

TUFS Retreat Minutes
April 3-5, 2009

Friday night

C. Warren Neel – Guest Speaker

[Secretary Buchanan arrived mid-speech]

... Performance funding is key; 5-6% growth will occur each year. We've got to increase tuition or find ways to be more efficient. Most increases cover fixed costs; we need to build in variable costs. THEC doesn't have any strength. We've got to get strength and objectivity factored into this some way. Students are the stakeholders and have to pay the bill. The learning curve is high for students, but we should involve them as we go along. Historically, on our campuses, Senates are made weak. How can you have a weak Senate and represent the larger faculty? It's important to keep focus on students; keep the best interest of student in mind. We need an academic climate that mirrors entrepreneurship. The timing with the Governor is right – he will defer to the Legislature. We need an independent study by a third party consultant done to look at the higher education structure and we need to come up with model. But, if it is a model of efficiency, then accept it & move on. The two boards are competing with one another. An obvious question to the public is if operations are moved to Nashville, then why are two systems needed? Masked reality – A source of use fund study is needed for the state budget amount for administration of UT system.

The North Carolina Model has a single board, 4 yr schools report separately from the 2 yr schools. Each campus has its own board of trustees, so accountability is at local level; NC has accountability and latitude on local campuses

What if each university were to become University of ? (whatever city you are in) – would that make a difference? “Homogenization” is inherent in the present structure.

What's the governor thinking? It's obviously time to think about changing things. Does he have a vision of what it should be? - Not really, but duplication of programs, and keeping up infrastructure are getting to critical point.

All three state legislators from ETSU area will be speaking to ETSU Faculty Senate.

Independent consultants are likely to come in and get input from faculty. They will report to the comptroller. How far will independent consultants go? Will they recommend model? Will they just describe inefficiencies? We need to chart growth in the amount of funding administrations receive. The education guy at the Tennessean is a good one to talk to; get word out through him.

Dilemma in this state – several functions under state order (e.g., BEP); also, matching federal dollars. Higher education is one place that there is latitude to cut or added to – the legal obligations get taken care of first

AAUP Meeting: presentation by Dr. Rhoda and panel session with legislators – first effort to make some impression on legislators; one take on meeting - know there's a problem and know that something must be done; another take on the meeting – legislators want the individual universities to come up with plan to streamline; campuses need faculty/administration (ad hoc) to make recommendations; next year, Senates need to look at reorganizations of higher education and make recommendations, including leaving method of consolidation of programs to the university.

What is our line that we want to get out? Issues: Pitiful funding of higher education and overabundance of administrators

TUFS Representatives meet with Governor? Need to get on the Commission that will make the recommendation? No academics on Chancellor Search Committee. Meet with legislators more productive? Senator Gresham suggested that TUFS reps talk with the Comptroller.

Not make our presence public through an interview with the Governor, but consider rather taking out ads in largest papers that describe the effect of higher education cuts on our students. We have several audiences – our students, the alumni, the citizens of the state, the legislature, the Governor. We are here to make the system better.

Saturday morning

Minutes from last meeting – motion made to approve, seconded; approved by voice vote

What's happening on campuses around the state?

MTSU –

Stimulus money used as bridge money gaps
Workload and profiles changing to add to workloads
Crisis used to undermine academic freedom

Question – Is anyone hiring other lines instead of tenure-track faculty (e.g., adjunct)

TSU –

Budget issues - due to decrease in enrollment
Elimination of unfilled lines
Not involving faculty in process
Dependent on out-of-state students coming
Last to get Banner and implementing training during registration; 400 students potentially lost; faculty and others contributed monies to keep students; lost only 100 students
Academic Masterplan with no faculty input – no mention of Music in “Music City”

Question – Who has faculty representation on Budget Committee?

Varies from institution to institution

Memphis no committee

MTSU – FS is purely advisory

TSU – on paper supposed to have one or two, but none functioning

ETSU – Budget Reversion Committee, one faculty representative out of 15

UT-Martin – FS Economic Concerns Committee; budget hearings but no substantial input from faculty; each subcommittee meets 6 times a year, but not meeting

UT-Chattanooga – FS Econ Status Committee looking at faculty salary and related issues; Budget Committee working to get transparency, understand budget first

UTK – budget hearing process; faculty ask tough questions and sometimes catch something that needs changing; hearings are mostly informational; we push to get transparency; some influence in annual study of gender equity; this year, obtained budget

and going through line by line; 15 million waste identified; “keep teachers in the classroom”; influence will be getting media on our side and having them get the word out
APSU – FS Budget Review Committee; brought into Univ. budget Committee; meet monthly with President; President has met with entire Univ. Committee on regular basis this year

Meet reporters one on one to build trust and hopefully get a more sympathetic portrayal

APSU – close relationship between AAUP and FS; at beginning of budget crisis, two Exec Committees got together and drafted set of Principles, one of which is “Least damage to students and instructional role of University”

UT-Health Center, Memphis – faculty have exactly zero input; made great strides this year in that VP did go over budget with faculty

Sunshine Laws allow us to see budget documents; must send; if not, tell Media

Must ask questions after you have accountancy professor go over and often ask for more information that wasn't sent over the first time

Delaware System – primarily what's being applied by Chancellor is for Graduate Institutions; new administrations come in and change budget systems (e.g., new categories added)

Vulnerability of untenured faculty serving on Faculty Senate; don't always have institutional memory or experience to deal with issues; tenuous to take stand

Back to what's happening on campus -

UT-Chattanooga

Proposed discontinuance of programs; minority of faculty serving on campus-wide committee that came out with set of guidelines which will be taken to FS; administrative costs should go first; need time to get all figures in mind

We have some areas that are ancillary but important to programs; post-retirement about to end in UT system?; creation of union (between UTC and UTK) with nearly 1,000; post-tenure review threat

Question: Concession on part of faculty? -- less money for summer school and professor may be limited in how much money can be made

Any percentage of monies going back to dept? no – general fund; APSU President may send some to depts.; TSU Summer School lost money last year and told not to use senior faculty; high school model of teaching

UT-Martin – Maymester (3 wk session), Summer I offered on-ground and II online; Discontinuance Committee – used programs THEC identified and dept came to defend to the Committee; on hold, with stimulus money available

AAUP meeting last week – Beth Harwell said legislature is exploring not having duplicate programs within 100 mile radius; TBR is offering degrees through RODP; much more expensive degrees

ETSU – told to develop own online and to participate in RODP; President doesn't think there will be reduction in workforce; phased out Bristol campus; facing out print shop; looking at motor pool; family consumer science phased out; being asked to appoint faculty to various committees looking at reduction; need to make up quarter of shortfall so no reduction in workforce; hiring fewer adjuncts; volunteer buyouts popular with staff; made some gains in FS: F handbook still controlled by Provost and Academic Council; administrators now not voting in departmental matters; faculty only had one seat on AC, now have four faculty, there are 34 members; working toward transparency in promoting people to administrative positions; working on written code of ethics for faculty; grandfathering right of conflict of interest for those presently in roles; stopped a Presidential search and President will remain; release time for FS President & Secretary or a stipend for FS role (\$2400) & 3 hrs release or \$2100 stipend for Pres Elect in spring ; for fall, same for Past President; asked for doubling of FS budget from \$5K to \$10K; President's Senior Staff or Council last word and now FS President is part of Council. Exploring two year term for FS President; vigilant during summer and more involvement in shared governance. Using CUPA numbers, convinced President to increase monies for promotion and also institute raise for tenure since some will never be promoted. Proposed \$2K for tenure; suggested \$5K, \$10K, and \$15K for promotion from Instr to Asst, Asst to Assoc, and Assoc to Prof. - pulled because TBR said no raises this year.

Memphis only has Provost to represent academic; FS passed motion asking for it, but denied. Jeffrey will send out email and ask us for our arrangements so he can use on his campus; he will compile and send to everyone.

There exists an Excel sheet – current takes on each campus regarding these issues; set of guidelines for faculty senates out there and a national association out there. Southeastern

Conference on Academic Leaders sent out survey; UTK ? will use that as foundation for gathering this information.

UTK – Dolly Parton is Commencement speaker; interim chancellor and now provost; came close to voting no confidence of President last year, now President has left; develop relationship with media and made position known (e.g., placing Fulmer in administrative position); we've kept students in mind in everything; reorganizing Senate and making more effective; look at committees, are they doing something, if not, dismantle and put other committees in place; did survey of faculty to see what is effective in FS and what is not; streamlined Senate now in place; post-tenure review on our campus has generated a number of dismissals; FS has taken stand in some cases; being very judicious in which cases we take stand and advise on; programs proposed for closure; Program Review Committee –FS gave list of ten and Provost selected six of ten; all work policy based – developing criteria & procedures, not selecting programs. Proposal of my dept, philosophy, merge with religious studies; allowed to develop alternative proposal; stimulus money stopped this; from this, got in place faculty input sought on this in future; FS organized legislative relations committee and UT system offered to assist; working with UT-System lobbyist as well. UT will visit legislators April 15. New chancellor decided he was going to appoint provost –we called him on it and proper process will be followed.

Collective bargaining mentioned – explain: United Campus Workers at UT \$11 - 13/month cost.; 865-329-0085 for UCW (Contact: Cameron Brookes); lobbying in Nashville; helped to organize students and bring them to table, and also, staff organization on campus contacted and worked with. AAUP is toothless. In order to have formal collective bargaining, there would have to be change in TN statute. Statewide, 2,000 or more, needed in order to consider collective bargaining. “Interference with Contract” law –designed as anti-union and deters strikes.

APSU – couple of depts. were setting moving target in RTP process; other depts. had no criteria whatsoever; other issue is “faculty who travel with students” policy; problems - for example, wine on table in foreign countries; code of conduct says no drinking; if student hurt, we are liable. When are faculty freed from the duties for the day? Central issue is whether to have policy or not? The more specific you are the more you're giving the lawyers something to work with. What is reasonable and prudent? Does State Tort Claims Act protect faculty? We are cooperating closely with our AAUP Chapter – allows us to bring pressure to bear on certain situations.

Student travel - What role does faculty play in formulating policy? Gave to Faculty Senate Committee charged to meet with administration and developing procedures. Are faculty involved in policy making? Policy can be recommended by university standing committees. How is faculty Senate involved? - Personnel actions get tricky, so not fully involved in this case. One case where faculty used statewide appeals process. Senate got minor concessions; fund trips here. President turned over Student Academic Engagement Success (SASI) Grant monies and process to disburse funds (\$75K last year; \$50 this).

Things yet to discuss this weekend and the order for discussion:

Legislative initiatives (Sunday am after we hear from Kim McMillan); some sense of thoughts on HE reorganization (this afternoon 1st); funding –changes in tax structure (this afternoon 3rd); how to use stimulus monies; interacting with media (this afternoon 2nd) –with media, what this group does and what each campus does can be different

UT Health Center – not sitting at table when budget document drawn up but plan distributed to Faculty Senate for comment; Faculty Senate is active in faculty handbook revision (metric system for promotion and revisiting tenure issue whether from 7 to years or unlimited); budget issues: reduction in force and elimination of programs; essentially no adjunct faculty, so identifying small groups of faculty in programs for consideration of discontinuance; infrastructure issues; report on scientific research – dollars have decreased; plan to hire research faculty; issue of covering indirect costs; problems with funding Regional Medical Center; phased out increase for promotion; found very significant raises given to administration.

Saturday afternoon

Tennesseans for Fair Taxation (Brian Miller, John and Nancy Stewart) –we’ve got to change TN’s ill-designed tax system; no escaping this truth anymore. We invest in the common good; our common life together would be very different if this weren’t the case. Budget shortfalls are pushing up to facing reality. Economic stimulus buys us time, but won’t in and of itself fix our problems. “A crisis is a terrible thing to waste.”(Professor Paul Romer, Stanford University)

Higher Education in TN faces 14.8% in cuts by 2011. TN lags behind neighboring states by \$2.1 billion as a percent of overall economy for overall education (pre-K, K-12, and higher education). TN lags \$3.4 billion as a percent of in overall economy behind the region. Sales/consumption taxes make up 70% of state revenue. Tax property lower 38% income 96% lower, consumption 37%? higher. We have the highest sales tax and third highest food tax. Sales tax base is steadily eroding. Cross border (KY 6.0% & no tax on food; TN 9.35% with 7.85% on food) and online shopping; move toward purchase of services (not taxed) rather than manufactured goods (1959 60% goods and 40% services; 2005 58% services and 42% goods); “structural deficit” defined as inherent in system.

For every 10% of economic growth; there’s 8% growth in sales tax revenue. 1971 sales tax increased from 3 to 3.5%; 1976 sales tax increased to 4.5%; 1992 increased to 6%; increased to 7% in 2002; 2008 reduced food sales tax to 5.5%; actually holding steady as a percentage of income. Teams playing TN Titans don’t pay income tax to TN; when Titans play elsewhere, they pay income tax to that state. \$15,000-79% are subject to sales tax; \$100,000-21% are subject to sales tax. Only first 32% of purchase price taxed at 9.5%; above 32% is taxed at 7.2%. Sales tax suicide? Unfairly tax lower income families more, drive more business across state line.

What is tax modernization – completely repeal state & local food tax; reduce combined sales tax to uniform rate of 6.75% eliminating the single article cap in the process, eliminate Hall tax exemption, and est. broad-based tax structure – family making \$40,000 wouldn't pay tax and not hit maximum tax level until \$260,000. Everyone would pay 8-9% of their income in taxes. Proposing 3.5% income tax; those making \$70K or less pay no more than they are paying now.

The “Sweeton Doctrine” (scientist in Oak Ridge Laboratory) –studied public opinion polls regarding taxes in TN. Shows that whole package is keep to this – 7 to 10% support statewide property tax, 10 to 14% support sales tax increase, 27 to 34% support new income tax on top of the existing system, 40 to 61% support for tax modernization which includes food tax repeal, reduce sales tax, create income tax. (for income tax, state would take AGI off federal tax income return}. Silent majority is sitting down and shutting up – the spiral of silence. Can this be transformed into spiral of support? [Visit TFT website and see if I'd pay more taxes]

Sales tax runs out of gas every six to eight years or so. Income tax will introduce fairness first; raising rates would be fair at least. Other states have eliminated some of their taxes.

Legislators didn't vote for ban on income tax forever. Know they shouldn't do this, but they don't want income tax issue taken away from them, so they can use it when running campaigns.

Remember, all truth goes through three stages:

Ridicule

Violent opposition

Accepted as self evident

{REVIEW HANDOUTS}

Break

Motion introduced – Motion that “TUFS supports legislation that would modernize tax system that benefits the students of Tennessee in their pursuit of an affordable education. Furthermore, TUFS indirectly supports TFT in their pursuit of this endeavor.” Motion made and seconded. Discussion ensued: revise motion and make it a resolution with vote regarding whether to take it back to our Senates. Draft resolution tonight and present tomorrow, and when drafting resolution, do so in friendly form of rationale and statement. Motion to postpone decision on the vote made/seconded. Motion approved.

Potential reorganization – some set of principles that we can all agree on -

Campus chief executives need to be responsible to and selected by local boards whose interest is the welfare and education of the local campuses' students

There should be one statewide agency with separate depts. for 2- and 4-year institutions that presents funding requests to the legislature and prevents duplication.

Local boards chosen by the state wide agency, faculty senates, alumni, students and administrators

Funds generated from an institution stay there

TUFS representation on the blue ribbon committee/commission

Any reorganization benefit students

Any reorganization aimed at creating administrative efficiencies and money redirected toward academics

Eliminate THEC

Institutional missions defined coherently to prevent empire-building, duplication, and destructive competition – possibly governed by board of representative from the schools

Least politicized process possible

Reduce bureaucratic burden on self-funded entrepreneurship

Universities have capacity to initiate local/university joint projects

Meaningful faculty representation at all levels of new structure

decentralize effort by taking back to our senate – create subcommittees and contact local legislators

centralize by making a statement from this group

three succinct items: like to have representation on each committee in process if process occurs, representation continues throughout process of reorganization, and representation in organization

Students deserve the finest education possible. Faculty spend the most time with students. We support reorganization of higher education in Tennessee.

benefit students

faculty expertise

ETSU Faculty Senate started Ideas Forum ideas brought forth by people from around campus talking directly to top officials at university

Saturday evening

Kim McMillan - State Legislature and the Legislative and Executive Processes

There are 99 Representatives & 33 Senators; keep in mind urban and rural representatives (e.g., 15 represent Shelby Co compared to some cases where 8 counties have only 1 representative)

Of 99, 13 Senators are lawyers; minimum age 25 in Rep and age 30 in Sen; live in TN 7 years; live 1 yr in area; 25 signatures on petition to run

No teachers in legislature; session runs part-time from 2nd Tues in January to April or May or June;

Kim stressed the importance of what we do and what we know; she said that we should go to the legislature. We need to come with our concerns; we should help legislators by providing information and talking with them. She encouraged us to introduce yourselves and share your ideas; while lobbyists also serve an informational purpose; faculty need to get down there and be listened to.

Question: It appears that legislators are only listening to the administrators; what is your perception regarding this?

Response: There may be perception that administrators have the information; faculty need to go down prepared with information and knowledge of issues, then legislators will gain from faculty's experiences. Legislators are concerned with the students; you are the lifeline to students.

Why haven't faculty been asked about reorganization?

Response: Her opinion is that not much will be accomplished this session. Her thought is that the Governor and/or Assembly leadership will appoint a taskforce (blue ribbon committee) to meet. Certainly there needs to be someone representing you on Committee; speakers can appoint a study committee, as can the Governor; but, this is not likely to happen. It will most likely be the Governor and Legislature acting together to set up taskforce or commission.

If something not acted upon in first year of two year session, it slides to next year; falls off plate if not dealt with in second session.

Caption Bill –what bill concerns is in caption; it opens up section of code to be filled with legislation. There is not time in this session to amend a caption bill at this point to get legislation passed.

Let UT system lobbyist and TBR lobbyist know that we want representation on taskforce or blue ribbon committee.

Legislators and Governor looking for efficiency and streamlining while also seeking the best system of education for our students. Raising the educational attainment level in TN is the goal; I assure you that the Legislature is not running around proud about being 50th in education.

We've got to look at priorities; is the education portion of the pie going to grow larger? There probably won't be more funding. There is concern about the amount of administration and duplication among the boards will be reviewed.

If you are governor what would you do about tax structure and higher education?

If the people of TN are not ready for an income tax, then we must find ways to improve the structure presently in place; we've got to convince the legislators about changes to the present tax structure. We've got to work together – (asked about veto): governor doesn't have stick with veto - weak veto structure; only takes simple majority to override vetoes; governance structure is bigger than legislature or governor – it will take a commission.

Remember that THEC was formed as referee between UT system and TBR system to help legislature make decisions. They were not formed to make policy, and some think that THEC has gone into areas that don't fall under its purview. Focus should be on streamlining administrative function so that money gets to classroom.

Legislators want to hear positive, not negative outlook.

Sunday morning

Letter to distribute to media– what are our major points?

Should we take back to our Senates?

Should we charge TUFSS President, who is a spokesperson, to issue statement?

What is the Taxation stance of Group?

One thought: Income tax is not very popular; as we attempt to work with our legislators, if we come out in favor of an income tax, we may alienate our legislators; in order to make our case for higher education, we may not want to alienate them

Read “stable & sufficient funding” statement for consideration –

TUFS TAXATION STATEMENT

The well being of Tennessee and the development of its economy require the high quality education of its people.

In order for the State to fulfill its promise, the jobs of tomorrow need educated citizens who are prepared for and understand the knowledge economy within a national and global context.

However, Tennessee ranks 41st in percent of population with a Bachelor's degree, and ~~only~~ [as amended below] 48th in per capita state and local expenditures ~~in~~ insert "for" instead as amended below] higher education.

For the sake of today's and tomorrow's students, higher education in Tennessee must have tax modernization that leads to stable and sufficient funding.

Therefore, in unprecedented and historic cooperation, the Tennessee University Faculty Senates (TUFS) representing faculties from both the University of Tennessee system and Board of Regents universities, have joined together to support this goal.

Move that we forward this statement to our Senates. Seconded.

Discussion: Timing for issuing statement considered. Wording of statement considered. Amendment to motion: 4th paragraph: change wording to "tax modernization" from the statement "stable and sufficient funding". Seconded.

Googling "tax modernization" Tennessee brings up TFT first. Are there other approaches that we need to consider?

Question called; Vote: motion carried with following votes tallied.

APSU -no

ETSU -yes

MTSU -yes

Memphis - yes

UTK - yes

UT Health Center -yes

UT Martin – not present

UT Chattanooga – yes

TSU – yes

Move to amend motion to take to Senates in the Fall. Seconded Discussion Call the question. Move to amend "early" fall to Senate.

Vote: Yes to all.

Motion following; seconded

Third paragraph – delete word “only” before 48th and change wording “expenditures “in” to “for” higher education”

Vote: Yes

Vote to send motion to Senates early Fall. Passed by unanimously in a voice vote

Back to Statement about Reorganization of Higher Education in Tennessee

Discussion about wording, how detailed the statement needs to be; does this group want to suggest a person to be on the taskforce/blue ribbon committee?

Underscores the importance of each of us being known by our reps and senators so that they get to know us and be able to recommend us for these type of roles

Motion that John and Tim draft verbiage according to consensus of the body. Seconded

Who is audience? OpEd ? Press Release? Shouldn't letter go to legislature and governor first that TUFs exists and we are asking for representation in discussion

Amend motion – letter will go to legislators and governor

Call Question: Voice vote - Vote is unanimously “Yes”

President Winters encouraged all to meet with your legislators, and to work with your university SGAs.

Website; Fstn up on Yahoo; we need something more accessible; Ideas? Website Taskforce: Lynn Miles & John Nolt; Lynn searched and tufsfaculty.org is available and will become our website adress.

Future meeting plans: Tennessee State University will host August 14-16, 2009 in Nashville at the Drury Inn near the airport.

Other items from the floor –

Put on table for future discussion - for-profit universities and start dialogue with legislators about protecting students if these type universities go under; perhaps some type of insurance that would cover students who are part-way through program of study

Another issue:

tenure-track instructors vs. hiring adjuncts to teach lower level courses

post retirement options

retired faculty

Were there too many speakers this time? Time for business? Two or three speakers next time? Consider in determining the number of speakers - Are they speaking or consulting with us on an issue?

Election of TUFS Officers –

President: John Nolt nominated; seconded, elected by acclamation

President-Elect: Jeffrey Berman nominated; seconded, elected by acclamation

Secretary: Lynn Mills nominated; seconded, elected by acclamation

Tim Winters thanks all for their work in this inaugural year. Thanks to Fred Alsop for getting us going as an organization.

John Nolt –officers will work before next meeting; draft letter to governor & legislators

Fred Alsop: thanks to officers (Tim Winters, John Nolt, Lori Buchanan) this year.

Adjourn