

THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA
2005-2006 FACULTY SENATE MINUTES
February 16, 2006

<u>Division</u>	<u>Present</u>	<u>Absent</u>
President	Richard Rice	
Past-President		Marvin Ernst
At-Large	Stephen Kuhn, Claire McCullough, Jonathan McNair Joanie Sompayrac, Judith Wakim	
Adjunct		Tim Parker
Behavioral	Fritz Efaw, Shela Van Ness, Helen Eigenberg David Brodsky	
Business	Debbie Archambeault, Beni Asllani	Chris Brockman, John Alvis
Engineering	Joe Dumas, Jim Hiestand, Kathy Winters, Roger Briley	
Fine Arts	Gavin Townsend	Matt Greenwell, Jillian Zwilling
CHEPS	Burch Oglesby, Kay Lindgren, Linda Johnston, Dana Wertemberger, Ted Miller, Robin Lee	
Humanities	Vicki Steinberg, Jennifer Beech Tony Steinhoff, Chuck Lippy	Elizabeth Gailey
Library	Mike Bell	Priscilla Seaman
Math & Science	Bob Marlowe, Betsy Darken, Henry Spratt, Gretchen Potts, Sharon Brueggeman	
Ex-Officio	Herb Burhenn, David Pittenger, Theresa Liedtka, Jocelyn Sanders	Roger Brown, Richard Brown, Mary Lynn Williamson

Among the Guests Present: Deborah Arfken, Mary Tanner, Linda Orth, Charles Nelson, Sara Peters

Summary

Motions and actions:

1. The ad hoc heads vs. chairs committee, chaired by Bruce Hutchinson, is to start work this semester.
2. The Senate approved the statewide Faculty Council charter.
3. An ad hoc University Club committee has been formed and is chaired by Joe Dumas.
4. The Senate revised and approved a resolution presented by the Women's Caucus on sexual misconduct among students.

5. The Senate approved two curriculum proposals from the Graduate Council, one regarding a field component for a number of education courses and the other a clarification of hours required for the M.S. degree in Environmental Science.

The Senate also learned about the sad state of affairs regarding salary compression at UTC; two special tenure situations that the UT administration is taking to the Board; and the current situation with regard to a course substitution/waiver policy for students with disabilities.

Minutes

Note: “[Attachment.]” refers to a document that was sent out with the agenda. These documents will eventually appear, God willing, on a new and improved Faculty Senate website.

1. Call to Order

The meeting came to order at 3:10 p.m.

2. Approval of the minutes of February 2, 2006

The minutes were approved without correction.

3. Executive Committee Report

a. Update on department heads vs. chairs ad hoc committee

President Rice reported that Professor Bruce Hutchinson has agreed to chair this committee. The Executive Committee recommended that the formation of this committee be postponed until we have a permanent provost. However, several members of the Senate spoke in favor of forming the committee now. A motion was passed to form the committee immediately. President Rice will seek volunteers.

b. Report on Budget Hearings

President Rice repeated the presentation he gave at the budget. [Attachment.] High points were as follows. The proposed Tennessee higher education budget includes a 2% increase for state employees. President Rice argued that the mission of UTC is not defined by a theoretical mission statement but by its budget. When THEC tried to weaken UTC’s peer group, which is used to determine budget issues such as appropriate salaries, UTC countered this move. However, President Rice said that it is better to use CUPA data. Some say that for academics, “it’s not the money,” but it is. Faculty members not only have expenses like everyone else, but they also know that “pay signals who and what is valued.” Faculty compensation lags behind inflation. It would take \$400,000 per year to keep the compression problem from getting worse; it would take \$900,000 a year to close the gap to bring UTC up to the

peer average; two years ago, \$200,000 was budgeted for the compression problem; last year, nothing was budgeted. While not all faculty members are equal, merit pay works only if fair base salaries are in place; otherwise a very competitive Darwinian atmosphere will prevail. If we must have “merit” pay, then it should be funded from a sacrosanct pool as a bonus in the \$3,000-\$5,000 range. Quotas defeat the search for excellence.

Next, Stephanie Smullen, chair of the Faculty Budget and Economic Status Committee, gave a report on salary compression. [Attachment.] The main point is that salaries become significantly less competitive the longer one stays at UTC. Only 25% of full professors are at 90% of the CUPA average. The report contains a table of average UTC and CUPA salaries broken down by rank and department.

President Rice commented on the problems inherent in stipulating a 20% cap on exceptional merit ratings. [Attachment.] For instance, UT President Petersen has argued for the importance of keeping “stars.” If there are a lot of stars in one department, the 20% cap thwarts this goal. Professor Hiestand commented that it is like giving the top few students in a class A’s and everyone else low grades.

There followed a discussion as to the appropriateness of using CUPA data, given such factors as the lower cost of living in Chattanooga and the higher salaries of UTC faculty in the Business School and the SIM Center. It was argued that the department-by-department breakdown of the data, adjustments made in the CUPA analysis, and the large gap between UTC and CUPA averages demonstrates the injustice of salary compression at UTC. Professor McCullough noted that this is also a problem in industry. Professor Steinhoff remarked that, with raises funded by tuition increases at UTC, we should be the ones to decide how to distribute these funds. President Rice added that, nationally, tuition increases have far exceeded cost of living increases, but not at UTC. This is an ongoing faculty issue and the faculty will be watching to see how it is handled this year.

c. Statewide Faculty Council Charter

Jennifer Beech moved and Gavin Townsend seconded the approval of a revised charter for a statewide Faculty Council. [Attachment.] In answer to questions, President Rice commented that the idea for this council issued from meetings among senate presidents from UT institutions; a clause about amending the charter was removed to simplify matters and the issue of amendments would be dealt with later; travel expenses would be primarily mileage, which is covered in the charter; and the establishment of this council is not subject to the approval of the UT system, although there seem to be “positive vibes” from the UT administration. The motion passed, 28-1-3.

d. Update on policy regarding students with disabilities

Betsy Darken recounted the background for this issue: the administration has developed a policy regulating course substitutions and waivers for students with disabilities, prompted by a case last year and legal issues related to the Americans with Disabilities Act. Last semester the Senate sent this policy to the Standards Committee for their consideration. Professor Darken passed on the comments of Jane Brower, chair of Standards Committee: this committee consulted with Michelle Rigler, Manager of the Office for Students with disabilities, and Associate Provost Jocelyn Sanders, and then made recommendations to the Provost to eliminate the inclusion of course waivers and include more specific stipulations for obtaining course substitutions. The Provost is currently considering these recommendations. The Standards Committee will consider any revisions and then submit the issue to the Senate. Provost Burhenn expressed surprise that the Standards Committee will be reconsidering the matter. Professor Steinhoff wondered, since the policy is already in place, whether the administration is open to suggestions.

e. News flash about UT System proposal regarding special tenure situations

President Rice announced that UT Vice-President Bob Levy is presenting two items to the Board of Trustees regarding special tenure situations. Provost Burhenn clarified that one item concerned the circumstances under which tenure can be obtained without the usual minimum one year probationary period; the second creates the possibility of part-time faculty, usually faculty with split appointments, obtaining tenure. These situations arise at UTC and elsewhere in the system and the new policies are intended to keep the UT system competitive.

f. University Club

The Faculty Club has been renamed the University Club. Professor Joe Dumas has agreed to chair an ad hoc committee to consider issues related to funding and the use of facilities. Other members of the committee include Bill Prince, Barbara Wofford, Sandy Zitkus, and Bob Marlowe.

4. Women's Caucus Resolution

Claire McCullough moved and Kathy Winters seconded the approval of the following resolution from the Women's Caucus:

The UTC Faculty condemns exploitative forms of sexual conduct, such as stalking, aggravated assault, sexual harassment, rape, date rape, acquaintance rape, gang rape, and hate crimes. To that end, the University shall take whatever steps necessary, within its role and jurisdiction, to prevent and penalize occurrence of such behavior among UTC students, and educate the student body more broadly about these issues.

Jim Hiestand moved and Steve Kuhn seconded an amendment to remove the phrase “hate crimes” from the proposal. They argued that this phrase has much broader connotations than the other phrases related to sexual misconduct. Jonathan McNair moved and Betsy Darken seconded a substitute motion to move the phrase “hate crimes” to the first sentence, with the latter reworded to read, “condemns hate crimes and exploitative forms of sexual conduct.” Considerable discussion followed on such matters as the definition of hate crimes (crimes targeting members of groups); why the resolution is limited to students (faculty and staff misconduct hasn’t hit the front page of the paper); the narrow focus of the proposal (we have to start somewhere); and the need for a more focused statement (inclusion of “hate crimes” blurs the focus on sexual conduct and muddies the waters). The substitute amendment to revise the first sentence was defeated, 14-12-3. The amendment to delete “hate crimes” from the proposal passed.

Roger Briley proposed an amendment to preface the resolution with the following statement: “The UTC Faculty is fully committed to an educational environment and experiences for students that prepare them to become well-educated, ethical, and active leaders throughout their lives. Accordingly, [followed by the resolution].” This was accepted as a friendly amendment.

More discussion followed, with remarks about the importance of addressing the issue of student sexual misconduct and publicizing our concern given the unfortunate events of last semester; developing ways to publicize this resolution, including taking it to the full faculty and possibly including it in the student handbook; noting that misconduct is not limited to students; and observing that domestic violence is much worse than what is being addressed here. Jonathan McNair appealed eloquently for an end to hair-splitting. The motion, amended as follows, passed unanimously:

“The UTC Faculty is fully committed to an educational environment and experiences for students that prepare them to become well-educated, ethical, and active leaders throughout their lives. Accordingly, the UTC Faculty condemns exploitative forms of sexual conduct, such as stalking, aggravated assault, sexual harassment, rape, date rape, acquaintance rape, and gang rape. To that end, the University shall take whatever steps necessary, within its role and jurisdiction, to prevent and penalize occurrence of such behavior among UTC students, and educate the student body more broadly about these issues.”

In connection to this discussion, Professor Helen Eigenberg called the Senate’s attention to an open faculty/staff forum dealing with sexual misconduct, providing information about institutional response and answering questions. This forum is to be held on April 10 at 3:30 p.m.

5. Graduate Council

Professor Joe Dumas, Chair of the Graduate Council, moved the approval of two proposals. [Attachment.] The first was to correct catalog descriptions of Education

561, 562, 563, and 564, to include the statement, “field component required;” these courses have always included such a component. The motion passed, 21-0. The second item was a clarification that a total of 38 hours is required for the M.S. degree in Environmental Science. The motion passed, 24-0.

6. Administrative Reports

Provost Burhenn expressed his thanks to the faculty for heeding the call to attend events associated with the installation of the chancellor.

7. Other Business

None.

8. Faculty Concerns

None.

9. Adjournment

The Senate adjourned at 4:39 p.m.

Respectfully submitted,

Betsy Darken
Faculty Senate Secretary

(With thanks to Gretchen Potts for holding the fort/pen for the first few minutes of the meeting)