



T·U·F·S

Tennessee University Faculty Senates

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

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**TUFS MEETING-March 22-24, 2013
Henderson Hall-Tennessee Technological University
Cookeville TN**

Institution	Voting	Additional Delegation
Austin Peay State University	Elaine Berg	Mercy Cannon, Mickey Wadia
East Tennessee State University	Virginia Foley	Tom Schacht, Randy Byington
Middle Tennessee State University	Scott Boyd	
Tennessee State University		
Tennessee Technological University	Brian O'Connor	Jeff Roberts
University of Memphis	Tom Banning	Richard Evans, Jeff Berman
University of Tennessee-Chattanooga	Deborah McAllister	Kay Cowan, Lyn Miles
University of Tennessee-Knoxville	Steve Thomas	Toby Boulet
University of Tennessee-Martin	Robert Nanney	
University of Tennessee-UTHSC	Martin Donaldson	

Officers:

Tom Schacht, President
Toby Boulet, Past President
H. Lyn Miles, President Elect
Randy Byington, Secretary

Guests:

Dr. Philip Oldham, President, Tennessee Technological University
Rebecca Hargrove, President and CEO, Tennessee Lottery Corporation
Jere Hargrove, Former Tennessee State Representative

Tennessee University Faculty Senates

Spring 2013

Minutes

1. Tennessee Technological University President, Dr. Philip Oldham hosted a dinner and addressed TUFS members afterwards. Dr. Oldham reflected on several topics including working in both the UT and TBR systems.
2. President Schacht called the meeting to order at 9:00 AM Saturday March 23.
3. Motion to approve both the agenda and the minutes of the fall 2012 meeting was made Robert Nanney, and the motion was seconded by Elaine Berg. Motion approved unanimously.
4. President Schacht asked for representatives of each University to present their Senate reports (full reports included as an appendix to these minutes). Summary of discussion of items from each University's reports are included below:

Austin Peay State University

1. Piloting the use of a life skills program with a goal of increasing student persistence to graduation. Scott Boyd commented that toward that same goal, MTSU was using a more broad/second advisor. At MTSU this advisor is assigned to the student upon enrollment, and while academic advisors might change if the student changed their program of study, this secondary advisor followed the student throughout their tenure at MTSU.
2. Using Degree Compass to help students make selections to progress toward graduation. UT-K representatives commented that they were using a similar tool know as UTrac.
3. Comments were made by representative of several universities regarding the lack of recognition of role of student advisement in the promotion and tenure pathways at the universities.

Tennessee Technological University

1. Raised the question of contingent faculty role in shared governance. Others commented on the need to balance their participation and protection against retaliation. All recognized the increasing role of adjunct/contingent faculty and the need to balance that increasing role against the role of tenure/tenure track faculty. Representatives from the UT system described a career ladder system for lecturers and/or contingent faculty in their system. That path results in either a 1, 3, or 5 year

contract depending upon the rank of contingent faculty member. Because TBR policy defines faculty, TBR members recognized this as a TBR Faculty Subcouncil issue.

2. Experiencing questionable satisfaction with outsourced custodial services and asked for input from other institutions.
3. Raised the question of who owned a “faculty image”. This issue has legal implications as there is no policy that prohibits a student from using images for personal gain, or for other interests.

While on the topic of legal issues, President Schacht discussed his interactions regarding pending legislation. His interpretation of the motives/philosophy regarding the legislation targeting counseling professions was that some legislators viewed faculty as government employees, in effect government agents. That led to an underlying assumption that faculty in the course of their activities could be infringing upon citizens right to free speech. A discussion of the implication of this concept to other disciplines followed.

UT-C

1. Experiencing significant leadership changes from academic leadership to athletic leadership.
2. Discussion of requirement of departmental bylaws to include promotion and tenure guidelines, and at a minimum define shared governance role in the use of external reviews of promotion and tenure dossiers.
3. Discussion of faculty evaluation and role of SAI in that process.
4. Discussed an issue of requiring faculty to teach outside their “expertise/specialty”, the role of faculty in curriculum control/oversight.
5. Recently increased admissions standards.

Guests:

The reports of senates were suspended and Ms. Rebecca Hargrove discussed the background, administration, challenges and plans for the Tennessee Lottery Corporation. Following her presentation, former State Representative Jere Hargrove joined the discussion of the political process of both lottery administration and higher education finance.

Dr. David Larimore, Professor of Education and former Athletic Director at Tennessee Tech spoke to the group about the costs and the benefits of Athletics. He shared with a group a series of spreadsheets which addressed the costs of coaches’ salaries and scholarships, along with the revenue stream from housing, enrollment, guarantee games, NCAA revenue sharing, etc. A lively discussion ensued.

Reports of the senates continued.

UT-Center for the Health Sciences

1. Report given, no areas of substantial discussion by the group.

UT-Martin

1. SACS is the campus wide focus.
2. Discussed level of oversight of curricular issues as related to FERPA. UofM representatives pointed out that the UT system and TBR system have differing controls/approaches to oversight of curricular issues.
3. Recently increased admissions standards.

University of Memphis

1. Resolved issue of tenure and promotion language change. An issue previously know to TUFs members as the administration's "midnight addition" to the faculty handbook.

UT-K

1. Discussion of benefit equity resolution.
2. Informed TUFs members of recently (yet unknown to faculty) development of a code of ethics. Discussed faculty response to this code.
3. Discussed professor performance incentive plan and its impact on pay.
4. Discussed the faculty track known as Professor of Practice.

ETSU

1. Report given, no substantial areas of discussion by the group.

New Business:

1. Discussed events surrounding the TSU faculty senate disputes and TUFs response. Berman pointed out that this was a more broad issue, one of how senate presidents should be treated. TSU's administration, in effect, overturned the election of a sitting senate president. Boyd pointed out that any TUFs response should include the concept of protecting the integrity of faculty senate by-laws. The group began to craft language for inclusion in a TUFs response and the language included [preamble] Given the recent issues at Tennessee State University...to avoid adverse publicity and to support more effective collaboration between faculty senates and administration...we are asking the systems to affirm their commitment to shared governance...needs to be a statement that is not so broad that it can be misinterpreted...send on letter to TBR Chancellor and

a second to new president of TSU... Berman moved that the new Executive Committee craft a letter or letters to send to TUFs voting members for input regarding this issue. Motion was seconded by Banning and was unanimously approved.

2. Status of letter to Chancellor Morgan regarding academic freedom in the context of shared governance was discussed. President Schacht will send letter to Chancellor Morgan.
3. Status of TUFs representatives to sit as observers on faculty councils/subcouncils at the system level was discussed. Miles reported that the UT System had approved and that they were awaiting the appointment of a representative. President Schacht stated he would ask TBR Faculty Subcouncil Chair Jim Bitter about status. Berman made a motion for implementation of the process, motion was seconded by Miles and passed unanimously.
4. Banning initiated discussion regarding balancing TUFs processes with the need to be responsive to pending legislative action. Concept of TUFs versus personal response was discussed. By consensus the group endorsed regularly scheduled conference calls including TUFs executive committee members and senate presidents. It was suggested that freeconferencecall.com might be useful.
5. The TBR caucus elected Jeff Roberts as president-elect and Tom Banning was elected secretary for the coming year.
6. Scott Boyd volunteered to coordinate the August TUFs meeting to be held at MTSU August 2-4, 2013.
7. Berman made motion to adjourn, Banning seconded the motion and the meeting was adjourned at 10:55 AM Sunday March 24.

Senate Summaries/Reports:

Austin-Peay State University

(Elaine Berg, Faculty Senate President)

- **Faculty Retreat**
Second Faculty Retreat held in August. Sessions were held on 1) student academic misconduct issues, 2) Institutional Review Board, and 3) RTP and policy updates.
- **Senate Standing Committees & Special Elections**
Members of standing committees approved by Senate in August 2012. Special elections to fill vacant senate seats held in September, 2012.
- **SACS**
SACS Internal Review Committee spent January-March, 2013, reviewing Compliance Report. Faculty Senate President is a member of the Steering Committee for SACS Internal Review

Committee. QEP Think Tank, comprised of faculty, was established to come up with plan for our QEP. They will present ideas at March 2013 Senate meeting.

- **Student Academic Success**

Faculty Senate committees review Student Academic Success Initiative (SASI) and Revitalizing Academic Initiative (RASI) grants. APSU is in the process of bringing Inside Track to campus beginning in Fall 2013. They are a student coaching service--want to see what impact they might have on our retention. Will see what results are after two years and evaluate.

- **TUFS Resolutions**

APSU Faculty Senate supported TUFS resolutions on Confidential Searches and Academic Freedom Language.

- **TBR Sub-council Resolution**

Recommended to the Sub-council that they support the UT-K resolution on extending benefits to same-sex couples.

APSU Faculty Senate also passed their own resolution to support the UT-K resolution and expand it to include co-domiciled couples.

- **Faculty Lounge**

Moved to a larger, nicer, and more suitable location in Morgan University Center—the Cumberland Room. Provost paid for renovation of the space and the grand opening is scheduled for April 1, 2013.

- **Compensation**

The TBR approved a two percent salary increase in September 2012.

- **Foreign Language Requirement/High School Deficiencies**

Since TBR changed its policy regarding foreign language and high school deficiencies, APSU decided to follow TBR's policy. Foreign language faculty (including faculty senators) presented a proposal to the General Education Committee. Requested that a foreign language option be added to the Communication core and possibly the Humanities core. Still pending.

- **Classroom Technology Committee**

The Senate Executive Committee received the Provost's approval to establish a committee dealing with smart classroom technology and maintenance of technology in those classrooms.

- **Master Plan**

Work on new 30-year master plan began in fall 2012 and is ongoing. Senate President serves on Master Plan Executive Committee. Four task forces were established: Learning Spaces, Parking, Student Residences and Dining Services, and Athletics and Campus Recreation. All have faculty representation. The Learning Spaces Task Force is comprised of mainly faculty.

East Tennessee State University

Faculty Salaries

Benchmark

In follow-up to the 2011 State of the Faculty Report, which focused on the status of Faculty compensation at ETSU, President Stanton established a Salary Equity Task Force. The main work of that body was completed last fall. ETSU salaries are now to be benchmarked to a group of public doctoral institutions of comparable Carnegie rank. This is a marked conceptual improvement over the previous benchmark to a group of institutions of which ~ 80% were non-doctoral. The equity target was raised from the 50th percentile to the 60th percentile to match the existing equity plan of the College of Pharmacy. Under the new equity plan, each faculty member's salary was compared to the benchmark, with those falling below the benchmark comprising the group eligible for equity increments.

Implementation and update-An equity fund was established for the 2012-13 fiscal year. That fund provided faculty raises of 8% of the gap between the faculty salary and the equity target (no single raise to exceed \$5,000). Faculty and executive staff were not benchmarked against the same peers. In the coming fiscal year a similar method of equity increases will be implemented with faculty and executive staff benchmarked to the list of peers selected by the faculty.

While these developments are most welcome, they unfortunately do not benefit many of the faculty. Only permanent full-time faculty are covered under the equity plan. Part-time and contingent faculty continue to labor under an outdated compensation system.

Update-For the 2013-14 fiscal year lecturers and post docs will be included in the equity pay plan.

Status of Tenure

Termination of Tenured Faculty

ETSU experienced the termination of a tenured professor this year on the statutory grounds of "capricious disregard of accepted standards of professional conduct." Such unhappy events can be instructive. One important concern is that ETSU still lacks an explicit faculty code that distinguishes between aspirational values, on one hand, and mandatory parameters of conduct, on the other. As a result, when determining what is an "accepted standard of professional conduct" and whether particular acts fall within or outside of such a standard, there is an uncomfortable potential for both vagueness and overbreadth. In the absence of clear guidance, it seems reasonable to expect idiosyncratic variation in the interpretation of what exactly may qualify as "capricious disregard of accepted standards of professional conduct."

Update-The terminated faculty member has filed a 1st Amendment suit against each faculty member who sat on the review committee, their department chair, President-emeritus Stanton, and TBR Chancellor Morgan.

Academic Freedom

ETSU's Faculty Senate took the lead in Tennessee on an important issue related to academic freedom. The Senate proposed an amendment to ETSU's faculty handbook that would extend the protections of academic freedom to the context of participation in shared-governance activities, such as committee service or service on the Faculty Senate. This action tracked recommendations of the American Association of University Professors designed to correct potential negative implications of a U.S. Supreme Court decision that is perceived as limiting the First Amendment rights of faculty in public

institutions (*Garcetti v Ceballos*). Further background may be found in the AAUP journal, *Academe*, at:

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

Dr. Jim Bitter, ETSU's representative to the TBR Faculty Subcouncil, introduced the issue to all of the other TBR institutions. The Faculty Subcouncil concurred and passed a proposed amendment to TBR policy. Subsequent steps in the TBR process required review and approval from the Academic Subcouncil (provosts), the President's Council, and ultimately the Chancellor.

Unfortunately, the Faculty Subcouncil proposal encountered resistance from TBR's chief legal counsel, who initially suggested some compromise language. Unfortunately, despite faculty concurrence with the compromise, the legal counsel ultimately elected to oppose the idea in its entirety and in July the proposal was voted-down by the TBR Academic Subcouncil.

Update-no information

Self-Study

The Faculty Senate completed a first-ever campus-wide faculty survey in the Spring of 2011. The results were shared with the candidates in the subsequent Presidential search, which insured that a broad faculty voice was available in that process.

In follow-up, a Senate subcommittee conducted a separate survey focused on ways to improve the services of the Office of Information Technology. As one result, President Noland has indicated his support for establishment of an OIT Users Group that will assist in making this vital infrastructure service as user-friendly and effective as it can be. Another result was a Senate-sponsored task force that has made recommendations to improve the efficiency of the IRB review and approval process.

Update-In the development of the most recent University Strategic Plan, faculty on the committee pushed for inclusion of/use of a quality of work life (QWL) survey as a means of continuous improvement in the work environment at ETSU. The inclusion of such a survey was voted down with only 2 votes in favor of its use. The Senate Executive Committee and President Noland have worked to institute the Great Colleges to Work For, QWL survey. Plans are to implement this campus wide survey in the 2013-14 academic year.

Ongoing and Long-Term Initiatives

Long-term initiatives that are receiving ongoing Faculty Senate attention include:

Faculty Code of Ethics / Code of Conduct.

Proposed improvements to procedures for conflict resolution, including enhancements to due process, a system of progressive discipline, a proposal for a campus ombudsperson, and recommendations for a system to respond to impaired colleagues other than by disciplinary means.

Update: work continues on these initiatives.

TUFS Resolutions

ETSU Faculty Senate supported TUFS resolutions on Confidential Searches and Academic Freedom Language.

Partner Benefits

Passed resolution supporting partner benefits.

Visioning Process

This year ETSU began several strategic planning initiatives and faculty participated in each of the initiatives. In addition to providing input for consultants regarding 1. ETSU Marketing and Branding, 2. Strategic Planning and Strategic Budget Planning, and 3. ETSU Foundation Operations, ETSU launched an exhaustive 25 year visioning process. The framework and outputs of this process can be viewed at <http://www.etsu.edu/125/>

Middle Tennessee State University

The current academic year at Middle Tennessee State University has been filled with issues both large and small that have proved challenging to our Administration, Faculty, and Students alike. However, the overwhelming majority of these challenges have been met (are being met) with a sense of inclusion, cooperation, and shared governance with all concerned. With many items occupying our attention this year I would like to share a few of the more pertinent ones.

Recruitment and Retention

The Administration sought input from all constituencies as the Complete College Tennessee Act and its' implications were/are being examined. This has led to a re-examination of our Enrollment Management Plan and the tangible establishment of Department Specific/College Specific approaches to address recruitment and retention rates. In this process, the Faculty Senate and the Administration is working hand in hand. All parties see that the faculty is the primary contact on campus for students, and that the success of the faculty/student relationship is paramount to the overall graduation rate. The Faculty Senate is encouraged by the amount of shared governance that is evident throughout this process. This is an on-going endeavor and will be for the foreseeable future.

High School Deficiencies

As the State of Tennessee continues to address the low number of Tennesseans with college degrees, TBR instituted a policy that attempted to deal with high school course deficiencies. This effectively eliminated the established concept of potential high school deficiencies carried into TBR schools as long as the student successfully graduated from a Tennessee high school. The ramifications of this were immediately felt in various programs on campus, especially in Foreign Languages. Unfortunately, there was a communication breakdown along the information chain from TBR to campus President to Vice President/Provost to Deans to Department Chairs to Faculty. In rare cases, students were made aware of the policy shift prior to affected faculty. The lack of communication concerning a drastic policy shift, along with the appearance of an 'overnight' implementation of said policy, fostered a sense of exclusion by Chairs and faculty alike. This miscommunication illuminated a need for better, more consistent communication between the Administration and Faculty Senate. While the circumstances proved difficult at best, it has led to a more vigorous approach by all involved for clearer, more open shared governance. An outcome of this issue has been more frequent one-on-one meetings between the University President, Faculty Senate President, Faculty Senate President-Elect, and the Faculty Senate Past-President.

Academic Misconduct

As part of our comprehensive examination of our Enrollment Management Plan, the Faculty Senate pursued altering the makeup of our Academic Misconduct policy as well as moving the oversight

of that policy from Student Affairs to Academic Affairs. There was much discussion between the Administration, Vice President for Student Affairs, Provost, University Council, and Faculty Senate concerning this. While still in progress, discussions are proving very beneficial and there is a strong sense of 'inclusion' for all parties. At this point it appears as if the Academic Misconduct policy will be administered by Academic Affairs. The content of the policy is still being massaged to address concerns of all constituencies. This issue, while passionate at times, has strengthened the embrace of shared governance on campus.

30 Day Vetting Process

For various reasons during the recent past, university wide policy establishments/revisions have had inconsistent input from Faculty Senate. This lack of inclusion, for whatever reason, fueled a sense of exclusion amongst various faculty. This environment was tangibly identified as we began to pursue the revision of the Academic Misconduct Policy. Using this as a tangible exercise, Faculty Senate sought to establish an institutionalized approach to the implementation of new/altered policies initiated by the Administration. With the great support of the President, Provost, Vice President for Student Affairs, and University Council amongst others, Faculty Senate was able to establish a vetting process for policy establishments/revisions. The new vetting process begins with proposals discussed/voted on by Faculty Senate. Once Faculty Senate weighs in a given proposal and comes to an agreement with Administration, the proposal is presented electronically to the Faculty as a whole and a 30 day vetting process begins. This inclusion allows for input from all disciplines and fosters a stronger sense of shared governance. While Faculty Senate is fully aware that there are times/circumstances that prohibit the adherence to this 30 day vetting process, we celebrate the establishment of it as a viable protocol and view it as a strengthening of the shared governance on campus.

Standing Committee Examination

As part of the MTSU shared governance approach, Faculty Senate makes annual recommendations to the President as to the membership of University Standing Committees. It became evident this year that leadership on University Standing Committees was not being addressed in a uniform manner. One tangible example of this is that several University Standing Committees were being chaired by non-tenured faculty (some at the rank of Assistant Professor). Faculty Senate overwhelmingly believes that this approach could prove problematic for such a faculty member as he/she pursues tenure and promotion and has begun the process of evaluating the leadership of all University Standing Committees. The primary goal is to implement a uniform process by which leadership is established both allowing for the charge of each committee as well as protecting the interests/well-being of the faculty. This is an ongoing task that we hope to institute soon.

Council of Chairs

Throughout the academic year, as the university is examining current recruitment and retention issues, it has become more and more evident that communication is one of the primary factors in our success. To this end, the leadership of Faculty Senate has begun meeting on a regular basis with its counterparts on the Council of Chairs. The establishment of this group has led to greater insight into the commonalities between the groups and the ability to collaborate on charges inherent to the success of our programs.

Tennessee State University

Senate accomplishments: The Faculty Senate Constitution Committee has finished its work this semester on what we hope will become the first new TSU Constitution since 1989. Yes, 1989. The Senate will soon

vote on sending the Proposed Constitution (PC) to the full faculty for a vote this semester. Pres. Glover has already given very collaborative input on the PC so that it should not meet with resistance when it reaches her, and, one hopes, TBR.

The Faculty Senate Curriculum Committee does perhaps the most important Senate work that affects the university. The Committee has been essential in curriculum development, approving (thus far) over 160 proposals (new courses, creations of minors, etc.) from departments and programs in 2012-2013.

Pres. Glover: As Faculty Senate Chair, I have a very productive relationship President Glover; Dr. Glover makes herself readily available to listen and act on problems concerning faculty and students. Moreover, she has agreed to participate in a Shared Governance Forum in early April.

Issues or problems being worked on include rebuilding the Faculty Senate website, from which almost all information was mysteriously removed during the reign of the previous Chair; and clarifying requirements and improving oversight for approval of Faculty Development Funds.

II. Now, back to Fall semester: every Senate should learn from the Fall attempted Administrative take over of the TSU Faculty Senate.

At some points, faculty and Senates may come to find that some of the most important words ever written are the first (not the second) paragraph of the Declaration of Independence:

"When in the Course of human events, it becomes necessary for one people to dissolve the political bands which have connected them with another, and to assume among the powers of the earth, the separate and equal station to which the Laws of Nature and of Nature's God entitle them, a decent respect to the opinions of mankind requires that they should declare the causes which impel them to the separation."

In other words, if ever a leader stages a coup to disrupt, co-opt, and overthrow one's rights as faculty, and, indeed, as citizens, do not agree to play Gen. Kirov to his/her Stalin--it's a losing game (as Gen. Kirov might attest in the afterlife, since his assassination is considered the start of The Great Terror). In short, "Get up, Stand up."

Cliff Notes: On 8/20/12, for sitting and talking at a "Faculty Senate" meeting announced by the (now former) President but over which only I, according to the university Constitution, had the right to preside, after about 5 minutes, I was arrested, handcuffed, taken to the campus police station, etc.

Charges were dropped at the end of the semester, in Dec. During the semester, I retained Chairmanship of the Senate by virtue of a vote on 9/20; but the following day, Dr. Shields' 'replacement' Chair announced via administratively approved mass email that she was unanimously elected Chair; certain members of Shields Admin. made sure that the Senate was disrupted much of the semester and even sent out another mass email at the end of the semester saying that the pseudo-chair was the Chair, though only I convened meetings, etc. But I was never given certain customary responsibilities of Faculty Senate Chairs: recommending faculty to serve on university committees; attending meetings of the President's Cabinet; and serving on the Presidential Search Committee, from which I was dropped within days of the arrest by Chancellor John Morgan without his ever asking me about my version of the events.

QUESTION: Given these facts, did I, in fact, have the Constitutionally mandated full year of being Faculty Senate Chair?

Nevertheless: Faculty and Senate Chairs of America: If you ever find yourself in a situation where an Administrator attempts to obliterate the rights of faculty, you will find that having allies is the most important factor in keeping the problem visible: community Town Hall meetings, AAUP, and thank God for the press...REMEMBER:

A question came up at the summer 2012 TUFS meeting about how to talk to the press.

Answer: Repeat the following to practice talking to the media: educational institutions are accountable to students and taxpayers; Directions: now, repeat: taxpayers; taxpayers; academic integrity; education; taxpayers; the good of the state of Tennessee; academic integrity; the good of the students; taxpayers; taxpayers; students; taxpayers.

And when you have the truth, even handcuffs cannot win: the State Senate Education Subcommittee report made clear that I was right: TBR and TSU Admin. smashed university procedures and professional norms in changing grades--TSU Admin filed no required paperwork with instructors' approval--and, in fact, Admin. changed 270 grades though 9 instructors did not approve.

AND: coup de grace in showing the motivation for this bizarre erosion of faculty rights and equal treatment of all students: The TSU Report on the Fiscal Year made clear that without a huge number of those 270 Administratively changed grades, TSU would have fallen below the previous year's benchmark (in students' progress towards their degree) for funding.

Tennessee Technological University

Items of discussion during the current academic year:

1. Representation of contingent faculty on the Faculty Senate. After initial sentiment in favor of such a move, the Senate is currently thinking about how to proceed on this issue. Uncertainty exists as to whether such membership on the Senate is justified and whether a sizable number of contingent faculty are interested enough in University matters to justify designating official representation, and if so, how to implement elections and provide for dissemination of information. A complicating factor is that Faculty Senators at TTU are not elected directly to the Senate; the Senate consists of the elected faculty to the Academic Council and Administrative Council, and so, ultimately, the decision about the compensation of the membership rests with those bodies. Any information on how other campuses have handled this issue would be greatly appreciated.
2. The Senate passed unanimously a motion in support of the recommendation of the Compensation Action Team of the Task Force on Adjunct Faculty to the Faculty Sub-Council, and asked our President and Provost to support this at the appropriate Council or Sub-Council meeting.
3. The Senate will discuss at our next business meeting on April 1 a motion for domestic partner benefit equality, in reaction to a similar measure passed by the UTK Faculty Senate.
4. The Senate is studying the implications of Senate Bill 514.
5. The issue of students photographing faculty or recording (and perhaps selling) lecture material was discussed. We heard from Kae Carpenter, attorney at TBR, about aspects of this topic. As of January 1, Ms. Carpenter is now the attorney for TTU.

6. We discussed the level of satisfaction with custodial services, which were outsourced this past summer.
7. We discussed the problem of the TTU web site being difficult to navigate, with some University policies listed online incorrect, inconsistent, or very hard to find.

Other informational items:

- A. Dr. Philip Oldham became President of TTU on July 1, 2012. During a recent meeting with the Senate, he discussed the "State of the University". He said that he thought TTU was healthy, but stressed, and believed that there were several areas where improvements can be made.
- B. A Search is underway to select a Provost and Vice-President for Academic Affairs. The position is currently filled on an interim basis. An outside firm has been utilized to assist in the Search.
- C. In September of 2012, at the request of President Oldham, the University signed a contract with the Huron Consulting Group to assist the University in the development and implementation of a plan that will enable the University to identify key strategic priorities. This plan includes a "gap analysis" that compares TTU to a peer group across key strategic dimensions. The resulting blueprint for action has been called Flight Plan and discussion is ongoing concerning implementation of recommendations. The peers selected for TTU are the following:

Competitive Peers	Aspirational Peers	Tennessee Peers
Louisiana Tech	Clemson University	Univ. of Memphis
South Dakota State	Miami U. (Ohio)	East Tennessee State
Murray State	James Madison	Middle Tennessee State
New Mexico State	U. of New Hampshire	UT - Chattanooga
Alabama-Huntsville		
University of Idaho		
University of Maine		
Appalachian State		

University of Memphis

T&P Verbiage

The ongoing, acrimonious, ten-year discussion was finally settled regarding verbiage in the T&P portion of the faculty handbook. These efforts, led by the Senate E.C. and Interim Provost Dr. Nemon, approved the following change: "Faculty members on tenure-track appointments will not be subject to substantial revisions in the criteria for tenure if these revisions occur during the faculty member's probationary period. However, all procedural guidelines would be those in place at the time of the application for tenure."

General faculty communication

All-faculty Emails regarding major Faculty Senate actions as well as all-faculty surveys used to identify/document anecdotal problems/issues on campus were used to communicate not only with the faculty but also to help Administration understand the Faculty Senate's priorities.

Domestic Partner Benefits Resolution

With the endorsement of President Raines, the Senate passed a resolution identifying and supporting the need for equal benefits for those faculty that were in relationships not covered by TBR and the state of Tennessee. First brought up by UTK and discussed at the TBR Faculty Subcouncil, the Faculty Senate continued with the resolution to try to show a broad support by 4-year institutions in Tennessee.

Equity in Athletics committee

A university level committee managed by President was formed with faculty nominated by the Faculty Senate. The chair of the committee, Dr. Reginald Green, is from our Senate E. C..

Athletic Task Force

Task Force, comprised of many faculty nominated by the Faculty Senate gathered information on the state of athletes enrolling and graduating from the University and will submitting a report to Administration shortly.

Joint Library Committee:

Embracing the recommendation the Faculty Senate issued last spring, President Raines and Interim Provost Nenon are formed a working committee charged with exploring more funding for library services. The committee include two senators recommended by the Faculty Senate and two faculty recommended by Libraries Dean.

Models for graduate and undergraduate curricula

The Faculty Senate E. C. charged a Faculty Senate committee to investigate the Graduate and Undergraduate Committee models used by comparable institutions across the U.S. The fundamental question, "What roles does the faculty senate play in graduate and undergraduate curricula?", was used to encourage dialog. The committee will present the findings after the new Provost, Dr. Rudd, is on board next week.

Specialized University Software

Using SPSS as the focal point for the discussion the Faculty Senate worked with ITD to develop a large contingent of faculty and students to test a new 'virtual' implementation of SPSS. The evaluation has continued through this semester. SPSS was used because TBR IT says that the software is research based software and won't be paid from specific student (TAF) software funding which leaves individual departments having to purchase the costly software.

University of Tennessee Center for the Health Sciences

No electronic report received

University of Tennessee-Chattanooga

The campus is in a time of transition, yet teaching and learning are not to be affected. When, in September, Chancellor Roger Brown announced a change in his retirement date, the campus welcomed Interim Chancellor E. Grady Bogue. On March 1, the UT Board of Trustees approved the selection of Steven Angle as the next Chancellor, to begin on July 1. Dr. Angle currently serves as Senior Vice-President at Wright State University. The campus, also, has Interim administrators in the positions of Provost (search is commencing), Vice Chancellor for Development, and Athletics Director (search is commencing). Valerie Rutledge has been selected as Dean of the College of Health, Education, and Professional Studies. A selection for the founding Dean of the Honors College will soon be announced.

The continued academic focus is on the Complete College Act. The most critical item is the undergraduate graduation rate for those students who enter as freshmen. In order to address this campus deficiency, attention is turned toward critical course offerings, including summer schedule and online opportunities, and student support. On December 5, Russ Deaton, author of the Complete College formula, presented information to campus representatives. He noted one important area for improvement as attracting and retaining nontraditional students.

Faculty Senate and its committees are involved in new and ongoing projects:

- Revision of General Education criteria and courses – On February 7, the General Education proposal was passed by Faculty Senate. On February 26, the first reading was approved by the full faculty. A second vote will be held online, in late March.
- External review for tenure and promotion – On February 7, the Faculty Senate endorsed the external review process. By April 1, departments are to provide departmental bylaws, EDO guidelines, and existing external review processes, to the Provost.
- Student Rating of Faculty Instruction Committee – The Student Government Association has requested that course evaluations be posted online. The Student Rating of Faculty Instruction Committee is working with the Student Government Association and the Office of Planning, Evaluation, and Institutional Research to provide a framework for release. This was discussed at the Faculty Senate meeting on February 21.
- Academic Standards Committee – On February 21, the Faculty Senate approved an increase in the minimum admission grade point average from 2.3 to 2.5, with an ACT score of 21 (or 2.85 with an ACT score of 18). On February 26, this was approved by the full faculty.
- UT Board of Trustees items requiring a vote by the Faculty Senate – On January 24, the Faculty Senate approved (a) the language for the 5-point EDO scale (permissive but not prescriptive), and (b) the revoking of language for the faculty member pursuing a degree at their institution as ineligible for tenure.
- Faculty Handbook Changes for Chapter 2, Faculty Organization and Governance, are still pending.
- Best practices for online teaching and learning – This continues to be an important issue.
- Faculty and staff compensation plans – This continues to be an important issue.

Campus headlines and events are located on the Web page (<http://www.utc.edu/>).

University of Tennessee-Knoxville

Submitted as separate pdf document.

University of Tennessee-Martin

The UT Martin Faculty Senate voted to accept the proposed resolution requesting that the language in the current Academic Freedom policy be expanded to protect speech related to shared governance.

The UT Martin Faculty Senate voted to initiate a five-point overall rating of a faculty member's performance in the hope that the UT Board of Trustees would allow that option. In its February meeting, the BOT approved that flexibility for UT schools.

The UT Martin Faculty Senate Personnel Policies Committee announced that the *Faculty Handbook* revisions should be completed during Spring Semester 2013 and ready for presentation to the full Faculty Senate. The revised Handbook was presented to the Senate on Tuesday, March 19, as an information item and will be presented for a final vote at the last Senate meeting of the academic year (April 23).

The UT Martin Faculty Senate Personnel Policies Committee is pursuing an answer to the request by a Senator to make all documents on the Senate webpage more accessible. At this time some Senate links are password protected and accessible only to members of the Faculty Senate. Because some documents in the Senate packets contain FERPA-protected materials, the UT lawyers will be asked to advise. There was some discussion as to whether all documents on the Senate website should be available to the public in general or to all faculty. This issue and pertinent information to this issue will be presented at the next Faculty Senate meeting.

UT Martin's Faculty Senate has voted to approve a recommendation from the Senate's Undergraduate Council to increase admissions requirements for incoming first-year students (ACT and/or high school grade point). The UT BOT approved the new admission requirements at its February meeting.

AAUP Report

If TUFs isn't aware of it, there's a \$5 million request in the Governor's budget for the one-time startup cost for TN to join the Western Governors University consortium. This could have significant consequences for all of our institutions, especially the online programs. Check out

www.wgu.edu/admissions/admissions_tennessee_requirements.

The ombudsman proposal is going to pass the Senate. The House (HB0052) is still a question mark. I've tried to get Beth Harwell on board, but she is resisting. HB0052 has lots of co-sponsors from both parties. Right now it is on the calendar for the State & Local Government subcommittee for next week. The Comptroller's Office is optimistic; I hope they're right.

The counseling bill has passed the Senate. It's counterpart, HB1185, is on the Education Committee calendar for next week. I'd say it's likely to pass unless there's strong pressure from somewhere to stop it.

The bill prohibiting institutions from denying recognition to student groups with restrictive membership requirements (religion being the primary one) has passed the House and is before the Senate Calendar Committee (SB0802), where it is also likely to pass.

The one piece of good news is that the "preference" bills seem to have died for this session, much to my surprise. But I'm sure they will return next year, and it will take a truly united effort from the systems, the institutions, faculty and the business community to stop them. I'm not sure even that will be enough with this legislature.

Activities of the UT Knoxville Faculty Senate: September 2012-March 2013

This report is a summary of major topics discussed and actions taken by the UTK Faculty Senate (“senate”) and the Faculty Senate Executive Council (“FSEC”) from September 2012 to March 2013.

Code of Conduct

On October 2, 2012, notification was received that the University’s employee code of conduct (HR policy 0580) had been revised, effective July 1, 2012. This revision had been completed without general input from or discussion by faculty, an action that was deemed a violation of the UTK *Faculty Handbook*. Subsequent discussions, held over several months and largely through the University of Tennessee Faculty Council (UTFC), yielded the following details.

- The primary motivation for the revision was to bring the University into compliance with the *United States Sentencing Guidelines for Organizations* that require organizations (such as the University) to facilitate a culture that promotes responsible and ethical behavior. It would be impractical to “roll back” to the previous version and “start over” again with proper faculty involvement.
- The work on the revision was done by representatives from Human Resources, the Office of General Counsel, and the Office of Institutional Compliance. The fact that the faculty had expectations to be included in such discussions was apparently a surprise to all those who had worked on the revision.
- Initially, each faculty member was to be required, formally, to acknowledge being informed of the revision. This requirement was later dropped.
- President DiPietro acknowledged that the exclusion of the faculty from the discussion of this revision of the code was an oversight. A commitment was made, at the system level, to formalize a process insuring faculty representation in the development of policies that concern the welfare of the university community.
- According to some reports, this current revision of the policy (the eighth revision since 1976) required approximately two years to finalize. So, while we have been promised a voice in future revisions, we have no way of knowing when the next revision might occur.

During its November meeting, the senate tasked the Faculty Affairs Committee (FAC) to solicit concerns about the contents of the code and prepare a list of such concerns for discussion by the senate, in order to make recommendations for a subsequent revision to the policy. The FAC presented the requested review of HR0580 for consideration during the senate February meeting, but discussion was postponed until the March meeting. During the March meeting, the FAC was asked to prepare a report of the more serious concerns (particularly any with academic freedom aspects) that might be used in a request for another revision of the policy.

Lecturers

The senate’s *Bylaws* were revised in October 2012 to add lecturers to those sections addressing (1) eligibility to serve as senators; (2) the census upon which apportionment of senate seats is based; and (3) eligibility to vote for senators. A special election was held to select ten lecturers to serve the remainder of the current year. In subsequent elections, lecturers will be able to participate in elections for the senate on the same basis as other faculty.

On March 4th, the senate voted to recommend changes to the *Faculty Handbook* and the *Manual for Faculty Evaluation* to formalize a promotion review process for lecturers.

Performance Evaluation of Faculty

The senate voted on February 4th to endorse a proposal, by the Office of Academic Affairs and Student Success and the Office of General Counsel, to change board policy regarding the performance evaluation of faculty and allow an approved alternative to the currently specified four-point evaluation scale. The senate also voted to recommend changes in the *Faculty Handbook* and *Manual for Faculty Evaluation* to implement, formally, the five-point evaluation scale that UTK has been testing for the past several years.

Activities of the UT Knoxville Faculty Senate: September 2012-March 2013

On February 18th, the FSEC learned that the Office of General Council had some concerns about the wording of the changes in the *Manual for Faculty Evaluation*. Given that the Office of General Council had no concerns about the proposed *Faculty Handbook* changes and that those changes were the more important parts of the resolution that needed to be presented to the Board of Trustees on March 1st, the FSEC took action on behalf of the senate to split the *Faculty Handbook* and *Manual for Faculty Evaluation* changes into two proposals, in order to allow the *Faculty Handbook* changes to proceed as quickly as possible.

Resolution in Support of “Benefits Equality”

In response to a resolution in support of “benefit equality” passed by the senate in April 2012, a letter from Chancellors Cheek and Arrington was received during the senate’s September meeting. The general consensus was that this letter (1) did not fully address the issues raised within the resolution; (2) provided no information about which state laws or policies are preventing the suggested actions; and (3) contained no indication what avenues for further dialogue are available. The brevity of the response was considered inconsistent with statements that diversity is valued on this campus.

During the senate’s October meeting, Chancellor Cheek acknowledged frustrations expressed by the senate in September. He stressed that this letter was not intended to be dismissive. He and Chancellor Arrington had been working and were continuing to work with faculty senate leadership and many other constituencies on this issue. Another letter, providing a better explanation of their position, was considered by senate on February 4th. Following discussion of this second letter, a motion was passed to ask the Benefits and Professional Development Committee (the source of the original resolution) to frame a response for the senate’s consideration. A first draft of this response was considered by the senate on March 4th. It was returned to the committee with suggestions for revision and will be considered again during the senate’s April meeting.

Resources Manual Now Strictly a Senate Document

In April 2012, the senate (with the support of the Provost and the Office of General Council) took action to remove certain “best practice” statements from the *Manual for Faculty Evaluation* and placed them into a new document known as the *Resources Manual*. This document acknowledged that “[a] ‘best practice’ is expected to evolve over time and is to be used as a guide rather than prescribed practice, procedure, policy, or contractual obligation.” During the November senate meeting, the FAC presented a resolution to correct an oversight within this document. The April resolution creating the *Resources Manual* had specified the revision process, but the process itself had not been included in the document. Although the November resolution would have simply inserted the previously approved revision process, the process was amended (at the recommendation of the Provost) to remove the step where the proposed revision would be sent to the Provost for approval. The final step in the revision process will now be the affirmative vote by the senate.

Respectfully submitted,
Steve R. Thomas
President, UTK Faculty Senate