

Faculty Senate Minutes
Signal Mountain Room, University Center, 3:10 p.m.
January 18, 2007

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

Among the guests present: Yancy Freeman, Bruce Hutchinson, Linda Orth, Dick Gruetzemacher, Matthew Pope, Ed McMahon, Jim Cunningham, Ron Bailey, Fran Bender, Charles nelson, Angie Herrington, Andy Novobilski, Ed Foster, Joe Owino, Charles Knight and Stephanie Bellar.

Summary: There was a discussion on admission standards and ACT scores. Admissions and Institutional Research presented data (Appendix A and B) on freshmen admissions and retention. Academic Standards will be looking at raising the ACT standards. There was a recommendation from the Executive Committee to reduce the full faculty meetings per year to two. After heated discussion, this topic was referred to the full faculty by a 16 – 10 – 0 vote. Lyn Miles gave a presentation on the University Faculty Council, which met with President Petersen in early January (Appendix C). All curriculum proposals (except for ENCE 450, Delete ENGR 485) passed with a vote of 25 – 0 – 0. ENCE 450, Delete ENGR 485 was discussed separately and was passed in a separate vote of 19 – 4 – 1. Finally, the Senate voted to approve the new Table of Contents for the Undergraduate Catalog (20 – 0 – 0). Due to time constraints, voting on the actual catalog text will take place at the February 1 meeting.

1. Call to Order: Meeting was called to order at 3:13 P.M.
2. Approval of minutes from December 7, 2006: Dr. Townsend moved approval of the minutes. **Approved by voice vote** with the following corrections: move Dana Wertemberger to CHEPS, capitalize academic units and change the following on page 2, under Curriculum Committee, line 8 change “and” to “an”.

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Minutes/2006Minutes_1207.pdf

3. Discussion on admission standards and ACT scores: Standards Committee has been asked to look into changing the ACT entrance score. Dick Gruetzemacher, Hugh Prevost and Yancy Freeman were present to answer/help us with our questions. The Senate is looking at increasing the minimum ACT entrance to 18 to put us on par with UT-Martin. Dick Gruetzemacher indicated the ACT has researched how the ACT score predicts college performance. They provide this for UTC. Students’ ACT scores are only able to account for 20% of the variation in first semester grades. High school GPA turns out to be a better predictor of success (24% of the variation). Together, GPA and ACT account for about 30% of the variation. Yancy Freeman presented the freshman conditional information for the past two years. The information covers Fall 2005 and Fall 2006. (See Appendix A) Two years ago (when the ACT was raised from 16 to 17), the freshman class enrollment did drop. Nothing is known about how graduation rates would be affected because it hasn’t been long enough. The numbers do not incorporate foreign nationals. Dick Gruetzemacher then presented a spreadsheet of the six-year graduation rates by ACT score and entering cohort. (See Appendix B). We are experiencing the same success at 17 and 18, Dick Gruetzemacher wondered if there was merit in changing it.

Judith Wakim wondered if information was available for ACT scores that were 20 and above. Dick Gruetzemacher indicated that he didn't have time to do that before this meeting, but would be amenable to look at it if wanted. Jim Hiestand wondered if we raised the minimum by a point would we have more students choose UTC who were at the other end, the high end of the ACT. It is possible, but Yancy Freeman indicated that incoming freshmen are mostly unaware of the ACT situation. Hugh Prevost indicated that we might not be able to compete with schools that give more money for scholarships. Felicia Sturzer pointed out that there are a higher percentage of African Americans than all students who graduated with the ACT 17 – 19. Lyn Miles said that students with lower ACT's are taking more of her teaching time. Retention rates do increase with increasing ACT. Yancy Freeman reminded the Senate that you do get a higher graduation rate at a higher test score, but there are other factors that affect graduation rates besides the academic experience. Shela Van Ness wondered what the minimum high school GPA was. Yancy Freeman indicated that it was 2.0, but some people do appeal. But it is very few (maybe 5 out of 30) that are successful in their appeal. Jean Howard-Hill didn't feel that it was valid to argue that students with lower ACT scores take up teaching time. She also pointed out that historically African Americans have not performed well on standardized tests. Also, she was worried that if we increase the ACT we will miss out on a lot of students. Shela Van Ness also wondered how we recruit because it is important information. Yancy Freeman said that UTC is in a growth mode. Our maximum capacity is 12,000. Admissions' typical quest is to visit as many high schools as possible. The Admissions Office also tries to include departments by setting up appointments, giving tours and sending lists of interested students to the indicated departments. Dolly Gerregano wondered where UTC ranked among the 50 states and DC.

Admissions is expecting about 140 students (already enrolled) to be on campus on 01/28 and 01/29. They are coming on chartered buses from Memphis, Nashville and Knoxville. This is an opportunity to give these students the college experience. The next Freshman Friday is on March 3.

4. Report from Executive Committee

- a. Recommendation about Full Faculty Meetings: Reserve 4 meeting times a year, but schedule one in September and one in January. Hold the other two dates in case they are needed. Retain the right to vote on major issues, but there would only be one debate and one vote on each of those major issues. Fritz Efav reminded that this will require a change to the handbook and must be adopted by the full faculty. Does the Faculty Senate want to bring this to the full faculty? Randy Walker wondered if these recommendations were based on the survey. President Townsend indicated that it was not directly, but some of these points were derived from the survey. Only 78 faculty responded to the survey. Felicia Sturzer was concerned that a minority of the faculty show up at meetings and that the minority is determining major issues. Randy Walker asked if that meant we wanted to make sure that we always have a quorum at meetings. Maybe we should go to Blackboard voting so that we can obtain as many votes as possible. Claire McCullough reminded us that these recommendations do not do away with a quorum. Fritz Efav was opposed to this because it abdicates responsibility from the faculty. Provost Burhenn pointed out that the fundamental problem is that it is conceivable that a decision will not be reached because we cannot get a quorum at full faculty meetings. Rebecca Jones wondered if we are not asking the right question, instead we should be asking how we get more people to the meetings. Kathy Winters felt that we definitely need to keep full faculty decisions, but it looks like from the survey that many people have class during full faculty meetings. Also, it is a long time from January to September to not have a meeting. Randy Walker pointed out that we are in a new age and that we shouldn't limit ourselves to debating issues only at full faculty meetings. Dolly Gerregano felt that if we do continue to call a quorum at all full faculty meetings, after a while the problem will be solved. Betsy Darken indicated that many faculty would be OK with Faculty Senate dealing with academic issues. This problem has been going on for years and the Faculty Senate needs to deal with this issue. Jillian Zwilling agreed with Betsy Darken. Moved by Joanie Sompayrac that we put this proposal before the full faculty. Fritz Efav wanted more discussion. Kathy Winters called the question, second by Randy Walker. The question was called and passed (22 – 4 – 0). **The vote on the full motion passed (16 – 10 – 0).**
- b. University Faculty Council: Lyn Miles presented a PowerPoint presentation on her most recent meeting with President Petersen and the UFC. (See Appendix C) She summarized the vision and mission of the council and of the UT-system (as described by President Petersen). Felicia Sturzer wondered what happened to UTC's independence. Lyn Miles said that President Petersen felt that it was still here.

5. Curriculum Committee (Bruce Hutchinson): There were 14 curriculum proposals brought to the Senate by the committee. Ed McMahan suggested that we separate out ENCE 450, Delete ENGR 485. This was moved by Randy Walker and seconded by Betsy Darken. Betsy Darken called question and there were no objections. The vote to separate out ENCE 450, Delete ENGR 485 was passed by voice vote. **The remaining items in the proposal were passed (25 – 0 – 0).**

Further discussion on **ENCE 450, Delete ENGR 485**: Ron Bailey spoke for the acceptance of this because it affects accreditation issues and is a time-sensitive issue. Claire McCullough felt this mechanism would give Civil Engineering the option of pursuing accreditation. Randy Walker wanted to know if we could approve the proposal and assume there was a gentleman's agreement the Engineering would work out the problems. Diane Halstead wanted to know if Ed McMahan was the only professor who taught 385/485. The answer was no. Gretchen Potts asked if it is possible to separate the issue.

Bruce Hutchinson indicated that it might be possible. Linda Orth indicated that if the vote is passed it cannot be corrected by another curriculum proposal. Betsy Darken wanted to know if the problem is that ENGR 385 is not being linked as closely to ENCE 450 as it was to ENGR 485 in the past. Bruce Hutchinson recommended that we do not vote on this issue. Ron Bailey didn't agree and worried how the consequences could affect the students. Shela Van Ness wondered if it was fixable. The answer was yes, but it would be very complicated. Kay Lindgren reminded us that this affected accreditation. Betsy Darken made a motion to amend the description of the prerequisite of 450 to include "ENGR 385 must have been taken in the immediately preceding semester." This was seconded by Fritz Efav. Jim Hiestand thought that the problem was that the project could be changed between 385 and 450. Kathy Winters teaches a similar sequence and sometimes the project changes, but that is how the real world works. The motion passed (16 – 6 – 2) and the amendment was accepted. Claire McCullough called the question and Mike Bell seconded the motion. There was no opposition to voting. **A vote was taken and the motion to accept the proposal as amended passed (19 – 4 – 1).** After the vote Betsy Darken stated that it was quite appropriate, given that serious differences of opinion still existed about the proposal.

- a. Minor Revision with BS Sport and Leisure Service Administration
- b. Replace Math 308 with Math 465
- c. Remove Math 245 as Prerequisite for Math 350 and 412
- d. Prerequisite change for HECO 122
- e. Prerequisite change for HECO 220
- f. Prerequisite change for HECO 226
- g. Prerequisite change for HECO 321
- h. Revision to 100-Level Applied Music
- i. Addition of Voice 155r Applied Music Instruction
- j. Revision to 200, 300, and 400 Level Applied Music Instruction
- k. New Courses: ENCE 368, ENCE 468, Delete ENCE 364 and ENCE 464
- l. New Course: ENCE 340 Civil Engineering Materials; Delete ENGR 340
- m. New Course: ENCE 450 Civil Engineering Design Project, Delete ENGR 485 in the CE curriculum
- n. Modify the content of ENCE 362 and ENCE 462, Delete ENCE 260

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Attachments/CurriculumProposals_011807.pdf

6. Faculty Handbook Committee – Undergraduate Catalog Changes: The new Table of Contents was presented. Joe Wilferth moved to approve the new Table of Contents. Chapter 3 has a modification. The title of the chapter is Advising, Orientation and Registration. Gavin Townsend indicated that there is nothing of the Honors Program in the Admissions section. A friendly amendment was accepted to include that. (taken from the previous catalog) The new Table of Contents was approved unanimously. (20 – 0 – 0)

- a. Original Table of Contents

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Attachments/CurrentTOC_011807.pdf

- b. Revised Table of Contents

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Attachments/RevisedTOC_011807.pdf

- c. Revised Chapters 1 – 4

http://www.utc.edu/Departments/fcouncil/Archives/2000_2010Archives/2006_07/2006_07Attachments/UGCatalogChapters1_4.pdf

7. Administrative Reports
 8. Other Business
 9. Faculty Concerns
 10. Announcements
 11. Adjournment: Meeting was adjourned at 5:26 p.m.
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Appendix A:

Fall 2005 Freshman Conditional Admission Report		
2005 Freshman Class		
1454	Total Class	
230	Conditional Admits	16% of total Class
Ethnic Demographics		
112	Caucasian	
106	African American	
7	Hispanic	
4	Asian	
1	Indian	
230	Total	118 (51% Minority)
1st Yr Academic Performance		
Fall Total Conditional		
GPA Range		
71	0-0.99	
69	1.0-1.99	
90	2.0 – above	
230	Total	
58	Suspended	
GPA Range		
ACT 17 Conditional		
ACT 18 Conditional		
0-0.99	26	17
1.0-1.99	30	9
2.0-above	22	17
Total	78	47
	57AA, 2 Hisp	18 AA, 2Asians
Suspended		
	20 Fall 2005	15 Fall 2005
	9 Spring 2006	1 Spring 2006


Fall 2006 Freshman Conditional Admission Report		
2006 Freshman Class		
1782	Total Class	
314	Conditional Admits	18% of total Class
Ethnic Demographics		
148	Caucasian	
106159	African American	
74	Hispanic	
43	Asian	
0	Other	
314	Total	166 (53% Minority)
1st Semester Academic Performance		
Fall Total Conditional		
GPA Range		
90	0-0.99	
90	1.0-1.99	
130	2.0 – above	
314	Total	
88	Suspended	
GPA Range		
ACT 17 Conditional		
ACT 18 Conditional		
0-0.99	14	28
1.0-1.99	31	18
2.0-above	29	33
Total	74	79
	54 AA, 2 Hisp	47 AA, 1 Asian
Suspended		
	14	28

Appendix B:

Six-Year Graduation Rates by ACT Score and Entering Cohort																	
		ACT Score Interval															
		17				18				19				ALL ACT SCORES			
		Total		Black		Total		Black		Total		Black		All		Black	
<u>Cohort</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	<u>N</u> <u>Enr.</u>	<u>% Grad.</u> <u>w/6yrs</u>	
Fall 2000	79	29.1%	36	33.3%	102	43.1%	38	42.10%	96	40.6%	40	47.5%	1096	44.7%	230	45.2%	
Fall 1999	70	31.4%	35	42.9%	104	35.6%	39	48.70%	109	42.2%	42	47.6%	1101	45.1%	237	48.1%	
Fall 1998	79	45.6%	44	52.3%	106	35.8%	41	43.9%	93	43.0%	37	43.2%	1254	47.5%	282	50.7%	
Fall 1997	90	37.8%	46	41.3%	104	25.0%	41	34.1%	99	41.4%	37	43.2%	1126	41.2%	280	41.1%	
4 Yr Mean		36.0%		42.5%		34.9%		42.2%		41.8%		45.4%		44.6%		46.3%	
4 Yr SD		0.06		0.07		0.06		0.05		0.01		0.02		0.02		0.04	


Appendix C:

**University of Tennessee
System Faculty Council**




Vision & Council Mission

Council Mission




Statewide emphasis on Knoxville



For UT System Senates to advise the Chancellors & President on current policies & future planning

"This allowed each state representative to see that UT impacts them."

UT System Vision



Chattanooga Metropolitan **KNOXVILLE FLAGSHIP** Martin Undergraduate

*UT Memphis Health Sciences Center
Institute for Public Service
Institute of Agriculture
Space Institute*

Institutional Scorecard

STUDENT ACCESS & SUCCESS

- > Enrollment, minorities, scholarships
- > Graduation rate, minority graduation rate, graduated STEM majors

RESEARCH

- > Annual expenditure, recruitment of faculty & graduate students, research prizes & National Academy members

ECONOMIC DEVELOPMENT

- > Intellectual property disclosures, patents issues, economic impact of technology transfer

Minority Enrollment

	UTC	UTK	UTM
Af-Amer Freshmen 2006	26%	10%	16%
Af-AMer Total 2005	19%	9%	14%

UT System 2005: 11.6%

UTC minority enrollment is 2.5 X system level

UTC minority enrollment has doubled in 10 years

Will the other campuses double as well?

Institutional Scorecard

OUTREACH

- > Patients & clients, faculty involvement, expenditure for outreach

GLOBALIZATION

- > International study & collaboration, sponsored international projects

ORGANIZATION, RESOURCES, COMMUNICATION

- > Faculty salaries relative to peers, staff salaries relative to market, diversity of faculty & staff
- > Employee surveys, administrative positions & salary relative to peers, capital campaign dollars raised

Trickle-Down Theory

- UTK enrollment : 26,000 to 38,000
- Largest computer in the world
- "UT" still means Knoxville, not all three campuses

"UTK will be the best vehicle to raise the tide that raises all boats."

"UTK orange teams generate money for UTC & UTM."

Do We Want More/Fewer Annual Review Categories?

Performance ratings:

- Exceeds Expectations for Rank*
- Meets Expectations for Rank*
- Needs Improvement for Rank*
- Unsatisfactory for Rank*




Do We Want Uniform Promotion Standards?

UTC PROFESSOR	UTK PROFESSOR
<ul style="list-style-type: none"> Doctorate Teaching reputation Established scholarly record Effective professional activities Effective student & professional relations 	<ul style="list-style-type: none"> Doctorate <i>Accomplished</i> teachers <i>National</i> scholarly record <i>Significant</i> professional service Work well with students & colleagues <i>Mentor to junior colleagues</i> <i>Associate professor 5 years</i>

Merit Pay

- 2007 - 5% salary increase
- Chancellor autonomy

"You could not be a major doctoral campus without merit raises."



Future Directions

- Student Information System
- General education requirements
- Course numbers & titles
- Management training for administrators
- Evaluation procedure with 10% ratings of "Unsatisfactory"

"Tenure is not guaranteed employment."


UTC Merger Agreement



Appendix C:


Merger

1886 Chattanooga University
 1907 University of Chattanooga
 1969 Joined University of Tennessee System
 (Chattanooga City College)



Merger Agreement

1. "Full doctoral institution"
2. Identical admission requirements with Knoxville
3. Identical faculty salaries with Knoxville
4. No loss of 1969 "perks" of UC Faculty



Full Doctoral Institution

UT CHATTANOOGA
 DPT Physical Therapy (clinical only-no dissertation)
 EdD Learning/Leadership
 PhD Computational Eng

Admission Scorecard

	UTC	UTK	UTM
Mid 50% ACT	17-23	21-27	19-25
GPA 3.0 or higher	63%	83%	70%
GPA 2.0-2.9	36%	17%	29%
Retention (soph)	67%	78%	72%

	MTSU	UM	ASU
Mid 50% ACT	19-24	18-24	20-24
GPA 3.0 or higher	-	57%	92%
GPA 2.0-2.9	-	40%	8%
Retention (soph)	81%	74%	84%

Source: College Board 2006

Freshmen ACT Scores UTK & Peers 2006

Institution	Mid 50% ACT
UTK (TN)	21-27
Murray State U (KY)	21-25
U North Carolina-Wil (NC)	21-25
Appalachian State U (NC)	20-24
U North Florida (FL)	20-23
Louisiana Tech U (LA)	20-25
Florida A&M U (FL)	19-22
Sam Houston State U (TX)	19-23
Western Carolina U (NC)	18-22
UTC (TN)	17-23
U Arkansas-Little Rock (AR)	16-22
North Carolina A&T (NC)	15-19
Morgan State U (MD)	-

Source: College Board 2006

Faculty Salaries UTK & Peers 2006

Institution	Prof	Assoc	Asst	Inst
UTK	94.8	71.6	59.5	36.3
U North Florida (FL)	81.5	59.1	50.0	36.8
Florida A&M U (FL)	80.9	66.3	58.2	44.5
U North Carolina-Wil (NC)	78.3	62.5	55.0	-
North Carolina A&T (NC)	77.7	65.6	60.5	-
U Arkansas-Little Rock (AR)	77.2	64.4	52.3	37.0
Murray State U (KY)	76.3	61.1	51.0	-
Appalachian State U (NC)	74.3	62.1	53.5	45.3
Western Carolina U (NC)	73.7	60.7	52.6	-
UTC (TN)	73.1	61.8	50.8	40.4
Louisiana Tech U (LA)	68.3	58.7	51.3	31.6
Sam Houston State U (TX)	-	-	-	-
Morgan State U (MD)	-	-	-	-

Source: AAUP Faculty Salary Survey

Appendix C:


Faculty Salaries Former Peer Institutions 1990

Institution	Prof	Assoc	Asst	Inst
UTK	94.8	71.6	59.5	36.3
N Carolina-Charlotte (NC)	92.0	67.9	58.9	-
Wright State ()	88.3	66.3	53.1	35.7
East Carolina U (NC)	86.3	64.9	58.5	57.1
Wichita State (KS)	81.9	64.9	55.0	40.4
James Madison U	81.2	66.1	53.6	44.3
S Illinois-Edwardsville (IL)	80.0	64.4	51.7	37.1
Murray State U (KY)	76.3	61.1	51.0	-
Georgia Southern U (GA)	75.5	59.1	52.0	34.4
UTC (TN)	73.1	61.8	50.8	40.4
U Nebraska-Omaha (NE)	76.9	66.1	55.5	35.6
Northern Arizona U (AZ)	77.8	57.9	49.6	35.9

Source: AAUP Faculty Salary Survey

Retain UTC "Perks"



- Free parking
250 faculty @\$100/yr X 40 yrs = \$1,000,000+
- Other lost benefits?



Merger *No*-Agreement

- UTC salaries are as much as \$20,000 behind UTK & former peer NC-Charlotte salaries
- UTC salaries are in lowest quartile of current peer institutions, \$8,000 below leader
- UTC ACT scores are 4 points below UTK, & 2 points below UTM

Merger Agreement


OR


"Is it written on papyrus?...I cringe to read it...We should go with what works, not agreements from the past."

UTC Options

- Step-child role
UTC research, grant, publication achievements
- Merger Agreement Committee
- Admission standards
- Independent university or Regent System?

