MTSU issues, one of which was a resolution to form a Standing Committee on Military and Veterans Affairs. President McPhee accepted the resolution, and the standing committee will be formed for the 2011-12 academic year.

- *Turnitin.com*

The Senate President also sent a request to Bruce Petryshak, Vice President for Information Technology, that all faculty members be given free access to Turnitin.com plagiarism software. That request also has been approved.

- *Non-Smoking Campus*

In January, at the request of the MTSU Deans Cabinet, the Senate President sent to the MTSU Executive Vice President, Mr. John Cothorn, a 2007 Faculty Senate resolution that MTSU become a

non-smoking campus, and requested that the matter be referred to the MTSU Environmental Health and Safety Committee. Mr. Cothorn complied with the request, and an EHSC ad-hoc committee has been formed to develop a proposed campus non-smoking policy.

- *Graduation & Retention*

There also was discussion of continuing initiatives to increase graduation and retention rates, as well as administration efforts to increase the number of graduate and international students. President McPhee also discussed the possibility of salary increases for all Tennessee higher education employees.

- *Budget & THEC Approval of New Programs*

New TBR Chancellor John Morgan attended a called meeting of the Faculty Senate in late February. Also attending the meeting was TBR Regent Casey McCollum. Chancellor Morgan presented an overview of the budget process, discussed the importance of finding a way to give a salary increase to faculty, and listened to Faculty Senators' concerns regarding TBR administrative policies and the inability of MTSU to get new academic programs approved by THEC. Chancellor Morgan stated that he would be supportive of new MTSU academic initiatives as long as they did not hurt other TBR institutions, and as long as the responsible faculty members are held accountable for the initiatives.

- *New Senate President*

Kim Nofsinger will become Faculty Senate President on June 1, 2011.

### **Tennessee State University (Phil Ganter, Representative)**

- *Complete College Tennessee Act*

Like all public institutions of higher education, the recession and the Complete College TN Act are the two most important sources of external change at TSU.

- *Change of Administration and SACS Probation*

TSU has two internal sources of stress: a change in administration and our failure to gain SACS accreditation. All seem to agree that this set of circumstances will mean that the TSU of the future will be different from the TSU of the past. TSU has not grown in response to the current state of the national economy. This is in stark contrast with other Tennessee public universities and community colleges, which are experiencing growth rates that partially offset the shrinking portion of their budgets coming from public funds. It is not known if TSU will be able to fund the salary increases being discussed by the Governor and legislature.

The impact of the CCTN Act will have a different impact on TSU than on other 4-year public institutions. Entering TSU students have a median ACT of 14 and an average below 18. Further pressure will be put on total enrollment as we lose many of those students with scores below the CCTN Act minimum. Retention and graduation rates, already low, will remain impediments to full funding if TSU continues to admit students with educational backgrounds that hinder successful program completion.

At the present time, TSU has not received full accreditation from SACS. We are currently putting together a response to the most recent set of concerns enumerated by the SACS review committee. The TSU Faculty Senate has had no direct involvement with the SACS report, which

is one of SACS concerns.

- *Senate Constitutional Issues & Election of Duly Constituted Senate*

The Senate's lack of involvement is partly because there is no specific policy on shared governance at TSU and partly due to problems internal to the Faculty Senate. However, there is much hope that both problems have or soon will be solved. A committee composed of faculty and administration representatives has drafted a university policy on shared governance. The faculty has voted for the current draft but the administration has not yet agreed. It is hoped that the new administration will agree to adopt the draft policy.

The Senate makeup and leadership has not been consistent with its constitution for some time but both of these problems are currently being addressed. Membership is now constitutionally sound and leadership will become so in the near future (elections in April). In addition, many Senate standing committees never or rarely met. Often, Administration could not have shared governance because there was no partner with which to share. At their last meeting, the Senate elected new chairs for all committees.

Unfortunately, some important decisions were made while the Senate remained inactive. TSU developed its response to the A-100 guidelines without any Senate input. The Senate's Basic Skills Committee chair was not elected until just before the TBR deadline.

Since then, the TSU Faculty Senate has become more active and has expressed concerns about several important issues.

- *Shared Governance Policy & Program Prioritization*

The two most critical Senate issues are urging the adoption of the shared governance policy by the new administration and program prioritization. The previous administration first attempted to eliminate academic programs with no input from the faculty. This violation of TBR and TSU policy was halted only after students had been improperly notified of the loss of their major. A committee composed mostly of administrators made the second attempt at prioritization. Once again, shared governance was violated as the minority faculty representation was composed only of administration-picked faculty and did not involve any input from the Faculty Senate. The committee adopted a methodology to which many faculty repeatedly objected and produced a very flawed document.

- *New TSU President Portia Shields*

TSU has a new president as of the beginning of this academic year. She is Dr. Portia Shields and has been assigned to TSU for 18 months. She has appointed a committee to deal with TSU's SACS probationary status and has begun to address program prioritization. Her first proposal is the elimination of the Academic Enrichment, Advisement, and Orientation Center, with the consequent elimination of eight tenured positions and several more tenure-track positions. Dr. Shields has brought her proposal to the Senate and has asked the Senate to approve of the change.

### **Tennessee Technological University (Jeff Roberts, Senate President)**

- *Library Commons*

In September our item of chief concern was the new Library Commons, particularly the culling

process. The Senate invited Dean Doug Bates to our next meeting. He presented an extensive overview of the project and fielded a variety of questions, with several Senators filling out questionnaires for faculty regarding potential Library services.

- *Graduation*  
Other senators had questions regarding the decision to split spring graduation into two ceremonies.
- *Retention*  
The Senate also raised the issue of retention, ultimately agreeing to pursue a proposal to limit the number of W's any student could obtain throughout their academic career. For various reasons this has been abandoned though most faculty continue to believe that unlimited, late semester Ws do not encourage increased student effort. (We wonder if statewide action might be more appropriate). Retention discussion continued at a later meeting, focusing on early warning systems, with our conclusion being that we would support such if they were not overly costly. We also discussed proposed Changes to the Agreement on Responsibilities. At our most recent meeting, we raised questions regarding the accuracy of retention data culled from recent dropouts.
- *TUFS Resolutions*  
The Senate also approved six resolutions from TUFS - regarding matters ranging from bonus pay and academic freedom, to the chancellor search process and the Tennessee Complete College Act (TCCA).
- *Calendar Changes*  
A special task force was created to review calendar changes, which remains at work at this time.
- *New Data Security Procedures*  
In our meeting with the President, we discussed the costs associated with new data security procedures, and potential future uses for a newly acquired former middle school.
- *Internal Student Orientation & Gender/Class Issues*  
We heard a report regarding the orientation of foreign students, with a focus on those who come from societies with markedly rigid gender roles and class differences. At the very end of the meeting, we heard for the first time of the decision to move the custodians to third shift.
- *Graduation*  
A Senate poll revealed no objections to allowing candidates for summer graduation to participate in the prior spring ceremonies.
- *Custodian Workers*  
Custodians issue emerged and were discussed. Several senators voiced a variety of concerns and doubts about that policy. Ultimately the Senate created a subcommittee which drafted a letter to President Bell expressing those concerns, which ranged from procedural and basic humanitarianism, to matters of individual department needs, safety, efficiency, and institutional control. President Bell later announced a reversal of the policy. There followed an extensive discussion that went far beyond that immediate issue into matters of the greater budget picture. A task force has been created to consider the entire issue of custodial services at Tennessee Tech. One of its assigned tasks is to draft a request for proposals for outsourcing. As of this writing, the task force has yet to

meet.

- *Budget*  
Budget issues are emerging as the new governor and legislature take action. One expects no let up in our activities.

### **University of Memphis (Wade Jackson, Senate President)**

- *Athletic Budget*  
We continue the work on the Athletic budget, and the process to continue to obtain an early 1<sup>st</sup> paycheck. The Business and Finance office has put the policy adopted earlier under review.
- *Faculty Evaluation*  
We are continuing to discuss our faculty evaluation processes and have completed a report on the validity of the instrument.
- *Budget*  
The focus for this year has been the budget. With our support the President's office has formalized the process. But more importantly there is greater input from the faculty in the new budget process. Also, the communication about the budget and its processes has increased. We are seeing increased communication in all areas. While the University's budget is transparent, we are still mainly in the dark when it comes to the athletic budget. The Athletic budget will continue to be an issue for the Senate.
- *Tenure & Promotion*  
Our work on tenure & promotion language continues. We are encouraged by the acceptance of our last suggestion, so hopefully this will be finished by our April meeting. Further, we will continue our effort to obtain information on legislative issues, and gaining information on the Athletics budget.
- *Online Voting*  
One item that we are excited about is the possibility of online voting for the general faculty, which we hope to pass, pending a quorum of the faculty (procedure attached in Appendix).
- *Technology Access Fee*  
The Senate will continue its efforts to gain greater influence in the campus Technology Access Fee (TAF) committee through cooperation with other groups and we will continue the evaluation of the top administrators.

### **University of Tennessee-Chattanooga (Victoria Steinberg, Senate President)**

- *SACS Site Visit*  
The University of Tennessee at Chattanooga (UTC) is experiencing big changes. The administration and Faculty Senate are preparing for a SACS site visit in April 2011. The plan includes a Quality Enhancement Plan (QEP) on critical thinking that will emerge over a five year period starting in Fall 2011. General education is being evaluated and assessed with campus discussions about its revision, staffing, funding and assessment. The University is also undergoing GAP analysis and a re-alignment of our Strategic Plan to better dovetail with the SACS QEP and the Tennessee Complete College 2910 Act.



- *Faculty Evaluation of Administration*  
We developed a new Faculty Evaluation of Administration form and process that will provide for the first time, feedback on faculty evaluations of administrators.
- *Improving Standards*  
Our Standards Committee has also recommended raising the number of hours for sophomore standing and has added a new test for English proficiency in addition to the existing one.
- *Anti-Discrimination Policy*  
Senate leadership is developing an anti-discrimination policy to match other units in the UT system with more inclusive language.
- *Support for TUFs presentation to Tennessee Senate and House*  
We endorsed the TUFs motion to open dialogue with the Tennessee Legislative Education Committees.
- *Faculty Handbook*  
We are revising our Faculty Handbook over a two-year period to provide the most current policies and procedures and to also be web-friendly. This Handbook revision will more clearly define the faculty's role in shared governance as well as expectations for teaching, research/creative activities, and service—the three primary areas of evaluation. The Senate's efforts are being coordinated with the administration and with the UT system legal counsel to ensure that passage with the Board of Trustees will be facilitated.
- *Faculty Roles and Rewards Task Force*  
We have charged a Task Force to review current literature on faculty responsibilities in terms of teaching, research, and service, and how these three areas are rewarded. The Task Force consists of a representative from each college within the University. The Task Force will investigate and make recommendations to the Senate as to how it might best proceed to obtain broad campus input into how faculty are evaluated as UTC moves from 10,000 to 15,000 students, and strives to become a top 5 state university within its Carnegie classification, while it also adds more contingent faculty and experiences continuing budget cuts.
- *Senate Committee Revision*  
The UTC Senate also seeks to revise our standing committees and representation on administrative committees so as to maximize faculty governance and construe faculty representation by definition to be recommended through the Senate, rather than selected directly by the administration. This process is expected to span two years.

#### **University of Tennessee-Knoxville (Joan MacLeod Heminway, Senate President)**

- *UTK Top 25 Initiative*  
The University has been focused on the UTK Top 25 Initiative. Work continues across campus to construct implementation plans for achievement of the five strategic priorities in UTK's VOL Vision plan to progress toward a top 25 public university. Faculty members continue to be involved.

- 50<sup>th</sup> Anniversary of African-American Undergraduate Education*  
 The Senate has also been involved in the 50<sup>th</sup> Anniversary of African-American under graduates at UTK. The UTK campus will be celebrating this milestone anniversary throughout 2011. Information is available at <http://achieve.utk.edu/>.
- Annual Meeting of the Coalition on Intercollegiate Athletics*  
 From January 21-23, 2011, the Senate President attended the annual meeting of the Coalition on Intercollegiate Athletics (<http://wfu.me/cms/coia/index.php/Home>) on behalf of UTK. The meeting focused on the funding of athletics programs, academic success issues relating to college athletes, and compliance concerns.
- Upper Administrative Searches*  
 We are currently conducting campus interviews to fill the Vice Chancellor for Research position. We have been interviewing candidates and securing new appointments for a number of open Dean positions. With our new President Joseph DiPietro, there have been other administrative changes. The Dean of the College of Arts and Sciences resigned effective January 1, 2011, and an Associate Dean of the same college has retired.
- Energy Science & Engineering Ph.D. Program*  
 The Tennessee Higher Education Commission approved a new, interdisciplinary Energy Science and Engineering Ph.D. program. The revised "Proposal for the Initiation of a Doctor of Philosophy of Energy Science and Engineering Program" is available at <http://web.utk.edu/~senate/docs/2010-11/2 - THEC ESE PhD proposal V41.pdf>.
- Program Discontinuances*  
 Two program discontinuances were proposed in the fall semester (for the Italian and Russian majors). The Provost met with the Dean of the College of Arts and Sciences and the faculty of each program to discuss the proposal, with two representatives of the Faculty Senate (me and Toby Boulet) present. After the meeting, the Provost requested further information and then asked the department and college to construct an overall plan for foreign language and literature instruction at UTK. That report was due and submitted by February 15. The Provost and the Interim Dean of the College of Arts and Sciences terminated the discontinuance proposals after reviewing the report.
- Background Check Policy for New Hires*  
 A number of Knoxville campus faculty members raised issues regarding UT's recently introduced background check policy for new hires. The background check policy is intended to ensure a safer campus for us all. But aspects of it are flawed or underdeveloped. The Faculty Senate and the Provost's office are working with human resources officials at the campus and system levels to revise, clarify, and better publicize the policy and the related processes. These efforts are ongoing.
- Campus Work-Life Survey & Civility and Community*  
 The Faculty Senate approved in principle both the annual campus work-life survey for 2010 and the Final Report of the Chancellor's Task Force on Civility and Community (the "Civility Report"). In connection with the Civility Report (which was given detailed scrutiny by the Faculty Senate Budget and Planning Committee), the Faculty Senate requested that the Chancellor recommend consideration of clearer, more targeted language in our student code of conduct regarding the penalties for campus civility violations. The Chancellor has charged his Leadership Council for Diversity and Interculturalism with the task of establishing an implementation plan for the Civility

Report, and the Faculty Senate has representation in that process through the Council.

- *Implications of New Pharmacy and Health Insurance Programs*  
After receiving a number of comments and questions on the State's new pharmacy and health insurance programs, I informally solicited observations from faculty on each program. This information was forwarded to Knoxville campus representatives from human resources and the payroll office and to the Chair of the Faculty Senate Benefits and Professional Development Committee, Anne Smith. Anne has categorized the comments we received to make them easier to discuss and use. We plan to continue to work on using this information to improve the service and (hopefully) coverage under these plans (which are, as you may know, negotiated on a state-wide basis through a state insurance committee that has one representative from higher education).
- *Diversity & Lack of Benefit Coverage for Domestic Partners*  
The Benefits and Professional Development Committee also has been working with other campus groups (including the Chancellor's Commission for LGBT People) to understand and address the current lack of benefits coverage for domestic partners of campus employees.
- *Assessment of Doctoral Programs*  
The Faculty Senate Research Council and the Dean of the Graduate School at UTK sponsored a campus forum on March 9 on the National Research Council Data-Based Assessment of Research-Doctorate Programs (a/k/a the NRC Rankings). The forum featured presentations by faculty who have analyzed the NRC data and by Dr. Hodges. Materials from the program are available at <http://web.utk.edu/~senate/rc/nrc/> and a recording of the session soon also will be posted.
- *Faculty Handbook and Senate Bylaws Changes*  
We have adopted and are in the process of proposing various changes to the *Faculty Handbook* and *Manual for Faculty Evaluation*, including a series of conforming changes that are more ministerial in nature. The faculty Senate also is in the process of amending and restating the Faculty Senate Bylaws to reflect both non-substantive and substantive changes.
- *Discrimination Issues*  
Among the proposed substantive changes to the *Faculty Handbook* is a resolution from the Faculty Affairs Committee to include a specific statement prohibiting discrimination on the basis of sexual orientation or gender identity. As a result of these recommended changes and other work being done on campus around civility and inclusion, I asked the Graduate Assistant for the Faculty Senate to do some quick research on the antidiscrimination/inclusion statements of the various academic and nonacademic units on the UTK and UTIA campuses to determine whether they were consistent or inconsistent. Even this cursory survey turned up many inconsistencies in the content and expression of our policies of antidiscrimination and inclusion. I understand that the Chancellor, to whom I sent this report (in chart form), is forming a task force to address this issue.

I would also like to see the Knoxville campuses and the UT system address campus and system forms that are lacking elements of inclusion. For example, forms ask for whether people are male or female (ignoring transgendered persons) and ask for whether people are married or single (ignoring the possibility that a person is involved in a committed domestic partnership). Although we need to use certain categories for gathering data that are imposed on us by governments and grant funders, e.g., that does not mean that we cannot offer faculty and staff a way to feel more included in

submitting information on campus and university forms.

- *Men's & Women's Athletics*  
A mini-theme for our spring meetings has been focusing our Men's and Women's Athletics Departments on our faculty. Women's Athletics Director Joan Cronan gave a summary presentation on women's athletics to the Faculty Senate at its February meeting and Football Coach Derek Dooley addressed the Faculty Senate at its March meeting. Men's Athletics Director Mike Hamilton was scheduled to offer a presentation on men's athletics at the May meeting, but he has had to cancel. We are in the process of determining how to address this conflict and still get information in front of the Faculty Senate this semester.
- *Petition Against Tennessee Bills Fostering the Teaching of Creationism*  
Finally, at our March meeting, we circulated a petition opposing Tennessee House and Senate bills fostering the teaching of creation science and intelligent design in Tennessee schools by questioning the scientific basis for evolution as the cornerstone of biology and the explanation for diverse forms of life on Earth. Almost all of the senators present at the meeting signed this petition.
- *Guns on Campus Legislation*  
At the same meeting, we approved a resolution favoring current legislative and campus rules forbidding guns on our campus and opposing efforts to change those rules. This resolution generated significant media attention in Knoxville.
- *Administrative Versus Instructional Costs*  
The Faculty Senate's Budget & Planning Committee has assembled data and has questions for UT President Joe DiPietro on the significant increase in institutional support in relation to increases in expenditures of other kinds (academic and non-academic) and related budget matters.
- *Communication With Government Officials*  
The UTK Chancellor circulated a policy adopted by UT last summer that obligates UT employees, including faculty, to coordinate their activities involving and communicating with government officials concerning legislative, policy, or budgetary matters relating to the University.

### **University of Tennessee-Martin (Janet Wilbert, Senate President & Mike McCullough)**

- *Enrollment*  
We are off to a running start in the Spring 2011, with a record Spring enrollment of 7824 students.
- *Salaries*  
The administration made a decision to allow a 10% increase in the base salary when a faculty member receives promotion to Associate Professor and another 10% increase in the base salary for promotion to full professor, with these raises to be institutionalized as central fixed and recurring costs. While faculty were disappointed that we did not receive the hoped for bonus in the Fall, this news was a positive for faculty morale and is in writing and available on the VCAA webpage.
- *Discrimination*  
The campus has finally completed our revised tag line, which now includes reference to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age,

physical or mental disability, or covered veteran status.

- *Athletics*  
Athletics has proposed an adjustment in the “good standing” description of students to be in alignment with the NCAA eligibility guidelines. This topic is still in committee.
- *Budget*  
Senate has successfully put together a budget based on the last 5 years of senate expenditures.
- *Marketing*  
We are working under an integrated marketing plan to better identify a “mark” for UT Martin. This should help with UT Martin being more readily identified.
- *Protected Speech*  
We are continuing an on-going conversation with the administration on protected speech on campus. We have added wording to the *Faculty Handbook* to protect faculty when we are speaking in shared governance. This wording will read “The administration will both encourage and actively protect all such [matters of shared governance] dialogue. Both faculty and administration will carry out all such discussions with collegiality, civility, and respect.” While this does remain somewhat vague, it does represent an improvement and is a basis for continued discussion.
- *Capital Projects*  
As our numbers continue to expand, we have several important physical projects underway. The groundbreaking was just held for the renovation of the Fine Arts Building and the dedication of the new Baseball/Softball Building will be held shortly.
- *Bookstore*  
There has been some concern with bookstore policy concerning book orders. State rules and HEOA statements on requirements do seem to conflict with Bookstore policies. For example, during Fall 2010 book orders for Spring 2011 were due in September, which seemed far too early to some faculty. Other faculty expressed concern that the Bookstore does not order enough copies of assigned books to cover all students in the class, while others insist that the Bookstore mandates using the newest editions of books for which older editions are fine (and much cheaper). The Executive Committee of the Senate discussed these and other complaints and will be continuing discussion of these issues.
- *Resolution on Guns on Campus*  
Faculty Senate Executive Committee will be proposing the following resolution to full Senate on March 22, 2011:

*“The Faculty Senate at the University of Tennessee at Martin opposes any legislation expanding the right to carry firearms on our campuses.”*

- *Resolution on Funding of Higher Education*  
UT Martin Faculty Senate approved the following resolution which was forwarded to TUFs members for consideration and action.

Resolution for the UT Martin Faculty Senate (As of 10-12-10)

Whereas, over the last dozen years the State of Tennessee has steadily reduced its portion of funding for institutions of higher education;

Whereas, tuitions and fees have steadily risen to cover the decline of Tennessee state support for higher education;

Whereas, the primary goal of higher education is to ensure an educated citizenry, necessary for the maintenance and extension of democracy;

Whereas, rising tuition and fees threaten students' ability to obtain a quality higher education and, therefore, threaten higher education's main purpose;

And, whereas, the Faculty Senate is—and must be—a strong advocate for the importance and accessibility of higher education in the state;

Be it therefore resolved that the Faculty Senate agrees:

To hold a series of public, university-wide forums to explore the causes, impact, and possible solutions to the problems of lottery scholarships, declining state appropriations for higher education, and rising student tuition and fees;

To invite to these meetings our state representatives, our state officers, and our federal representatives;

To hear from our students and their parents on the impact of rising tuition and fees;

To produce a written report summarizing our findings;

To bring this resolution to the Tennessee University Faculty Senates (TUFS) and urge that all TUFS members pursue similar programs in their respective institutions.

Implementation:

In order to carry out this resolution, the Executive Committee of the Faculty Senate will appoint an ad hoc committee consisting of at least five persons.

#### **University of Tennessee Health Science Center (Richard Nollan, Senate President)**

- *Promotion Compensation Policy Proposal*

After meeting with the deans (see UTFC minutes from 1/20/2011), the chancellor and I had a discussion for an hour and a half at which we continued to go over the need/ feasibility of this proposal. We covered much of the same ground as before; this is an economic as well as a morale issue. The administration tends to view the issue as an economic one, and the faculty as one of morale. The issue is of enough importance that the HSC Faculty Senate passed a resolution in April 2010 requesting the creation of this policy for the campus.

The morale side of the issue is not persuasive as the budgetary one, so I began emphasizing that the tenure-track process is one that carries its own metric for evaluating a faculty members progress over a period of six or so years. The metric includes number of publications, grants received, courses taught, and so on. At a time when measures are being applied to everything, it is important and useful to remember that measuring a faculty member's achievement and potential is built into the P&T process, and this should be rewarded with a 10% raise.

In addition to past achievements, the decision to grant (or deny) promotion is based on the P&T committee's peer judgment of the faculty member's past accomplishments along with their expressed judgment of the faculty member's future value. The chancellor understands and sees the merit of this overall argument, but not enough to recommend the policy proposal. Thus, the issue is still not entirely resolved.

- *Research Strategic Report*

The chancellor has the goal for the campus to become one of the top quartile research campuses in the country. In order to accomplish, he wants to identify what it will take to grow research on this campus by supporting the efforts that already exist and by bringing in new researchers. For several months now, Polly Hoffman, Associate Dean, College of Medicine, has been meeting with a wide range of faculty and administrative committees to solicit their ideas on what needs improvement and on what could be added to improve how research is done on campus. This is a large with many useful ideas that should be completed in the near future. It contains ideas for streamlining the IRB and the material transfer processes, penetrating the silos separating the colleges, improved writing and editing services, and resuming the distribution of F&A's to departments

- *IT changes*

After a review of IT services that was completed in September and the report delivered to the Executive Vice Chancellor in December. The contents of the report have been shared with a few people, but will not be released until the released to the wider campus community until its contents have been digested.

- *Faculty Senate*

The Faculty Affairs Committee developed and implemented an upward evaluation of the administration in November. The turnout was small due to concerns about anonymity. A report on the results will be presented at the March meeting, and we will use what we learned to do better next year. The Education Policy Committee has updated and approved a mediated lecture policy for the campus, and it is reviewing the Honorary Degree Policy.

The Research Affairs Committee is reviewing research issues and advocating for the partial return of F&A's to departments and researchers. The committee is also revising employment guidelines for research fellows.

Legislative Resources is trying to arrange a breakfast on campus with legislators for an exchange of views.

Clinical Affairs is dealing with issues related to the system of relative value units used to measure clinical effort, new curriculum changes scheduled for the summer, and with the call for a dramatic increase in the amount of clinical research that is done at the HSC.

Budgets and Benefits has been reviewing the series of administrative and faculty salary increases along with changes in health insurance and retirement benefits that faculty should know about (but often do not).

## **APPENDIX 3: Legislative Action in 2011 General Assembly (as of 3/26/11)**

### **HB0159/SB0136 POLITICAL PAYROLL DEDUCTION**

Prohibits public employees from having a payroll deduction to a political action committee or for dues for membership organizations that use funds for political activities. (Referred to state and local government committees).

### **HB0160/SB0139 LABOR ORGANIZATIONS**

Creates Class C misdemeanor for labor organization to contribute to candidates. (Referred to state and local government committees. "Labor organization" includes any organization that exists for the purpose, in whole or in part, of collective bargaining of or dealing with employers concerning grievances, terms or conditions of employment, or for other mutual aid or protection in relation to employment or any agent acting for organizations.

### **HB0233/SB0330 PROFESSIONAL EDUCATORS' ORGANIZATION**

Requires public institutions of higher education to give equal access to any domestic professional educators' organization if access to students in teacher training programs is granted to any other professional educators' organization. (Passed by Senate, on House Education Committee agenda for 3/29).

### **HB0368/SB0893 EVOLUTION/CREATIONISM**

Ostensibly protects a K-12 teacher from discipline for teaching scientific subjects "in an objective manner" but tacitly allows nonscientific critiques of evolutionary theory from the perspective of religiously-based creationism and intelligent design perspectives—perspectives that are not based on science. (On House Education Committee agenda for 3/29).

### **HB0412/SB0814 EMPLOYEE DISCIPLINE**

Places a burden of proof on agency taking disciplinary action at each step when disciplining a higher education employee, and for final step, requires administrative law judge from secretary of state to hear the case. (Referred to Education Committee).

### **HB1103/SB1924 TENURE**

Requests Chancellors to study tenure and report to education committees. (Referred to Education Committees, "caption" bill only, no action yet planned).

### **HB1707/SB0279 ACROSS THE BOARD SALARY INCREASE**

Grants an across-the-board salary increase of \$2,000 to each full-time employee and a proportionate share to each part-time employee of UT and TBR for the fiscal year that begins July 2, 2011, and ends on June 30, 2012. (Referred to Finance, Ways & Means Committees).

### **HB1732/SB1415 DISRUPTIVE FACULTY ACTIONS**

Prohibits public higher education employees from engaging in activities that do not constitute work stoppages, but disrupt or reduce the institution's educational services or impair the ability of the institution's employees or agents to perform their duties. (Referred to state and local government committees).

### **HB2014/SB0051 HANDGUNS ON CAMPUS**

Authorizes full-time faculty and staff at public colleges and universities in Tennessee to carry handguns if not otherwise prohibited by law. (Referred to Judiciary Committee).



## **APPENDIX 4 ACADEMIC FREEDOM WEBSITE LINKS (Provided by Joan Heminway, UT Knoxville)**

### AAUP Guidance Post-Garcetti

<http://www.aaup.org/AAUP/comm/rep/A/postgarcettireport.htm>

<http://www.aaup.org/NR/rdonlyres/B3991F98-98D5-4CC0-9102-ED26A7AA2892/0/Garcetti.pdf>

<http://www.aaup.org/AAUP/pubsres/academe/2011/JF/Feat/delf.htm>

<http://www.aaup.org/AAUP/pubsres/academe/2011/JF/Feat/udsoaf.htm> (Delaware)

<http://www.aaup.org/AAUP/programs/protectvoice/howto/Wisconsin.htm> (Wisconsin)

<http://www.aaup.org/AAUP/programs/protectvoice/howto/Minnesota.htm> (Minnesota)

<http://www.aaup.org/NR/rdonlyres/1211228E-39C3-4CD1-B90A-BE99A4F02B6F/0/ChartpostGarcettipolicies0810.pdf> (chart summarizing initiatives at various universities/campuses)

### Other Statements/Articles/Weblogs (Just a Sampling)

<http://www.georgetownlawjournal.org/issues/pdf/97-4/Areen.PDF>

[http://hied.uark.edu/Article\\_8\\_-\\_Murry.pdf](http://hied.uark.edu/Article_8_-_Murry.pdf)

<http://idaho-aft.org/AcademicFreedom.htm>

<http://crookedtimber.org/2009/06/16/on-the-children-of-garcetti/>

[http://findarticles.com/p/articles/mi\\_qa3860/is\\_200105/ai\\_n8948304/](http://findarticles.com/p/articles/mi_qa3860/is_200105/ai_n8948304/) (early article—pre-Garcetti)

## **APPENDIX 5 FACULTY LEGAL ISSUES**

AAUP website regarding faculty legal issues and liability risks when publishing:

<http://www.aaup.org/AAUP/pubsres/academe/2011/JF/Feat/mock.htm>