

UTC FACULTY SENATE AGENDA

April 20, 2006

3:10 p.m., Signal Mountain Room of the University Center

1. Call to Order
2. Approval of the [Minutes of April 6, 2006](#)
3. Report from the Executive Committee
 - a. Role of service: a continuing issue
 - b. Contingent faculty: questions about evaluation
 - c. ROTC program: an exploratory study
 - d. Annual committee reports [attachments pending]
4. [Graduate Council](#) (Joe Dumas) [attachment]
5. [Curriculum Committee](#) (Burch Oglesby)
6. [Budget and Economic Status Committee](#) (Stephanie Smullen)
[New Budget, Faculty Adjustments, CUPA data](#)
Recommendations on merit and compression salary adjustments
7. Distribution of mandated state raise (Richard Rice)
An Executive Committee recommendation
8. Standards Committee (Jane Brower)
Report on course waiver/substitution policy for students with disabilities
9. Commencements (Richard Rice)
An Executive Committee recommendation
10. Administrative Reports
11. Other Business
12. Faculty Concerns
13. Announcements
14. Adjournment

The organizational meeting of the 2006-2007 Faculty Senate will occur immediately after the adjournment of the 2005-2006 Faculty Senate.

**THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA
2005-2006 FACULTY SENATE MINUTES**

April 20, 2006

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

Among the Guests Present: Deborah Arfken, Linda Orth, Stephanie Smullen, Deborah McAllister, Matthew Guy, Rebecca Jones, Dolly Gerregano, John Freeman, Felicia Sturzer, Jason Griffey

SUMMARY

Items for the 2006-2007: the role of service, evaluation of contingent faculty, and an ROTC program.

The Senate passed curriculum proposals for a visual art concentration in the M.Ed. program, ENEE changes, and changes to the African minor. It also approved changing the date for submission of proposals to the Curriculum Committee for the next year's catalog from Reading Day to November 15.

The Senate endorsed recommendations from the Budget and Economic Status Committee regarding allocation of funds, merit raises, a percent raise for promotions to associate professor, and a pay adjustment plan.

After some discussion, the Senate postponed discussion of a proposal on course waivers and substitutions for students with disabilities.

The Senate defeated a motion to eliminate the summer commencement and approved recommendations for higher profile commencement speakers, an academic robe rental program, and pursuit of non-state funds to provide incentives to the faculty for attending commencements.

MINUTES

1. Call to Order

The meeting came to order at 3:12 p.m.

2. Approval of Minutes of April 4, 2006

The minutes were approved without correction.

3. Executive Committee Report

a. Role of service: a continuing issue

President Rice recapped the problem of UT not being willing to pay legal fees for a faculty member involved in a lawsuit related to his service on a community board. He also referred to comments about service made last semester by the deans of UTC's colleges. The issue of service still needs attention and is a matter that next year's Senate may wish to consider.

b. Evaluating contingent faculty

Matt Greenwell reported that department heads are now being asked to do EDO's for teaching faculty with one-year appointments and no service or research requirements. There is an issue here of how the accomplishments of these faculty members should be compared to those of tenured or tenure-track faculty for "exceeds expectations" ratings, where there is a 20% cap. It's an apples and oranges situation that needs clarification. Perhaps there should be a separate merit pay pool for such faculty. President Rice said this is a concern that should be considered by next year's Senate.

c. ROTC Program

President Rice referred to newspaper articles about a proposed ROTC program and asked Provost Burhenn to clarify this issue. Dr. Burhenn said that the ROTC program had been

discontinued a number of years ago, not by UTC's choice but by the US military. There have been several meetings in the last several weeks with the general of the Tennessee National Guard. A revived ROTC program would be staffed by two army personnel from Chattanooga and one from Knoxville, and would be a satellite of the Knoxville ROTC program. The only cost to UTC would be providing support staff. Courses for this program should be brought to the faculty in the fall, and if approved, the 40-hour program will hopefully be in place for Fall 2007. It is not a major or minor program and students will probably have to take more than 120 hours, but they will have extra opportunities for financial aid.

Matt Greenwell requested that opportunities be made available for concerned faculty members to weigh in on moral issues connected to this program, including the issue of gays in the military. Dr. Rice commented that some institutions were not allowing military recruiters on campus.

d. Annual Committee Reports

Secretary Darken drew the Senate's attention to the annual committee reports that had been sent out prior to the meeting, pointing out how much work these committees have done and how vital this work is to the university. Sharon Brueggeman commented that not all committees have submitted their reports and asked that a more complete report be made available to the Senate once remaining reports are submitted.

4. Graduate Council

Joe Dumas presented the proposal to add the concentration, Visual Art, for the M.Ed. Secondary Education degree program. He pointed out that "visual art" is more particular than "the arts." The motion passed, 27-0-0.

5. Curriculum Committee

Burch Oglesby presented proposals 72, 73, 75, and 76, including changes to prerequisites for ENEE 272 and 373; changes to ENEE 477; and addition of History 423 and Music 320 to the African minor. He also presented a recommendation that the deadline for curriculum proposals to be submitted in time for the following year's catalog be changed from Reading Day of fall semester to November 15. Everyone always waits until the last minute, the committee was deluged this year, and this proposed date should allow departments enough time to prepare proposals and the committee enough time to consider them. Dr. Oglesby also thanked Registrar Linda Orth and Sandy Zitkus for the marvelous support they have provided to the committee; without their help the committee's work would have been almost impossible to complete.

Tony Steinhoff raised the question of whether this would limit new faculty members' chances of developing new courses. It is not unheard of for a new faculty member to be expected to develop new courses quickly, especially for new programs. Joe Dumas said

that “special topics” courses could handle this situation; also, graduate course proposals have different deadlines.

The proposals were approved, 27-0-0.

6. Budget and Economic Status Committee

Stephanie Smullen presented recommendations from the committee and discussed charts that had been provided to the Senate. (See attached.) Recommendations included giving cost-of-living adjustments prior to merit raises, stipulating an 8% percent raise for promotions to associate professor, implementing a simplified pay adjustment plan modeled after a staff plan, and prioritizing the allocation of additional tuition revenue as follows:

If the legislature is able to give additional funds to UTC, the committee recommends that these funds are allocated in this order:

1. \$565,000 for additional 1% raises
2. \$400,000 for faculty compression adjustments (in addition to the funds for compression adjustment listed as a use for tuition funds).
3. \$791,000 for additional 1.4% raises to fully adjust for 2005 Cost of Living increase of 3.4%
4. Merit pay
5. Other increased expenditures

A concern was raised about the exclusion of 12-month faculty from this report. Mike Bell remarked that data is available from CUPA for this sizable group of people, although it costs money. Professor Smullen commented that there are complications connected to this issue, such as variations in teaching loads and so on. Fritz Efav stressed the importance of using a formula in determining raises rather than the whims of department heads. In answer to a question, Professor Smullen commented that addressing compression was given a higher priority than other concerns because it is getting worse every year. Professor Rice said that the administration has been paying more attention to this issue.

The Senate approved the report from the Budget and Economic Status Committee.

On a related issue, President Rice said that UT President Petersen seems to be inclined once again to split the 2% state-mandated increase into a 1% across-the-board raise and 1% for merit. To indicate the faculty’s displeasure about not getting the same across-the-board raises as other state employees, he recommended that the Senate endorse the following motion: “The UTC Faculty Senate resolves that state-mandated across-the-board employee raises shall not be divided. We support separate funding for compression, incentives, and other compensation policies.” After considerable discussion about the wording of this proposal, Professor Rice accepted a friendly amendment from Betsy Darken for the proposal to read as follows:

“The UTC Faculty resolves that any state-mandated across-the-board raises for non-university employees also be applied across-the-board to all categories of university employees.”

This motion passed.

8. Standards Committee

Jane Brower passed out the latest version of a course waiver/substitution policy for students with disabilities. Linda Orth clarified that a student receiving a course waiver would still have to complete 120 hours for graduation. Gavin Townsend questioned why waivers should be allowed. Why not just substitutions? Debbie Parker, Associate Vice Chancellor for Business and Financial Affairs, said that former provost John Friedl had referred to case law about making accommodations for students with “cognitive deficits.” Betsy Darken asked why students with “cognitive deficits” would be permitted to bypass certain requirements while other students who also struggle mightily with these requirements, but do not have this designation, would not be permitted to bypass them. Joe Dumas drew attention to the statement in the policy that “If after this attempt, the student is unable to achieve a satisfactory grade in the course, he or she may begin the petition process.” One attempt? He has lots of students who must try more than once to be successful. It was clarified that “this attempt” does not necessarily mean that the student may give up after a single attempt to complete a course.

Kathy Winters commented about the distinction between failing because of lack of effort and failing because “you can’t do it.” Her own son, who has a learning disability, eventually completed his program’s requirements after reasonable accommodations were made. Rardy Spratt commented about the difference between physical disabilities and cognitive disabilities. He once accommodated a student in a wheelchair who had trouble using a microscope. However, it’s different if “you can’t cut the mustard.” Tony Steinhoff commented that he had worked with the Office for Students with Disabilities and had been impressed with their rigorous standards. This policy is for students with exceptional circumstances. Betsy Darken moved to postpone the proposal until Michelle Rigler of OSD could be in attendance to answer questions. Steve Kuhn seconded. The motion to postpone passed.

9. Commencement Recommendations

Richard Rice made the following recommendations regarding commencements:

1. Elimination of the Summer Commencement
2. Pursuit of higher profile speakers whenever possible
3. Establishing an academic robe bank/rental program for faculty
4. Seeking non-state funds to provide attendance incentives

Fran Bender, chair of the 2003-2004 Commencement Committee, argued against the recommendation to eliminate the summer commencement. In 2004, her committee had also been inclined initially to reduce the number of commencements. However, after

several members of her committee made “impassioned pleas,” the committee chose to unanimously recommend retaining three commencements, along with recommendations similar to the other three proposed by Richard Rice as well as additional recommendations. The points made in favor of three commencements included the following: commencements are for students and their families, not for faculty members; commencements are a huge deal for many families, especially since so many of our students are first-time college graduates in their families; commencements provide a lot of good publicity for UTC—the eyes of the community are upon us at these times. President Rice said that it was common for universities to have only two graduations. Jillian Zwilling affirmed the importance of the commencement ceremony for many students. Further discussion followed as to whether or not students needed the diploma to get jobs, how students do not get diplomas at commencements (these are mailed weeks later), whether a student fee should be charged to cover the costs of commencements, and the possibility of holding separate commencements for each college within UTC (but they’re not big enough). Betsy Darken moved to separate the question. The motion to recommend reducing the number of graduations from three to two was defeated. The motion to pass the three other recommendations passed.

10. Administrative Reports

None given the lateness of the hour.

8. Other Business

None.

9. Faculty Concerns

None.

10. Adjournment

The Senate adjourned at 4:59 p.m.

Respectfully submitted,

Betsy Darken
Faculty Senate Secretary

Summary of Curriculum Proposals being brought to the 4-20-06 Faculty Senate Meeting.

Full proposals may be viewed at

<http://www.utc.edu/Administration/CurriculumCommittee/submittedproposals.htm>

72. Changes to prerequisite for ENEE 272

Description: Changes prerequisites from ENGR 270, 271 with a grade of C or better, MATH 245, Corequisite ENEE 273 to prerequisites ENGR 270, 271 with a grade of C or better, MATH 245, PHYS 231/281 Corequisite ENEE 273. Rationale: PHYS 231/281 is already a prerequisite for ENEE 270 and 271. This will keep transfer students and others who have completed the equivalent of ENEE 270 and 271 from enter entering ENEE 272 without the other prerequisites.

Motion for Approval: Preble-Niemi 1st, Cunningham 2nd

Discussion: None

Vote: 6-0 for approval for Fall 2007 catalog

73. Changes to prerequisite for ENEE 373

Description: Makes ENEE 325 are required prerequisite instead of an optional prerequisite. Rationale: This class (325) was re-entered into the EE curriculum allowing it to be restored as a prerequisite.

Motion for Approval: Preble-Niemi 1st, Cunningham 2nd

Discussion: none

Vote: 6-0 for approval for Fall 2007 catalog

75. Changes to ENEE 477

Description: Changes catalog description to add programmable controllers to description and adds ENEE 470 Microprocessor Applications as a prerequisite. Rationale: Engineering had originally intended for this to be a prerequisite. It was overlooked in earlier changes. Aspects of programmable controllers are taught in this class so the change improves the description.

Motion for Approval: Preble-Niemi 1st, Cunningham 2nd

Discussion: none

Vote: 6-0 for approval to for Fall 2007 catalog

76. Addition of History 423 and Music 320 to the Africana Minor

Description: Adds History 423 African Americans in Popular Culture and Music 320 African American Music – An Introduction to the Africana Studies Minor. Motion for Approval: Cunningham 1st, Turpin 2nd

Discussion: Both of these classes were approved earlier in the year by the Curriculum Committee and the Faculty Senate

Vote: 6-0 for approval for Fall 2007 catalog

Change for due date of proposals from Fall Reading Day to November 15th.

Vote: 5 – 0 for approval