



Tennessee University Faculty Senates (TUFS)

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

TUFS MEETING, April 9-11, 2010

Doubletree-Murfreesboro & Jones Building, Middle Tennessee State University, Murfreesboro, Tennessee

MEMBERS PRESENT

INSTITUTION	VOTING MEMBER	ALTERNATE	ATTENDEE
Austin Peay State University	Lori Buchanan	David Major	Phil Kemmerly
East Tennessee State University	David Champouillon	Fred Alsop	Tom Schacht
Middle Tennessee State University	Deborah Belcher	Warner Cribb	Alfred Lutz
Tennessee State University	Jane Asamani		Tony Blasi
Tennessee Technological University	Jeffrey Roberts		
University of Memphis	Jeffrey Berman		
University of Tennessee-Chattanooga	Pedro Campa	H. Lyn Miles	Shela Van Ness
University of Tennessee-Knoxville	Toby Boulet	John Nolt	
University of Tennessee-Martin	Jenna Wright	Janet Wilbert	
University of Tennessee-UTHSC	Richard Nollan		

GUESTS

Rich Rhoda, Director, Tennessee Commission on Higher Education

Roger Brown, Chancellor, UT Chattanooga

OFFICERS

John Nolt, President

Jeffrey Berman, President-Elect

Tim Winters, Past-President

H. Lyn Miles, Secretary

APPROVED MOTIONS & ACTION ITEMS SUMMARY

- The TUFS representative and executive committee will present the TUFS position paper to the Master Plan Committee and support any of its elements as appropriate, except system governance.
- TUFS endorses that the APSU Senate pursue a change in Tennessee law (TCA 8-50-925) to expand faculty sick leave banks to faculty family leave banks with the local legislator who serves on the House Higher Education Subcommittee.
- The TUFS logo with modifications was formerly adopted.
- TUFS endorses that the proposed 3% faculty salary bonus would be an equal dollar amount across the board, not a percentage. TUFS leadership will send letters of endorsement on this issue to the House and Senate Education Committees, Governor, THEC, and the media, following ratification by each member Senate.
- TUFS will support the extension to the UT system of protections involving notice and recall legislated for state employees in the event of a reduction of force that were adopted by TBR.

- The Executive Committee is charged to review the TUFSS Constitution for any revisions that would facilitate the actions of the organization.
- Toby Boulet (UTK) was elected TUFSS President-elect to begin his service in 2011.
- Pedro Campa (UTC) invited TUFSS to hold its next meeting at UTC in Chattanooga, Tennessee, August 6-8, 2010.
- TUFSS tabled a motion to form a TUFSS Taxation Task Force made up of persons with expertise and experience in matters of legislation and taxation, to be recruited by the Presidents of the member Senates, and appointed by the President of TUFSS, and report back with a compendium of strategies and methods to approach the tax issue.

SESSION 1: FRIDAY, APRIL 9, 2010

1. CALL TO ORDER

The meeting was called to order at 7:00 p.m. by President John Nolt.

2. INTRODUCTIONS

TUFSS members introduced themselves and their affiliations.

3. DISCUSSION: RICHARD RHODA, EXECUTIVE DIRECTOR, TENNESSEE HIGHER EDUCATION COMMISSION

Rich Rhoda reported on the Tennessee Higher Education Commission (THEC) Master Plan Committee which will implement Complete College Tennessee 2010. Rhoda explained the origins and development of the law and stated it is designed to increase the number of students who graduate from college in Tennessee. He described how THEC will categorize Tennessee institutions, how distinct missions will be developed, and how the emphasis will be on UT Knoxville and University of Memphis as research institutions, and 2-year community colleges as the start of college for most students and the primary provider of remedial and developmental programs. The Master Plan Committee will determine policy changes regarding student transfer from institution to institution, dual admission, time frames, funding formulas, and implementation dates. Task forces and committees will be formed to distribute the responsibilities. Rhoda also described the award to Tennessee of a major Race to the Top federal grant to change K-12 education which will have significant components involving higher education.

Van Ness (UTC) asked about the higher education component to the Race to the Top grant. Rhoda replied that \$50M of Race to the Top grant will be for teacher education, college access programs, and teacher professional development, all of which will involve especially UT Chattanooga and University of Memphis.

Miles (UTC) asked what the vision was for 4-year universities other than UT Knoxville and University of Memphis and whether neglect of these institutions was political or conceptual. Lutz (MTSU) pointed out that the plan functionally reduces funds to these institutions. Rhoda replied that the point was valid, that there is little focus on other 4-year universities and that there will be many changes and budget cuts based on new outcomes models.

Schacht (ETSU) pointed out that the legislation encourages mediocrity and uses an industrial production model which would punish or at least not reward innovative changes. Rhoda did not respond but commented that the common core curriculum is not as prescriptive as is assumed.

Blasi (TNST) argued for removing barriers to allow students to freely move among institutions; for reducing redundant UT and TBR administration; for loosening up general education requirements rather than introducing learning objectives; for integrating research with education; and for decentralizing many key regional programs. Rhoda did not respond.

Campa (UTC) asked why remedial education was removed to 2-year schools and noted that entering students are very inadequately prepared. Rhoda answered that the intention of the legislation was that most students in Tennessee should begin their academic careers at 2-year institutions and that discussions were underway for how to handle remedial and developmental courses.

Champouillon (ETSU) asked if we are in the business of education or sports and pointed out that the cost of higher education has been placed on the backs of faculty and at the expense of faculty salaries. He indicated that ETSU's athletic budget of \$4M represents 80 faculty positions. Rhoda replied that no action has been taken on the role of sports in higher education and did not address the salary issue.

Miles (UTC) pointed out that the legislation used a business model in expecting an improved final student product from faculty, but was counting on faculty not to use a business model themselves in reducing their output in proportion to less pay, and is counting on faculty to volunteer. Alsop (ETSU) described poor faculty morale and poorly prepared students coming from 2-year colleges. Champouillon (ETSU) asked, if institutions can make do with \$30M less, will the legislature continue to reduce funding? Schacht (ETSU) described lack of respect for community college degrees by some medical schools. Rhoda said he did not know how to respond to these issues. Asamani (TNST) expressed an alternative view and stated that there is good collaboration between some 2-year and 4-year institutions and hoped that this would improve.

Schacht (ETSU) asked if THEC would determine the institutional missions through a master plan and Boulet (UTK) asked how funding formulas would be determined. Rhoda said THEC would determine formulas and institutions would need to justify and support their missions and produce mission statements with a standard template of Carnegie classification and other information.

Van Ness (UTC) described poor teaching conditions, larger classes, more adjunct instructors and lecturers, and declining resources. Berman (UM) said standards should not be lowered; Blasi (TNST) said transfers might be difficult and that personnel will be an issue since many faculty are older; and Champouillon (ETSU) questioned why out of state students were given Tennessee resources. Rhoda said that capping enrollment was not likely, lowering standards was not the intention, and that out of state students added diversity, but gave little encouragement.

Rhoda asked TUFSS members why many students graduate with an average of 135 hours—15 more than necessary. TUFSS members gave a number of replies including triple majors and hidden course requirements, etc.

In closing, Alsop (ETSU) thanked Rhoda for suggesting that TUFSS remain independent from TBR/UT and for support of TUFSS, and asked what faculty could do to improve the situation? Rhoda stressed continuing to work with the legislature. In a final question, Lutz (MTSU) questioned the role of for-profit institutions and raised an issue of excessive student aid going to them. Rhoda replied that the THEC and legislative concern is on the consumer protection level not institution protection, and that most for-profit universities in the state met standards.

The meeting was suspended at 9:30 p.m. until the next session.

SESSION 2: SATURDAY, APRIL 10

4. PRESIDENT'S REPORT (JOHN NOLT)

Nolt (UTK) reviewed TUFSS accomplishments for the year:

- Some TUFs recommendations were incorporated into the joint TBR/UT Committee
- TUFs document on higher education was adopted by the majority of statewide Senates
- TUFs received media attention, e.g., *Inside Higher Education* article, regarding its recommendations
- TUFs worked with AAUP and legislators and helped develop an amendment to the legislation
- TUFs opposed a bill that would allow politicians to be candidates for UT President
- TUFs President is serving on the THEC Master Plan Committee

Alsop (ETSU) added praise for the TUFs letterhead created by Miles (UTC). Blasi (TNST) proposed that TUFs share a lobbyist with AAUP; Champouillon (ETSU) stressed that faculty should explain their activities to legislators better; Cribbs (MTSU) stressed making the legislators realize our challenges and emphasized lack of student preparation as a “social problem.”

5. PRESENTATION: CHANCELLOR ROGER BROWN, UT CHATTANOOGA

UT Chattanooga Chancellor Roger Brown described how the University of Tennessee at Chattanooga (UTC) is responding to the Complete College Tennessee 2010 legislation.

UTC will increase academic standards with greater math and other proficiencies in order to increase graduation rates. Access will continue to be a concern. THEC Funding formulas remain a concern. UTC has created a Task Force with broad representation from academic affairs, finance/operations, admissions and marketing to increase first year retention to 80%, provide better support services and an early alert program, improve 6-year graduate rates from 42% to 60%, and increase transfer and graduate student enrollment. Brown called for closer interaction with community colleges, 2+2 plans, direct transfer into major programs, and has made plans for dual admission with Cleveland State with access for their students to UTC’s library and other resources. Brown described how developmental courses would be phased out, but UTC is developing a new Math Mall and Step Ahead summer program. A new Honors College will be created for 10% of students with learning communities and high standards and a campus culture for student success would be created. The campus will focus on improving critical thinking skills and improving teamwork by collaborating across working units.

Boulet (UTK) suggested the admission process at UTK Engineering which was reorganized in 2001 using SPY (ACT Math score + 10X high school GPA). Berman (UM) asked about graduate numbers versus rates. Brown replied that the initial THEC and legislative discussion was about rates, but this has evolved into an emphasis is on numbers, which raises quality issues. Schacht (ETSU) pointed out that THEC is differentiating institutional missions at a time when TUFs is emphasizing institutional collaboration. Brown provided the Master Plan chart of THEC categorization of institutions creating 5 groups of institutions:

Research very high:	University of Tennessee - Knoxville
Research high:	University of Memphis
Doctoral research:	East Tennessee State University Tennessee State University
Masters large:	Middle Tennessee State University University of Tennessee at Chattanooga Tennessee Technological University
Masters medium:	Austin Peay State University University of Tennessee – Martin
Segregated:	University of Tennessee Health Science Center

Campa (UTC) suggested research will suffer as adjunct faculty and nontenure lectureships increase and are being included in faculty governance and curricular decisions, functionally “dumbing down” universities. Asamani (TNST) reported that adjunct faculty must be integrated and have an active role. Brown responded that adjunct faculty play an important role and are invited and expected to come to department meetings, but should not hold a vote. Lutz (MTSU) pointed out that reclassification could cost an institution 8 figures. Brown said this is why constants of the formula are critical. Cribbs (MTSU) asked about attendance policies and hiring of retention officer. Kemmerly (APSU) stated that TUFs and AAUP want to move forward to suggest an effective unitary structure for higher

education, and Brown agreed that many academic leaders are concerned that the current system is inefficient and that the “other” non-UTK or UM 4-year institutions are in danger of becoming pawns in the system.

6. APPROVAL OF AUGUST 2010 MINUTES

Editorial changes were made to the minutes, and they were approved.

7. FACULTY SENATE REPORTS

Member institutions made the following reports:

Austin Peay State University (Lori Buchanan)

APSU pursued several initiatives this year, including examination of the campus advising process, instructional workloads, and the work environment for faculty at the Fort Campbell Center. A campus-wide review of departmental retention/tenure/promotion (RTP) criteria involving faculty of all ranks, tenure-track and tenured, was undertaken. The review steps mirrored those employed in the annual RTP process. Proposed changes to the policy on retention and tenure were recently approved in Senate; one change involved proper procedure for introducing “documents not ordinarily part of content and order requirements” into the RTP process while allowing due process for the candidate.

East Tennessee State University (David Champouillon)

No report submitted.

Middle Tennessee State University (Deborah Belcher)

No report submitted.

Tennessee State University (Jane Asamani)

No report submitted.

Tennessee Technological University (Jeffrey Roberts)

No report submitted.

University of Memphis (Jeffrey Berman)

Helpfulness of experience of other faculty senates; Budget and Finance Committee; Legislative Liaison Committee; Administrative Council (after saying “no” to President’s Council) representative on TAF committee evaluation of top administrators; Past Presidents Luncheon; online department budget access; U Memphis’ joining the Coalition on Intercollegiate Athletics; use of visits of top administrators with pre-submitted questions; agreement form for faculty representatives; senate representative on Faculty Athletics Committee; resolution on athletics budget. In addition, he reported on these pending items: chair selection statement; untenured faculty appeal of annual evaluations; early first paycheck for new faculty; language when T&P criteria change; Relationship with administration; twice monthly meeting with President; role in New Faculty Orientation; communication regarding legislation; most initiatives required push from president (example of representative on athletics committee) ways to foster change in administrator perceptions.

University of Tennessee-Chattanooga (Pedro Campa)

No report submitted.

University of Tennessee-Knoxville (Toby Boulet)

UT System: The task force appointed by President Simek has recommended that Athletics report to the Chancellor of UTK. The Athletics Board will consider this at its next meeting and will make a recommendation to be considered by the Board of Trustees in June. UTK: Chancellor Cheek has appointed a task force charged with generating UTK’s initial response to the Governor’s recent challenge to make UTK a Top 25 public university. The task force will recommend a group of other universities with which UTK should compare itself, will recommend benchmarks to be used for this comparison and will perform an initial “gap analysis” to see where UTK currently stands. The Chancellor plans to report on this to the Board of Trustees in June. The Provost’s office continues to make progress

in regularizing the processes by which Deans, Directors, Department Heads are reviewed. The Faculty Senate continues to monitor all budgetary matters on campus, to work closely with the Provost's office in revising and updating the Faculty Handbook and Manual for Faculty Evaluation and to press the Chancellor and Provost to communicate to all concerned their plans for dealing with the end of stimulus funds in July of 2011. To comply with the Complete College Tennessee Act of 2010, UTK faculty are working with the UT System administration, the TBR administration and TBR faculty to establish pre-major curricula for transfer students.

University of Tennessee-Martin (Jenna Wright)

The UT Martin Faculty Senate has had a good year in shared governance with the tone set by the Senate's ABC's: Advocacy, Balance, Collegiality. The Senate has approved a Budget and Economic Concerns Committee Senate website link which will gather and share information related to higher education budget matters. The webmaster will be a BECC Senator and will build the link this summer. The budget information link will be a part of the Senate link on the University webpage. In response to the work of the Personnel Policies Committee, the Senate passed a procedure to have internal searches for department chairs when such is in the best interest of the University. Two of the Senate committees worked with the VCAA on posting summer school pay policy. At the request of faculty, the Senate's BECC has reviewed some insurance issues. The UT System President, Vice President for Academic Affairs and Student Success, and Associate Vice President and Director of State Relations have made presentations to the Senate this year. The Instruction Committee has continued to research the use of paperless evaluations for faculty. The Senate elected to become a member of TUFS and set up a rotation schedule for the voting representatives.

University of Tennessee-UT Health Science Center (Richard Nollan)

The most time consuming and often arduous process this year concerned revising the faculty handbook. Bringing this document up to date required numerous meetings between senators, administrators and general council. The handbook has been under review for over four years. Happily, the UT Board of Trustees at its last meeting approved the handbook with all revisions. The senate is considering a resolution calling on the administration to hire an ombudsman to handle faculty and staff complaints. There are currently two avenues to carry a grievance forward, administrative and faculty senate. The advantage of an ombudsman would be to settle those issues, which require only someone to hear a complaint and to act as a go-between before the issue develops into something that requires a formal process. Another resolution being considered is one that would require that all faculty members be given a 10% raise to their base salary upon confirmation of promotion in rank. In the past, such raises have not been given if funds were not available. However, in light of the regular number of years in which no raises of any kind were given, it seems appropriate that faculty who undergo the scrutiny of the promotion process should be rewarded. Often, a raise with promotion is the only raise that faculty members receive. The UTHSC is currently in a search for Chancellor, and for Vice-Chancellor for Research. The Faculty Senate is beginning to compile an upward evaluation of administrators. That will be accomplished sometime this year and, I hope, will be completed every year. A perennial concern has to do with plagiarism and test cheating. In connection with this, the Faculty Senate is strengthening the student honor code. The senate is also coordinating with student government associations to determine the frequency and the kind of cases that they are hearing. There is pressure from the students to record faculty lectures. For example, all first year and all second year medical lectures are recorded and placed on a secure server that can be accessed by the students or downloaded to their devices. The senate is developing a policy and procedure to this growing expectation. After consulting faculty members, we decided that lectures can only be recorded with the written permission of the lecturer. A permission form has been developed for this purpose.

(TUFS broke for lunch at 12:30 and resumed at 1:30 p.m.)

8. WORKING SESSION: FACULTY INVOLVEMENT IN STATEWIDE CURRICULAR INITIATIVES (COMPLETE COLLEGE TENNESSEE ACT OF 2010)

Nolt (UTK) reported concerns: need for more faculty to serve on THEC committees and sub-committees; need for TUFS members to participate in review of transfer majors; and need for input from TUFS members regarding issues he should bring to the THEC Master Plan Committee. TUFS members discussed these issues and made suggestions.

Schacht (ETSU) moved that the TUFSS representative and executive committee present the TUFSS position paper to the Master Plan Committee and support any of its elements as appropriate, except system governance which is no longer relevant. (Blasi (TNST) added a friendly amendment that system governance would not be relevant and Buchanan (APSU) suggested that the Executive Committee should review this issue). Campa (UTC) called for the vote. The motion carried, 7:0:1.

TUFSS members continued to discuss the legislation. Nolt (UTK) asked for volunteers to serve on the Curriculum Committee and Balsi (TNST) volunteered.

(TUFSS took a break at 3:45 and resumed at 4:00 p.m.)

Buchanan (APSU) moved, and Champouillon seconded, that TUFSS endorse that the APSU Senate Committee representative to the House Education Subcommittee propose a law change to extend sick leave banks into family leave banks on TBR campuses. Schacht (ETSU) added a friendly amendment that TBR Senates would approve this and interface with local legislators, and to exclude UT universities except UTHSC because these institutions do not have sick leave for 9-month faculty. The motion passed, 6:2:0.

(TUFSS took a break at 5:00 for dinner and will resume at 7:00 p.m.)

9. NEW BUSINESS & GENERAL DISCUSSION

Alsop (ETSU) moved, and Van Ness (UTC) seconded, that the TUFSS logo be adopted with two friendly amendments: Champouillon (ETSU) recommended dots for institution locations and Buchanan (MTSU) recommended a change to a sans serif font. The motion passed, unanimously.

Lutz (MTSU) moved, and Champouillon seconded, that TUFSS endorse that the proposed 3% faculty and staff salary bonus would be an equal dollar amount across the board, not a percentage. The motion passed, unanimously. Van Ness (UTC) asked for letters of endorsement to go to the House and Senate Education Committees, Governor, THEC, and the media, and be ratified by each member Senate.

Schacht (ETSU) moved, and Champouillon (ETSU) seconded, that TUFSS support the extension to the UT system of protections involving notice and recall legislated for state employees in the event of a reduction of force that were also adopted by TBR. The motion was approved, unanimously. Miles (UTC) proposed first approaching UT Interim President Jan Simek.

Boulet (UTK) moved, and Van Ness (UTC) seconded, that we charge the Executive Committee to review the TUFSS Constitution for any revisions that would facilitate the actions of the organization. The motion passed unanimously.

The meeting was suspended at 8:40 p.m. to be resumed Sunday morning at 9 a.m.

SESSION 3: SUNDAY, APRIL 11, 2010

10. INSTALLATION OF NEW TUFSS PRESIDENT, JEFFREY BERMAN

Jeffrey Berman (UM) was installed as the new TUFSS President and Alsop (ETSU) thanked John Nolt (UTK) for his service.

11. ELECTION OF OFFICERS

Lutz (MTSU) nominated Lyn Miles (UTC) for TUFSS President-elect, and Alsop (ETSU) nominated Toby Boulet (UTK). In the secret ballot vote Boulet (UTK) was elected, 5:3:0.

12. MEETING DATE & ORGANIZERS FOR AUGUST MEETING

Miles (UTC) conveyed the invitation of UTC Faculty President Pedro Campa for the next TUFSS meeting to be August 6-8, 2010 at UT Chattanooga in Chattanooga, Tennessee.

13. PRESIDENT'S WRAP-UP

Buchanan (APSU) moved; and Berman (UM) seconded, adopting a motion from the April 2009 meeting and amending it to read: "TUFSS supports legislation that would modernize the tax system that benefits the students of Tennessee in their pursuit of an affordable education." The motion was defeated.

Deb (MTSU) moved, Alsop (ETSU) seconded, with amendments from Boulet (UTK) regarding expertise, that TUFSS form a TUFSS Taxation Task Force made up of persons with expertise and experience in matters of legislation and taxation, to be recruited by the Presidents of the member Senates, appointed by the President of TUFSS," and report back at the August meeting with a compendium of strategies and methods to approach the tax issue." The motion passed.

Boulet (UTK) moved that the task force report at the August TUFSS meeting. Schacht (ETSU) and Boulet (UTK) amended, seconded by Buchanan (APSU), that the task force give a compendium of strategies to approach the tax issue. The motion failed. Boulet (UTK) moved, and Buchanan (MTSU) seconded, to table the issue. The motion passed.

Champouillon (ETSU) moved, and Boulet (UTK) seconded, to have TUFSS meetings in August and January. Berman (UM) called the question. The motion failed 1:6:0.

14. ADJOURNMENT

The meeting was adjourned at 12:00 noon. The next meeting will be held in conjunction with UT Chattanooga in Chattanooga, Tennessee on August 6-8, 2010. The location will be determined.

Respectfully submitted,

H. Lyn White Miles, Secretary