



Tennessee University Faculty Senates (TUFS)

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

TUFS MEETING, August 12-14, 2011

Carnegie Hotel, 1216 W. State of Franklin Road

Johnson City, Tennessee 37604

423-979-6400 (866-757-8277 toll free)

MEMBERS PRESENT

Institution	Voting	Additional Delegation
Austin Peay State University	Jack Deibert	-
East Tennessee State University	Thomas Schacht	David Champouillon, Fred Alsop Jim Bitter, Randy Byington
Middle Tennessee State University	Alfred Lutz	Janis Brickey
Tennessee State University	Elaine Busey	Anthony Blasi
Tennessee Technological University	Jeffrey Roberts	-
University of Memphis	Thomas E. Banning	Jeffrey S. Berman
University of Tennessee-Chattanooga	Victoria Steinberg	Shela Van Ness, Lyn Miles
University of Tennessee-Knoxville	Vincent Anfara	Toby Boulet
University of Tennessee-Martin	Mike McCullough	Janet Wilbert
University of Tennessee-UTHSC	Lawrence Brown	Martin Donaldson

GUESTS

Paul Stanton, President, East Tennessee State University

Howard Bunsis, National Secretary-Treasurer, American Association of University Professors

Jane Simmons, East Tennessee State University

Chuck Patton, East Tennessee State University

Janet Miles, UTK and United Campus Workers union

Bill Fisher, Tennessee Higher Education Retiree Association

OFFICERS

Toby Boulet, President

Jeffrey Berman, Past-President

Tom Schacht, President-Elect

H. Lyn Miles, Secretary

ACTION SUMMARY

MOTION ON CLASS SIZE

The TUFs President shall solicit advice from member senates in consultation with their faculty about best practices for determining class size for furthering education in the State of Tennessee; and also that TUFs collate that information for Senates to vote upon and be presented back to TUFs for presentation on the website.

MOTION ON LEGAL ISSUES

TUFs should solicit suggestions from the member SENATES about guidelines administrators should provide for due process in misconduct, termination, complaints, and other potentially legal actions against a faculty member.

MOTION ON TUFs BRANDING

TUFs will have a branding campaign and create certificates and other means to recognize member service in TUFs as well as guest speakers and legislators supportive of TUFs issues.

SENATE VISITS BY TUFs EXECUTIVE COMMITTEE

Members of the TUFs Executive Committee will be meeting with Senates at the ten member campuses to inform them about TUFs and its activities. President Toby Boulet will visit Austin Peay, Tennessee State University, and the University of Memphis. Secretary Lyn Miles (UTC) will visit Tennessee Tech, Middle Tennessee State University, and East Tennessee State University. President-Elect Tom Schacht (ETSU) will visit the University of Tennessee-Knoxville and the University of Tennessee-Chattanooga. Past-President Jeffrey Berman will visit the University of Tennessee Health Science Center and the University of Tennessee-Martin. Member Senates will indicate dates that are convenient for the visits.

NEXT MEETING OF TUFs

The Spring 2012 TUFs meeting will be held March 30-April 1, 2011 with March 23-25, 2011 as the second choice at the University of Tennessee-Martin, in the northwest corner of the State.

MINUTES OF THE MEETING

FRIDAY, AUGUST 12, 2011
Carnegie Hotel, Johnson City, Tennessee

1. CALL TO ORDER

(TUFS) President Toby Boulet called the meeting to order at 7:45 PM.

2. INVITED GUEST: Paul Stanton, President, Eastern Tennessee State University

President Stanton described the history of ETSU; praised Fred Alsop (ETSU) for beginning TUFS; and praised TUFS for its resolutions and position papers, particularly regarding the structure of higher education in Tennessee. Stanton also stated strong support for shared governance and academic freedom.

3. INVITED GUEST: Howard Bunsis, Secretary-Treasurer, American Association of University Professors

Howard Bunsis, National Treasurer of the American Association of University Professors made a PowerPoint presentation on Funding and Faculty Salaries in Tennessee and Nationally. The PowerPoint which contained information on state support for higher education, tuition and salary comparisons, and information on athletic funding, is available on the TUFS website.

The meeting was suspended at 10:00 PM.

SATURDAY, AUGUST 13, 2011

The meeting was resumed at 9:00 AM.

4. APPROVAL OF THE AGENDA

The Agenda was unanimously approved.

5. APPROVAL OF THE MARCH 2011 MINUTES

Jeff Berman (UM) moved and Janet Wilbert (UTM) seconded approval of the minutes. The minutes were unanimously approved.

6. SENATE REPORTS

The Senate Reports are listed in the Appendix. Topics discussed during presentation of the Reports included:

- Annual retreats with legislators and/or trustees are a valuable means to improve faculty governance both for individual campuses and statewide. UTK and several other member institutions meet regularly with legislators/trustees. Campuses which do not have annual retreats are: University of Memphis, Tennessee State, UT-Chattanooga, and Tennessee Tech.
- A Senate blog site on a non-university faculty-only server is in the faculty interest.
- The AAUP National Office will review *Faculty Handbooks* for member campuses. The Tennessee AAUP Chapter will advise all individuals, whether or not members, as a courtesy on *Handbook* and

other matters.

- Strategies for minimizing uncivil communications in the course of faculty governance should be considered. UTK has a Civility Report available and video on their website for campuses seeking models.
- All Senate elections should be conducted by Faculty Senates and not filtered through department heads or other administrators. Constitutions and *Faculty Handbooks* should reflect this practice.
- The *Faculty Handbook* and Constitution should be safe-guarded for faculty governance in all matters including tenure issues, programmatic changes, and personnel matters.
- Drew Westen's 2008 book, *The Political Brain: The Role of Emotion in Deciding the Fate of the Nation (Public Affairs)*, which emphasizes the primacy of emotion in decision-making, is a good resource for political strategizing, working with media, presenting salary issues, and fostering faculty governance.
- Member institutions should examine retention data for both low and high end students in determining causes and remedies.
- Course withdrawal policies need to be examined. UTK (and some other institutions) have a 10-day cut-off for "W" before a fee is incurred with a limit off 4 prior withdrawals.
- Clear and coherent policies for non-tenure track faculty are needed, especially when they assigned the same activities, including research, as tenure track faculty although their contracts do not require this.
- Senates should place a short list of action items on their major faculty page, not just the Senate page, to highlight the activity of the Senate.
- The TUFs membership expressed concern about the highly questionable practice of allowing department heads to directly and indirectly retaliate against faculty for issues related to service or faculty governance.
- There are various techniques for optimal online student, faculty, and administration evaluations.

7. OTHER GUESTS

President Boulet (UTK) introduced two guests. Bill Fisher presented information from the Higher Education Retiree Association and asked to attend TUFs meetings regularly. President Boulet (UTK) indicated that visitors are welcome to TUFs meetings and do not require special arrangements. Janet Miles (UTK) presented information on the United Campus Workers higher education union which has a presence on nine of the ten TUFs institutions, and represent about 1,200 faculty and staff.

8. AGENDA REVISION

President Boulet suggested members re-consider the agenda. Janet Wilbert (UTM) moved, and Shela Van Ness (UTC) seconded, to suspend the rules. The motion passed unanimously. The TUFs Executive Committee re-arranged the Agenda and the meeting resumed after lunch at 1:30 PM.

9. BEST PRACTICES FOR FACULTY SENATES

President Boulet (UTK) collected surveys from members that evaluated the effectiveness of Faculty Senates.

Effectiveness of Senate Procedures (5=high; 1=low).

Organization of the Faculty Senate	2.14
Relations between Faculty Senate and campus administration	2.49
Productivity of major Senate committees	2.52
Process for election of Senate officers	2.54
Process for election of senators	2.72
Training of new Senate officers	3.19
Faculty Senate's website	3.24
Training of new senators	3.42
Financial support for Senate activities	3.57
Released time for Senate officers	3.76

Based on these results, TUFS discussed the following issues:

- 2-year terms are ideal for Senate President to allow more time for experience to develop.
- Conducting as much Senate work as possible by committees rather than Executive team.
- The merit of elected versus appointed chairs of Senate committees; committee membership consisting of only senators versus senators plus other faculty; and executive committee consisting of representatives from each college versus elected senators.
- The need for independent legal assistance for Faculty Senates (apart from University Counsel).
- Examining the nature of Faculty Senates and how they function; increasing Senate Plenary meetings with open discussions based on a problem to three times per month with the group functioning as a committee of the whole; alternating Plenary sessions with working committee sessions two times per month; or other meeting times and structures.
- Senate Presidents elected by Senate members versus by full faculty.
- The fact that some TUFS campuses grant released time or a stipend to the Senate President while one or two offer none. Some other Senate officers also receive released time or stipend on some campuses.
- The degree of contact with Board of Trustees or other research or foundation board at each institution.
- Rates for adjunct pay that varies from a low of \$1500 to a high of \$4500 per three hour course.

10. BEST PRACTICES FOR FACULTY HANDBOOK

President Boulet (UTK) led a discussion of best practices for *Faculty Handbooks*. The issues discussed were:

- The procedures for making changes to *Handbooks*.
- Advantages of moving many *Faculty Handbook* issues outside the *Handbook* to “Procedures” and “Faculty Evaluation Manual” for ease of making changes.
- Acknowledging that the University counsel represents the interests of the Board of Trustees, not necessarily that of the faculty, and procedures by which faculty draft the *Handbook* and interface with the institution’s counsel. The importance of Faculty Senate ultimate approval.
- AAUP has national expert attorneys who will review *Faculty Handbooks*.

President Toby Boulet (UTK) showed a UTK website video clip on civility to emphasize the importance of standards of conduct in faculty and student handbooks.

11. NEW BUSINESS: HIGHER EDUCATION WORKLOAD

Fred Alsop (ETSU) announced that there is a continuing TBR Task Force on faculty workloads. The issues discussed were:

- “Student creep,” the enlargement of classes, which is occurring statewide and nationally, with possible threat to quality of instruction. Issues discussed included:
- The increasingly business model used in higher education would indicate that an increased workload would be accompanied with adjustments in other areas of responsibility or additional compensation.
- Research shows that students in larger classes have lower retention rates, and larger classes make innovative active learning methods more challenging which seems contrary to current trends in pedagogy.

Jeffrey Berman (UM) moved and Tom Banning (UM) seconded that we solicit advice from member Senates in consultation with their faculty about best practices for class size for furthering education in the State of Tennessee; that TUFs collate that information for Senates to vote upon and presented back to TUFs for presentation on the website.

Anthony Blasi (TNST) moved, Shela Van Ness (UTC) seconded, that “we” be changed to “the TUFs President”. The motion passed unanimously. Mike McCullough (UTM) moved to insert “determining” before “class size,” and LB Brown seconded. The motion passed; 8 in favor, 2 opposed, 0 abstentions.

The revised motion read:

The TUFs President shall solicit advice from member senates in consultation with their faculty about best practices for determining class size for furthering education in the State of Tennessee; and also that TUFs collate that information for Senates to vote upon and be presented back to TUFs for presentation on the website.

Anthony Blasi (TNST) called the question, Jack Diebert (AP) objected, and further discussion continued. Given no further discussion, the motion passed; 8 in favor, 2 opposed, 0 abstentions.

12. NEW BUSINESS: TUFS BRANDING

Fred Alsop (ETSU) moved and Vince Anfara (UTK) seconded that TUFS have a branding campaign and create certificates and other means to recognize service in TUFS. The discussion included the cost of branding and various recognition mechanisms. Anfara (UTK) volunteered the UTK Senate to underwrite some items. Tom Schacht (ETSU) suggested a friendly amendment, seconded by Fred Alsop (ETSU), adding certificates for guest speakers and for selected legislators who supported TUFS issues which was unanimously accepted. The revised motion read:

TUFS will have a branding campaign and create certificates and other means to recognize member service in TUFS as well as guest speakers and legislators supportive of TUFS issues.

The motion passed unanimously.

13. NEW BUSINESS: REVIEW OF HIGHER EDUCATION AND FUNDING

Mike McCullough (UTM) and Janet Wilbert (UTM) re-presented a resolution on higher education funding at UTM (Appendix of the previous meeting).

14. GRADE OF "F" FOR ACADEMIC DISHONESTY

Jim Bitter (ETSU) proposed that due process should be created to retain control of F grades for academic dishonesty with the faculty, and that the TBR system should not have sole review as is currently proposed. Discussion included the loss of federal funding for accused students who should retain the presumption of innocence, timeliness of final appeal, and assigning an incomplete or Pass to allow students to continue while the issue is resolved. President Boulet (UTK) pointed out that the ultimate power to change a grade does rest with the administration in the UT system.

15. LEGAL ISSUES IN HIGHER EDUCATION

President Boulet (UTK) presented responses to the survey on legal issues on member campuses. The members discussed the incidents (see Appendix) and the issue of misconduct, student complaints, faculty lawsuits, and the general topic of faculty governance and the law.

Discussion centered on *Dr. William P. Harman VS. The University of Tennessee at Chattanooga* currently under appeal in the Supreme Court of Tennessee and issues linked to a Dean at the University of Tennessee at Chattanooga. Dr. Harman was a department head who was instructed by the Dean to remove serious negative information about a faculty member from their evaluation and was removed from his position when he refused. Dr. Harman filed suit under the Public Protection Act, alleging that he was terminated for refusing to participate in illegal activities, and that his continuing tenure track position was separate employment from his headship in which he "served at the pleasure" of the Dean.

The case will likely set precedent for all faculty in determining whether an "employment at will" administrative position is an extension of a tenure track position, such that removal is a just a demotion, or whether the terms of employment for the two positions are separate, such that a removal from the headship is a termination of that position (but not the tenure track one).

Jeffrey Berman (UM) moved that TUFS should solicit suggestions from the member SENATES about guidelines administrators should provide for due process in misconduct, termination, complaints and other negative actions against a faculty member. Vicktoria Steinberg (UTC) seconded. The motion passed unanimously.

The meeting was suspended at 9:00 PM and resumed Sunday August 14.

16. NEXT MEETING

The members decided that the first choice for the Spring 2012 TUFSS meeting will be March 30-April 1, 2011 with March 23-25, 2011 as the second choice. These dates were approved by acclamation. UT-Martin offered to host this meeting (meetings alternate between TBR and UT campuses).

17. TUFSS REPRESENTATIVES AS GUESTS AT TBR AND UT

President Boulet (UTK) announced that the UT system and UT Faculty Council have been contacted to request a TUFSS representative from the other system to attend their TBR Sub-Council or UT Faculty Council meeting. The UT Faculty Council and UT system have agreed; the response from TBR is pending.

18. FACULTY EXCHANGE

President Boulet (UTK) announced that information is still being gathered about the possibility for faculty exchanges among the TBR and UT systems.

19. ACADEMIC FREEDOM LETTER to TBR, UT, and THEC

All member Senates need to vote on the motion from the March 2011 meeting regarding protection of academic freedom associated with faculty involvement in shared governance. UTK has voted for the resolution as have some other campuses.

20. DOUBLE STANDARD BENCHMARKS FOR ADMINISTRATOR VS. FACULTY SALARIES

Fred Alsop (ETSU) reported that ETSU faculty discovered that different benchmarks and peer institutions are used for establishing administrator salaries and raises versus faculty salaries and raises, and raised questions about why this would be the case. TUFSS members will investigate this issue at their institution.

21. CODES OF ETHICS FOR ADMINISTRATORS AND FACULTY

President Boulet (UTK) announced that information is still being gathered about the existence and nature of codes of ethics for faculty and administrators.

22. RELEASED TIME FOR SENATE OFFICERS

A chart of released time for Senate Officers and other general Senate information will be prepared by the Executive Committee and distributed to member Senates.

23. PROMOTIONAL RAISES FOR FACULTY

Jeffrey Roberts (TNTECH) described the promotional raises for each institution (see Appendix). TUFSS members will assess their institutions' practice using this summary information.

24. INSTRUCTIONAL VS ADMINISTRATIVE COST INCREASES

TUFSS will consider the issue of instructional versus administrative cost increases at its next meeting in light of AAUP evaluations of financing of higher education in Tennessee.

25. EXECUTIVE COMMITTEE

President Boulet (UTK) described the plan for the Executive Committee to visit all the TUFSS campuses and meet with the member Senates at their invitation. President Toby Boulet will visit Austin Peay, Tennessee State University, and the University of Memphis. Secretary Lyn Miles (UTC) will visit

Tennessee Tech, Middle Tennessee State University, and East Tennessee State University. President-Elect Tom Schacht (ETSU) will visit the University of Tennessee-Knoxville and the University of Tennessee-Chattanooga. Past-President Jeffrey Berman will visit the University of Tennessee Health Science Center and the University of Tennessee-Martin. Member Senates will indicate dates that are convenient for the visits.

26. ADJOURNMENT

Tom Banning (UM) moved, and Shela Van Ness (UTC) seconded, a motion for adjournment. The motion was unanimously approved and the meeting was adjourned at 9:30 AM.

**Respectfully submitted,
H. Lyn White Miles (UTC), Secretary**



T·U·F·S Tennessee University Faculty Senates

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

www.memphis.edu/tufs

—AGENDA—

Fall Meeting in Johnson City, Tennessee
Carnegie Hotel
August 12-14, 2011

Friday Evening, August 12

- 6:00 PM Pre-Meeting Dinner *(at Wellington's restaurant, in the hotel)*
- 7:15 PM Initial Evening Session
Invited Guests: Paul Stanton, President of ETSU
Howard Bunsis, Secretary-Treasurer of AAUP

Saturday Morning, August 13

- 9:00 AM Approval of Agenda and March Minutes
- 9:15 AM Reports of the Senates
- 10:30 AM *Break*
- 10:45 AM Reports of the Senates (continued)
- 12:30 PM *Break for Lunch*

Saturday Afternoon, August 13

- 1:30 PM Best Practices for Faculty Senates
- 2:30 PM Faculty Handbooks
- 3:30 PM *Break*
- 3:45 PM Begin New Business
- 5:15 PM *Break for Dinner*

Saturday Evening, August 13

- 7:15 PM Legal Issues on Our Campuses

Sunday Morning, August 14

- 9:00 AM Selection of Date and Location for April 2012 Meeting
- 9:15 AM New Business and Wrap-up
- 10:45 AM Adjournment

☞ *With the exception of meals, meetings will be held in the hotel.*

APPENDIX 2: SENATE REPORTS

MIDDLE TENNESSEE STATE UNIVERSITY (Kim Neal Nofsinger, Senate President)

MTSU Annual Retreat

- President Sydney McPhee, updated Senate on the University's budget, Complete College Tennessee Act, faculty and academic programs.
- Dr. Brad Bartel, the new Executive Vice President for Academic Affairs described expectations.
- Dr. Deb Sells, Vice President for Student Affairs presented the recommendations of the President's Leadership Council Sub-committee on Graduation and Retention Rates.
- Senate President Warner Cribb discussed increasing the visibility of the Senate beyond campus.
- Senate requested meetings with Chancellor-emeritus Charles Manning, Chancellor John Morgan, Dr. Rich Rhoda, Senator Bill Ketron, and Senator Jim Tracy.

Legislative

- Faculty Senators attended Senate and House committee meetings on the new THEC funding formula, and spoke to Representatives and Senators about the formula's potential impact on MTSU.
- TBR Chancellor-emeritus Charles Manning encouraged discussions with politicians and MTSU-affiliated legislators regarding the Complete College Act, THEC funding formula, and to fight the anti-intellectual movement which seems to be gaining momentum across the country.
- Senators Bill Ketron (Murfreesboro) and Jim Tracy (Shelbyville) presented a political rationale of the Complete College Act, and listened to Faculty Senators' concerns regarding the proposed funding formula and the inability of MTSU to get new academic programs approved by THEC.

Internal Affairs

- Resolution to form a Standing Committee on Military and Veterans Affairs for the 2011-12 AY.
- The Senate requested all faculty members be given free access to Turnitin.com plagiarism software.
- MTSU became a tobacco-free campus through a 2007 Faculty Senate resolution for a non-smoking campus and efforts of MTSU Environmental Health and Safety Committee on July 1, 2011.
- President McPhee updated the Senate on the 2011-12 budget; discussed initiatives to increase graduation/retention rates, efforts to increase the number of graduate and international students.
- Senate meetings were attended by new TBR Chancellor John Morgan and TBR Student Regent Casey McCollum. Morgan presented the budget process, discussed a salary increase to faculty, and listened to Faculty Senators' concerns regarding TBR administrative policies and the inability of MTSU to get new academic programs approved by THEC.
- Vice President for Academic Affairs, Dr. Brad Bartel, discussed possible pay increases; likelihood of construction of a new building for Depts. of Biology & Chemistry; tenure and promotion policies/procedures; and improved tenure requirements.
- Vice President for Information Technology, Mr. Bruce Petryshak discussed plans to virtualize administrative and faculty computers.

Senate Elections

- Kim Nofsinger, Associate Professor of Speech and Theater (Dance), will become Faculty Senate President on June 1, 2011.
- Michael Arndt, Associate Professor of Music (Trumpet), will become the 2011-12 President Elect.

TENNESSEE TECH (Jeffrey Roberts, Senate President)

Library

- The new Library Commons, particularly the culling process has been of concern, but following meetings with the library dean, and the results from a variety of questions and questionnaires, we are anticipating the library opening this fall.

Student Retention and Tennessee Complete College Act

- The Senate expressed interest in limiting the number of W's any student could obtain throughout their academic career, believing that unlimited, late semester Ws do not encourage increased student effort. We abandoned this effort which was not succeeding, but UTK's recent decision in this regard opens the issue if statewide action might be more appropriate. Might TUFs be willing to support this policy for all Tennessee universities?
- Senate also raised questions regarding the accuracy of retention data culled from recent dropouts. That such excuses might mask the real reasons for their failures ought to prescribe caution in the use of such data.

Academic Calendar

Concerns exist regarding recent academic calendar changes. A clear majority of faculty believe that academic semesters should contain an equal number of Mondays, Tuesdays, etc., otherwise lab courses and night courses in particular are uneven. We are puzzled that some of our colleagues at other institutions seem indifferent to this.

Custodial Outsourcing

The issue of potential outsourcing of TTU's custodial staff remains heated. The Senate opposed a decision to move the custodians to third shift and President Bell announced a reversal of the policy. A task force was subsequently created to consider the entire issue of custodial services at Tennessee Tech. One of its assigned tasks was to examine a request for proposals (RFP) for outsourcing. The task force met twice, most recently on August 5, where it reviewed an RFP prepared by the business office. The RFP seems technically well written, and possessed of a variety of safeguards, but there remains considerable doubt regarding any benefits and the moral rectitude of outsourcing.

Faculty Salary Equity

For only the second time in a decade, money is available for disbursement through our Faculty Salary Equity Plan. Some computer glitches threatened to derail the plan until a 5-person mostly Senate committee rallied to repair the programming. All tenured and tenure-track faculty should receive funds bringing their salaries to at least 78% of their CUPA-based targets.

President Bell Retirement

President Bell has announced his retirement, effective July, 2012. As our provost retired in July, 2011, Tennessee Tech faces the possibility of profound changes in the very near future. We are hopeful that the faculty will be afforded ample opportunities to contribute to the selection process. At this early stage, however, we have neither position description nor nominating committee.

UNIVERSITY OF MEMPHIS (Lawrence A. Pivnick, Senate President)

Faculty Governance

Lawrence A. Pivnick was elected Faculty Senate President; Thomas Banning was elected President-Elect and the representative on the Tennessee Board of Regents Faculty Sub Council. Pivnick will emphasize transparency and shared governance as well as working with TUFs to further the joint interests of the public universities of Tennessee in protecting academic freedom and job security.

Actions

None reported

Future Actions

- Addressing a proposal from the Administration that tenure decisions will be governed by department standards in effect at the beginning of a professor's third year of service (the year of mid-tenure evaluation), rather than at the time that the professor was hired.
- Consideration of the use of E and G (Education and General) Funds to support the UM's independent Academic Department. The University Budget last year provided more than \$2 million of E and G funds to the Athletic Department, despite voiced concerns from the UM Faculty Senate that this funding be eliminated. The university President has reported that our sister schools in Tennessee devote significantly more E and G funds to support their Athletic Programs.
- Addressing whether to adopt a resolution, similar to those adopted at other TUFs member schools and positions taken by our Central Administration, opposing legislation authorizing the carrying of firearms on campus by persons other than the police.
- Seeking greater participation in the resolution of faculty issues that may arise from the merger of Lambuth College in Jackson with the University of Memphis.
- Exploring issues involving the creation of a University of Memphis Faculty Club.
- Working with the Central Administration to ensure that the duties, selection process, and the operations of the position of Ombudsman are well defined so that the Ombudsman serve the important purposes for which the position was created.
- Seeking to establish specific written guidelines regarding how additional university funds which have been allocated for "merit raises" will be distributed among the faculty.
- Mustering a quorum at its August 2011 General Faculty Meeting to approve an amendment to the Faculty Senate Constitution which would allow the general faculty to vote electronically.

AUSTIN PEAY STATE UNIVERSITY (Jack Diebert, Senate President)

Salary Compensation Plan

- Provided input for implementing a university-wide salary compensation plan. Continued to review reports to Senate from the APSU Compensation committee.

Academic Advising

- Prepared recommendations for evaluating academic advising—ad hoc advising committee responsible, second year of service for the advising committee.

Standing Senate Committees & Bylaws

- Reviewed standing committees and recommended 2011–12 membership (Nominations and Elections committee responsible). Reviewed Senate Bylaws and Constitution, held elections for new faculty senators, and held elections for Academic Council representatives—Rules committee responsible.

Ombudsperson

- Selected our first ombudsperson for a newly created ombuds position—training fall 2011, term beginning spring 2012.

Senate Student Assistant

- Working with the Provost to choose a graduate assistant for the 2011-2012 academic year.

Faculty Handbook

- Approved *Faculty Handbook* revisions:

Retention, Promotion, and Tenure Policies — Clarifying the year faculty are eligible for promotion; clarifying stopping the tenure clock, clarifying the consolidation narrative for tenure and promotion; improvements to procedures for reviewing documents not ordinarily part of the content of a dossier.

Academic Policies: Modified Workload Policy — new policy has flexibility for department chairs and college deans in workload assignments to avoid frequent overload situations. Updated Grants policies.

Student Academic Success

- Continued review of Student Academic Success Initiative grants (third year) (SASI committee responsible) and Revitalizing Academic Success Initiative grants (RASI committee responsible).

Strategic Planning

- Represented faculty on the APSU Strategic Planning committee.

Resolutions

- Resolutions approved: Support for allowing only law enforcement officials to carry guns on campus. TUFSS resolution for shared governance.

UNIVERSITY OF TENNESSEE – CHATTANOOGA (Victoria Steinberg, Senate President)

Faculty Governance

- **Faculty Handbook:** The Senate is working with the Provost's office and UT system to collect examples of Faculty Handbooks to utilize in the thorough revision of the current UTC Handbook.
- **Committee Membership:** Senate is continuing to attempt to persuade the administration to allow Faculty Senate to provide nominees for administrative or joint administrative/senate committees. A revised committee request form now allows faculty to indicate their expertise in the expectation that the administration will utilize it.
- **Retaliation for Faculty Service:** A serious issue remains regarding problems of retribution by administrators against faculty related to faculty governance and academic freedom. Retribution has been a wide-spread problem in two of the five colleges at UTC where department heads actively discourage service for faculty governance or retaliate against faculty for the nature or extent of their service or for remarks made or views taken. Provost Phil Oldham openly stated that he "will NOT protect faculty, especially tenure track faculty, from retribution by department heads for service or faculty governance." This is in violation of the TUFs faculty governance and academic freedom resolution. UT System has been made aware of this problem as well as the need for faculty representation on administrative committees but a resolution is not yet forthcoming.
- **Senate Budget:** The Senate Executive Committee is continuing to advocate for a permanent Faculty Senate line budget item in the University budget process. Currently, Senate funding is ad hoc.

Faculty Roles and Rewards

- A Senate Committee on Faculty Roles and Rewards has been established. Participation in faculty governance has become an increasing problem. As faculty morale continues to decline it is difficult to find Senators willing to serve or faculty willing to serve on committees. In addition, service is not uniformly recognized or rewarded by department heads even though it is one of three measures for tenure and annual evaluation (along with teaching and research).

Adult Student Degree Completion

- An administrative committee with faculty representation is working with the Provost's office on the creation of a degree program by which returning adults can complete a very flexible degree in a short period of time.

General Education

- UTC is continuing progress toward general education reform through a retreat in September 2011 with Terrell Rhodes in which instructors will address common outcomes for their general education category which will be reviewed by the General Education Committee to ensure SACS and Complete College compliance.

Personnel: Uniform Leave Policy

- An ad-hoc administrative committee with faculty representation is examining the campus practices regarding faculty leaves and the uneven requirement in some departments that faculty cannot request a leave without disclosing the reasons for the leave to their department heads. The committee is considering a course banking policy so that all faculty can potentially "pay forward" leave time and that leaves can be extended beyond for family reasons.

UNIVERSITY OF TENNESSEE – KNOXVILLE (Vincent A. Anfara, Jr., Senate President)

UTK VOL Vision: Campus Planning Process Update

- Strategic plan to provide roadmap to becoming Top 25 public research university, have a greater impact on the state economy through research dollars, innovation, new technology, more educated workforce, and better quality of life.
- Chancellor Jimmy G. Cheek published a report *Journey to the Top 25: 2010 Chancellor's Report* outlining 5 priority areas related to undergraduate & graduate education, research, faculty & staff, and financial resources. Reported to the Board of Trustees (June 2011) and Faculty Senate Retreat (August 26, 2011).

Civility Initiative

- Chancellor Cheek assembled a Task Force on Civility and Community, co-chaired by Mike Wirth, Dean of the College of Communication & Information, to define guiding principles and ways to further civility on campus. The group examined several existing programs and services, made recommendations on policies, staffing and ways to incorporate civility into coursework. Video: <http://civility.utk.edu/video.php>.

Faculty Senate

- Faculty Senate Retreat *Aiming High With Thin Resources* will be held August 26, 2011.
- Faculty Senate, UT Faculty Council, & TUFs explained at new faculty orientation, August 10, 2011.
- Benefits & Professional Development Committee will examine benefits for domestic partners with Chancellor's Commission for LGBT People.
- Task Force lead by Rita Geier is convened to examine "diversity and inclusion" policies across campus given inconsistencies in anti-discrimination statements.
- Faculty Affairs Committee is reviewing adding "mentoring and advising" to *Faculty Handbook*.
- TUFs resolution on free speech and shared governance, Coalition on Intercollegiate Athletics on endorsing parts of the Knight Commission Report were passed by the Executive Council.

Upper Level Searches

- Dean of Library: Steven Smith
- Dean of College of Arts and Sciences: Theresa M. Lee
- Chancellor of Institute of Agriculture: Larry Arrington
- Vice Chancellor for Research Committee: search in progress (Interim VC Wes Hines)
Dan Murphy, Deloitte & Touche Professor and head of the College of Business Administration's Department of Accounting and Information Management
Charles C. Anderson Jr., CEO of Anderson Media and a member of the UT Board of Trustees
John Tickle, alumnus and donor; president and owner of Strongwell Corp.
Susan Martin, provost and senior vice chancellor for academic affairs
Joan Cronan, interim vice chancellor/director of athletics

50th Anniversary, African-American Undergraduates at UTK

- 1952 – African-American Gene Gray admitted to UTK Graduate School
- 1961 – African-Americans Theotis Robinson, Jr, Charles Edgar Blair, and Willie Mae Gillespie admitted as undergraduates.
- Information: <http://achieve.utk.edu>

UNIVERSITY OF TENNESSEE – MARTIN (Mike McCullough, Senate President)

Action

- Passed a library resolution and Senate President met with the library staff to express concerns.
- Retained Communications 230 course as face-to-face course despite pressure for online delivery.
- Progressed toward assimilation of the new community college pathways into UTM programs with computer system for tracking “progress toward degree”.
- Eliminated the term “probation” from academic good standing categories in a compromise with athletic pressures due to student athletes being disqualified for athletic participation based on academic probation.
- Grand opening of UTM Women’s Center whose mission is to enhance academic experiences while empowering students through the development and promotion of educational initiatives focused on encouraging personal well-being, providing opportunities for professional growth and leadership and offering vital outreach services.

Faculty Handbook

Continued to work on the Faculty Handbook and to review the tenure process.

Future Actions

- A Senate Retreat is scheduled for August 16.
- The Faculty Senate President and Executive Committee will be attending the Administrative Retreat; and the President-Elect will be attending the Academic Council Retreat; the Faculty Senate has membership on the Athletics Board; the Senate President will sit on the Chancellor’s staff; the President Elect will sit on the Academic Council chaired by the administrative Vice Chancellor for Academic Affairs.
- Faculty Senate Vice President elected was Robert Nanney. Janet Wilbert is now on University of Tennessee Board of Trustees as the non-voting faculty representative.
- The Senate leadership sends out a newsletter after every Faculty Senate meeting and now a blog: <http://www.utm.edu/staff/mikem/fsblog>.
- The Senate President will speak to new faculty at their orientation.
- Propose to TUFS a resolution on higher education and faculty salaries at the August 2011 meeting

UNIVERSITY OF TENNESSEE – HEALTH SCIENCE CENTER (LB Brown, Senate President)

About UTHSC

- UT Health Science Center is an urban campus comprised of the Colleges of Pharmacy, Medicine, Dentistry, Nursing, and Allied Health. About 95% of the student population is comprised of Health Profession or Graduate Students. There is also a satellite pharmacy school in Knoxville.

UTHSC Faculty Senate EC

- The EC meets each July for a 4 hour retreat. The retreat includes the Executive Committee members and the committee chairs. The main purpose of the retreat is to set the committee goals for the next year.
- There are two EC meetings each month. Attendance for committee chairs is required for one of those meetings, but chairs are allowed to attend both meetings.
- The chancellor attends one of the EC meetings. The Senate President has a one-on-one meeting with the chancellor once a month, attends the monthly Chancellor's Deans meeting, and meets with President DiPietro when he is on campus.

UTHSC Senate

- The senate meets monthly on the second Tuesday of each month, except for July and August. President-elect and Secretary elections are held in May of each year.

UTHSC Issues

- Mandatory 10% raise upon promotion to Associate and Full Professor- UTHSC has an unwritten policy of providing a 10% raise upon promotion, however, it is not written down and is not always done. The Senate passed a resolution requesting this become written policy, due to the disparity in its application among colleges. The chancellor has taken it under advisement, but says it is a Dean's decision not his.
- Educational matrix issue-The chancellor has started the process of creating and utilizing an educational effort matrix to help quantify the amount of time spent by faculty in teaching efforts. The primary goal is to make sure the percent effort for teaching is accurate for each faculty member. The secondary goal is to redistribute resources to those colleges doing the most teaching.
- The chancellor wants this matrix to be used in the APR process next year. However, the Senate is requesting the results from next year only be used as informational, since there is no guarantee that the instrument would be accurate. Our request is that final adjustments be made to the matrix next year and that it be put officially in place in 2013.