

2008 – 2009 Faculty Senate Meeting Minutes
Signal Mountain Room, University Center, 3:10 p.m.
October 2, 2008

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

<u>Division</u>	<u>Present</u>	<u>Absent</u>
President	Pedro Campa	
Past-President		Gavin Townsend
At-Large	Mike Bell, Tammy Garland, Linda Hill Claire McCullough, and Jim Tucker	Chris Stuart
Adjunct	Bob Schmidt	
Behavioral Sciences	Tom Buchanan, Nick Honerkamp, and Terri LeMoynes	Helen Eigenberg
Business Adm.	Beverly Brockman, Jim Henley, and Kathleen Wheatley	
Eng & Comp Sci	Ron Goulet, Michel Holder, and Li Yang	Frank Jones
Fine Arts	Stuart Benkert and Kenyon Wilson	Patrick Sweetman
CHEPS	Kay Lindgren, Elizabeth O'Brien, Cheryl Robinson, and Deborah McAllister	Linda Johnston, and Dana Wertenberger
Humanities	Vicki Steinberg	Ralph Covino, Lauren Ingraham, and Lynn Purkey
Library	Colleen Harris	
Math & Sciences	Doug Kutz and Irene Loomis	Hill Craddock
Ex-Officio	Joselyn Sanders, Theresa Liedtka, and John Delaney	Roger Brown, Phil Oldham, and Richard Brown
SGA Liaison		

Among the guests present: Dean Bourhen, Barbara Medley, Terry Dennington, and Linda Orth

Summary:

1. Call to Order
2. Approval of the minutes.
3. Erlanger Representative

Pedro Campa: We have an Erlanger rep to talk about the partnership. Dawn Blackwell works as a service line manager at Erlanger.

Dawn Blackwell: Good afternoon, I am Dawn Blackwell, as a project coordinator I want to inform you of some of the services available through Erlanger. If you are not already aware of this is a great opportunity, Erlanger is providing all the services as part of this partnership with UTC. You are provided with all the services available at Erlanger. "Why should I go to Erlanger?" you might ask. Well, if you don't have a primary care provider, you can take your health over to the primary service center or you can go to what was formerly Student Health Services and get services there. If you are going to the ER, I know you have been told that you will need to identify yourself as a UTC affiliate. We are working out the kinks of this program. You may ask, "Where is my follow up?" You go to university health services and we will provide that for you. There has been a stigma attached to the student health center, and you may have felt some reservations about the student health center. We have changed the name to hopefully alleviate some of those doubts. Again, we are working out the kinks, but we hope that you will consider Erlanger. Any questions? One more thing about flu shots, we will be providing flu shots on October 23 from 10:00-3:00.

4. SACS Committee

Pedro Campa: Next item is SACS committee – Karen Adsit is leading the sacs committee. We would like a few volunteers from this body so you can come back and report on the findings. There is no one else to do it, I have been soliciting membership from the campus wide committee to volunteer for this body. I have already asked Colleen and Victoria as well. Thank you, Michael (Bell).

5. The UTK Tuition Hike

The next item is a request from several faculty members that brought this to the faculty council. This is for the proposed increase in tuition for UTK. The faculty senate voted that they would like to increase the tuition. Apparently they think they need it, but that we do not.

Vicky Steinberg - So. do we know what percentage UTK is asking for?

Pedro Campa: No, it is not clear. They don't call it a raise; they call it differential tuition. But of course, the faculty senate states that it is widely accepted. Economic forecasts have been asked for budget cuts for next year. These are scenarios, but they could turn into something real.

Nick Honerkamp: Just as an administrative strategy, a two-tier system is a bad idea. This lends a fiscal dimension that I thought we were getting away from. I think it is an administratively stupid idea. We could make the argument that teaching activities in academia have special cost.

Pedro Campa: I think that if we could come up with a budget or argument, I could talk it to them. We could say we want the exact same differential applied to UTC.

6. Work-Like Survey

Pedro Campa: The next thing on the agenda , Barbara Medley's survey on work life- the survey was presented to the Dean's council. But Barbara was not here. There she is. This is Dr.Medley from sociology. We have put the draft of the survey on the faculty senate website. If you need to see them, she would welcome some comments.

Barbara Medley: Good afternoon, Senate. You probably saw the email from Dr. Arfken about the university asking your participation in the survey that is being conducted as part of the initiative of the Strategic Plan. I am not sure what you got, but there is a sheet that tells you about the study (she passed them out). Essentially, what we are trying to do is to get faculty, administrators, and staff to participate in the survey. I have some copies of the one that was emailed. Now, since this version being passed around was completed, we met with the Dean's Council and some of the administrators and incorporated some of the questions that they felt was helpful. What I would like to do is get your feedback today or by email Monday morning. Email me with concerns or questions you feel would be appropriate. We want to make this comprehensive. The purpose of the study is to help us get a comprehensive view of faculty, administrative, and staff work life. This is based on a study by Mississippi State that was based on diversity. We have, as part of our strategic plan, to increase diversity. As part of longitudinal studies, there are many institutions that are doing these studies as part of diversity. We are interested in data. A Data driven approach to policies is crucial today. Rather than opinion, it becomes a process of scientific inquiry. On the student side, Dr. Delany and Dr. Anderson also asked us to do a student survey related to retention which would help with retention and with diversity. We will be able to do some cross comparisons across groups. So, we wanted you to know that it is a comprehensive project. We have said we want a 35 percent response rate at a minimum. We would like a much higher rate. Mississippi State got over 50%. This will be asking a lot because it will take you 20-30 minutes to complete. We are asking department heads to allow access to employees without computer access to participate. We are happy to entertain any questions, and we want your support.

Elizabeth O'Brien: What are the diversity related goals of the strategic plan?

Barbara Medley: I am not sure specifically. We want to ensure diversity.

Kay Lindgren: Does the school have a formal diversity plan?

Barbara Medley: Not to my knowledge. It may be part of the affirmative action plan. Part of what we are looking at is how do we look at diversity post – Geier Decision? Some of what we will learn from this study will help something of that order.

Terry Dennis, Provost Office: All of this (work/life survey) ties into the strategic plan.

Irene Loomis: When will we get the results of this survey, what is the timeline?

Barbara Medley: The survey will be available next week. We need to give people as least 3 Weeks. We have said to the planning group that we want descriptive statistics by the end of the

semester. The full analysis will not be available until next semester- part of this is due to the addition of a focus group component. The focus group questions will actually come from the survey results, probably next June.

Irene Loomis: Will faculty have access to this information?

Barbara Medley: Yes, in aggregate form. Do you see anything that jumps out at you? We are adding some questions related to compensation and merit pay. Those kinds of questions have been added, also, international education. We will have a companion survey. This is due to the anonymous nature of the larger survey.

Kay Lindgren: That's what I was wondering, because faculty will ask.

Barbara Medley: We want faculty to feel confident about that. It is fully confidential, but the international education survey does have personal questions, and therefore it must be done as a companion survey.

Ron Goulet: I don't feel that I can pretend that I know what this survey is about. There doesn't seem to be anything about political diversity. I mean, we are all liberals.

Kay Lindgren: Speak for yourself.

Ron Goulet: She listens to Rush Limbaugh.

Ron Goulet: But doesn't that have anything to do with our work life?

Kay Lindgren: That is a good point.

Elizabeth O'Brien: That was part of a CNN story, in which a student was stating that he or she had a liberal professor and the student could not discuss his or her views in the class.

Ron Goulet: The only other thing is that you are designing a survey to achieve goals that we can't find.

Barbara Medley: The survey relates to the Strategic Plan.

Nick Honerkamp: You might want to mention that in a note with a link. I don't want to see the Strategic Plan again.

Ron Goulet: So the goal of the survey is defined? I didn't understand if it was defined.

Pedro Campa: Are there any other questions?

Barbara Medley: Thank you. Please let me know if you have anything to add.

7. Administrative Reports - none

8. Faculty Concerns

Ron Goulet: I wanted to ask about conducting meetings once a month rather than every two weeks.

Pedro Campa: Sometimes there are reports that need to be acted on.

Nick Honerkamp: Sometimes they are cancelled in the event there is no business.

Pedro Campa: On what Nick Honerkamp mentioned earlier, should I ask the executive committee to about the tuition issue?

Nick Honerkamp: I suggest that executive committee draft something and bring it to us.

Pedro Campa: I'll see if that can be done. Shall we vote on this? All those in favor say "I".

Do I have a second?

Nick Honerkamp seconded.

9. The meeting is adjourned.