

UTC Faculty Senate Minutes
Signal Mountain Room, University Center, 3:10 p.m.
September 21, 2006

The minutes can also be found at: <http://www.utc.edu/FacultySenate/minutes.php>

<u>Division</u>	<u>Present</u>	<u>Absent</u>
President	Gavin Townsend	
Past-President	Richard Rice	
At-Large	Cheryl Robinson, Jim Hiestand, Joanie Sompayrac, Michelle White, Randy Walker and Judith Wakim	
Adjunct	Jean Howard-Hill	
Behavioral Sciences	Lyn Miles and Fritz Efaw	Helen Eigenberg and Shela Van Ness
Business Adm.	Debbie Archambeault, Beni Asllani, Chris Brockman and Diane Halstead	
Eng & Comp Sci	Claire McCullough and Ignatius Formunung	Roger Briley and Kathy Winters
Fine Arts	Mac Smotherman	Stuart Benkert and Jillian Zwilling
CHEPS	Linda Johnston, Dolly Gerregano, Michelle Vineyard and Dana Wertenberger	Kay Lindgren and John Freeman
Humanities	Rebecca Jones, Joe Wilferth, Jennifer Beech, Felicia Sturzer and Matthew Guy	
Library	Jason Griffey and Mike Bell	
Math and Sciences	Sharon Brueggeman, Bob Marlowe and Manuel Santiago	Betsy Darken and Peggy Kovach
Ex-Officio	Herb Burhenn, Jocelyn Sanders and Theresa Liedtka	

Among the guests present: Verbie Prevost, Stephanie Bellar and Charles Nelson

Summary: A [waiver policy for English 122](#) was brought to the senate by the General Education Committee. This policy was passed without objection. Valerie Radu was elected to the Graduate Council. Lyn Miles was elected to the University Faculty Council (UFC) and Randy walker was elected as an alternate to the UFC.

1. Call to order: Meeting was called to order at 3:13 p.m.

2. Approval of minutes from September 7, 2006 and April 20, 2006 (last meeting of 2005-06 Senate)

September 7, 2006 Minutes:

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Minutes/2006Minutes_0907.pdf

April 20, 2006 Minutes:

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2005_06/2005_06Minutes/minute042006.pdf

First order is approval of the minutes of the last meeting. Jim Hiestand has a change under "3. Parliamentary Procedure". In the 11th line, change "request" to "requested", in the 15th line change "changes their vote" to "makes the motion to reconsider", and in the 17th line change "he" to "Gavin". Gavin Townsend also had a change under "4. Report from executive committee, third paragraph, and 5th line; change "about 50%..." to "all but one senator indicated a willingness to consider paying \$50 annual dues for the proposed benefits of the faculty association". Minutes were approved with changes.

Gavin Townsend: We need to approve the minutes of last meeting of the 05-06 faculty senate. Are there any corrections for those minutes? None. Minutes from 04/20/2006 were approved without changes.

3. Gen Ed Committee – Bonnie Warren

a. English 122 Waivers

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Attachments/2006GenEdProposal_WaiverforEnglish122.pdf

Gavin Townsend: General Education Committee met after the last senate meeting last year. So now, we are in a position to look at one of the motions that the committee approved at that last meeting.

Bonnie Warren: This proposal was submitted by the head of the English Department, Verbie Prevost. It was approved by the committee unanimously. It is mainly for transfer students. If the students meet the criteria in the waiver, then the English Department Head contacts Records and alerts them that the student places out of English 122.

Richard Rice: I have no objections to this proposal, but do you anticipate other department trying to develop similar guidelines

Bonnie Warren: Math and Foreign Language have these types of placement.

Richard Rice: In theory, any department head could make similar proposals in the future.

Bonnie Warren: They could, yes.

Jocelyn Sanders: Would this place the student in a higher level English course?

Verbie Prevost: No, it would only place them out of 122

Randy Walker: It is waiving the class, not the hours for graduation.

Verbie Prevost: That is correct. This will affect very few students, fewer than half a dozen a year.

Lyn Miles: I am curious how the English department controls papers that are online, plagiarism

Lauren Ingraham: We discuss the papers with the student and find out for what class the papers were written. There is no guarantee that the papers were written by the student but I feel very confident.

Jennifer Beech: Also, not probable that all the papers off the internet would have the same writing style.

Sharon Brueggeman: I have never heard that you can place out of math all together.

Verbie Prevost: I am not very familiar with the math policy.

Sharon Brueggeman: The only way to test out of 151 is to take the AP test or transfer something else in.

Gavin Townsend: Any other concerns? No. Because, Gen Ed is a standing committee, this is a motion to approve the waiver. Passes by acclamation

b. Report from General Education Committee (2005-2006)

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2005_06/2005_06CommitteeReports/GenEdCommitteeReport.pdf

4. Graduate Council – Election of at-large representative

Gavin Townsend: We have done a little canvassing and we have two representatives: Valerie Radu and Anne Lindsey. When does graduate council meet?

Joe Dumas: Graduate council meets at 3:15 on Thursdays.

GT: Anne authorized me to remove her name because she has a class at that time. Any other nominations from the floor? None.

Randy Walker moved that we accept Valerie Radu, second by Jim Hiestand. Valerie Radu was elected by acclamation.

5. University Faculty Council – Election of faculty representative

GT: We need to have a run-off. Could we possibly have the second person as an alternate, to attend the UFC meetings if the elected representative cannot?

Jim Hiestand: I think we should vote first.

GT: Vote for either Randy Walker or Lyn Miles by secret ballot. Joanie Sompayrac will collect the ballots.

Lyn Miles was elected as the UCF representative.

Lyn Miles: I welcome any concerns that I can take to the UCF.

Gavin Townsend: What about my idea of allowing Randy to be an alternate.

Michelle Vineyard moved that Randy Walker be an alternate for this year only. Seconded by Richard Rice.

Fritz Efaw: Would this be permanent, or for this specific case?

Richard Rice: The by-laws leave it up to the local campuses. I think we are within the guidelines.

Michelle Vineyard: The intent of my motion was for this year only. I am not modifying by-laws.

Joanie Sompayrac: I don't think we should worry about future years, in case there isn't an alternate. Since it is left to our discretion, we should go with this right now.

Richard Rice: The UFC charter calls for staggered terms, but Bob Levy is dealing with it.

Gavin Townsend: I am looking into that.

Jean Howard-Hill: I was thinking that if we had a run-off then we would have an alternate.

Gavin Townsend: I sense we just want to deal with our current situation.

Fritz Efaw: It is also not clear if voting by electronic ballot is going to be the norm. Also, when we voted at the last meeting to have the faculty senate elect the UFC representative, was that a one-time only thing or from now on.

Gavin Townsend: That was permanently.

Fritz Efaw: What about when do we use paper ballots or sit around and raise our hands? I think we should be clear that we will leave it up to the executive committee to determine the process of voting

Joe Wilferth: I would like to make an amendment that Randy Walker be the alternate during Lyn's term.

Michelle Vineyard: I accept the amendment.

Sharon Robinson: Call the question

GT: No objection to the question.

Randy Walker was elected as the alternate.

6. Report from Executive Committee

GT: I am going to Knoxville for an Academic Affairs orientation meeting with the UT board. I would like to bring faculty concerns to the board. My concern arises from UT-System's campaign to promote some disciplines as opposed to others. President Petersen wants to accelerate our ascendancy, and he wants to do it in a normal way. The easiest way to get these numbers up is to apply for government grants. UTC is then following the money trail, following along with STEM (science, technology, engineering and mathematics). What about disciplines not funded by NSF? Are we really in the business of training workers? Do we have a duty to create a class of citizen scholars? Is it appropriate? My concern here was exacerbated when I looked at the video/presentation from the branding teleconference. When I looked over the fun words used in the marketing campaign, there was an obvious STEM slant to the new marketing campaign. I did not see a whole lot of reference to arts, humanities, ethics, etc... I might gently probe the board of trustees about this. When Chancellor

Brown discussed the importance of STEM, the faculty expressed concerns. I guess what I want to hear, and what I haven't heard so far, is something along the lines of how important other disciplines are.

Claire McCullough: I would support funding for arts and humanities. I don't think we should pit them against each other. You are implying that STEM students are not citizen scholars. I assure you that STEM students could not consider problems if they weren't citizen scholars. I don't think we should pit them against each other.

Joanie Sompayrac: I too appreciate what you are trying to do. I think the board of trustees is the wrong audience. They seem to be responding to a bigger crowd, legislature and tax payers. I worry that a lot of the tax payers want us to be accountable for what we do. A lot of them think that a liberal arts education is "fluff". It will fall on deaf ears with the Trustees.

Fritz Efaw: I think that some of what Joanie is saying is correct. Sometimes, we blame the legislature for things they aren't doing. They do the allocating, but it shows that the UT-System administrators are not doing their jobs in getting more money. They are doing themselves and the entire university a disservice by not going to the legislature. My solution is to use the union. Trustees have no one to blame but themselves to not have more funds to work with.

Felicia Sturzer: Does this dichotomy exist, or are we setting it up? The message from UT is that the government funding is going to STEM. We back track from being independent from UT. To what extent is UTC (or the other campuses) going to have some degree of autonomy? What can we do to project a different message to the public and to our students?

Richard Rice: The board has devoted a lot of time and energy. They are really concerned with the university and they get most of their feedback from parents and students. The board may not fully realize that the parents just want their students to get a good education. I found most of the board very receptive.

Randy Walker: The issue is being driven by economics. Where is the money? How is education defined? Education is a broad concept. It is of value to have the board listen to this concern.

Gavin Townsend: In the interest of time, please email comments or concerns to me. (Gavin-Townsend@utc.edu)

7. Administrative Reports

Herbert Burhenn: I want to thank everyone for the large turnout for the branding teleconference. We are about to send out the invitation for UC Foundation proposals. There is not a lot of free money in the budget. A great deal of the budget has been tied up. So, we are going to focus proposals in two areas: student success and internationalizing the campus. The executive staff has been working on selecting a consultant for our strategic planning. It should be underway shortly. We have had the opportunity to distribute funds to the colleges for faculty travel and equipment and operating budgets, ~\$400,000. Any questions?

Richard Rice: Regarding merit pay, were the deans given discretion or was it a campus wide decision?

Herbert Burhenn: We decided to allow colleges to distribute the funds and we would look at faculty performance over the last 5 years. Around 55% of the faculty was affected.

Fritz Efaw: It was the last 5 years for all colleges, except for library that only had 2 years of EDO to look at. But, 5 years was suggested last year, arbitrarily. What the deans have done is not used any imagination to think of a different way to do things. Was there any deeper thought given to that?

Herbert Burhenn: There was deep thought given to the virtue of the consistency of how we do this. I think the deans are willing to look other suggestions. If the faculty senate wants to develop those, they need to start the discussion, very soon.

Fritz Efaw: So what you are saying is that it is going to stay at 5 years? Can we please have a detailed report on how the raises were distributed?

Herbert Burhenn: I would be happy to provide that.

Richard Rice: The last two years the Budget and Economic Status Committee came up with a formula, but has the administration accepted it?

Herbert Burhenn: The formula was not accepted by the system folks.

Richard Rice: We are also dealing with compression issues. As acting provost, are you supportive of dealing with compression issues?

Herbert Burhenn: Chancellor Brown is currently trying to find something to help compression and we hope something will happen this year.

EF: How did this affect contingent faculty?

Herbert Burhenn: Adjuncts did not receive a raise because they were not provided for by the UT-System. Their salaries are not part of the salary base that is used in calculating the campus raise pool.

Fritz Efaw: What thought has been given to this issue?

Herbert Burhenn: The salaries are very out of line and we intend to make a recommendation for an adjustment in the next budget cycle.

Jennifer Beech: What about lecturers?

Herbert Burhenn: Yes, there were included in that raise pool. We were also able to get \$600 for all faculty.

8. Other Business

None

9. Faculty Concerns

Fritz Efaw: Last Monday the Budget and Economic Status Committee met. One of the main topics was merit pay.

(1) In view of the fact that the budget and economic status committee, the faculty senate and the full faculty all advised addressing a cost-of-living salary increase and salary compression ahead of merit pay, as did all other faculty senates in the UT system, why did you (and others including the deans, the provost and President Petersen) disregard this advice?

(2) In view of the fact that UT faculty will typically receive a salary increase of 2% or less, while all other state employees received 3% plus a \$21 million compression package, how can you account for the way you and others failed so badly to serve the interests of your employees?

(3) In view of the fact that despite continued requests to do so, you have offered no empirical evidence to support the idea that it is working, how can you continue to support what is evidently a failed pay plan?

Richard Rice: One faculty concern is the methodology of how the increases were determined at UTC. What was the system they used to determine the salary increases? If it is individual college matter, have each dean present the methodology.

10. Announcements

Lyn Miles: Would like to thank faculty senate executive committee for dealing with serious questions that affect our future.

11. Adjournment

Meeting was adjourned at 4:17 p.m.

Respectfully Submitted by Gretchen E. Potts, Faculty Senate Secretary, 09/22/06