



T·U·F·S

Tennessee University Faculty Senates

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

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TUFS MEETING-August 3-5

University of Memphis Cecil C. Humphreys School of Law

Memphis TN

Institution	Voting	Additional Delegation
Austin Peay State University	Elaine Berg	Chad Brooks
East Tennessee State University	Tom Schacht	Randy Byington
Middle Tennessee State University	Bonnie Rushlow	
Tennessee State University	Jane Davis	
Tennessee Technological University	Brian O'Connor	Jeff Roberts
University of Memphis	Tom Banning	Richard Evans, Jeff Berman, David Cox, John Williams, Arwin Smallwood
University of Tennessee-Chattanooga		Lynn Miles
University of Tennessee-Knoxville	Steve Thomas	Toby Boulet
University of Tennessee-Martin	Robert Nanney	
University of Tennessee-UTHSC	Thad Wilson	L.B. Brown , Martin Donaldson

Guests:

President Shirley Raines-University of Memphis
 Chancellor Steve Schwab-UTHSC
 State Senator Brian Kelsey
 Anthony Haynes-University of Tennessee System
 David Gregory-Tennessee Board of Regents
 Claude Presnell-Tennessee Independent Colleges and Universities Association
 Coleman McGinnis-AAUP

Officers:

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

Minutes of the Meeting

Friday, August 5, 2012

1. Call to Order

The meeting was called to order by President Schacht at 5:45 PM.

2. Invited Guest

Dr. Shirley Raines, President of the University of Memphis welcomed the members and gave her thoughts on issues facing higher education in Tennessee.

The meeting was suspended for dinner and reconvened at 7:30 PM.

3. Invited Guest

Chancellor Steve Schwab of the University of Tennessee's Center for the Health Sciences addressed the members present and gave his thoughts and reflections on opportunities and challenges facing higher education both nationally and in Tennessee.

The meeting was suspended and resumed the next morning.

Saturday, August 6, 2012

1. Call to Order

The meeting was called to order by President Schacht at 9:00 AM. Invited Guest

2. State Senator Brian Kelsey

Senator Kelsey reviewed potential legislative action and provided members present with his ideas concerning effective advocacy for the State's universities.

President Schacht informed members present that a recording of the meeting would be used to produce minutes and asked members to state their names before speaking to facilitate transcription of the recording. The recording of the meeting began.

3. Invited Guest

President Schacht introduced Coleman (Coley) McGinnis, Tennessee AAUP representative. Mr. McGinnis gave his perspective concerning legislative issues facing higher education and detailed his role in representing the Universities on Capitol Hill. Mr. McGinnis was frank and honest in his discussions and outlined concerns regarding the legislative initiative known as *guns on campuses*. He encouraged faculty representatives to be proactive in their interactions with their local representatives. He noted that legislative agendas and faculty agendas are often at odds, and encouraged Tennessee's faculty to speak with a united voice.

Lyn Miles asked Mr. McGinnis to speak to the issue of legislators' perception of academia and how to best impact wrong perceptions. Mr. McGinnis responded that legislators perception of the role of/work of faculty was not necessarily based in fact and he encouraged faculty members to invite local legislators to their classes and, if appropriate, to encourage legislators to participate in higher education as an adjunct faculty member.

Martin Donaldson and Jane Davis followed up on the discussion by reiterating the importance of voicing faculty concerns to lobbyists and to frame communication with legislators in a language that they understand.

4. Approval of Agenda and April Minutes
Both were approved by unanimous consent.
5. Past President Toby Boulet expressed concern regarding representation from the University of Tennessee at Chattanooga. While President Elect Miles is a faculty member of UT-C, she has not been authorized to vote on their behalf, and UT-C is officially unrepresented at the meeting. The TUFs Constitution stipulates that the voting representative for each institution must be endorsed by the senate. A motion was made to allow President-Elect Miles to vote on behalf of her institution, pending endorsement of the UT-C senate. A record of her votes is to be kept, and if no endorsement is forthcoming, her votes will be discarded. Should President-Elect Miles; vote be that which is tie breaking, and her endorsement not forthcoming, the item/motion will be resolved at a future meeting. Motion was seconded by Toby Boulet, and the motion carried unanimously.
6. President-Elect Miles voice concerns that, while each Senate in the UT and TBR systems voted to join/endorse TUFs as an organization, there may be a lack of support among some of the member institutions. With major initiatives such as Complete College Tennessee, it is important that TUFs serve as a line of communication among faculty leaders across the state.
7. Reports of the Senates were given (at this time and in the afternoon session. Written reports are included as an Appendix of the minutes.
8. Invited Guests:
Anthony Haynes (UT), David Gregory (TBR), and Claude Presnell (TICUA)
The invited guests provided their insights on effective lobbying efforts and how to interact with them and with legislators.

The meeting was suspended for lunch

9. Reports of the Senates continued.
10. New Business:
The conflicting UT and TBR policies regarding academic freedom and responsibility were discussed. Both are proposed modifications to current policies, but appear to be following two very different paths, and experiencing varying degrees of resistance. Topic was initially tabled and reconsidered at the evening session with the following result: motion made (Berman) and seconded (Banning): TUFs recommends that, because TBR sub-councils are divided on proposed changes in policy regarding Academic Freedom, the Tennessee Board of Regents resolve this conflict. TUFs member senates advocate that the resolution include language that protects academic freedom within the context of shared governance. If the resolution is adopted by the vote of individual Senates, the TUFs president is to prepare a letter

communicating TUFS' stance to TBR Chancellor John Morgan, and the Regents with a copy to THEC's Rich Rhoda. **Individual Senates to vote and report by October 1. Voting in favor of the motion** UTC, MTSU, ETSU, TTU, UM, APSU.

The meeting was suspended and reconvened after dinner.

11. Discussion of the academic freedom policies continued. The resulting motion listed above was approved.

12. Legislative initiatives were discussed and focused around recent legislation imposing timelines for presidential searches. O'Connor made the following motion, seconded by Berman: With an appropriate preamble prepared by the Executive Committee of TUFS, To allow for appropriate evaluation of candidates' application dossiers, not to advance a candidate but to properly screen, TUFS as an organization proposes that, for any position for which the search is confidential pursuant to the recently adopted state statute, there would be 10 working days between application submission deadline and any decision making, to allow search committees adequate time to properly vet the candidates (vetting not to be in conflict with the confidentiality statute). Resolution to be communicated to the heads of TBR, THEC, members of the legislative higher education committees, and the Presidents of each institution.

The meeting was adjourned until the following morning.

Sunday August 6, 2012

1. President Schacht called the meeting to order at 9:00 AM.

2. The following dates and location were selected for the Spring 2013 meeting. The meeting will be hosted by representatives of Tennessee Technological University, March 22, 23, and 24 2013. Details to follow.

The meeting was adjourned at 10:00 AM.

Minutes respectfully submitted by:

Randy L. Byington-(ETSU) Secretary

Appendix
Tennessee University Faculty Senates

Fall 2012 Meeting

Senate Summaries/Reports:

Austin-Peay State University

(Elaine Berg, Faculty Senate President)

- **Student Academic Success**
\$60,000 was awarded for 36 SASI (Student Academic Success Initiative) proposals

- **Senate Elections**
Regular elections held for Senate and Academic Council. We have two new seats because of increase in number of full-time faculty

- **Bylaws**
Bylaws revisions approved by Senate.

- **Faculty Handbook**
Retention, Tenure, & Promotion policies -- Senate approved a number of revisions that include
 - Modifications to RTP forms removing the identity of author of the document for the committee reports
 - Voting during a leave of absence
 - Commenting on student evaluations in the dossier
 - Faculty appointments, specifically updating how a search committee is formed
 - Department Chairs not serving on RTP committees from other departments
 - Associate Deans not serving on college-level RTP committees
 - Chair compensation for Maymester
 - Appeals
 - Introduction of documents not ordinarily part of the dossier

Grade Appeal Policy – updated
Research Involving Animals Policy—updated

- **Faculty Senate Breakout Sessions**
Three scheduled for faculty pre-semester orientation
 - RTP issues/information
 - Student Academic Misconduct policy issues/information
 - Institutional Review Board issues/information

East Tennessee State University

Faculty Salaries

Benchmark

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

While these developments are most welcome, they unfortunately do not benefit many of the faculty. Only permanent full-time faculty are covered under the equity plan. Part-time and contingent faculty continue to labor under an outdated compensation system. The financial circumstances for some part-time and contingent faculty can be truly dire. For a sobering worst-case description of adjunct faculty receiving public assistance, see the May 6th, 2012, issue of the *Chronicle of Higher Education*, story entitled: "The Ph.D. now comes with food stamps."¹ ETSU's choice to limit the new equity plan to full-time permanent faculty was made by a close vote of the Faculty Senate. My personal opinion, charitably stated, is that this vote -even if defensible on grounds of practicality - will not be remembered as one of the Faculty Senate's finest moments.

The issue of faculty salaries was highlighted in last year's presidential search, and Dr. Noland has clearly demonstrated his commitment to finding ways to improve the situation as well as a desire to implement the equity plan in a manner that will distribute assistance to those most disadvantaged. The university's Strategic Budget Management Committee has been charged with developing strategies to identify sources of funding. The Faculty Senate's new President-elect, Randy Byington, Ed.D., MBA, from Allied Health Sciences, has been ably representing the faculty on that committee, which is examining a range of strategies including continued focus on operating efficiencies, steadfast attention to the funding priorities of the Complete College Act, and local entrepreneurial approaches to revenue enhancement. Improving the faculty salary situation is necessarily a multi-year effort and progress is subject to all of the unpredictable vicissitudes of the economy. Happily, a budget proposal from ETSU was approved by the Board of Regents in June that will begin to address the equity plan with an initial pool of funds from student fees.

In the e-mail accompanying this report there is a link to a survey asking for your reactions to a range of revenue-enhancement ideas that have been proposed by an ad hoc university committee. We need the best ideas that our collective ingenuity and wisdom can generate. Whether you have creative suggestions or criticisms of what has been proposed, or both,

please consider taking the time to respond.

Promotion Raises

ETSU's past schedule of promotion raises was based on a fixed-dollar amount for each faculty rank that had not been updated in decades. Last year ETSU's Faculty Senate proposed, the administration adopted, and TBR approved a new and significantly improved schedule of faculty promotion raises.

The new schedule of promotion raises is based on a percentage increase from base salary rather than a fixed-dollar amount. At the time of its adoption, ETSU's new schedule of promotion increases matched the highest percentages awarded for promotion in any TBR institution. Because the promotion increment is based on a percentage of pre-promotion salary rather than a fixed amount, the new schedule of raises will not become obsolete over time due to inflation.

Status of Tenure

Remedy for Wrongful Termination

Under a 2007 Tennessee Supreme Court decision (*Wells v TBR*), if a tenured faculty member was wrongfully terminated and eventually won a reversal of the termination in court, the faculty member was not entitled to back pay or any other form of compensation for their period of wrongfully terminated employment.

ETSU's Faculty Senate asked the Board of Regents to sponsor legislation to correct this injustice. TBR agreed to include this issue in its 2011-2012 legislative agenda. Subsequently, companion bills SB 3023 and HB 3456 were introduced. The corrective legislation was passed by unanimous vote of both houses of the legislature.

Termination of Tenured Faculty

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

Moreover, TBR policy and ETSU's current faculty handbook include language that, if read as an "accepted standard of professional conduct," appears to set an impossibly high bar. The handbook recites a 1940 AAUP statement on Academic Freedom and Responsibility that has been championed by TBR legal counsel as an "accepted professional standard" in a tenure-revocation proceeding. Per this language, even when speaking off-campus as a private citizen, "a faculty member should at all times be accurate, should exercise appropriate restraint, [and] should show respect for the opinions of others..."

When this AAUP language is applied literally to faculty discipline and tenure revocation,

it cannot be viewed as merely aspirational but instead rises to the functional status of a mandatory speech code.

Yet - isn't this language both vague and overbroad? Can anyone be accurate "at all times"? Except perhaps for the Pope in matters of theology the answer is "obviously not." So when does inevitable inaccuracy warrant tenure revocation and when does it not? Likewise, what exactly is "appropriate restraint"? Would joining the "Occupy" movement in Nashville's legislative plaza and loudly haranguing passing legislators be regarded as within the acceptable parameters of "appropriate restraint?" Who knows? How is "respect for the opinions of others" measured in an intellectual environment where scientific and scholarly progress may require the radical demolition of mainstream views and paradigms, even if those ideas are held dear by some? Does it matter whether the disputed views relate to scholarship or to the direction and management of the institution? Do faculty have a consensus "accepted standard" that draws a clear line between acceptable disagreement and unacceptable disrespect?

I hope that the Faculty Senate will find a way to make progress on this issue in the coming year.

Academic Freedom

ETSU's Faculty Senate took the lead in Tennessee on an important issue related to academic freedom. The Senate proposed an amendment to ETSU's faculty handbook that would extend the protections of academic freedom to the context of participation in shared-governance activities, such as committee service or service on the Faculty Senate. This action tracked recommendations of the American Association of University Professors designed to correct potential negative implications of a U.S. Supreme Court decision that is perceived as limiting the First Amendment rights of faculty in public institutions (*Garcetti v Ceballos*). Further background may be found in the AAUP journal, *Academe*, at:

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

The policy amendment approved by ETSU's Faculty Senate tracked language recommended by AAUP and already adopted elsewhere, including the Minnesota Board of Regents, the University of Wisconsin, and the University of Delaware. Our Senate's local effort was readily approved by Dr. Stanton. However, implementation of the locally-approved policy was deemed to require central TBR concurrence, and there our effort unfortunately floundered.

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

Unfortunately, the Faculty Subcouncil proposal encountered resistance from TBR's chief legal counsel, who initially suggested some compromise language. Unfortunately, despite faculty concurrence with the compromise, the legal counsel ultimately elected to oppose

the idea in its entirety and in July the proposal was voted-down by the TBR Academic Subcouncil.

Academic Integrity

In collaboration with the Provost's office, the Faculty Senate initiated and supported a task force that has completed a systematic review and update of campus policies and procedures related to promotion and maintenance of academic integrity for students. The Senate rejected a proposal to encourage electronic plagiarism checks for graduate theses and dissertations as well as faculty publications, including grant proposals and items incorporated in promotion and tenure dossiers.

Self-Study

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

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

Faculty Handbook

Several years ago, the Faculty Senate requested and received an expanded role as custodian of the ETSU Faculty Handbook. A new procedure was adopted that clarifies roles and responsibilities of various parties in relation to modifying and maintaining the handbook. The faculty Senate's Handbook Committee, led by Dr. David Champouillon (Music) has completed a revision and updating of the Handbook, which is in the process of being made available on-line.

This is an ongoing task. User feedback, notices of error, etc. should be directed to Dr. Champouillon at champoui@etsu.edu.

Presidential Search

ETSU's Faculty Senate lobbied the TBR Chancellor for increased faculty participation on the Presidential Search Committee. We were successful in increasing the number of faculty representatives from two to four. Following a first-ever campus-wide nomination process, the Faculty Senate provided Chancellor Morgan with a list of faculty nominees from whom the Search Committee members were selected.

The meetings of the Presidential search committee were open to the public and press, although there was some controversy about secrecy in the committee's electronic voting process.

During the search, the Faculty Senate established a working subcommittee that, among things, assisted in researching candidates' backgrounds. The Faculty Senate also sponsored a first-ever plenary faculty meeting at which the credentials of semi-finalists were presented and discussed in an open forum, and faculty were able to provide guidance to their Search Committee representatives.

Regrettably, the transparency of ETSU's 2011 Presidential search is now a thing of the past. HB 3705 by Rep. McCormick and the parallel SB 3751 by Sen. Tracy were introduced on January 26, 2012 as an innocuous proposal for reporting personnel statistics. The text of the bill stated simply:

“Notwithstanding any provision of law to the contrary, public institutions of higher education shall report annually to the education committees of the senate and the house of representatives on the filling of positions at that institution.”

Late in the legislative process, this bill was altered with an amendment that changed its original purpose entirely. The amendment renders future Presidential searches confidential until the very end of the process and reads:

“Notwithstanding any provision of law to the contrary, an application for a position of chief executive officer of a public institution of higher education, materials submitted with an application, letters of recommendation or references concerning an applicant, and any other records or information relating to or arising out of the process of searching for and selecting an individual for a position of chief executive officer of a public institution of higher education shall be treated as confidential and shall not be open for public inspection, if the records could be used to identify a candidate for the position; provided, however, that after a search committee has selected candidates as finalists for a position of chief executive officer of a public institution of higher education, which shall occur no later than seven (7) business days before the final vote of the governing board to appoint or elect a person to fill the position, a record relating exclusively to the candidates selected as finalists shall not be confidential and shall be open for public inspection, except for a record otherwise confidential under state or federal law.”

The amended bill was passed without a single dissenting vote and it has been signed into law by Governor Haslam. We can now add the making of public university Presidents to the list of things whose detailed manufacture our political leaders believe Tennessee's citizens are better off not seeing.

Statewide Collaboration and Leadership - TUFs

Several years ago, ETSU's Faculty Senate, led by its then-President Dr. Fred Alsop (Biology), initiated the formation of a new statewide organization - Tennessee University Faculty Senates (“TUFs”). TUFs brings together the Faculty Senates from all public four-year institutions in the state, across both the TBR and UT systems, and provides a mechanism for collaboration, joint action, and collective voice. TUFs was given a seat on the THEC Task Force that designed the implementation of the Complete College Act, and TUFs faculty representatives have also met with legislators, including an invited visit with the state Senate Education Committee.

I am pleased to report that as of April 2012 I have begun a one-year term as President of TUFs.

Ongoing and Long-Term Initiatives

Long-term initiatives that I hope will receive ongoing Faculty Senate attention include:

Faculty Code of Ethics / Code of Conduct.

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

Evaluating the merits of a proposal that each academic department be required to establish a set of operating by-laws detailing the lines of authority and responsibility between faculty and chairs.

Are there issues that you would like to see the Faculty Senate address in the upcoming year? The Senate will be setting its agenda for the next year at its annual kickoff retreat on August 21. Please forward any requests or suggestions for next year's agenda to Dr. Randy Byington at byingtor@etsu.edu.

Middle Tennessee State University

The MTSU Faculty Senate began the 2011-12 academic year by holding its annual retreat on August 24. The morning session began with a visit by MTSU Provost Bradley Bartel, who spoke of the Tenure and Promotion process, emphasizing need for greater peer evaluation in the process. He also wished to increase the rate at which junior faculty reached tenure to 100 percent by initiating a formal mentoring program. He discussed the new position titles for non-tenure track faculty and the need to bring back non-instructional assignments. Debra Sells of Student affairs reported on the initiation of the new Strategic Enrollment Plan. The Plan was to take into account the new funding formula as well as goals for the state under the Complete College Tennessee Act. She also discussed the challenges of incoming freshman and the how some of these challenges are being addressed in UNIV 1010 as well as the use of the True Blue pledge in an attempt to affect the student culture from the onset. Laurie Witherow reported to the senate the progress of the Academic Alert System. Data shows significant improvements in student success and the program is being extended to include or target groups. Dr. Sydney McPhee discussed continued importance of faculty governance and the upcoming 100th Anniversary celebration. He discussed the budget challenges that were facing the university, as well as challenges that would be continuing due to the new funding formula. As a result, we continue to work as an access institution, but will work continually to raise standards as well as graduation and retention rates. A meeting followed which discussed various issues of procedure, TUFS and TBR Sub-Council Reports, and IT decisions concerning faculty computing.

The 2011-2012 year has been marked by continuous construction on campus. All promise to be of great benefit to the campus, but offer significant challenges during the process. Over the course of the year, the new Student Union has come close to completion, with opening scheduled for this August. A new student services building and two parking garages have been initiated with scheduled opening in 2013 and 2014. A new entrance to the campus has been added on Greenland Drive and there have been significant changes to the routing of traffic through the campus. Finally, ground has been broken on a new science building that will take our teaching space in the sciences from approximately 30,000 square feet to approximately 250,000 square

feet. With the addition of the new science building, scheduled to open in 2015, the university hopes to add significant funding in the area of science grants. It is also committed to increasing the number of graduates in the STEM fields.

The year has been one of significant concern over the role of shared governance. There appears to be a significant disconnect between the faculty and the administration. In general things still move relatively smoothly, but there are marked concerns on both sides. Some of this is due to lack of communication; some is due to long standing university practices. New initiatives are underway to make the faculty more proactive in university processes and policy making. Additionally, we are investigating the evaluation of the universities vice presidents. We are working on putting a list together of faculty with certain skills that may be valuable in marketing, research, recruiting, etc. A particular agenda for the coming year will be to make changes in approaches to ensure faculty participation in all university endeavors pertaining to content and teaching.

Elections for the 2012-13 President-elect, Recording Secretary and Steering Committee were held at the April meeting. Michael Arndt, Professor of Trumpet, will become Faculty Senate President on June 1, 2012. Scott Boyd, Associate Professor of Speech and Theater, will become the 2012-13 President Elect.

Tennessee State University

No electronic report received.

Tennessee Technological University

Report of the TTU Faculty Senate, July 25, 2012

Of course our biggest news is the hiring of a new president, Dr. Philip Oldham. I must, first and foremost, offer thanks to the TUFS delegations from East Tennessee State and UT Chattanooga for their contributions to the process. Tennessee Tech stands willing to return that favor to others upon request. As to the search process itself, there is much on which to comment, all probably best left to on-site discussion.

Another substantial achievement involved increases in our promotional raise structure. Such were sorely needed. A chart, produced again with input from TUFS, showed TTU essentially in last place. That is no longer the case. The addition of percentage options, along with lump sums, should insure appropriate raises for those in the better paid disciplines without unduly shorting those in other areas.

The Senate addressed a variety of other items throughout the year ranging from calendar concerns to adjunct faculty issues, from closing our Quad to vehicular traffic to enforcing a ban on smoking on campus. On the down side, efforts to prevent the outsourcing of custodial services failed, though it seems reasonable to assume that an extensive buyout package stemmed at least in part from Senate expressions of concern.

Some issues remain unresolved, such as a Code of Ethics, and building safety survey. Current efforts on the former are focused on the enforcement aspect, with the goal being to protect tenure and prevent harsh measures for trivial offenses, without "defanging" the policy entirely. Our delegation would welcome input from others who have experience with similar codes. Faculty complaints of illnesses in one particular building led the Senate to endorse the idea of a safety study. The details remain contentious, however. With Senate encouragement, the Commission on the Status of Women (CSW) prepared a survey. (They did not share it with the full Senate, however). Our outgoing university president expressed reservations with that survey and its methodology, and established an ad-hoc committee charged with producing an enhanced, recurring instrument. The CSW opted to distribute their survey to the faculty anyway. The ad hoc team remains at work. Meanwhile, extensive efforts to find a source of any problem in the building have found nothing. The building has, however, been moved up on the facilities timetable and will receive a new ventilation system among other upgrades this fall.

Dr. Brian O'Connor from the Department of Mathematics was elected Senate president for 2012-2013. Brian has been a member of the TTU Faculty Senate since 1983, the year following its inception. He did a tremendous job in 2011-2012 in chairing the Faculty Affairs Committee (essentially one step short of a grievance procedure). The reasoned, balanced judgment that committee rendered in "Bonnarogate" deserves praise.

The issue that will likely emerge paramount for Dr. Oldham and the Senate immediately involves efforts to reverse declines in graduate student enrollment. Connected to that are fundamental questions of resource allocation, mission, and Carnegie classification.

Respectfully submitted, Jeff Roberts, TTU Senate President 2010-2012.

University of Memphis

Banning (UM) reported that the Senate's first selected Faculty Ombudsperson is now in place and reporting to the President of UM. The selection, for a two year term, is Larry Pivnick, past President of the Senate.

The Executive Committee has met over the summer to determine priorities for the upcoming year as well as determining initial charges to committees for the August Senate meeting.

The Faculty Senate is identifying and looking at options to create a new Faculty 'club' concept to assist in getting back to a faculty community atmosphere. Details have not been promising because of the use of shared on-site facilities. Anecdotal information indicates that most faculty clubs are offsite which allows for drinking.

The Faculty Senate is getting involved with restrictions on UM software licenses for use by faculty and students. The current issue is for SPSS and SAS software. Apparently TBR IT says that the software is research software and won't be paid from specific student (TAF)

software/hardware funding, which leaves individual departments having to purchase the software. UM's IT department is trying to make an on-line networked solution palatable. Other software has the same restrictions but we are focusing specifically on the SPSS & SAS issue.

Using the information from TUFs institutions, the Faculty Senate will be identifying and reviewing campus committees that have duplication and the Faculty Senate is additionally focusing on working with administration to reorganize committees that should be managed and controlled by the faculty via the Faculty Senate.

University of Tennessee Center for the Health Sciences

No electronic report received

University of Tennessee-Chattanooga

We are closing out some projects and setting off on others.

Closing or finishing:

Revision of General Education is entering its final year when a plan for implementation, including outcomes, assessment and certification;

Revision of Ch 3 of the Faculty Handbook; a marked up version is expected to make its way to UT System for approval this fall;

Sustainability has become a full-fledged committee of the Senate; we are awaiting full integration into the curriculum, perhaps through the new Honors College?

QEP has launched grants for applied learning beyond the classroom, has a full time administrator, an applied learning coordinator, and a faculty-cohort program. That project is on pace;

Faculty approved a Doctorate of Occupational Therapy as well as a Bachelor of Integrated Studies, subsequently approved by the Board of Trustees;

Faculty voted on a calendar for the academic year as well as for final exams.

New or early starts:

We have tentative approval to have all appointments of faculty to ANY university committee vetted through the Faculty Senate's Committee on committees;

We have tentative approval to have the immediate past Faculty President sit as a non-voting member on the UC Foundation;

We are still struggling with issues of enfranchisement concerning votes of the full faculty, whether or not to allow absentee voting, online voting or continuing with only on-site balloting;

We have made a stab at reorganization of Faculty Senate Committees with an eye to equalizing the work required of each committee and with an eye towards focusing on learning, rather than just teaching;

The Budget and Economic Status Committee of the Faculty Senate was invited to participate in discussions related to salary adjustments;

While we have new Deans of Arts and Sciences and of Life-Long Learning and a very competent, long-standing dean to serve as Interim Provost, UTC will search this year for a new Chancellor and then a new Provost.

University of Tennessee-Knoxville

SUMMARY OF SENATE ACTIONS

UNIVERSITY OF TENNESSEE – KNOXVILLE

(Steve Thomas, President, Faculty Senate)

On April 2, 2012, our senate approved four resolutions, three from the Faculty Affairs Committee (FAC) and one from the Benefits and Professional Development Committee.

- One FAC resolution requested **“that the University of Tennessee Board of Trustees expand the definition of academic freedom to include protection for shared governance and other employment-related speech.”** This request was made because the opinion of the Supreme Court of the United States in *Garcetti v. Ceballos*, 547 U.S. 401 (2006), has been interpreted by lower federal courts to permit adverse employment decisions to be taken against faculty members for engagement in shared governance activities. The Senate did not request specific language, but offered to provide examples of the language of academic freedom policies at peer and aspirant institutions. [Board of Trustee action is still pending.]
- The two other FAC resolutions (1) created a *Resource Manual* to join our existing *Faculty Handbook* and *Manual for Faculty Evaluation*; (2) transferred of certain sections of the *Faculty Handbook* and *Manual for Faculty Evaluation* to this new document; and (3) edited certain remaining sections in the *Faculty Handbook* and *Manual for Faculty Evaluation* to refer to this new document. The *Faculty Handbook* and *Manual for Faculty Evaluation* will continue to contain processes and procedures requiring approval by the Board of Trustees to amend. The *Resource Manual* will contain local materials (e.g., best practice guidelines and other faculty and administrative resources) described in a preface as being “provided by the University of Tennessee Knoxville Faculty Senate and the Office of the Provost for internal use only and not approved or endorsed by the UT Board of Trustees or the Office of General Council.” [Board of Trustee action is still pending.]
- The resolution from the Benefits and Professional Development Committee requested that Chancellors Cheek and Arrington provide written responses “on plans for progress on benefit

equality, with specific reference to the 33 items listed in the *Addendum*” of that resolution. [This response is expected by the first meeting of the senate this fall.]

On May 7, 2012, our Faculty Senate approved a resolution from the Budget and Planning Committee advocating that system and campus administrators “should give a public accounting that identifies why the relative cost of providing secondary support to Instruction during FY05-09, extended through FY11 as data becomes available.” [Response to this resolution still is pending.]

An issue that has been discussed within our senate’s Executive Council but not yet presented to the senate for action concerns providing non-tenure-track faculty members a greater voice within the senate. Non-tenure-track teaching faculty members (who have ranks or titles such as instructor, lecturer, senior lecturer, or distinguished lecturer) are of particular concern because our bylaws specify that elected senators must hold a rank of assistant professor or higher. Thus, these individuals (approximately 16 percent of our faculty) are prohibited from election to the senate.

University of Tennessee-Martin

The University of Tennessee at Martin is one of only two Tennessee public institutions named to The Princeton Review’s ³150 Best Value Colleges for 2012 list.

UT Martin Senate leaders served on various Strategic Planning Task Forces for the UT System. Past President Janet Wilbert chaired the Faculty Affairs Strategic Planning Task Force.

SGA asked the Senate to form a committee to look onto a more uniform, campus-wide faculty evaluation process. That’s on the agenda for next year.

UT Martin is developing a salary equity plan based on the Sibson study and plans to initially address primarily staff and faculty who have been at UT Martin longer than 15 years and who are not within 85% of the norm.

UT Martin received the largest amount awarded to any institution this year from the federal Race to the Top grant for the STEM Professional Development Program.

In Fall 2011,³*Celebrating 50 Years of African-American Achievement*² highlighted the rich heritage of the campus. Several events especially honored two alumnae, Jesse Arnold Pryor, the first African-American student to enroll at UT Martin in 1961, and Beverly Polk Echols, the first African-American student to graduate from UT Martin.

UT Martin is now offering a new undergraduate Veterinary Technology option in the Animal Science concentration of the BS in general agriculture.

UT Martin hosted the 12th annual Civil Rights Conference during the week of February 20 through 24. This conference is one of only two U.S. university annual conferences devoted to the civil rights movement.

UT Martin became an All-Steinway School, one of only one hundred and thirty in the world.

The UT Martin chapter of Phi Kappa Phi's wall of honor in the Paul Meek Library was rededicated following completion of a library construction project. Many past presidents of the chapter were present and honored in the ceremony.

UT Martin hosted the Tennessee University Faculty Senates' (TUFS) annual spring meeting on March 30-April 1.

UT Martin hosted the Southeast Journalism Conference, comprising seven states, on Feb. 9-11. Its campus radio station, WUTM, was named Best in the South for the third straight year, a first for any campus radio station in SEJC. In March, WUTM was named best radio station (of all sizes) in the nation by the Intercollegiate Broadcasting System in New York.