



Tennessee University Faculty Senates (TUFS)

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

TUFS MEETING, August 6-8, 2010

The Chattanooga Hotel & University of Tennessee-Chattanooga, Chattanooga, Tennessee

MEMBERS PRESENT

<u>INSTITUTION</u>	<u>VOTING</u>	<u>Delegation</u>
Austin Peay State University	David Major	Mercy Cannon, Charla Major
East Tennessee State University	David Champouillon	Tom Schacht, Fred Alsop
Middle Tennessee State University	Alfred Lutz	
Tennessee State University	None	Tony Blasi
Tennessee Technological University	Jeffrey Roberts	Linda Null
University of Memphis	Thomas E. Banning	Jeffrey Berman
University of Tennessee-Chattanooga	Victoria Steinberg	Pedro Campa, H. Lyn Miles Susan North
University of Tennessee-Knoxville	Joan Heminway	Toby Boulet, John Nolt
University of Tennessee-Martin	Janet Wilbert	Jenna Wright
University of Tennessee-UTHSC	Richard Nollan	

GUESTS

Andy Berke, State Senator, District 10 & Secretary, Tennessee Senate Education Committee
Phil Oldham, Provost, University of Tennessee-Chattanooga
Coleman McGinnis, Director of Governmental Relations, Tennessee Conference, AAUP

OFFICERS

Jeffrey Berman, President
Toby Boulet, President-Elect
John Nolt, Past-President
H. Lyn Miles, Secretary

AGENDA

Friday, August 6, 2010 (Niko's Southside Grill, 1400 Coward St, Chattanooga, TN)

1. UTC PROVOST PHIL OLDHAM PRESENTATION

UTC Provost Phil Oldham addressed TUFs during dinner and answered questions, primarily about the THEC Public Agenda higher education plan and the issue of how to increase faculty governance.

Saturday, August 7, 2010 (University of Tennessee-Chattanooga, Faculty Club)

2. TENNESSEE STATE UNIVERSITY STATUS

President Jeff Berman (UMEM) announced that Tennessee State University Senate President Jane Asamani informed him that Tennessee State University would have no voting representative at the meeting. However, Tony Blasi who has served as a Tennessee State representative was in attendance. Pedro Campa (UTC) moved that Blasi be permitted to be the voting representative from TN State. Jeff Roberts (TNTECH) seconded. The motion failed (3 yes; 6 no).

Fred Alsop (ETSU) moved that Tony Blasi be permitted to participate in the discussion. Toby Boulet (UTK) seconded. Jeff Roberts (TNTECH) called the question. The motion passed unanimously (6 yes; 0 no).

3. APPROVAL OF THE AGENDA

The agenda approved with no objections.

4. APPROVAL OF THE APRIL 3 MINUTES

Members made corrections to the minutes of the last meeting, which were corrected. Toby Boulet (UTK) moved acceptance of the minutes of the April 3-5, 2010 meeting. David Major (AP) seconded. The motion passed unanimously (9 yes; 0 no).

5. STATUS OF SENATE VOTES ON APRIL 2010 MEETING MOTION

President Berman called the roll for member Senates votes on the faculty and staff salary bonus from the last meeting, with clarification regarding whether the Senate had voted on a faculty bonus or faculty and staff bonus. Some institutions voted on the faculty bonus, others on faculty and staff, and still others on both:

Institution	Motion	Vote
ETSU	Faculty & staff	Yes
UTC	Faculty	Yes
UTM	Faculty & staff	Yes
MTSU	Faculty & staff	Yes
UTHSC	(No vote to date)	
UTK	Faculty, Faculty & staff	Yes/Yes
TNTECH	(No vote to date)	
TNST	(No vote to date)	
UMEM	Faculty	Yes

AP (No vote to date; item was tabled)

The results were that 4 Senates had voted yes to the faculty and staff bonus; 3 Senates voted yes to the faculty alone bonus; and 4 Senates had not yet voted.

John Nolt (UTK) moved that TUFSS support the bonus for faculty and staff. Fred Alsop (ESTU) seconded. Discussion followed. Thomas Banning (UMEM) called question. The motion failed (4 yes; 5 no).

Fred Alsop (ETSU) moved that TUFSS support the legislative plan that the one-time bonus be based on longevity. Campa seconded. David Major (AP) called the question. The motion passed unanimously (9 yes; 0 no). [This motion supersedes the previous motion on this issue.]

6. SENATE REPORTS

AUSTIN PEAY STATE UNIVERSITY (David L. Major, Faculty Senate President)

The Austin Peay Faculty Senate met in one full session and one short final session after the April TUFSS meeting.

- The ad hoc advising committee reported recommending training for faculty advisors and updating Banner to improve students' access to their information. Another ad hoc advising committee will continue to work in the 2010–11 year.
- The ad hoc instructional workload committee reported recommending faculty receive credit for credit hour irrespective of teaching method (equal credit for lecture hours, lab hours, studio hours, and so on).
- Student Academic Success Initiative (SASI) grants were awarded. These grants were proposed by APSU President Hall, now in their third year, to fund projects benefitting students.
- The ad hoc Fort Campbell committee's recommendations included improving term structure, facility management and security, and advising.
- The compensation plan will continue to be developed.
- Elections
 - David Major, President
 - Jack Deibert, Vice President
 - Mercy Cannon, Secretary
 - Fred Matthews, Representative to Academic Council
 - Elaine Berg, Member at Large & Parliamentarian
 - William Rayburn, Representative to Deans Council
 - Loretta Griffy, Representative to TBR Sub-council
 - Lori Buchanan, Immediate Past President
- The Handbook Committee continues routine updates and revisions.

The Executive Committee has continued or initiated four matters since the last meeting in May:

- Provost Denley approved reassigned time for the Vice President of Senate of three credit hours in Spring semester and for the Secretary of Senate of three credit hours in Fall.
- Senate officers moved into the Faculty Senate office secured by immediate past President Buchanan.
- We have discussed an ombuds position with AP President Hall and Provost Denley and will present this proposal to Faculty Senate in Fall 2010. The ombuds position would serve alongside

existing University systems for appeals and grievances; however, the characteristics of ombuds discussion, negotiation, and mediation (for example, independence, neutrality and impartiality, confidentiality, and informality—see the International Ombudsman Association’s Standards of Practice) should help to smooth the processes in use of existing systems for appeals and grievances, may resolve concerns without recourse to these systems, and can address concerns not proper to these systems.

- We have requested a student assistant to collect documents from past Senate presidents and create archives.

EAST TENNESSEE STATE UNIVERSITY

MIDDLE TENNESSEE STATE UNIVERSITY (Alfred Lutz)

The MTSU Senate participated in the search process for our new provost, Dr. Bartel. As a result of minor reorganization of MTSU’s college structure, the Senate is going to have to adjust the composition of the Senate and all university standing committees. This will be one of our major tasks in the near future. We’ll be meeting for our annual Senate Retreat on August 25 to set the agenda for the upcoming academic year.

TENNESSEE STATE UNIVERSITY (Anthony Blasi)

Throughout the 2009-2010 academic year there had been confusion and controversy over the Faculty Senate Constitution(s), while simultaneously there was a major crisis in the relationship between the faculty and the University administration. The last universally recognized constitution had been appended to the 1989 Faculty Handbook; that handbook was also the last one agreed upon by both administration and faculty. From the 1990s the University administration ignored the Senate in most matters; the sole exception seems to have been the unsuccessful negotiations over revising the Senate Constitution and the Faculty Handbook, and the processing of curriculum changes, which require signatures on TBR forms by the Senate Curriculum Committee chair or the Senate President—depending on the nature of the change in question. A new Senate Constitution was voted upon and apparently approved by the required two-thirds vote in 2005, but that draft was denied the required (per the amendment provision in the 1989 Constitution) administration approval. That disapproval was well-founded, given that the 2005 draft failed to provide any formula for faculty representation.

From about 2002, the Senate operated in ways at variance with the 1989 constitution. It failed to reapportion as new units were added to the University. The Senate Presidents began to lengthen their terms. Rather than report to the faculty or even the Senates that selected them, the Senate Presidents became members of the cabinet of the University President a conduit for top-down directives and decisions from the University President to the faculty. Under Senate President Sam Comer, committees were established to draft a new faculty handbook and a new Senate constitution. The former committee failed to generate and deliver a draft to the Senate. The latter committee, chaired by Professor Jane Asamani, failed to deliver a draft to the Senate during the academic year 2009-2010; however, Professor Asamani created a revision of the 2005 document during the summer of 2009. Upon completing the draft and becoming the new Senate President, she declared her draft in effect, without benefit of either a Senate vote or a vote of the full faculty. It seems that the Asamani Constitution is the one sent to SACS as evidence of faculty governance.

The University administration, as noted, had been ignoring the Faculty Senate. An Academic Master Plan and a Five-Year Strategic Plan were developed without benefit of Senate involvement. The AMC had been drafted by a committee composed mostly of deans. It called for the diversion of funds to programs

the committee deemed “strong”; these “strong” programs turned out to be those with which the committee members were associated. The AMC was sent to faculty by e-mail on a Friday afternoon in April 2008, to be discussed the following Monday and Tuesday at open forums. Faculty massively panned the AMC as lacking grounding in the consultant reports and data cited in the report itself, as unrelated to the University’s mission and metropolitan context, and as a transparent scheme for diminishing the institution. It was “adopted” anyway. The Five-Year Strategic Plan was drafted by an administrative intern who had no background with the University and who was subsequently hired as a highly-paid special assistant to the University president.

A general faculty revolt began in May 2009 when the new plans began to be implemented with the listing of numerous programs—many in the Arts and Sciences—to be eliminated. The cuts would have amounted to a major reduction in the University’s degree programs but not a major saving in operational funds. The rationale presented for the cuts did not cite the Academic Master Plan or the Five-Year Strategic Plan but guidelines from the Tennessee Higher Education Commission calling for the elimination of programs that were “low producing” (i.e., graduating less than specified numbers over a five year period). The data used for determining whether programs were “low producing” failed to make allowance for “concentrations” in the rather large Interdisciplinary Studies programs housed in the College of Arts and Sciences, a problem that would have been quickly identified had the general plan been routed through the Faculty Senate Curriculum Committee, the chair of which had been advising the administration about the anomaly of the large interdisciplinary programs but who had been ignored.

Faculty Senate President Asamani did not respond to requests to call a meeting of the faculty, the Faculty Senate, or even the Senate Executive Committee through the months of May, June, and July, 2009. As an officer of the American Association of University Professors Campus Chapter, I convened general faculty meetings in late July and in August, at which the faculty organized itself into working groups and a secretariat for responding to the crisis. The University President Melvin Johnson and Faculty Senate President Asamani attended a late August meeting, at which the University President promised to delay the first of the program cuts (Foreign Languages) and to consult with faculty. Throughout the subsequent months there were reports of administrative intimidation of some faculty, maneuvers to make faculty meetings difficult, and, by unilateral action on the part of Senate President Asamani, a dismantling of the committees of the Senate. New committees were not named until December.

In October 2009 a small delegation took its problems with the University administration to higher officials, through the good offices of the Tennessee Conference AAUP Director of Government Relations Coleman McGinnis. The problems included the general performance of the University President as well as the failure to consult with faculty on academic matters. The response was that the general problems had been noted already and that the failure to consult with faculty was the “final straw that broke the camel’s back.” The delegation received a promise of a change in administration but that who was meeting with the delegation had to be kept under wraps.

Meanwhile, one of the faculty working groups formed during the summer presented the Senate with a plan for selecting a committee to draft a formal policy on shared governance. President Asamani refused to place that plan on the Senate meeting agenda. Instead she distributed an anonymous report that generally declared meetings organized under faculty initiative illegitimate. When it became obvious that no Senate business would begin until the matter of shared governance was placed on the agenda, a discussion and vote place that referred the matter to the faculty departments. The latter voted unanimously in favor of the plan, and the second Senate meeting of the fall endorsed the plan. The Ad

Hoc Shared Governance Committee included Senate representatives, representatives elected by the faculty at large, a representative selected by the Vice President for Academic Affairs, and a representative elected by the University's AAUP Campus Chapter. The committee drafted a statement that was voted upon at an afternoon meeting during the January Faculty Institute; that meeting was opened by Senate President Asamani. The faculty present approved the draft by a one-sided margin in a secret ballot vote. No official acknowledgement of the policy was made by administration, and in late March the Vice President for Academic Affairs responded to inquiries, writing that Senate President Asamani averred that there was not a quorum at the January meeting and that the vote was invalid because deans were advised that they could not vote. Readers familiar with *Robert's Rules of Order* know that once a meeting has been opened a quorum is presumed until someone makes a formal point of order about the absence of a quorum. Readers familiar with the Faculty and Faculty Senate Constitutions that had been appended to the 1989 Faculty Handbook know that deans and other administrators are not "faculty" for purposes of faculty votes.

At the March 2010 meeting of the Faculty Senate, I tabled a resolution of no confidence for purposes of discussion in the following month and vote at the April meeting. The resolution named President Melvin Johnson, Senate President Jane Asamani, and Vice President for Academic Affairs Kathleen McEnerney. At the April meeting Senate President Asamani scheduled outside speakers as the first items on the agenda, including the highly-paid special assistant to the University president who had drafted the Five-Year Strategic Plan. The special assistant filibustered so that the resolution of no confidence could not come to a vote. A resultant letter of protest to state officials and the press resulted in a brief television interview with four persons from the Ad Hoc Committee on Governance and subsequent coverage in the Nashville *Tennessean*. The *Tennessean* had been working on articles on the problems besetting the University, using public documents for its information. In July, 2010, after an announcement that University President Johnson was stepping down, it published the articles, adding some information about the faculty revolt from the previous summer that it had gathered from interviews with what it termed the "Gang of Four" and others.

At present, the Faculty Senate is not functioning; it does not even have a constitution that everyone agrees upon. The Senate as constituted does not enjoy the confidence of much if not a majority of the faculty. There is a current effort, initiated by the Ad Hoc Committee on Shared Governance, to begin anew by drafting a new constitution and having it voted upon by the faculty in a referendum. So far, the University administration is not facilitating a meeting for a forum at which interested faculty can come to a consensus on the draft to be voted upon.

Meanwhile, the continuing accreditation of the University has been delayed by problems with the State audit of the University. Interested parties were told that a critical audit from January 2010 was not available, while in fact it was.

TENNESSEE TECHNOLOGICAL UNIVERSITY

UNIVERSITY OF MEMPHIS (Tom Banning on behalf of Wade Jackson, Senate President)

We continue the process of expanding faculty shared governance. Last year was exceptionally successful: For example, some of our accomplishments were: Statement on selection of department chairs incorporated in the *Faculty Handbook*, Obtained an avenue for untenured faculty to appeal annual evaluations, Formalization of a process for early 1st paychecks for new faculty, Senate member

on the Athletics committee, and a new role in New Faculty Orientation, faculty access to current departmental budgets.

However, we continue to work on tenure & promotion language, obtaining information on legislative issues, gaining information on the Athletics budget, and the discontinuance of University support for the Athletics division. We will continue to bring top administrators to the Senate to discuss priority items. However, this year with the budget situation at the University, much of our focus in the early months will be the budget and the cuts that will be made. The Senate will work this year on greater involvement with the budget process and the decision process about where to cut. Finally, the Senate will continue its work to gain greater influence in the campus Technology Access Fee (TAF) committee through cooperation with other groups and we will continue the evaluation of the top administrators.

UNIVERSITY OF TENNESSEE-CHATTANOOGA

UNIVERSITY OF TENNESSEE-HEALTH SCIENCE CENTER (Richard Nollan, President, Faculty Senate)

The UT Board of Trustees made Steve Schwab the next chancellor of the Health Science Center in June. For several weeks the campus has been aware that about 33 staff members would be laid off, and notices were delivered to inform them that their positions could be eliminated. An outside consulting firm (WTC) will evaluate all IT systems on campus, including the central operation and the various localized services that have evolved over the years. WTC will make recommendations on whether and how to streamline the various IT elements on campus. The campus CIO has resigned. The firm is evaluating the status of IT on campus in terms of the central ITS, the pockets of IT that have grown up in different areas of the HSC, and in terms of IT governance. In addition to recommendations on restructuring IT on the campus, the firm will also provide input on what the abilities the new CIO should have for the senate is still pursuing a commitment from the administration to compensate faculty who are promoted. The traditional raise following promotion is 10%. However, in difficult times, the raise was not paid and not retrospectively added. What we are asking for is a commitment to a promotion raise of 10% and language that would allow the HSL to temporarily withhold the raise in financially difficult times.

UNIVERSITY OF TENNESSEE-KNOXVILLE (Joan MacLeod Heminway, President, Faculty Senate)

Most of the following matters represent updates to the information in Past President Toby Boulet's UTK report issued in June 2010.

PRESIDENTIAL SEARCH: One UTK faculty member, Matt Murray (Professor, Department of Economics) was named to the Presidential Search Committee. I represent the UTK faculty on the Presidential Search Advisory Council. The Presidential Search Advisory Council also includes one UTIA faculty member, Claudia Kirk (Professor, Medicine & Nutrition), a UTK student, and a UTK administrative staff member. Toby Boulet (Associate Professor, Department of Mechanical, Aerospace & Biomedical Engineering), John Nolt (Professor, Philosophy), Faculty Senate President-elect Vince Anfara (Professor and Department Head, Department of Educational Leadership and Policy Studies), and I met with a representative of the executive search firm selected to administer the overall search. In addition, Toby Boulet and I both met with Matt Murray early in June to discuss faculty input on the Presidential search (obtained by Toby in response to a request made by him). Both the Search Committee and the Search Advisory Council had initial meetings in June. Most of the faculty activity relating to the search is scheduled to take place during a three-week period in October. These activities include Committee and

Council meetings, campus interviews, the selection of nominees for presentation to the Board of Trustees, and Trustee Committee and Board meetings to select the preferred candidate.

UTK VOL VISION CAMPUS PLANNING PROCESS UPDATE: Provost Susan Martin's VOL Vision campus planning initiative, coordinated by Vice Provost for Faculty Affairs Sarah Gardial, me, and my fellow faculty members Ed Cortez (Professor and Director, School of Information Sciences) and Dixie Thompson (Professor and Department Head, Department of Exercise, Sport & Leisure Studies), is entering its second and final phase this fall. Output on the initial draft plan from the spring campus discussion groups was consolidated and presented to Chancellor Jimmy Cheek, Provost Martin, and the outside consultant retained for the project in May 2010. The consultant currently is refashioning the plan into a new draft by including this output and integrating objectives, strategies, tactics, and metrics from the Top 25 initiative (the status of which is reported below). A campus vetting process for the refashioned plan will be undertaken in the fall semester, with the objective of presenting a plan to the UT Board of Trustees in October.

UTK TOP 25 INITIATIVE UPDATE: The gap analysis report prepared by Chancellor Cheek's Top 25 Task Force (comparing and contrasting attributes of UTK with those of top 25 public universities) was presented to the UT Board of Trustees in June. As you may recall, this Task Force was created to respond to Governor Bredesen's challenge to make UTK a Top 25 public university. The Office of the Provost forwarded recommendations for change from the Task Force report to the outside consultant retained by the Provost's Office to work on the UTK VOL Vision campus plan.

UTK ATHLETICS UPDATE: In June, the UT Board of Trustees voted to transfer administration of the UTK men's and women's athletics programs from the UT system to the UTK campus. Accordingly, the UTK athletics function now reports to the UTK Chancellor. Campus administration and the UTK Faculty Senate will work out the details related to faculty governance over athletics under the new administrative structure over the coming academic year.

UT COMPENSATION ADVISORY BOARD UPDATE: UTK campus representative Toby Boulet reports that at the June meeting of the UT Compensation Advisory Board additional progress was made in developing a process for handling compensation issues as across the UT System more comprehensively. No policies have yet been proposed for adoption.

THEC PUBLIC AGENDA FOR TENNESSEE HIGHER EDUCATION, 2010-2015 (FORMERLY THE THEC MASTER PLAN): TUFS representative John Nolt will be reporting out on this later in the meeting.

UTK FACULTY SENATE UPDATE: There has been no formal activity in the UTK Faculty Senate since Toby Boulet's June 2010 report was issued. I will be presenting to new faculty at our new faculty orientation later this month and will be making a "state of the faculty" presentation at a campus all-faculty meeting hosted by Chancellor Cheek in September 2010.

On Friday, September 3, the UTK Faculty Senate will hold its annual retreat at the Baker Center on the Knoxville campus. The retreat and the academic year in the Faculty Senate are being dedicated to a "Focus on Faculty." Although this may seem to be an obvious and uninspired theme, it is an important time for faculty to focus on themselves as key components of the campus, the University, and the higher education system in and outside Tennessee. Within this focus, I am particularly concerned about two things: faculty appreciation and faculty representation in campus governance. Faculty members are underappreciated citizens on our campuses, and the UTK Faculty Senate has lost some of its

representative character and force in recent years. With a little bit of attention (including new ways of promoting the value of faculty on campus and a new communication plan for the UTK Faculty Senate), I am reasonably confident that we can help keep UTK faculty members focused and happy *and* promote better engagement by UTK faculty in and with campus governance.

Important upcoming changes at UTK include a new timetable for classes to be implemented in fall 2011 and proposed revisions to our cumulative performance review ("CPR") process (which is a top agenda item for our Faculty Affairs Committee). Toby and I are attending a meeting with other campus faculty and administrators (including a representative of the UT G

UNIVERSITY OF TENNESSEE-MARTIN

Our report from April 2010 was very detailed as to the accomplishments of UT Martin for the previous year. Since April we have:

1. Continued to work on our handbook. The faculty senate is charged annually to review the tenure process.
2. Our Faculty Senate Retreat is Aug. 23
3. We have two faculty members who have been appointed to the new UT President Search. We have one member on the Advisory Council and one on the Presidential Search committee
4. We continue to update our senate website to get our minutes posted in a timely manner and to provide resources for incoming faculty senate members and the executive committee. The Budget and Economic Concerns will be working on a website for legislative and budgetary information for our faculty.
5. We continue to be a strong presence on campus
 - a. President and Executive Committee will be attending the Administrative Retreat
 - b. President Elect will be attending the Academic Council Retreat
 - c. Have membership on the Athletics Board
 - d. Speak to new faculty at their orientation
 - e. Sit on Chancellor's staff and Academic Council which is chaired by the VCAA
6. Our Registrar is working diligently to align Banner to the new articulation issues for smooth transitions for Dual enrollment and transferring students.

7. FACULTY ROLE IN UT AND TBR CEO SEARCHES

President Berman reported that the new TBR Chancellor John Morgan was selected without a faculty representative on the search committee. Tom Schacht (ETSU) moved that TUFSS would contact the national office of the AAUP regarding the procedures used in the selection of the TBR Chancellor and for possible investigation and evaluation. Pedro Campa seconded. Discussion followed. President Jeff Berman interpreted that this was a substantive issue that required approval by member Senates. Thomas Banning (UMEM) called the question. The motion passed unanimously (9 yes; 0 no). President Berman stated that member Senates are requested to vote on this motion by September 21, 2010, and report the results to the TUFSS President and Secretary.

The UT Presidential search was discussed, with regard to the lack of inclusion of the UTC Senate suggested representatives on either the Search Committee or Advisory Search Committee, and TUFSS members referred the matter to the UT Faculty Council.

8. PRESENTATION: TENNESSEE SENATOR ANDY BERKE

Senator & Education Committee member Andy Berke answered questions about the *Complete College Tennessee 2010 Act* legislation and Tennessee Higher Education Commission (THEC) *The Public Agenda*

for *Tennessee Higher Education 2010-2015* plan to implement the legislation. Berke recommended *Crossing the Finish Line* by William Bowen, et al., which showed that students who completed community college and then went onto graduate from a 4-year school were 30% more successful in graduating than those who initially entered a 4-year institution—as a means to explain the current emphasis on community colleges.

9. THEC MASTER PLAN/PUBLIC AGENDA FOR HIGHER EDUCATION

John Nolt (UTK) reported on the history of the Complete College Tennessee 2010 legislation, how it differed from earlier higher education discussion, and how ETSU had worked with local legislators on amendments. Nolt also described TUFs participation in the committee that led to The Public Agenda for Tennessee Higher Education 2010-2015. TUFs members discussed the plan and TUFs proposed reaction.

10. NEW BUSINESS

Toby Boulet (UTK) moved that TUFs attendees from the member institutions who are neither voting representatives nor alternates be permitted to offer motions, second motions, and participate in the discussion. Victoria Steinberg (UTC) seconded. The motion passed unanimously.

Tom Schacht (ETSU) moved that as the THEC Public Agenda plan is being implemented, member Senates utilize TUFs for consolidating the response from those member Senates so that a consolidated voice can be given to legislators. Toby Boulet (UTK) seconded. Discussion followed. The motion passed unanimously.

Other New Business items discussed by TUFs members included:

- How not to delay time sensitive responses regarding TUFs concerns
- The need to increase the professional literacy of higher education faculty regarding tenure, court decisions, unions, etc.
- Adjudicative training toward faculty grievance issues
- Administrator evaluations used by University of Memphis
- Academic freedom and Supreme Court decisions, with the suggestion to review and adopt the language of the *UTK Faculty Handbook*
- Court rulings that tenured faculty wrongly terminated will not receive back wages
- The issue of publishing in controversial areas, especially related to commercial interests, which result in lawsuits or possible reluctance to publish by journal editors

Sunday, August 8, 2010 (University of Tennessee-Chattanooga, Faculty Club)

11. SICK LEAVE PAY FROM TBR CAMPUSES

President Berman asked for a roll call response from TBR campuses regarding the vote on sick leave pay:

Institution	Vote
AP	Yes
MTSU	No vote reported
ETSU	Yes
TNST	No vote reported
TNTECH	No vote reported
MEM	No vote reported

President Berman reminded that the TBR institutions will need to report their vote by Sept 21, 2010.

12. TUFs PRESENTATION TO TN EDUCATION COMMITTEE

President Jeff Berman (UMEM) reported that Senator Andy Berke had invited TUFs to make a presentation on the THEC Public Agenda plan to the Tennessee Legislative Education Committee, of which Berke is a member. Fred Alsop (ETSU) moved that each Senate should propose to the TUFs Executive Committee discussion points, concerns, and strategies for the presentation. John Nolt (UTK) seconded the motion. Tomas Banning (UMEM) called the question. The motion passed unanimously (9 yes; 0 no).

13. TUFs PRESIDENCY SELECTION PROFESS

President Berman (UMEM) reported that when TUFs was created the plan was for the presidency to be rotated back and forth between the TBR and UT Senate representatives. Within those selections, there was an expectation that the presidency would rotate among the institutions and not repeatedly come from only the University of Tennessee at Knoxville and University of Memphis, the larger research institutions. President Berman reported that a number of members expressed concerns about the last election in which there were two candidates, Toby Boulet (UTK) and H. Lyn Miles (UTC), in which Boulet was selected as President-elect. David Champouillon made reference to the perception of Knoxville and Memphis dominance and to political discussions among TUFs members that were not inclusive.

Toby Boulet (UTK) moved that for the next two spring meetings of TUFs at which the election will occur, that TUFs include a pre-election meeting of the members from the system from which the next President-elect is to be elected. Campa (UTC) seconded.

Champouillon (ETSU) added a friendly amendment that the TUFs president not be drawn two opportunities in a row from the same institution. Tomas Banning (UMEM) called the question. The motion passed (6 yes; 3 no).

Tom Schacht (ETSU) moved that each institution propose any presidential candidate by email at least one week prior to the election. There was no second.

Alfred Lutz (MTSU) presented a friendly amendment that a TBR or UT caucus meet on the first day of the TUFs meeting which would elect a president-elect and announce their proposed candidate on the second day, followed by the election. Tom Schacht (ETSU) seconded. President Jeff Berman (UMEM) stated that a candidate must be on the institution's Senate or must have served on the Senate within 2 years. Thomas Banning (UMEM) called the question. The motion passed unanimously (9 yes; 0 no).

Thomas Banning (UMEM) called the question on the main motion. The motion passed unanimously (9 yes; 0 no).

14. NEXT TUFs MEETING

David Champouillon (ETSU) moved that we consider scheduling the next 2 TUFs meetings at Austin Peay and ETSU, with the schedule being determined by the availability of the TBR Chancellor and UT President as speakers, with preference given to ETSU as the next location. Thomas Banning (UMEM) called the question. The motion passed unanimously (9 yes; 0 no).

Fred Alsop (ETSU) moved that the next TUFs meeting be held March 25-27, 2011. Thomas Banning (UMEM) seconded. David Champouillon proposed a friendly amendment that April 1-3, 2011 also be considered with a preference for March 25-27, 2011. Thomas Banning (UMEM) called the question. The motion passed unanimously.

15. ADJOURNMENT

Thomas Banning (UMEM) moved for adjournment. There were no objections. The meeting ended at 10:45 a.m.

16. TIME-SENSITIVE ACTIONS BY TUFs

Following the meeting, President Berman noted some unfinished business regarding a subcommittee, consisting of President Berman, John Nolt, and Toby Boulet, regarding TUFs responses to time-sensitive issues, which was not presented at the meeting. In August 10, 2010 email to the member Senates, he presented the wording below and requested an email vote:

"In matters that are time-sensitive, after consulting with the Executive Committee of TUFs and the faculty senate presidents of all of TUFs member institutions, the president of TUFs is authorized to communicate to the public the consensus of those consulted." The motion was approved via email vote (7 yes; 3 no response) with the following roll call:

Institution	President	Vote
Austin Peay	David Major	Approve
ETSU	David Champouillon	Approve
MTSU	Alfred Lutz	Approve
TN TECH	Jeff Roberts	No response
U Memphis	Tom Banning	Approve
UT-Chattanooga	Vicki Steinberg	Approve
UT-Knoxville	Joan Heminway	Approve
UT-Martin	Janet Wilbert	Approve
UT-Health Sci Center	Richard Nollan	Approve
TN State	-	No response

Respectfully submitted,

H. Lyn White Miles, Secretary

APPENDIX: APRIL 2010 Meeting FIVE REQUIRED VOTES

1. PROPOSED BONUS PAY (RATIFIED)

8 of 10 Senates approved; 2 opposed

:"TUFS support the legislative plan that the one-time bonus be based on longevity" (superseding motion because of confusion on wording at previous meeting).

INSTITUTION	ACTION	VOTE (YES:NO:ABSTAIN)
Austin Peay State University	Opposed	
East Tennessee State University	Approved	Unanimous
Middle Tennessee State University	Approved	Unanimous
Tennessee State University	Approved	19:1:0
Tennessee Technological University	Approved	
University of Memphis	Approved	
University of Tennessee-Chattanooga	Approved	
University of Tennessee-Knoxville	Approved	
University of Tennessee-Health Science Center	Approved	20:6:0
University of Tennessee-Martin	Opposed	

Notes:

Austin Peay State University reported a concern that "this is a done deal" and "will be used for next year's plan."

2. FACULTY INVOLVEMENT IN SELECTION OF TBR CHANCELLOR (RATIFIED)

9 of 10 Senates approved; 1 Senate tabled

"TUFS should contact the national office of the AAUP regarding the procedures used in the selection of the TBR chancellor and for possible investigation and evaluation."

INSTITUTION	ACTION	VOTE (YES:NO:ABSTAIN)
Austin Peay State University	Tabled	
East Tennessee State University	Approved	Unanimous
Middle Tennessee State University	Approved	Unanimous
Tennessee State University	Approved	19:1:0
Tennessee Technological University	Approved	
University of Memphis	Approved	
University of Tennessee-Chattanooga	Approved	
University of Tennessee-Knoxville	Approved	
University of Tennessee-Health Science Center	Approved	
University of Tennessee-Martin	Approved	22:20:5

Notes:

Austin Peay State University reported that their vote was "not an objection of the Chancellor, but to the process of selection," and "urges that we proceed with caution" because "it is a done deal" and "AAUP will act without our involvement." APSU also notes there were 2 objections to the motion to table the approval of the TUFS motion.

3. THEC PUBLIC AGENDA FOR TENNESSEE HIGHER EDUCATION, 2010-2015 (RATIFIED)

7 of 10 Senates approved; 3 Senates opposed

"As the THEC Public Agenda plan is being implemented, member senates should utilize TUFs for consolidating the response from those member senates so that a consolidated voice can be given to legislators."

INSTITUTION	ACTION	VOTE (YES:NO:ABSTAIN)
Austin Peay State University	Opposed	
East Tennessee State University	Approved	Unanimous
Middle Tennessee State University	Approved	Unanimous
Tennessee State University	Approved	19:1:0
Tennessee Technological University	Approved	
University of Memphis	Approved	
University of Tennessee-Chattanooga	Approved	9:16:10
University of Tennessee-Knoxville	Approved	
University of Tennessee-Health Science Center	Opposed	
University of Tennessee-Martin	Opposed	

Notes:

Austin Peay State University reported concerns that the individual Faculty Senate's voice "will be dampened," that TUFs might "clash" with the TBR Sub-Council "leading to a diminished position for faculty as a whole," and the possibility that "the community college system" will "make it more complicated."

Tennessee Technological University reported that its approval was based on it being "prudent to reserve the right to voice a minority opinion should that be required."

University of Tennessee-Health Sciences Center reported that their negative vote "seemed to hinge on the use of 'consolidate'" and "some senators thought this motion would tie the HSC's hands to make their own public statements."

4. SENATE EDUCATION COMMITTEE TALKING POINTS (RATIFIED)

9 of 10 Senates approved

"Each senate should propose to the TUFs Executive Committee discussion points, concerns, and strategies for the anticipated presentation to the Tennessee Senate Education Committee."

INSTITUTION	ACTION	VOTE (YES:NO:ABSTAIN)
Austin Peay State University	Approved	
East Tennessee State University	Approved	Unanimous
Middle Tennessee State University	Approved	Unanimous
Tennessee State University	Approved	20:0:0
Tennessee Technological University	Approved	
University of Memphis	Approved	
University of Tennessee-Chattanooga	Approved	9:16:10
University of Tennessee-Knoxville	Approved	
University of Tennessee-Health Science Center	Approved	

University of Tennessee-Martin

Opposed

5. TUF S RESPONSE TO TIME-SENSITIVE ISSUES (RATIFIED)

9 of 10 Senates approved; 1 Senate opposed

"In matters that are time-sensitive, after consulting with the Executive Committee of TUF S and the faculty senate presidents of all of TUF S member institutions, the president of TUF S is authorized to communicate to the public the consensus of those consulted."

INSTITUTION	ACTION	VOTE (YES:NO:ABSTAIN)
Austin Peay State University	Approved	
East Tennessee State University	Approved	Unanimous
Middle Tennessee State University	Approved	16:10:0
Tennessee State University	Approved	20:0:0
Tennessee Technological University	Approved	
University of Memphis	Approved	
University of Tennessee-Chattanooga	Approved	
University of Tennessee-Knoxville	Approved	
University of Tennessee-Health Science Center	Approved	
University of Tennessee-Martin	Opposed	

Notes:

MTSU reported "a concern that the language does not require the TUF S President to communicate a diversity of opinions of a consensus cannot be reached" and suggested "TUF S consider rewording the resolution to reflect our Senator's concerns."

Tennessee Technological University reported that their passage was "predicated on the promise to 'communicate accurately the sentiment of the member senates, including any diversity of opinions that might differ from a majority consensus'".

6. USE OF SICK LEAVE BANK (carry over from April 2010 meeting still requiring votes from only MTSU, TNSTATE, TNTECH, UMEM) (RATIFIED)

6 of 6 Senates approved

INSTITUTION	ACTION	VOTE (YES:NO:ABSTAIN)
Austin Peay State University	Approved	
East Tennessee State University	Approved	
Middle Tennessee State University	Approved	Unanimous
Tennessee State University	Approved	20:0:0
Tennessee Technological University	Approved	
University of Memphis	Approved	

ALL the motions were passed by a simple majority:

APPENDIX: Details of Action Items from TUFs August 2010 Meeting

1. Distribution of bonus pay: At the April 2010 meeting, a motion was approved and sent to the member senates for their consideration concerning the manner in which a potential one-time bonus payment to state employees would be distributed. There was some confusion over whether that TUFs motion was to include faculty and staff or just faculty and, as noted in the August draft minutes, the different senates voted in different ways.

In any case, the original April motion was based on the assumption that it might be distributed as a percentage of salary. The currently planned distribution of bonus pay -- which is dependent on sufficient funds in the state budget -- is now scheduled to be distributed based on longevity. As a result, the following superseding motion was approved unanimously and should be voted on by each of the member senates:

"TUFs support the legislative plan that the one-time bonus be based on longevity."

2. Request to investigate selection of the Tennessee Board of Regents (TBR) chancellor: Concerns were expressed at the meeting about the lack of involvement of faculty in the selection of a new TBR chancellor. A similar concern was expressed in a motion recently approved by the TBR Faculty Sub-Council (the first motion in this link: <http://tinyurl.com/27j6q4z>).

As a result of the discussion, the following motion was passed unanimously and should be voted on by each of the member senates:

"TUFs should contact the national office of the AAUP regarding the procedures used in the selection of the TBR chancellor and for possible investigation and evaluation."

3. There was considerable discussion of the Tennessee Higher Education Commission's "Public Agenda for Tennessee Higher Education, 2010-2015" <http://tinyurl.com/256u64l>, a document developed in response to the recently enacted "Complete College Tennessee Act of 2010" (summary: <http://tinyurl.com/yf5wxgs>), enacted bill: <http://tinyurl.com/36aqfuw>).

As a means of representing faculty views to legislators regarding this plan, the following motion was approved unanimously and should be voted on by each of the member senates:

"As the THEC Public Agenda plan is being implemented, member senates should utilize TUFs for consolidating the response from those member senates so that a consolidated voice can be given to legislators."

4. Following his presentation at the meeting, Tennessee Senator Andy Berke offered to arrange to have TUFs give a presentation to the full Senate Education Committee. In light of this upcoming opportunity, the following motion was approved unanimously and should be voted on by each of the member senates:

"Each senate should propose to the TUFs Executive Committee discussion points, concerns, and strategies for the anticipated presentation to the Tennessee Senate Education Committee."

5. TUFs response to time-sensitive issues: There was discussion at the meeting about the need to establish a mechanism to permit TUFs to respond more promptly when time-sensitive issues arise and require immediate action.

The need for such a mechanism became clear this past year when TUFs was asked to respond in a matter of days to developing details of the legislation that eventually became the "Complete College Tennessee Act of 2010." At the same time, there was clear sentiment that any such mechanism preserve the principle of member senates having input in all TUFs statements made on their behalf.

As a result of this discussion, the following motion was approved and should now be voted on by each of the member senates:

"In matters that are time-sensitive, after consulting with the Executive Committee of TUFs and the faculty senate presidents of all of TUFs member institutions, the president of TUFs is authorized to communicate to the public the consensus of those consulted."

6. Vote on use of sick-leave bank: At the April 2010 meeting, the following motion was passed concerning the use of sick-leave funds in the TBR system:

"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."

This motion was based on a report from Austin Peay University concerning this issue, which is available here: <<http://tinyurl.com/2cdf2pl>>.

Because the issue pertains just to TBR, only the six TBR member senates were asked to ratify this TUFs motion. The Senates of Austin Peay and East Tennessee reported that they approved the motion. However, the following senates still need to vote on this motion: Middle Tennessee, Tennessee State, Tennessee Tech, and the University of Memphis.