

THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA
FACULTY SENATE MINUTES
 March 17, 2005

<u>Division</u>	<u>Present</u>	<u>Absent</u>
President	Richard Rice	
Past-President		Marvin Ernst
At-Large	Neal Coulter, Jonathan McNair, Stephen Kuhn, Greg O’Dea, Claire McCullough, Jim Henry	
Adjunct	Tim Parker	
Behavioral	Fritz Efaw, David Brodsky	
Business	Chris Brockman, Valerie Taylor, Obasi Haki-Akan	P. Dileepan
Engineering	Joe Dumas, Jim Hiestand	Roger Briley, Kathy Winters
Fine Arts	Matt Greenwell, Stacy Ray	Gavin Townsend
CHEPS	Ann Johnson, Burch Oglesby Nicholas Boer, Randy Walker	Robin Lee, Ted Miller
Humanities	Joseph Wilferth, Elizabeth Gailey Chuck Lippy, Talia Welsh	Vicki Steinberg
Library	Priscilla Seaman	
Math & Science	Bob Marlowe, Linda Collins, Henry Spratt, David Ashe, Gretchen Potts	
Ex-Officio	John Friedl, David Pittenger, Theresa Liedtka	Jocelyn Sanders, Fred Obear, Richard Brown, Mary Lynn Williamson

Among the Guests Present: Deborah Arfken, Linda Orth, Melanie McCoskey, and Ron Bailey

SUMMARY

The Senate approved a motion to revise sections of the Handbook not pertaining to evaluation. A vote on revisions pertaining to evaluation is expected to occur at the next Senate meeting.

The Senate passed a resolution from the Library Committee supporting a 15% annual increase to the baseline for acquisitions. Concern was also expressed about the budgets for salary compression, travel, equipment, and electricity.

The Handbook Committee was commissioned, along with the Contingent Faculty Committee, to develop a proposal regarding expanded contingent faculty representation in the Senate.

Announcements: Gail Meyer and Verbie Prevost are permanent heads of Chemistry and English; the latest draft of the THEC Master Plan is essentially unchanged; the retirement dinner is to be held on April 20; faculty are urged to complete the Summary of Student Engagement survey.

MINUTES

1. **Call to Order:** The meeting was called to order at 3:01 p.m.
2. **Approval of the Minutes**

The minutes of March 3, 2005, were approved unanimously.

3. **Executive Committee Report**

- a. **New Member**

Kathy Winters is the new Senate member from the Engineering and Computer Science Division. She has been elected to replace Rick Keyser for the remainder of his term, which ends this semester, and for the full two-year 2005-2007 term.

- b. **Budget Meetings**

President Rice reminded the Senate that UTC budget hearings are to be conducted the week of March 21. He will be attending these meetings together with Professor Stephanie Smullen, chair of the Senate Budget Committee. He will argue for money to deal with compression of faculty salaries. Money is also needed for equipment. He does not disagree with the need to fund other budget items, including the library, but he will stress the importance of the compression problem.

- c. **Retirement Dinner**

The annual retirement dinner will be held at the Chattanooga Country Club at 6:30 on April 20. Retirees include Professors David Cundiff, Linda Cundiff, Peter Gerschefski, Peter Pringle, Gene Van Horn, Barbara Walton, and Mike Whittle

- d. **Academic Freedom**

President Rice reported that UT President Petersen has asked that any political steps regarding the subject of academic freedom and the Tennessee legislature be deferred until the newly hired UT lobbyist has a chance to meet with legislators.

e. THEC Master Plan

The latest draft of the THEC Master Plan is virtually the same as the one we saw in the fall.

f. Questions addressed to President Rice

Professor Efav asked President Rice if the Executive Committee had been able to find out answers to questions he had raised at a previous meeting. President Rice responded that he had conferred with Marge Ferguson and Jean Dake, determining that all UTC employers may use computers available in the Library. Chuck Cantrell commented that anyone can access their UTC email accounts from any computer. Employees can do so on their own time. On the second question regarding incorrect information about the legality of joining a union, President Rice said that this is outside the scope of his position as Faculty Senate President.

4. Library Committee Report

Bob Stanley, chair of the Library Committee, proposed the following motion to the Senate.

“WHEREAS the Library has lost 50% of its purchasing power over the last two decades under current flat budget appropriations due to inflation, and WHEREAS continued flat allocations will lead to further cuts in materials acquisitions, BE IT RESOLVED, that the Library Committee strongly supports the collection recommendations made by the SACS Team in 2001 and the Provost's request for a 15% annual increase to the baseline for acquisitions.”

Speaking in favor of the proposal, Theresa Liedtka, Dean of the Library, stated that inflation combined with the library's stagnant budget since 1989 has had major repercussions. For instance, 1536 serial subscriptions have been dropped. She said that the Library Committee is not asking for the library budget to be the top priority; rather, the committee wants the library budget problems to be recognized.

There was considerable discussion about the overall lack of funding at UTC and funding priorities. President Rice restated his belief that the salary adjustment issue must come first, yet acknowledged the importance of the library budget. Others also spoke in favor of the importance of the library budget, while yet others argued that faculty travel and equipment budgets are also very important. Would passing this resolution mean that the library budget would have top priority? Provost Friedl responded by saying that he appreciated and welcomed this debate and understands faculty concerns about library funding but also about salary compression, travel funds, and equipment budgets. This sort of discussion will help him and the deans prioritize budget items. However, the Provost also described how much of the Academic Affairs budget is already tied up with mandatory items, including raises connected to promotions, rollovers in the funding of UCF professorship from UCF to state funds, and picking up the half-million dollar tab for

the five tenured Computational Engineering faculty two years early. The Provost also remarked that faculty members are not the only UTC employees with salary compression problems; it does not seem fair that only the faculty should have adjustments. However, adjusting the salaries of all employees has a price tag that the university may not be able to afford. President Rice agreed that adjustments must be considered for all employees; however, there have been cases recently when adjustments were made only to administrative salaries.

The Provost also pointed out that while he has asked for a \$3 million increase in the Academic Affairs budget, he does not expect to get it, partly because Academic Affairs cannot insist on receiving every available dollar. What good would it do to fund new instructors, equipment, etc., if the university has no electricity? In response to questions, the Provost responded that it is too early to say what items will be funded. Questions about tuition increases and problems with TennCare must be settled first. One reason items have not been prioritized is to allow flexibility in allocating whatever limited funds are made available, rather than fully funding the first few items and not funding lower-ranked items at all.

The vote to approve the resolution about library funding passed.

President Rice thanked the Library Committee for all their hard work this year.

5. Contingent Faculty

Tim Parker moved and Matt Greenwell seconded that contingent faculty have two representatives to the Faculty Senate (compared to one now). Discussion followed about the importance of contingent faculty to UTC. Provost Friedl mentioned that one quarter of all credit hours are attributable to adjunct (part-time) faculty and another one quarter is attributable to one year non-tenure-track faculty. Various suggestions were made about election procedures, including having Senate members elected from contingent faculty subgroups such as adjunct and full-time; having more than two contingent Senate members; having 3-year terms; and having staggered terms. Randy Walker moved and Fritz Efav seconded committing this motion to the Handbook Committee, with the Handbook Committee commissioned to work with the Contingent Faculty Committee to develop on a more specific motion. The motion to commit passed unanimously.

6. Curriculum Committee

Burch Oglesby presented a motion from the Curriculum Committee to approve a new preK-3 teacher education program from the Department of Human Ecology. Steve Kuhn said that he had not had time to read it and moved that this item be tabled. President Rice remarked that according to the Handbook, material to be considered by the Senate must be received 72 hours in advance. The material from the Curriculum Committee was received only seven hours before the meeting. The motion to table passed.

7. Handbook Committee

Matt Greenwell presented five separate motions on Chapter 3 from the Handbook Committee and gave a presentation about the changes. The first motion was to accept all revisions to Chapter 3 except 3.2.2 (Probationary Faculty Evaluation and Development by Objectives (EDO)), and 3.4.7 (Evaluation of Tenured Faculty Members). Professor Greenwell said the revisions included in this motion were mostly non-controversial updates and improvements in organization. This motion passed unanimously.

Professor Greenwell summarized some of the major revisions in sections 3.2.2 and 3.4.7.

- (a) The composition of the Ad Hoc EDO Appeals Committee is proposed as follows: the chair of the faculty member's departmental Rank and Tenure Committee; two department heads, selected annually each August by the Committee on Committees to serve for the academic year; and two faculty, selected annually each August by the office of the Provost to serve for the academic year.
- (b) The evaluation of tenured faculty is proposed to involve a three-year cycle of objective-setting (rather than the current annual cycle); the one-year cycle on performance review cannot be changed.
- (c) The Handbook does not contain any reference to a 20% cap on exceptional merits and the Handbook Committee proposes that we leave it this way. This is an administrative cap enforced by administrators.
- (d) A standard dossier has been developed.

Matt Greenwell commented that the Handbook Committee had worked closely with the Provost's Office, especially David Pittenger, to develop acceptable revisions.

There was considerable discussion about the merits of the EDO process. Professor Chris Stuart, a tenure-track faculty member, discussed problems related to the EDO and tenure processes. He said that the relationship between the reappointment process conducted by the Rank and Tenure Committee and the EDO process conducted by the department head is unclear. He himself is very happy with his department head and dean but is very frustrated by the EDO process, which is "just used to hurt you." It's all penalties and no rewards. It also seems that in some departments the faculty take turns being in the 20% exceptional merit category—and you may not get exceptional merit because it's not your turn. This does not make sense.

Stacy Ray said that the EDO process can be a healthy one because some faculty members need to explain what they are doing. She also knows quite a few people who have been rewarded in various ways for getting exceptional merit.

Matt Greenwell said that the most feedback most tenure-track faculty receive is from their department heads during EDO conferences. He also said that "any system that punishes without reward is deeply and profoundly flawed."

Jonathan McNair made a positive comment about the standard dossier.

8. Administrative Reports

Provost John Friedl reported the following.

- (a) Gail Meyer and Verbie Prevost are now the new heads of the Chemistry and English Departments respectively.
- (b) Projected enrollment increases for next year were originally set at 234 students and is now down to 100 students. How will classes be staffed for more students? This is not being budgeted in advance.
- (c) All faculty members are urged to complete the Summary of Student Engagement Survey being conducted by the Quality Enhancement Program Committee.
- (d) The problem of faculty members being sued while performing university service and not being defended by the state is still a problem. It is being taken up at the highest levels. We will continue to monitor this situation.

The Provost also commented that his main purpose in attending Senate meetings is not to speak but to listen. He assured the assembly that he had heard their complaints about the lack of reward for exceptional merit and problems with the 20% exceptional merit quota. People need rewards, but unfortunately it is not going to happen this year.

9. Other Business

None.

10. Faculty Concerns

None.

11. Announcements

Remember to submit forms evaluating Chancellor candidates.

12. Adjournment

The Senate adjourned at 5:06p.m.

Respectfully submitted,

Betsy Darken
Faculty Senate Secretary