

THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA
FACULTY SENATE MINUTES
 October 21, 2004

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

Among the Guests Present: Linda Orth, Herb Burhenn, Holly Cowart, Chuck Cantrell, Deborah Parker, and Larry Garrison

SUMMARY

Joint UT Resolution on Faculty Salaries

The Senate discussed and endorsed a resolution originating from UTK regarding salary equity.

Other business:

- * The Executive Committee provided information on ad hoc committees, charges to the General Education Committee, and eligibility for raises.
- * Vice Chancellor Richard Brown gave a presentation on the UTC United Way campaign.
- * Provost John Friedl presented several information items.
- * Actions are being taken to persuade the city not to re-open Vine St.

* Arguments in favor of tenure were presented by Fritz Efaw.

Passed Motions:

1. Endorsement of UT Resolution related to faculty salaries
2. Opposition to re-opening of Vine St.

MINUTES

1. Call to Order: The meeting was called to order at 3:02 p.m.

2. Approval of the Minutes

Stephen Kuhn moved and Linda Collins seconded the approval of the Faculty Senate minutes of October 7, 2004. Claire McCullough commented that these minutes contained a number of editorial remarks. Such remarks, she said, are inappropriate in minutes. Minutes should be an objective account. Jim Hiestand and several other senators agreed. The minutes were approved unanimously.

3. Report from the Executive Committee

a. Ad Hoc Committee Memberships

President Rice reported on the membership of a number of ad hoc committees.

(1) Review of Service Committee

Marvin Ernst is chair of this committee, which includes Janet Secrest, Claire McCullough, Betsy Darken, and Margaret Takeda.

(2) Quality Enhancement Plan Committee

Vicki Steinberg, Stacy Ray, and Joe Wilferth have already agreed to serve on this committee. Karen Adsit will be the ex officio member. Others will be added. It is expected that this committee's work will extend over a number of years and that its membership may change from year to year.

(3) Calendar Committee

The members of this committee include Gretchen Potts (who will convene the first meeting), Claire McCullough, Chris Brockman, and Robin Lee, with someone from the Registrar's Office as an ex officio member.

(4) Peer Group Committee

The membership of this committee includes Jim Tucker, Roger Briley, David Levine, John Garrett, and Kimberly Turner, with Richard Gruetzmacher as an ex officio member.

b. Resolution on Faculty Salaries

President Rice reported that the UTK Senate endorsed a resolution Monday afternoon concerning faculty compensation and other budgetary issues, to be sent to the UT Board of Trustees and the Governor. The UTK faculty president has asked all UT campuses to endorse it as well. The resolution is as follows.

WHEREAS, Administrative salaries among the Southern Regional Education Board (SREB) institutions have increased more rapidly than faculty salaries in recent years; and

WHEREAS, Faculty salaries in the University of Tennessee system have not kept pace with the SREB averages; and

WHEREAS, Cuts in state funding to higher education have resulted in decreased operating funds for academic departments and programs; therefore

BE IT RESOLVED THAT the Faculty Senate(s) urge Governor Bredesen and the Board of Trustees to establish budget priorities that address the relative decline in faculty compensation, restore faculty lines and academic program operating expenses, and link administrator and faculty compensation trends and decrease the disparity between them.

President Rice reported that UT-Martin and UT-Memphis are also preparing to vote on this resolution. It is intended to be a joint effort by all UT Senates to bring attention to neglected faculty salary equity on a state-wide basis. The resolution contains a revision of the original drafted by the UTC Executive Committee that was accepted by the Knoxville Senate. President Rice observed that the study by Knoxville faculty this year reiterates the report last year from the UTC Faculty Federation. At Knoxville, the UTK provost spoke against the resolution, but others argued that he was comparing apples and oranges. President Rice urged the Senate to endorse the resolution as presented so that all UT campuses could present one resolution. Marvin Ernst moved and Randy Walker seconded that this resolution be endorsed.

Joe Dumas moved and Claire McCullough seconded an amendment to strike (1) the first “Whereas...” and (2) the last part of the resolution, “and link administrator and faculty compensation trends and decrease the disparity between them.” Discussion followed. Professor Dumas argued that the UTC Senate did not have to approve exactly the same resolution at UTK, and that the resolution as stated indicated that if administrative salaries were to go down, then faculty salaries would have to go down as well. Claire McCullough argued that the resolution put the faculty unnecessarily at odds with the administration. The problem is that the state is not funding higher education according to its own formula and is not doing what it is supposed to be doing.

Richard Rice argued that the problem is not only to get more money for higher education but to address how this money is to be used. Situations like the one reported in the paper today, with former UT President John Shumaker insisting on a payment of \$493,000, give people that impression that money to higher education is going to waste. We must make the point that the lack of competitiveness in UT system faculty salaries leads to poorer education. We are not even competitive with other southern states. If the resolution sounds self-serving, then so be it. He did not see the resolution as an attack on administrators--faculty and administrators must work together on this problem.

After further discussion, the question was called without objection. The motion to amend the resolution was defeated by a vote of 6 to 20. The motion to endorse the resolution passed.

President Rice remarked that the points made by those who supported the amendment and those concerned about sounding self-serving were well-taken. When this resolution is presented to the Board on November 9, the concerns discussed above will be made part of the discussion.

c. Report on General Education

President Rice reported that the Executive Committee discussed questions raised about general education and have decided on the following charges for the General Education Committee:

- (1) To communicate to all departments the General Education recertification requirements, including materials that must be archived for the purpose of recertifying general education courses, and to review a set number of courses each year;
- (2) To review the efficacy of the General Education Program and make an assessment report by the end of this academic year, so that the Faculty Senate can consider making adjustments or looking at different program models as suggested by Provost Friedl;
- (3) To consider petitions regarding university requirements, as they will still be required for students under previous catalogs, but not to recertify courses or programs used for these requirements; and
- (4) To update the General Education webpage.

d. Concerns about Across-the-Board Raises

President Rice reported that the State law is clear that employees receiving “unsatisfactory work performance” ratings are not eligible for across-the-board raises. Provost Friedl stated that faculty who receive the “Needs Improvement” rating are eligible for across-the-board raises, but those receiving “Unsatisfactory” are not. Vice Chancellor Richard Brown confirmed that only one faculty member had received an unsatisfactory rating this past year. Fritz Efaw wanted to know if those who are appealing either of these two ratings would still get across-the-board raises during the appeal. Provost Friedl stated that those whose appeals are successful would receive their raises retroactively. Professor Efaw commented about the punitive nature of our yearly evaluation process, since those not

getting raises lose the raise for the whole year, not just for two weeks or a month. Provost Friedl disagreed, saying that while the EDO process occurred only once a year, hypothetically an EDO remediation plan could set a shorter time period for re-evaluation, so that the faculty member may become eligible for the raise sooner than in one year's time. Professor Efaw commented that the EDO process was being used to get people out the door. The faculty members who had received "Needs Improvement" ratings this past year had retired.

4. Handbook Committee (added agenda item)

Matt Greenwell reported that the Handbook Committee has reached the conclusion that it needs to revise Chapter 3 because it is confusing.

5. Chancellor Search Committee

President Rice reported that the Chair of this committee, Verbie Prevost, was out-of-town today but would be happy to report to the Senate at its next meeting.

6. Commencement Committee Report

President Rice reminded the Senate that this committee gave a report last year that included a recommendation to appoint a Grand Marshal. The Executive Committee will discuss this matter and report back to the Senate.

7. United Way

Richard Brown, chair of the UTC United Way campaign, thanked all those who have already contributed to United Way. He said that the UTC goal is \$100,000 and that he accepts gifts both large and small. He thanked Richard Rice, Jean Dake, and Marge Ferguson for their leadership in this campaign. He described one United Way-funded program to supply books to needy children. Illiteracy is directly related to the number of prison beds filled. UTC is one of the top 20 corporate United Way leaders, and UTC personnel actually receive back more money from United Way organizations than is given by UTC. He urged all to give, thanked the leadership and honors givers in the room, welcomed everyone to attend the upcoming silent auction, passed out 100 Grand candy bars, and asked everyone to help raise the red bar in the United Way thermometers around campus.

8. Administrative Reports

Provost John Friedl made several announcements:

- a. A petition for substantial change has been sent to SACS regarding our doctoral programs. After their site visit in February, SACS will hopefully give their permanent blessing to UTC as a doctoral institution.
- b. About 30 faculty searches are under way.

- c. A library staff position has been upgraded to a faculty position. It is concerned with electronic resources.
- d. The Provost has circulated a draft of the new THEC master plan and urges those interested to read it. He is concerned about the implications of this plan for UTC.

Marvin Ernst suggested that the Senate invite the local THEC representative, Jack Murrah, to speak to the Senate. Provost Friedl said that this was an excellent suggestion and President Rice said that the Executive Committee would pursue the matter.

9. Other Business

a. Concern about Re-Opening of Vine Street

Linda Collins, chair of the Campus Landscape Committee, reported her committee's dismay at the city's interest in re-opening Vine St. to traffic. She commented that many people had been injured on this street before it was closed. Her committee has plans for using the closed street. In consultation with President Rice, she and her committee are drafting a letter to the City Commission expressing grave concern about this issue. She is also approaching the student and staff organizations about this issue.

Marvin Ernst moved to oppose the re-opening of Vine Street. The motion was seconded and passed unanimously.

b. Arguments in Favor of Tenure

Fritz Efaw raised a number of points in response to Betsy Darken's remarks at the previous Senate meeting on the subject of tenure. After Professor Efaw made a number of comments on this issue, President Rice suggested that he was making good but complicated arguments and requested that he provide the secretary a written version of his comments so that they could be included in the minutes. Professor Efaw agreed to do so.

10. Announcements

- a. Marvin Ernst reported that the Chancellor Search Committee has hired the firm of Baker Park to assist in the search process.
- d. Matt Greenwell announced that an exciting art exhibit is opening in the Cress Art Gallery on Wednesday and invited all to come.

11. Adjournment

The Senate adjourned at 4:10 p.m.

Objectively submitted,

Betsy Darken
Faculty Senate Secretary