

Miles asked who was allowed to vote. Gavin Townsend stated that those who have “adjunct” in their title were eligible. Ignatius Fomunung made a motion to send this back to the Executive Committee and asked the Committee to be consistent with their recommendation. Gavin Townsend stated that the Executive Committee did not want to speak for the Adjunct faculty and that is why there was a split decision. Jim Hiestand stated a “point of order”. A second to the previous motion was needed to have discussion. There was no second so discussion moved back to the recommendation from the Executive Committee.

Oralia Preble-Niemi asked why the Executive Committee was considering this. Gavin Townsend explained that about 10 days after Jean Howard-Hill’s resignation and after Gavin Townsend accepted the resignation, she inquired if she really needed to resign. Oralia Preble-Niemi stated that if she (Oralia) resigned from her position at UTC and then tried to rescind her resignation she didn’t think that UTC would take her back.

Claire McCullough moved that the Faculty Senate vote on whether to split the issue to have Faculty Senate decide if Jean Howard-Hill should remain as second VP and to have a second electronic vote of the Adjunct faculty to either confirm Jean Howard-Hill as the Adjunct representative or to choose to have a new election. This was seconded by Oralia Preble-Niemi. Gavin Townsend asked what happens if the adjuncts did not want Jean Howard-Hill to represent them. Claire McCullough answered that another election would take place for the Adjunct representative. **The vote on the motion passed 26 – 3 – 1. The two issues were split.**

Felicia Sturzer moved that the Faculty Senate accept Jean Howard-Hill’s resignation. This was seconded by Diane Halstead. There was no discussion. **This motion passed by a vote of 27 – 3 – 1.**

Jim Hiestand (as senator and parliamentarian) stated that the Senate needed an election, but that the Senate should know the results of the adjunct faculty electronic vote before an election is held. Therefore, **Jim Hiestand moved postponement of the election on 2nd VP until after the results of the Adjunct confirmation vote.** This was seconded by Bob Marlowe. Richard Rice asked what grounds Jim Hiestand was stating his opinion on. Jim Hiestand stated that Jean would want to run for the position if she was a member of this body. **The motion passed by a vote of 16 – 9 – 0.**

b. Report on University Faculty Council meeting with President Petersen

Lyn Miles gave a presentation on the meeting of the UFC with President Petersen. (See Appendix B) Jim Hiestand asked if it was a Freudian slip that on the second slide it stated “Knoxvile” and not “Knoxville”. Lyn Miles stated Knoxville has been very supportive of UTC. The UFC talked about moving the system to Nashville, but President Petersen said that he would oppose that move. Lyn Miles stated that UFC is struggling to get participation in the Task Forces.

c. University Club

The Committee is back in order with Bill Prince as the committee chair. In fact, the committee met this week. Richard Brown is eager to get that facility running by the end of the semester.

d. Greek Life Committee

Some faculty had expressed concern about the state of fraternities and sororities on campus. Vice-chancellor Delaney agreed to have a committee to review Greek life on campus. The committee will have several faculty members.

e. Tony Haynes

Gavin Townsend met with Tony Haynes, a lobbyist for the UT-System in Nashville. Tony has three issues he wants us to look at (1) moves by private institutions to use public funds, specifically lottery funds (2) lottery scholarship money going to enhance the lifestyles of the students at the expense of the lifestyles of the faculty, meaning none of the scholarship money goes to support infrastructure (3) academic freedom – certain states have entertained resolutions to limit textbook packages. There is talk to legislate control over these things. He asked for the support of the faculty when needed on all three issues.

4. Administrative Reports: None

5. Other Business

- a. Status of Classroom Technology Resolution which was endorsed by the Faculty Senate and the Full Faculty (Joe Wilferth and Beni Asllani)

In the Fall of 2005, this resolution was passed on a second reading at the full faculty meeting. Joe Wilferth felt that after several years, the Faculty Senate needed to follow-up on the issue. David Pittenger stated that the new laboratory fee generated \$96,000 this semester, therefore giving some relief to departments that have high equipment budgets. Provost Oldham and David Pittenger are working on addressing the operating budgets of each department. Provost Oldham also recognizes the need for funding for faculty computers and a permanent source of funding for computer laboratories and other types of technical support. The new budget discussions will begin very soon.

Gavin Townsend stated that UT-Martin is a long-time user of Banner and UT-Martin has a system in place where 1/3 of all faculty receive new tablet PC's each year. Also, 1/3 of classroom podiums are replaced each year. None of this comes from the technology fee at UT-Martin. Gavin Townsend is working on determining how this is done.

Joe Wilferth thanked David Pittenger for the work that he and the Provost have done. Joe Wilferth stated this resolution came out of the Classroom Technology Committee and at the time, the Committee was told that the library databases were rolling off of the technology fee, but in fact that hasn't happened. Theresa Liedtka stated that she has asked for it, but the money did not come from General Operating. The library databases use \$175,000 of the student technology fee. David Pittenger stated that the executive team makes the final decision on funding and even though this was asked for, it was not funded and it was not a decision to which he was privy. Richard Rice wondered if the Senate should invite Vice-Chancellor Brown to discuss budget priorities. David Pittenger stated that it is the executive team that makes the final apportionment. Richard Rice asked who makes the final decision and David Pittenger stated that it was the Chancellor. Joe Wilferth stated that Beni Asllani is the chair of the committee and the issue is on the agenda of the committee.

http://www.utc.edu/FacultySenate/Archives/2000_2010Archives/2007_08/2007_08Attachments/100407_ITResolution.pdf

6. Faculty Concerns

- a. Claire McCullough was concerned about Fritz Efaw. Oralia Preble-Niemi stated that Fritz Efaw is in a nursing home and does not seem to be on schedule to be back in the Spring. Dean Burhenn stated that Fritz has retired effective in December. Claire moved that the executive committee send a letter to Fritz thanking him for his many years of loyal service. This was seconded by Richard Rice and approved by unanimous voice vote.

7. Announcements

- a. Curriculum Committee Deadline and Request: the deadline for curriculum proposals is November 15. This is the deadline to deliver proposals to Linda Orth. Proposals that are not complete (once they reach Linda's office) will not be accepted. If you have any questions, talk with Bruce Hutchinson, Chair of Curriculum
- b. Chuck Cantrell announced that Sean Richards's wife delivered a girl named "Mary" yesterday.

8. Adjournment: Meeting was adjourned at 4:45 p.m.

**Respectfully Submitted,
Gretchen E. Potts
Faculty Senate Secretary
October 5, 2007**

APPENDIX A: Jean Howard-Hill's Response to the Faculty Senate Executive Committee

OCTOBER 4, 2007

TO: FACULTY SENATE AND EXECUTIVE COMMITTEE

FROM: JEAN HOWARD-HILL

DATE: RESPONSE TO FACULTY SENATE EXECUTIVE COMMITTEE
DECISION

Due to my involvement with the African American Dress For Success Day, I will not be able to attend the Faculty Senate meeting today. I am taping a television show at that time. However, this is my response to the below e-mail from Gavin and the Faculty Senate Executive Committee as to their decision regarding me remaining as a part of the senate.

This is the Faculty Senate's Decision:

From: [Gavin Townsend](#)
To: Jean-Howard-Hill@utc.edu
Cc: James-Hiestand@utc.edu Joe-Wilferth@utc.edu Gretchen-Potts@utc.edu
Richard-Rice@UTC.EDU
Date: 09/27/07 06:13 pm
Subject: The Executive Committee's Decision
Attachments:

Dear Jean,

I'm sorry you couldn't make it to today's meeting of the Executive Committee. Thanks for sending Gretchen a letter instead indicating your wish to remain the Adjunct Representative on the Senate, Second VP, and Chair of the Adjunct Faculty Committee.

As you know, the Senate charged the Exec to come up with a recommendation regarding this unprecedented situation. The Exec decided that as long as the adjunct community has no objection to your remaining as their representative on the Senate, or as the Chair of the Adjunct Faculty Committee, you should be allowed to serve out the remainder of your term.

But the Exec will recommend to the Senate that we hold another election for Second VP. As one colleague to another, let me attempt to explain our reasoning.

1. Your resignation.

I realize that you made a case in the last Senate meeting that you acted on insufficient information when you offered to step down. But there's no getting around the fact that you resigned in a letter sent both to the Exec and the Senate on September 9. You wrote: "Therefore, I am relieving myself as adjunct faculty representative so that a replacement can be elected or appointed." And "It will allow the Faculty Senate to fill the chair position of the two committees on which I head, i.e. Handbook and Adjunct Faculty Committee." You conclude, "I have enjoyed being a member of the senate faculty, and will miss the rather interesting, but fruitful Senate Faculty Meetings." No matter how you spin the prose, this is a definite statement of resignation.

And I acted on it. I accepted your resignation. I sought another member of the Senate to fill your position on the Exec. And I wrote to the Adjunct Faculty asking for nominations for your replacement.

You can imagine my surprise then when you declared at the Senate meeting on September 20 that you were, in effect, withdrawing all your resignations. After they had been accepted.

2. A lack of confidence, both ways.

The surprise move you made in the Senate is, I suggest, indicative of a lack of confidence you have in the Exec. After all, you could have given us a head's up about your thinking during the two weeks after your resignation; apparently it was important that your intentions be revealed only during the Senate meeting itself.

Surely you understand that the Exec can only function as a tightly-knit group of colleagues who have absolute trust in one another as they hash out the issues brought before the Senate. We need to work in an atmosphere where we can be candid, and without fear that one of us will publically voice dissent. Honestly, I have still not recovered from our private email exchange of July 27 that you made known to Founders. And then there was that embarrassing post in August on RAVEN that accused me of racial insensitivity This is just no way to build trust.

3. The adjunct problem.

Several senators have expressed concern that the adjunct representative is serving as Second VP. The argument goes something like this: the adjunct rep does not have the same teaching load, research expectations, service requirements or connection to the university as do the other full-time senators. The adjunct representative, then, must necessarily lack the information and perspective needed to chair the Handbook Committee and serve as an advisor to the Faculty Senate President. Calls have been made to alter the Handbook to exclude the Adjunct representative from serving on the Exec.

4. At the pleasure of the Senate.

With the exception of the Faculty Senate President, who serves at the pleasure of the full faculty, all the officers on the Senate serve as the pleasure of the Senate. Given your resignation (aborted or not) and its acceptance, we have a murky, unpleasant situation that can only be clarified either by your full acceptance of your resignation or by a vote of the Senate. This is the position of both the Exec and our Venerable Parliamentarian (the closest thing we have to a Supreme Court).

So, unless you inform me otherwise (preferably before Sunday), we will schedule a vote at the next Senate meeting for Second VP. Michelle White will be the other nominee. There may be other names coming from the floor.

Please know that this note is offered as a gesture of collegial respect by a fellow just trying to do the right thing.

With best wishes,
Gavin

I want to address each point made by Gavin and the Executive Committee.

Point One:

“1. Your resignation.

I realize that you made a case in the last Senate meeting that you acted on insufficient information when you offered to step down. But there's no getting around the fact that you resigned in a letter sent both to the Exec and the Senate on September 9. You wrote: "Therefore, I am relieving myself as adjunct faculty

representative so that a replacement can be elected or appointed." And "It will allow the Faculty Senate to fill the chair position of the two committees on which I head, i.e. Handbook and Adjunct Faculty Committee." You conclude, "I have enjoyed being a member of the senate faculty, and will miss the rather interesting, but fruitful Senate Faculty Meetings." No matter how you spin the prose, this is a definite statement of resignation."

My Response:

The below e-mail was sent based upon my assumption that since I was now full time, this made me ineligible to remain as faculty representative. It was not intended, nor is it fashioned by language as a resignation. More specifically, it reads:

----- Original Message -----

From: "Jean Howard-Hill" <Jean-Howard-Hill@utc.edu>

To: <Gavin-Townsend@utc.edu>

Cc: <Joe-Wilferth@utc.edu>; <Richard-Rice@utc.edu>; <Gretchen-Potts@utc.edu>

Sent: Sunday, September 09, 2007 5:42 PM

Subject: Adjunct Faculty Replacement

Executive Committee:

Since I have become full time faculty this fall, I do not believe I qualify any longer to represent Adjunct Faculty on the Senate Faculty. Therefore, I am relieving myself as adjunct faculty representative so that a replacement can be elected or appointed. By doing this, it will give that person the opportunity to begin and end the year as the adjunct representative.

It also will allow the Faculty Senate to fill the chair position of the two committees on which I head, i.e. Handbook and Adjunct Faculty Committee.

I have enjoyed being a member of the senate faculty, and will miss the rather interesting, but fruitful Senate Faculty Meetings.

Jean

Dr. Jean Howard-Hill
Political Science Department
419 Fletcher Hall
Chattanooga, Tennessee 37403
423-425-5702

From: [Jean Howard-Hill](mailto:Jean-Howard-Hill@utc.edu)
To: gavin-townsend@utc.edu Joe-Wilferth@utc.edu Richard-Rice@utc.edu
Gretchen-Potts@utc.edu
Cc:
Bcc: Jean Howard-Hill
Date: 09/15/07 06:19 am
Subject: Adjunct Faculty Replacement
Attachments:

Good Morning All:

Gavin, I was some what shocked when I went into Blackboard to send a message to the Adjunct faculty as to me no longer being an adjunct, and to just say thank you for serving them, that my name had been immediately removed from the list serve.

Are you that happy to see me leave? (smile)

I do think it is appropriate and befitting that I do this. So can you put my name back on?

Also, technically, I am still the adjunct representative until one is elected. Therefore, I should have remained in the loop until a replacement was elected. This means, I still attend faculty senate meetings in that capacity and remain on the list serve.

Additionally, there is nothing in the faculty handbook that addresses what should be done when an adjunct representative goes full time before the term ends. This is something that needs to be addressed.

I relieved myself because I felt this was the right thing to do. But I also think there is a right way for me to make that exit.

Thanks!

Jean

Dr. Jean Howard-Hill
Political Science Department
419 Fletcher Hall
Chattanooga, Tennessee 37403
423-425-5702

This is Gavin's e-mail response:

From: [Gavin Townsend](#)
To: Jean-Howard-Hill@utc.edu
Cc: Joe-Wilferth@utc.edu Richard-Rice@utc.edu Gretchen-Potts@utc.edu
Date: 09/09/07 10:26 pm
Subject: Re: Adjunct Faculty Replacement
Attachments:

Dear Jean,

Many congratulations for your appointment as an Instructor in Political Science. Welcome to the ranks of the full-time faculty!

I appreciate your willingness to relieve yourself of your duties on the Senate so that we might find run some early elections for your replacement on the Senate and the Executive Committee.

I acknowledge your many contributions to the Senate this past year, especially with regard to focusing attention on the plight of the adjunct faculty. And I wish you the very best as you direct your considerable energies to our students.

Warmest regards,
Gavin

Nowhere in my e-mail is the word “resignation” or in Gavin’s response is the word “resignation”. It is sad that in me thinking I was doing the right thing, now having done so, has been taken as a resignation when clearly this is not the intent of the e-mail.

Point Two:

“And I acted on it. I accepted your resignation. I sought another member of the Senate to fill your position on the Exec. And I wrote to the Adjunct Faculty asking for nominations for your replacement.”

My Response:

I do not disagree that Gavin did act upon me relieving myself. However, in his e-mail to me below, he indicated that he could not find an adjunct representative willing to serve.

From: [Gavin Townsend](#)
To: Jean-Howard-Hill@utc.edu
Cc:
Date: 09/09/07 11:49 am
Subject: Adjunct Faculty Committee
Attachments:

Jean,
Unless you've been able to accomplish some recruiting behind the scenes, I see from the official list of faculty committees that we still need to find one more full-time faculty member and THREE adjuncts willing to serve on the Adjunct Faculty Committee. Did you want me to send out a note to the adjuncts asking for volunteers?
Gavin

Point Three:

“You can imagine my surprise then when you declared at the Senate meeting on September 20 that you were, in effect, withdrawing all your resignations. After they had been accepted.”

2. A lack of confidence, both ways.
The surprise move you made in the Senate is, I suggest, indicative of a lack of confidence you have in the Exec. After all, you could have given us a head's up about your thinking during the two weeks after your resignation; apparently it was important that your intentions be revealed only during the Senate meeting itself.

My Response:

Based on the below e-mails, there should not have been any surprise at the Senate meeting because I had e-mailed and spoken with Gavin and the Executive Committee regarding this as indicated in these e-mails. To suggest that I had no conversations with them prior to the meeting and sprung this upon the Executive Committee is a blatant lie.

From: [Jean Howard-Hill](#)
To: gavin-townsend@utc.edu Joe-Wilferth@utc.edu Richard-Rice@utc.edu [Gretchen-Potts@utc.edu](#)
Cc:
Bcc: Jean Howard-Hill
Date: 09/15/07 06:19 am
Subject: Adjunct Faculty Replacement
Attachments:

Good Morning All:

Gavin, I was some what shocked when I went into Blackboard to send a message to the Adjunct faculty as to me no longer being an adjunct, and to just say thank you for serving them, that my name had been immediately removed from the list serve.

Are you that happy to see me leave? (smile)

I do think it is appropriate and befitting that I do this. So can you put my name back on?

Also, technically, I am still the adjunct representative until one is elected. Therefore, I should have remained in the loop until a replacement was elected. This means, I still attend faculty senate meetings in that capacity and remain on the list serve.

Additionally, there is nothing in the faculty handbook that addresses what should be done when an adjunct representative goes full time before the term ends. This is something that needs to be addressed.

I releived myself because I felt this was the right thing to do. But I also think there is a right way for me to make that exit.

Thanks!

Jean

Dr. Jean Howard-Hill
Political Science Department
419 Fletcher Hall
Chattanooga, Tennessee 37403
423-425-5702

From: [Jean Howard-Hill](#)
To: [Gavin-Townsend@utc.edu](#)
Cc: Joe-Wilferth@utc.edu Richard-Rice@utc.edu [Gretchen-Potts@utc.edu](#)
Bcc: Jean Howard-Hill

Date: 09/20/07 10:36 am
Subject: Adjunct Faculty Replacement
Attachments:

Gavin:

Where are we with the adjunct replacement? I need to know because until someone is elected, I need to remain in place.

Also, what is the procedure for replacement of the adjunct representative under these circumstances. I do not see anything in the handbook which addresses this. So does this mean that I can remain until my term end or that I have to step down due to a change of adjunct status. This is something that needs to be addressed.

Thanks,

Jean

-----Original Message-----

From: "Gavin Townsend" <Gavin-Townsend@utc.edu>

To: <Jean-Howard-Hill@utc.edu>, <Joe-Wilferth@utc.edu>, <Richard-Rice@utc.edu>, <Gretchen-Potts@utc.edu>

Date: Sat, 15 Sep 2007 10:53:37 -0400

Subject: Re: Adjunct Faculty Replacement

Jean,

No slight intended. We use the Blackboard Organizations to determine exact numbers of members for quorum purposes. I was trying to keep it so that only the faculty senate president would be a member of both the adjunct and the full-time faculty organizations -- and this just for bureaucratic purposes. I rather thought you had already written to the adjuncts saying in effect "so long for now." However, so that you can say something more, I have re-enlisted you on the list.

Last weekend I asked the adjunct faculty for names of those willing to serve as your replacement on the Senate. I gave tomorrow (Sunday) as the deadline. Alas, no one has yet come forward. I suspect a more personal (arm-twisting) approach may be called for. Perhaps a note from you might generate some interest.

Also, speaking of recruitment, were you able to interest any of the adjunct faculty in serving on the Adjunct Faculty Committee?

Gavin

These were the e-mail responses from other members of the Executive Committee after the Senate meeting, which clearly show that they did not want me serving on the committee, and had no problems in making that known.

From: [Joe Wilferth](mailto:Joe.Wilferth@utc.edu)
To: Gavin-Townsend@utc.edu
Cc: Jean-Howard-Hill@utc.edu Richard-Rice@utc.edu Gretchen-Potts@utc.edu James-Hiestand@utc.edu
Date: 09/21/07 11:14 am
Subject: Re: Re: Adjunct Faculty Replacement
Attachments:

Colleagues,

For lack of time, I'll be brief. I am convinced that Jean's resignation (and subsequent acceptance) *must be* enforced and a new election for an adjunct faculty representative should be held. If that newly elected representative is Jean, then that's great as that outcome reflects the wishes of the adjunct faculty. Democracy at work!

(Incidentally, one simply doesn't resign from an appointment and have the option at some later date to retract that resignation. That's not how things work--in life, even on a university campus. Even if one's resignation is the result of some misunderstanding, the resignation reflects haste and carelessness. Once accepted, as was the case here, the resignation is final.)

In the meantime, a second election should be taking place--viz. a replacement for the 2nd VP position. I believe we should nominate and elect (perhaps electronically) over the coming weeks a new 2nd VP so the Handbook Committee can finally get to work. We've wasted some precious time already. Let's finally get on to the real business of faculty governance.

Regards,

Joe

-----Original Message-----

From: "Gavin Townsend" <Gavin-Townsend@utc.edu>
To: <Jean-Howard-Hill@utc.edu>
Date: Thu, 20 Sep 2007 13:39:19 -0400
Subject: Re: Adjunct Faculty Replacement

Hi Jean,

Thanks for the note and the phone message. You're right; there's nothing in the Handbook about this. According to our Parliamentarian, however, the tradition here at UTC is that you can serve as a senator through the end of your term, even if your status changes, unless you no longer wish to serve. I got the impression from your note to the Executive Committee and the Senate that you wanted to step down as both VP and as Adjunct representative in acknowledgment of your change to a full-time faculty member. So I began the process of finding a replacement for you on both the Exec and the

Senate. While we have found a senator willing to serve as VP, no one from the adjunct community has yet been identified to take over for you on the senate. I'm delighted, then, to hear of your willingness to stay on in the senate as the adjunct representative.

Let me ask Jim here to confirm (or correct) my understanding of the tradition, and to ask him for his advice regarding your replacement. Jim, are we duty-bound to replace Jean on the Senate at the earliest practical opportunity? Or can Jean safely serve until the end of her term (in April)?

Thank you both!
Gavin

----- Original Message -----

From: "Jean Howard-Hill" <Jean-Howard-Hill@utc.edu>

To: <Gavin-Townsend@utc.edu>

Cc: <Joe-Wilferth@utc.edu>; <Richard-Rice@utc.edu>; <Gretchen-Potts@utc.edu>

Sent: Thursday, September 20, 2007 10:36 AM

Subject: Adjunct Faculty Replacement

Gavin:

Where are we with the adjunct replacement? I need to know because until someone is elected, I need to remain in place.

Also, what is the procedure for replacement of the adjunct representative under these circumstances. I do not see anything in the handbook which addresses this. So does this mean that I can remain until my term end or that I have to step down due to a change of adjunct status. This is something that needs to be addressed.

Thanks,

Jean

From: [Richard Rice](mailto:Richard-Rice@utc.edu)
To: Joe-Wilferth@utc.edu Gavin-Townsend@utc.edu
Cc: Jean-Howard-Hill@utc.edu Gretchen-Potts@utc.edu James-Hiestand@utc.edu
Date: 09/21/07 12:22 pm
Subject: RE: Re: Adjunct Faculty Replacement
Attachments:

I fully support Joe's reasoning on this matter. A resignation was proffered and accepted. There was no pressure that I am aware of for this personal decision. In her September 9th email to the Executive Committee (not the other message sent out on Raven) Jean elaborated about her decision to resign:

"It also will allow the Faculty Senate to fill the chair position of the two committees on which I head, i.e. Handbook and Adjunct Faculty Committee." Since Gavin graciously accepted Jean's decision, those positions are now vacant.

As Joe points out, there is nothing preventing Jean from running and winning again. But we need to fill the 2nd VP position ASAP and an election for that position should be held. As for remaining in the Senate, as I said at the meeting, I personally do not have a problem with that given the tradition of leaving members on board if they so wish when, for example, the Division numbers change as they do most years. But leadership is more important than membership.

I can provide some historical perspective on this. Shortly after being elected President by the faculty, I was asked to resign by a faculty member who claimed that I had an "agenda" to fulfill and indeed I did. However, I refused to resign and suggested they make a vote of confidence motion, but that option was not pursued. Had I resigned, there would have been another election...it is as simple as that.

Richard

I was unable to attend the last Executive Committee where this issue was addressed. However, I did send this e-mail to Gretchen to be shared with the committee:

From: [Jean Howard-Hill](#)
To: Gretchen-Potts@utc.edu
Cc:
Bcc: Jean Howard-Hill
Date: 09/27/07 02:22 pm
Subject: Executive Meeting Today
Attachments:

Gretchen:

I may not be able to attend the meeting today because of my involvement with the October 8th event and meetings. However, could you convey the following:

1. That my letter was not a letter of resignation. It was one which relieved myself from the position of Adjunct Representative based upon me believing I was no longer eligible to serve because I was full time and no longer adjunct faculty.
2. That since the parliamentarian has indicated that I could serve out my term, I wish to do this.
3. Based upon this, since I was duly elected by adjunct faculty, I am still their representative, and since I was duly elected 2nd Vice President by the Faculty Senate, spring 2007, that does not change.

4. I also understand that there has been discussion that I am not qualified to handle handbook matters. To that I can only respond that as a consultant, I probably have done more handbooks, policy manuals and etc. within the "real world", than anyone at UTC.

I find all of this being done out of a spirit of meanness, pettiness, and for some even racial prejudice of which I cannot understand why it exist among those in academia.

Thanks for conveying this to the Executive Committee.

I also give you my proxy to vote in support of my position.

Jean

Dr. Jean Howard-Hill
Political Science Department
419 Fletcher Hall
Chattanooga, Tennessee 37403
423-425-5702

Point Four:

“Surely you understand that the Exec can only function as a tightly-knit group of colleagues who have absolute trust in one another as they hash out the issues brought before the Senate. We need to work in an atmosphere where we can be candid, and without fear that one of us will publically voice dissent. “

My Response:

As a member of Executive Committee, there has been nothing done on my part which suggest I cannot be trusted, and I take offense to this. Also to suggest that because we are members of the Executive Committee that we cannot “publically voice dissent” is something which I do not believe should be a requirement to serving on the committee.

Speaking of trust. That same trust must also be extended to me. For example: Gavin indicated to me prior to the first Faculty Senate meeting that the changes you handed me were “house keeping” matters left over from the last committee. But as indicated below and from what happened in the meeting, this certainly was not the case, and made me appear to be incompetent in carrying out my duties as chair of the Handbook Committee. Therefore, I was unable to trust his words in telling me this.

From: [Jean Howard-Hill](mailto:Jean.Howard-Hill@utc.edu)
To: Joe-Wilferth@utc.edu
Cc:
Bcc: Jean Howard-Hill
Date: 08/23/07 07:15 am
Subject: Re: Faculty Handbook Committee (2007-08)
Attachments:

Joe:

Yes. If you can advise me of your schedule availability, then I will try to arrange a suitable time with the committee.

Thanks!

Hope you are enjoying the beginnings of the semester.

Jean

-----Original Message-----

From: Joe Wilferth <Joe-Wilferth@utc.edu>

To: Jean-Howard-Hill@utc.edu

Date: Tue, 21 Aug 2007 13:08:58 -0400

Subject: Faculty Handbook Committee (2007-08)

Jean,

Your committee for this year consists of the following individuals.
FYI. (I'm contacting all committee chairs with memberships and charges for this year.)

If you'd like to get together soon to discuss last year's work (and this year's work), let me know.

Joe

*Faculty Handbook Committee (elected) *

Howard-Hill, Jean, POLS, Chair

Asllani, Beni BMGT

Beech, Jennifer ENGL

Jones, Rebecca ENGL

Wakim, Judith NURS

One Additional Faculty Member--add to agenda for Senate meeting

From: [Jean Howard-Hill](mailto:Jean-Howard-Hill@utc.edu)
To: Joe-Wilferth@utc.edu
Cc: Richard-Rice@utc.edu Gavin-Townsend@utc.edu Gretchen-Potts@utc.edu
Bcc: Jean Howard-Hill
Date: 09/07/07 01:19 am
Subject: Re: today's senate meeting
Attachments:

To All:

I agree with Joe. I felt embarrassed and put on the spot as well. I was given the changes and told that they were mere "house keeping" matters left over from last year. This is why I

referred to you Joe on these matters.

Had I known this was not the case, I would have never presented the items.

Joe, if I did anything that tainted the very fine job you did last year, I do apologize. But I am not sure what was going on. I never saw your report Joe. All I was given was the single page of changes via Gavin. Since we has not met, I assumed this was from you.

Again I am sorry, but I am just as much in the dark as you are on this one - as well as embarrassed. I now know that until the committee meets, and have the opportunity to review and present changes, I will never do this again.

Jean

-----Original Message-----

From: "Joe Wilferth" <Joe-Wilferth@utc.edu>

To: Richard-Rice@utc.edu, Gavin-Townsend@utc.edu, Gretchen-Potts@utc.edu, Jean-Howard-Hill@utc.edu

Date: Thu, 06 Sep 2007 22:01:11 -0400

Subject: today's senate meeting

All,

Could someone please explain how today's items listed for the Faculty Handbook Committee (and the proposed changes to the Handbook) got onto the agenda--viz. the specific recommendations? Let me explain what I mean.

I have attached my report from the end of last year for your (and my own) review; you will find that a "loose ends" section concludes the report on the last page. I don't see a connection between last year's end-of-the-year business (the "loose ends") and this year's starting point--i.e., today's recommendations. These recommendations, then, did not come from last year's committee, despite today's appearances!

Simply put, I couldn't help but to be embarrassed by today's meeting and by the implication that last year's committee was bringing to the Senate "half-baked" recommendations. It tainted the good work--and lots of it--that we accomplished last year. To add injury to insult, it was made clear (repeatedly) that this year's committee had not yet met--despite the fact that the new committee presumably was making recommendations for the Senate to approve. So how did this happen? If I've missed something in my own notes, please help me remember. Perhaps I should be embarrassed, but I recall being very thorough in my work last year.

I'm aware that I missed the Exec meeting this week (because of family-related responsibilities) and this problem could have been avoided at the appropriate time, i.e., *then.* Additionally, I share in the blame because I haven't been diligent about meeting with Jean. We both, it seems, have extremely busy schedules.

Joe

Joe Wilferth

UC Foundation Associate Professor and Associate Head
Department of English (#2703)
University of Tennessee at Chattanooga
615 McCallie Avenue
Chattanooga, TN 37403

"[I]n the woods we return to reason and faith..." -- Emerson

Phone: 423.425.4621

URL: <http://www.utc.edu/~Joe-Wilferth>

Point Five:

"Honestly, I have still not recovered from our private email exchange of July 27 that you made known to Founders. And then there was that embarrassing post in August on RAVEN that accused me of racial insensitivity This is just no way to build trust."

My Response:

I am not sure who you are referring to as "founders". I guess it is in reference to Chancellor Brown. I am not at war with anyone within the administration, and neither do I intend to be. I believe we all have to work together on issues that affects us all. I did not regard Gavin's exchange as private, and because of the subject, I made all e-mails to me on this issue available to Chancellor Brown because this was something in which I wanted him to be in on the loop.

As to the embarrassing post, Gavin posted this below e-mail (I also have included those private exchanges in which he gave reference). Should I not have responded to this lack of insensitivity on an issue which is of this great importance? **Note: You will need to read the e-mail exchange from bottom to top because of the way it is posted.**

From: [Jean Howard-Hill](#)
To: Gavin-Townsend@UTC.EDU
Cc: UTCSTAFF@RAVEN.UTC.EDU
Bcc: Jean Howard-Hill
Date: 07/30/07 09:28 am
Subject: Re: Re: [UTCSTAFF] Response to Gavin's Racism Task Force
Attachments:

Gavin:

Please know that I do have respect for you, and I truly believe you have a good heart, and that you do try to move with the best of intentions. I also know that you have been a great Senate Faculty leader, and suppose you will continue to be the same.

Let's get together soon, fight a little, educate each other, hug at lot, even cry if we need to, and leave each other with a relationship that moves forward to do good at UTC. I know this is the desire of BOTH of our hearts. Sometimes it just takes a little time to get to where we need to be on issues such as this. But I am confident that we will get there, because I believe in the GOOD in you.

Love you Gavin.

Jean

P.S.: I tried to post a heart filled with love, but UTC's system won't let me post it. Anyway, I think you know I love you, even without it!

-----Original Message-----

From: Gavin Townsend <Gavin-Townsend@UTC.EDU>

To: UTCSTAFF@RAVEN.UTC.EDU

Date: Mon, 30 Jul 2007 01:17:56 -0400

Subject: Re: [UTCSTAFF] Response to Gavin's Racism Task Force

My apologies, dear colleagues, for this embarrassing turn-of-events. Clearly Jean and I have some continuing misunderstandings to address in private. Please be assured of my determined intentions to support the efforts of whatever task force or surveys the Senate decides to authorize regarding racism. What levity you found in my earlier note was directed only at myself, and stems from Maggie's light-hearted reference to my "famous questionnaires." My intention was to respond in good faith to Jean's public call to declare my willingness to serve as a resource for whatever actions on racism the Senate decides to consider.

A chronic worrier, though, I remain concerned about the potential for any study of racism at UTC -- even the most professional studies done with the best of intentions -- to lead to the identification of individuals suspected of racist thoughts and actions. I'm sure there are ways to conduct the research we seek without this peril, but I still worry. If my concern came off as a manifestation of racial insensitivity, I sincerely apologize. I certainly did not intend to offend or patronize, or make light of the serious issue of racism on campus.

Gavin

----- Original Message -----

From: "Jean Howard-Hill" <Jean-Howard-Hill@utc.edu>

To: <Gavin-Townsend@UTC.EDU>

Cc: <UTCSTAFF@RAVEN.UTC.EDU>

Sent: Sunday, July 29, 2007 8:19 PM

Subject: Response to Gavin's Racism Task Force

Gavin:

Now that you finally have come out of hiding after our rather heated e-mail exchanges, I find your response as Faculty Senate President offensive. The tone is not at all one in which I would think someone who is in leadership would have. This is a very serious matter. So to be sarcastic and

patronizing in your response is totally unacceptable.

Your statements “Besides, it's been two months since I sent out my last survey and I'm itching to administer another.”; and “OK, I'll bite. Be it known here and forever that Faculty Senate President Townsend is all in favor of race sensitivity training and the administration of surveys and questionnaires about racial attitudes and such. Racism in academe is an important issue, and if the Senate wishes to appoint an ad hoc task force to develop said surveys and/or organize sensitivity workshops for UTC, then I'm all for it.” are highly offensive and patronizing. We don't need this kind of response at a time when people are hurting and engaging in higher levels of discussion. I am disappointed, as I was also disappointed with your private e-mail responses, of which I have been told by you that because I am Second Vice President of the Faculty Senate, I should not share.

Also, we need those with expertise in this area to deal with this issue, so that it is not escalated unnecessarily into a race war. The Faculty Senate does not have this kind of expertise. Neither are they the proper mechanism for doing so. This also shows a lack of your understanding in dealing with racial matters.

Also, to suggest there would be a witch hunt minimizes the kind of professional and sincere pursuit of the truth which I am confident will be instituted by those in leadership at UTC.

Hopefully, your e-mail is not because of racial insensitivity, but rather because you failed to think through your response before posting it. Nevertheless, as a member of the Senate Faculty Executive Committee, I caution you to be careful what and how you speak as our leader, so that this does not add fuel to the existing racial fire.

I would rather have said this in private, but since you posted publicly, unfortunately it has to be addressed publicly, so that it is not mistaken as the position of the Faculty Senate.

Jean

-----Original Message-----

From: Gavin Townsend <Gavin-Townsend@UTC.EDU>

To: UTCSTAFF@RAVEN.UTC.EDU

Date: Sun, 29 Jul 2007 19:36:31 -0400

Subject: Re: [UTCSTAFF] Racism Task Force

OK, I'll bite. Be it known here and forever that Faculty Senate President Townsend is all in favor of race sensitivity training and the administration of surveys and questionnaires about racial attitudes and such. Racism in academe is an important issue, and if the Senate wishes to appoint an ad hoc

task force to develop said surveys and/or organize sensitivity workshops for UTC, then I'm all for it.

Besides, it's been two months since I sent out my last survey and I'm itching to administer another.

I'd even be in favor of efforts to document incidents of racism on campus with the goal of improving sensitivity. I only ask that we take great care to avoid identifying specific individuals suspected of racism. Given the passionate nature of this issue, we must proceed professionally and with cool heads. No witch hunting allowed.

Tempting though it is.

Many thanks to Jean, Maggie, Dorothy, and Shirl for calling for this initiative.

Gavin Townsend
Faculty Senate Pres.

From: [Gavin Townsend](#)
To: Jean-Howard-Hill@utc.edu
Cc:
Date: 07/28/07 12:50 pm
Subject: Re: Re: Re: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to Melissa's E-mail
Attachments:

Hi Jean,

I regret you feel our conversation here has become silly and crazy. Perhaps you are right. I labored, though, to pick my words with care and appreciate you reading them. As I said, we will have to communicate a lot via e-mail this next year, if only for practical reasons. Email comes with its own risks, of course, but nothing beats it for some purposes, especially over the summer.

I confess I do not understand your second paragraph below, but if you would rather wait to explain it to me in person later (assuming we both remember), that would be fine with me.

Have a great weekend,

Gavin

----- Original Message -----

From: "Jean Howard-Hill" <Jean-Howard-Hill@utc.edu>

To: <Gavin-Townsend@utc.edu>
Sent: Saturday, July 28, 2007 11:36 AM
Subject: Re: Re: Re: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to
Melissa's E-mail

Gavin:

This is beginning to be silly. I will deal with it in time. But for now, I will not and cannot be distracted from the main focus which is RACISM AT UTC.

Also, I no longer feel this is an e-mail of confidentiality based upon Senate privilege, and will treat it as such. It is a prime example of people who do not realize the pain of what they say or do, and even when it is explained, they still refuse to hear and understand.

For now, I no longer intend to go back and forth with you on this issue.

This is crazy!

Jean

-----Original Message-----

From: "Gavin Townsend" <Gavin-Townsend@utc.edu>

To: <Jean-Howard-Hill@utc.edu>

Date: Sat, 28 Jul 2007 11:23:13 -0400

Subject: Re: Re: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to
Melissa's E-mail

Good morning Jean,

I did not get the idea that you were specifically targeting folks like Joanie and Lyn because I knew you had earlier exchanged words with the two of them. I got this exclusively from what you yourself wrote.

Here again: "Ironically, they [these dangerous racists] also may dare spring up as the first to console those of us who have been bruised by even themselves, as if they are among the innocent."

OK, I asked, who were among the first to console Melissa upon her departure? Answer: Joanie, Lyn, Donna and Adam. You may have been thinking more universally about bruising and consoling, but your note was a response to Melissa's good-bye, so it hardly took a brain surgeon to connect the dots. Anybody who wondered who you had in mind as racist only had to look over the list of folks who responded to Melissa to compile a short list of suspects.

The same goes for this reference: "There are some blacks who sit in administrative positions who cannot and do not speak up because they too fear reprisals. When they fail to do so, although we may understand why, nevertheless, this causes those of color to lose confidence in them, which

adds to the feeling of helplessness."

OK, I asked, who could Jean have in mind? Who is the most notable black administrator at UTC? Well, Richard Brown of course. Who else? And now Richard, though un-named, is painted as a man fearing reprisals? A man who has lost the confidence of "those of color"?

I have known Joanie for one decade and Lyn for two. While we are all racist to some degree, I would put both of them towards the bottom of scale. Did you know that Joanie organizes annual free tax clinics for Chattanooga's most economically stressed citizens? Or that Lyn was married to an African-American man?

I happen to share Lyn's wish to raise the minimum ACT score for UTC students -- this for the purpose of improving our retention rates. Does that make me a racist? If I feel we do a disservice to students by admitting them to a university where their chances of success are virtually nil, does that make me a racist? If I caution you about publically, if unintentionally, identifying people as racists, does that make me a racist?

Rightly or wrongly, Jean, I don't think of you primarily as a woman or an African-American. You are a colleague, a faculty member, a senator, Second VP. And I intend to treat and support you as such. In turn, I must trust that you will not think of me as a racist because I want to raise the ACT or allow discussion on the Merger Agreement or whatever. To function at a university we have to assume that our stances on pedagogy, admission standards, etcetera are not driven by personal prejudice. They may well be, but we cannot assume they are.

I figure we all need to work to maintain a climate where we can openly challenge ideas and perceptions without fear of being damned as bigots, racists, homophobes, Satan-worshipers, commies, or whatever. Certainly the last place I'd want to work is one where we try to hunt down such people. It's good to raise public and academic sensitivity to the issue of racism; we just need to avoid pointing fingers and presuming we know what lies in a person's heart. This is especially true for members of the Executive Committee, as I try to remind myself daily.

Thanks for your understanding.

Gavin

----- Original Message -----

From: "Jean Howard-Hill" <Jean-Howard-Hill@utc.edu>

To: <Gavin-Townsend@utc.edu>

Sent: Saturday, July 28, 2007 7:08 AM

Subject: Re: Re: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to Melissa's E-mail

Gavin:

Before I begin, this e-mail is not copied to anyone. (smile)

Correct me if I am wrong. But I do read into your e-mail a need to defend Jonie and Lyn. As to Jonie, I figure it is because of my comments in Faculty Senate regarding the Part-time Committee. From that it seems you feel I have something personal with Jonie. If that was the case, I would have gone to her. What I said in the meeting, I said it, and since that time, when I have seen her, I have spoken to her, and completely forgotten about this. But for you mentioning she e-mailed regarding Melissa, I would have forgotten.

As to Lyn, I have had communications with her on several occasions where I have not agreed with her on issues that impact African-American students, and have confronted her for things she did regarding me personally.

Also, it is the same old, same old, where someone goes to someone else to say what they need to be saying to that person. If these people felt that way, why not come directly to me. Why go through you, except that they felt you supported them against me. You too have to remain neutral, and not give the impression that you “know” them better than you “know” me, and therefore, they must be pure, and innocent, and what you think I may be saying about them must be untrue. Surprising, there have students, people in the community, and some white and black faculty who have suggested that Lyn is racially insensitive based upon her stand with the ACT scores and Merger Committee. So to state your life on this, troubles me.

Nevertheless, how these two people got into this discussion, is based upon your perception of what you think is going on with me, and the kind of person you think I am. I would have rathered you ask me if there was a problem with these two individuals, rather than assume there is.

Having said all of this, it makes me feel that you have taken a position where you have created a defense of them against me, having also not gotten to know me. This does not make me feel comfortable in my relationship with you at this point. Whether you realize this or not, this is the same kind of scenarios which has caused Blacks to read into actions bias, which can be perceived as a form of racism. **NO I AM NOT CALLING YOU A RACIST.** But you do need to know also how I might perceive “your: e-mails, just as you have cautioned me about “my” e-mails.

I come to the table open-minded and I do not take anything personal. But if I am going to work with you, I don't want to feel that you already have this thing in your head, based upon something some has said to you, that you have a need to protect them from me, and keep me from them.

I also do not want to feel that there is an underlying fear that I am a trouble maker, simply because I speak out on issues that will make UTC a better place to work and learn.

Let's see if we can sit down and talk, telephone or whatever to resolve this. I am more than willing to do whatever is necessary to get a better understanding between the two of us. Then perhaps after that, you can get a better understanding of who I am as a person.

As requested, I will not copy your e-mails to me.

Thanks! I look forward to this.

Love you!

Jean [544-9696 cell - office 5702]

-----Original Message-----

From: "Gavin Townsend" <Gavin-Townsend@utc.edu>

To: <Jean-Howard-Hill@utc.edu>

Date: Sat, 28 Jul 2007 00:30:42 -0400

Subject: Re: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to Melissa's E-mail

Hi again Jean,

Please know that I read your memo with care. Several times actually. Which is one reason I extensively quoted from it. I commend you for raising the issue of racism in the first place and I'm delighted to hear that you've heard nothing negative. But you know how people are: they don't always tell the sender directly when they have a beef. Surely you can allow that even folks who agree with the spirit of your note, and fully appreciate its intentions, might object to some of its particulars. Having received some complaints, I endeavored, perhaps ineptly, to caution you about accusing un-named (but identifiable) people of being insensitive at least, racist at worst. You claim such people don't know you. But can you be certain you know them?

Remember, Jean; I am one of your biggest supporters. I'm not trying to shut you down or push the issues you want to raise under the rug. If you want to suggest to the Senate that we have a Racist Task Force or if you'd like to see the faculty complete a survey on racism or whatever, then I want to help. Indeed, I'm looking forward to working with you on the Executive Committee. My cautionary note was intended to help facilitate the operations of the Executive Committee next year. Now that you are on the Exec, it doesn't matter how stupid, lazy, crazy, or racist you think a fellow faculty colleague or administrator may be; you just can't afford to let them know what you really think. We certainly can't go around identifying someone as racist and then say, "prove you aren't racist through your deeds." (I know you didn't say this exactly, but it is suggested in your comment below, "if someone needs to be taken to task because they are racist, so be it. If they are not, then their own deeds will speak for themselves.")

Admittedly, those on the Executive Committee have to watch what they say more than other senators. This isn't about muzzling you or denying your freedom of speech; it's about using discretion to maintain effectiveness. As you well know, it doesn't matter what you write or say that counts; it's how it is read and perceived.

Speaking of discretion, I must ask that you please not copy our correspondence. I wrote to you in confidence on this delicate matter. Had I wanted to inform Richard, Roger and Barbara of my concerns I would have copied them myself. You and I will be corresponding a great deal this next year and I must be able to trust that our notes to one another will stay within the Executive Committee, if not just between us. It's not about "us" versus "them." It's not even about information control. It's just about about maintaining a crucial atmosphere of candor within the Exec so that we can do the most good together as a team.

I do hope this all makes sense and that you read this note as a plea for understanding and trust.

Gavin

----- Original Message -----

From: "Jean Howard-Hill" <Jean-Howard-Hill@utc.edu>

To: <Gavin-Townsend@utc.edu>

Cc: <roger-brown@utc.edu>; <richard-brown@utc.edu>; <barbara-wofford@utc.edu>

Sent: Friday, July 27, 2007 10:21 PM

Subject: Re: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to Melissa's E-mail

Gavin:

Thanks for the advice.

I personally know Richard and Barbara, and they hardly will think that what I said would place them in this kind of negative light. In fact, you are the first and only one among many who have responded that have even suggested that this is an interpretation of what I said.

People who want to read negatives into the e-mail will do so. Perhaps even to change the focus of what needs to be addressed, which is racism. Throughout history, this has been the case. But for those who understand why it was written, they have not seen, and probably will not see what some would think is taking someone to task and will understand that racism at UTC needs to be addressed, and that this is all that I was trying to do. Nothing more and nothing less.

As to taking anyone to task, where on earth did you get this from? There are no names mentioned in my e-mail. By now you should know that if I have a concern, I don't hint around, I go directly to the source. So if any of those people feel I was referring to them, then perhaps they don't truly know me. So please don't read anything into my e-mail that is not stated. On the other hand, if someone needs to be taken to task because they are racist, so be it. If they are not, then their own deeds will speak for themselves.

I realize I do represent the faculty, but I am also African-American, and if no one is addressing this issue, then who will? If being a member of the Faculty Senate muzzles me from speaking truth, then perhaps we need to re-think this. In my e-mail, I did not represent the Faculty Senate, neither did I allude to this.

People are being hurt, while you worry about how this will be perceived? I think people are more concerned about the problem rather than me, or any false perceptions. I strongly urge you go back and re-read my e-mail. This time without reading into it anything other than what is said.

I am e-mailing a copy of this to Dr. Brown, Dr. Wofford and Chancellor Brown.

Jean

-----Original Message-----

From: "Gavin Townsend" <Gavin-Townsend@utc.edu>

To: "Jean Howard-Hill" <Jean-Howard-Hill@UTC.EDU>

Date: Fri, 27 Jul 2007 18:29:30 -0400

Subject: Re: [UTCSTAFF] A Well Kept UTC Secret - Response to Melissa's E-mail

Hi Jean,

I can certainly appreciate how moved you were to respond to Melissa's e-mail and how deep your feelings are regarding racism in academia. As a white man, I can only imagine indignities and offenses you have either experienced personally or at least know about indirectly.

But (you knew there had to be a "but"), let me suggest a little caution now that you are serving as Second VP on the Senate Executive Committee. I've done my fair share of postings on RAVEN, and I know how things can be easily misinterpreted, so allow me a little collegial advice offered with the very best of intentions.

What follows are some sentences that gave me pause.

You wrote, "Yes, we have an EEO compliance director, but who among us would

feel comfortable going that route? Despite the fact that she is black, most of us have come to know the reality that it still would be viewed by some colleagues, administrators, and staff as being a “troublemaker”. After all, “you people have it better now than ever.”

Possible translation: Barbara Wofford is a poor resource for African-American employees of UTC since complaining to her only brands you as a trouble-maker, and since she will only assure you that things are better now than they were.

You wrote: "Academic arrogance, mixed with racism produces a toxic kind of dangerous new racism, where those who possess such are so caught up in the loftiness of the grandeur of who they perceive themselves to be, that they do not understand or care that they tread upon the rights or dignities of others. Ironically, they also may dare spring up as the first to console those of us who have been bruised by even themselves, as if they are among the innocent. This is when it gets to be scary – when the consoler is also the bruiser, and doesn't believe what they have done is wrong."

Possible translation: Lyn Miles, Joanie Sompayrac, Donna Cooper and Adam Trowbridge (among the first to console), are worse than normal racists -- they represent an new breed of insideous, puffed-up, dangerous racists in disguise.

You wrote: "This is not just a faculty issue. There are some blacks who sit in administrative positions who cannot and do not speak up because they too fear reprisals. When they fail to do so, although we may understand why, nevertheless, this causes those of color to lose confidence in them, which adds to the feeling of helplessness."

Possible translation: Richard Brown will not speak up about minority issues because he likes his job too much, and so African-American employees here at UTC are justified in their lack of confidence in him.

Jean, I realize you avoided naming names in your memo, but you did not write so generally as to suggest you did not have identifiable individuals in mind. And what you wrote about them could be seen as pretty damning. Indeed, you may have deliberately wished to take some people to task. But you must remember that you are Second VP now, and that you represent all the faculty. Not just adjuncts. Not just African-Americans. And if we are going to do our jobs well on the Executive Committee, we must avoid alienating people, even people we don't personally respect or care for.

I realize, of course, you already know all of this: you are a political scientist after all. But I also know that in the heat of the moment, when fundamental beliefs and heartfelt concerns are at stake, we can all lose some perspective.

I do not for a second suggest that we should condone racism, in any form, here at UTC. And I'd bet most faculty agree with the overall sentiment of

your note. But I know for a fact that Barbara Wofford is a good person who wants to do everything she can for minorities here at UTC, within the limits of the system. I know for a fact that Richard Brown is a very strong supporter of African-Americans at UTC, especially students. And I know for a fact that everyone who wished Melissa well -- especially Lyn and Joanie -- are among the most pro-minority people I've ever encountered. And I'm talking about deeds here, not just lip-service.

OK, enough with the advice. My apologies if I sound patronizing. I'm just trying to ensure we enter the new academic year with some smooth sailing and a minimum of misunderstanding.

With best wishes,
Gavin

Point Six:

3. The adjunct problem.

Several senators have expressed concern that the adjunct representative is serving as Second VP. The argument goes something like this: the adjunct rep does not have the same teaching load, research expectations, service requirements or connection to the university as do the other full-time senators. The adjunct representative, then, must necessarily lack the information and perspective needed to chair the Handbook Committee and serve as an advisor to the Faculty Senate President. Calls have been made to alter the Handbook to exclude the Adjunct representative from serving on the Exec.

My Response:

Spring 2007, I was duly elected by the Faculty Senate to serve as Vice President. So how can you now vacate that election results?

I am no longer an adjunct. I am full time so that part of your reasoning is flawed. Also, what does a teaching load, research expectations, service requirement have to do with anything?

As to my qualifications, as a consultant, I probably have more experience in writing, and revising policy manuals and handbooks far more detailed and technical than what is involved with the faculty handbook. This also holds true for research, and I am also published.

It would appear that this argument is more about "me" personally serving as 2nd Vice President and sitting on the Executive Committee.

Point Seven:

"4. At the pleasure of the Senate.

With the exception of the Faculty Senate President, who serves at the pleasure of the full faculty, all the officers on the Senate serve as the pleasure of the Senate. Given your resignation (aborted or not) and its acceptance, we have a murky, unpleasant situation that can only be clarified either by your full acceptance of your resignation or by a vote of the Senate. This is the position of both the Exec and our Venerable Parliamentarian (the closest thing we have to a Supreme Court)."

My Response:

Below is the e-mail from Gavin, which says just the opposite.

-----Original Message-----

From: "Gavin Townsend" <Gavin-Townsend@utc.edu>

To: <Jean-Howard-Hill@utc.edu>

Date: Thu, 20 Sep 2007 13:39:19 -0400

Subject: Re: Adjunct Faculty Replacement

Hi Jean,

Thanks for the note and the phone message. You're right; there's nothing in the Handbook about this. According to our Parliamentarian, however, the tradition here at UTC is that you can serve as a senator through the end of your term, even if your status changes, unless you no longer wish to serve. I got the impression from your note to the Executive Committee and the Senate that you wanted to step down as both VP and as Adjunct representative in acknowledgment of your change to a full-time faculty member. So I began the process of finding a replacement for you on both the Exec and the Senate. While we have found a senator willing to serve as VP, no one from the adjunct community has yet been identified to take over for you on the senate. I'm delighted, then, to hear of your willingness to stay on in the senate as the adjunct representative.

Let me ask Jim here to confirm (or correct) my understanding of the tradition, and to ask him for his advice regarding your replacement. Jim, are we duty-bound to replace Jean on the Senate at the earliest practical opportunity? Or can Jean safely serve until the end of her term (in April)?

Thank you both!
Gavin

From: [Gavin Townsend](mailto:Gavin-Townsend@utc.edu)
To: Joe-Wilferth@utc.edu
Cc: Jean-Howard-Hill@utc.edu Richard-Rice@utc.edu Gretchen-Potts@utc.edu
James-Hiestand@utc.edu
Date: 09/21/07 11:40 am
Subject: Re: Re: Adjunct Faculty Replacement
Attachments:

Greetings all.

Joe makes a good point. However, I think Jean would argue that while she thought at one point that she HAD to resign given the change in her status, she subsequently learned from our Parliamentarian that she actually had the option to serve out her term. Armed with this new information, she withdrew her resignation and indicated her wish, as we all learned yesterday, to continue serving on both the Executive Committee and the Senate.

The Handbook here is silent, so we have to go here on tradition and common

sense. This is where we have to rely on Jim. I suppose the Senate could overturn his ruling or add some clarifying language to the Handbook that might cover this odd circumstance. Until then, though, I do not believe we have grounds to force a new election.

Mind you, I am no legal authority and am open to alternative points of view. I would like to insure, however, that we do the the right, collegial thing here.

Gavin

My Conclusion:

1. This is not about doing what is right. It is about preventing me from serving on the Executive Committee and as 2nd Vice President based upon race perhaps and for some other reasons which are not well articulated.

2. Perhaps my sitting on the Executive Committee prevents a problem because I am not willing to entertain mean spirited and unfactually based comments made by some executive committee members, i.e. references to Chuck and gluttony and the “bless his heart” e-mail; “slick Richard Brown who diverted funds from faculty to give to staff, per secretly disclosed information from the previous provost; the need to chastise Chancellor Brown so that he does not set precedence for ignoring the recommendations of the faculty senate; or Verbie Prevost who did somebody wrong when they were president. This was all said and discussed in the very first executive meeting. This is just not my style to do this kind of thing, and never will it be. If we have something to say to fellow faculty or to administration, there is a way to do that in a professional and effective manner. It is called sitting down and talking to them, reasoning and coming up with what is best for UTC. Also, if you are bold enough to say it behind closed doors, you ought to be man or woman enough to say it to those you are trashing, and let the entire Senate know you said it. So if me being on the executive committee makes you uncomfortable because I will not entertain this kind of foolishness, then say that is the reason, rather than all of the rhetoric.


3. It is sad to see that as colleague, some of us can be so untruthful, petty, mean spirited, racially insensitive and even racist. You would think we could rise above all of this and be civil with each other.

4. You may want to speak with the University’s legal counsel prior to taking any action on this matter, because I do not plan to roll over and play dead on this one. It is wrong, and I will fight what is wrong. ALWAYS!

For those who have served with integrity and have treated me with the same fairness and courtesies extended to other members, I appreciate, respect, and thank you for that.

Thank you for this opportunity to respond.

APPENDIX B: Presentation by Lyn Miles
on the UFC Meeting with President
Petersen



UT Faculty Council

Report
H. Lyn Miles, UTC Representative
October 2007

UT Faculty Council

- Advise President on faculty matters
- Contribute faculty to system Task Forces
- Two representatives from each campus
- Meet at least three times a year

<ul style="list-style-type: none"> ■ UTC ■ UTK ■ UTM ■ UTHSC ■ UT system ■ Trustees 	<ul style="list-style-type: none"> Gavin Townsend, H. Lyn Miles, Chair David Patterson, Beauvais Lyons Nancy Warren, Elaine Harriss George Cook, Peg Hartig John Petersen, Robert Levy Larry Pfeffer, John Schommer, Desiree Kennedy
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12 Recommendations

<ul style="list-style-type: none"> ■ Faculty moderated listserv ■ Ombudsperson ■ Communication: style, content, frequency ■ Direct communication from President ■ Centralized email 	<ul style="list-style-type: none"> ■ Cost of living raise: 3% ■ Minimum raise of \$1,000 ■ Salary data available ■ Faculty – Legislature ■ State E&G appropriations ■ Payroll deduction ■ Replacement of faculty trustees
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2007-2008 Concerns

<ul style="list-style-type: none"> ■ UT Structure <ul style="list-style-type: none"> ■ Federation or Consolidation ■ UT vs. UTK ■ UTC Merger ■ Campus Comparisons – survey ■ UT Communications <ul style="list-style-type: none"> ■ Top-Down or Faculty Input ■ Banner 2010 ■ IT issues ■ Morale & Fear ■ Library Privileges 	<ul style="list-style-type: none"> ■ Faculty Salaries <ul style="list-style-type: none"> ■ Raises ■ Tenure Appeal ■ Evaluation Guidelines ■ Salary-Generating Grants ■ Task Forces ■ Campus Survey
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Structure Concerns


Knoxville Sentinel Sunday September 30, 2007

- 1968 UT System – affiliation of independent campuses
- Became a main campus with branches
 - Violated agreements – UTC, Memphis State, Nashville
 - Alexander – took over UTK operations
 - Gilley – eliminated UTK Chancellor
 - Shumaker – move system to Nashville
 - Petersen – system takeover of UTK functions

UT Mission Statement

Memorandum, August 9, 2007

“The mission of the University of Tennessee is to provide the people of Tennessee with access to quality higher education, economic development and enhanced quality-of-life opportunities.”



APPENDIX B: Presentation by Lyn Miles on the UFC Meeting with President Petersen


UT System

- Direction, oversight, accountability
- Delegates certain authority to campuses/institutes
- Holds campuses/institutes accountable
- Assists strategic partnerships
- Delivers administrative support to campuses

UNITS

- Oak Ridge National Laboratory
- UTK Cherokee Farms
- UTK Biofuels LLC
- UTK Research Foundation
- UT Athletics (really UTK athletics)
- UT Online

UT “Mission Statement”



- Created by “leadership” over last 3 years
- Top-down mission statement with no faculty input (may be revised)
- Emphasis on science, technology & economic development but not the Academy
- Violated UTBOT Oct 5, 2001 resolution
- Violated UTK *Faculty Handbook*


Consolidated, Not Federated



“This direction recognizes that...a consolidated...effort is the...way to fulfill our statewide obligations...”
August 9, 2007

UTK Letter to UT Board September 21, 2007

- David A. Patterson, *Faculty President*
- John Nolt, *President-elect*
- Louis J. Gross, *Past Faculty President*
- Katherine Greenberg, *Past Faculty President & Former Trustee*
- Beauvais Lyons, *Past Faculty President*
- Candace White, *Past Faculty President*



UT System Governance

- Association of Governing Boards of Universities & Colleges
 - “Best practices” for multi-campus systems not observed
 - UT and UTK are not distinct
 - Education/research should be on campus, not in system
- UT System Dismantling of UTK to form a 6th campus “empire”

<ul style="list-style-type: none"> ■ Alumni ■ Athletics ■ Development ■ Cherokee Farms ■ UT Online ■ Institute of Agriculture ■ Oak Ridge Laboratory ■ UTK Biofuels LLC ■ UTK Research Foundation 	<ul style="list-style-type: none"> Loyal former students Revenue, statewide recognition Donations UTK faculty & students Statewide faculty & students Research Research Research Research
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Additional Anomalies

- ORL “part-time tenure” at UTK (200)
- ORL library privileges
- Control of UTK “Governor’s Chairs”
- Control of biofuels project

APPENDIX B: Presentation by Lyn Miles
on the UFC Meeting with President
Petersen

New UT “Consolidated” Structure

- **UT**
Alumni, UTK Athletics, Development, Institute
of Agriculture, Oak Ridge, UTK Cherokee
Campus
- **Branches**
UTK (big), UTC, UTM, UTHSC

Conclusion

- UT system has serious governance problems
- UTK is becoming the second “stepchild”
- UT system is becoming the 6th campus
- Faculty Council provides inter-campus exchange
Salaries, Board, Evaluation, Appeals, etc.