

2007 – 2008 Faculty Senate Meeting Minutes
Signal Mountain Room, University Center, 3:10 p.m.
December 6, 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, Michelle White, Linda Hill, Randy Walker and Tammy Garland	Chris Stuart
Adjunct	Ann Moore	
Behavioral Sciences	Lyn Miles, Helen Eigenberg and Tom Buchanan	Terri LeMoynes
Business Adm.	Diane Halstead, Debbie Archambeault, Kathleen Wheatley and Beverly Brockman	
Eng & Comp Sci	Claire McCullough and Li Yang	Ignatius Fomunung and Michel Holder
Fine Arts	Patrick Sweetman	Stuart Benkert and Mac Smotherman
CHEPS	John Freeman, Dolly Gerregano, Kay Lindgren, Michelle Vineyard, and Linda Johnston	Dana Wertenberger
Humanities	Rebecca Jones, Felicia Sturzer, Lauren Ingraham and Joe Wilferth	Matthew Guy and Oralia Preble-Niemi
Library		Jason Griffey
Math & Sciences	Peggy Kovach, Bob Marlowe and Doug Kutz	Manuel Santiago and Marc Loizeaux
Ex-Officio	Jocelyn Sanders, Phil Oldham, Richard Brown, David Pittenger, John Delaney and Theresa Liedtka	Roger Brown
SGA Liaison		

Among the guests present: Chuck Cantrell, Terry Denniston, Linda Orth, Mary Tanner, Valerie Rutledge, John Burgess, Herb Burhenn, Jim Cunningham, Ralph Covino, Colleen Harris and Yvonne Kilpatrick

Summary: The Senate approved curriculum proposals 08-014 through 08-025 by a vote of 25 – 0 – 1. The Senate also approved a proposal to develop the Early Childhood major in TPA (08-041) by a vote of 26 – 1 – 1. The Senate passed the following resolution that requests that \$150K of recurring funds be used for salary adjustments:

“We the UTC Faculty Senate urge the Provost to allocate a minimum of \$150,000 to adjust the salaries of faculty suffering from compression. We further urge that this adjustment occur this winter, that it be disconnected from the merit compensation process, and that it be distributed in accord with the formula used for last year’s compression adjustment.”

Additionally, the Senate passed the following resolution in regards to the dissolution of the UTCSTAFF listserv:

“The faculty senate expresses dismay with the loss of the UTCSTAFF listserv because of the sense of community fostered by this listserv, which is one of the core values expressed by our new mission statement.”

1. Call to Order:

Meeting was called to order at 3:17 PM.

2. Approval of minutes from November 15, 2007:

Minutes were approved with the following corrections: (1) In attendance, but missing from the minutes: Linda Orth (2) Under 2, second paragraph change “Jim Hiestand apologized if he was misunderstood” to “Jim Hiestand made a clarification on his comments”.

http://www.utc.edu/FacultySenate/Archives/2000_2010Archives/2007_08/2007_08Minutes/2007Minutes_1115.pdf

3. Curriculum Committee (Bruce Hutchinson)

Gavin Townsend asked if the Senate would consider proposals 08-014 through 08-025 as a packet. The curriculum committee recommends approval of these proposals. There were no objections. Gavin Townsend asked if any of the proposals were controversial. Bruce Hutchinson answered that there was a clarification that “deactivate” also meant “remove” from the catalog. Richard Rice asked for clarification on the Psychology course, if indeed the course would be removed. Herb Burhenn answered that indeed, the course would be removed.

Felicia asked if 08-014 would be modified for the undergraduates who would be now be allowed in the course. Bruce Hutchinson answered that the only difference would be that graduate students would be allowed to complete an extra paper.

Jim Hiestand asked about the seven hours added to Psychology He wondered what courses were being removed. Linda Orth answered that the hours are not being increased, but rather the courses are being shifted, requiring more major hours. The program will still be in the 120 hour limit.

The proposals were approved by a vote of 25 – 0 – 1.

Bruce Hutchinson also brought a curriculum proposal (08-041) from TPA. After the committee met, it was determined that a proposal (yet to be approved by the committee) had to go before the Board of Trustees at the January meeting, before the next Senate meeting. So, the committee asked the Senate to review the proposal and make a decision. Three members of the committee did look over the proposal and did not find any major problems (just a few typos). Valerie Rutledge stated that the program had been approved by the Senate (in 2004). The major needs to be established in a different department (TPA) as required by THEC. There are no new courses, no new faculty and no new resources. It seeks to put it in the correct format for THEC. Mary Tanner stated that deactivating “Human Ecology” made it necessary to consider this proposal.

Randy Walker moved approval and it was seconded by Kay Lindgren. Randy Walker asked if we were establishing a new department or a new major. Mary Tanner answered that this establishes a new major in an existing department. A degree needs to be created to contain this major. Ann Moore asked if Interior Design is now a major. Mary Tanner answered yes; it is a nationally accredited program.

The Senate voted (26 – 1 – 1) to approve the establishment of the Early Childhood major. Valerie Rutledge thanked the Faculty Senate for considering the proposal and she thanked Bruce Hutchinson for bringing it forward. Bruce Hutchinson stated that there are about 30 remaining proposals that will be brought forth in the next 3 meetings.

http://www.utc.edu/Administration/FacultySenate/Archives/2000_2010Archives/2007_08/2007_08Attachments/120607_Curriculum.pdf

4. Report from Executive Committee (Gavin Townsend)

- a. Resolution from Budget and Economic Status Committee regarding below market salary adjustments

At a recent B&E meeting, Provost Oldham gave the committee a “run-down” of how an excess of \$950K will be allocated across campus. The money is recurring (not one-time). All of the figures are “ball-park”.

- \$300K to enhance departmental operating budgets. Budgets have been flat for decades and this represents a major accomplishment.
- \$175K to fund Library databases in order to free up some of the Student Technology Fee.
- \$200K for faculty lines (new lines and integrating some lines into the budget that are not fully funded).
- \$125K so that the minimum adjunct pay for teaching three hour courses is \$2000.

That leaves \$150K, but it is the wish of the B&E Committee to recommend that the monies be used to address compression.

John Garrett sent an email (on 11/27/07) to Gavin Townsend expressing the words of the committee. An excerpt from the email included the following:

“The Budget and Economic Status Committee requests that the Faculty Senate pass a resolution urging the Provost to allocate a minimum of \$150,000 in this year’s budget to fund compression adjustments. {If the Provost dislikes the standard term “compression,” the more cumbersome phrase “below market salary adjustments” is a suitable replacement.} Further that the resolution urge that the adjustment be distributed equitably across all faculty on the basis of individual salary relative to comparable salary by rank and discipline at other Universities. This implies a formula distribution similar, but not necessarily identical, to that used several times over the last seven years.”

Gavin Townsend took those words and wrote the following resolution:

“We the UTC Faculty Senate urge the Provost to allocate a minimum of \$150,000 to adjust the salaries of faculty suffering from compression. We further urge that this adjustment occur this winter, that it be disconnected from the merit compensation, and that it be distributed in accord with the formula used for last year’s compression adjustment.”

Richard Rice stated that he has been on the B&E Committee for several of the past years. He stated that this request has a history of 15 years. Richard Rice also asked about funds that were discussed last spring. The original budget for last spring allocated ~\$400K for this issue, but it seems like this money has disappeared.

Richard Brown answered that budgets were affected by the tuition increases determined by the state. He asked that we keep in mind that 5% of the new funds were spent on salary increases. Richard Rice asked if the budget is available online. Richard Brown stated that it is posted on the Financial Affairs website. The need to address compression is recognized and administration is pushing as many funds as possible towards Academic Affairs. Academic Affairs received 65% of this year’s budget.

Claire McCullough wondered if disassociating this from merit would allow people to receive compression funds who were not performing satisfactorily. She wondered if something could be added about those receiving the funds must at least “meet expectations”. She would not support funds for people who don’t at least “meet expectations”. Richard Rice answered that he does support it as stated. He reminded the Senate of longevity pay and how it is not affected by merit. Claire McCullough stated that those who have been here and doing their jobs to acceptable standards should receive funds. But those who are not should not receive funds.

Felicia Sturzer asked if the “previous” formula was available. Gavin Townsend answered that there was a difference between merit adjustment and mid-year compression adjustment. A formula does exist, but Gavin Townsend was unable to get a copy of the formula.

Helen Eigenberg moved that the resolution be amended to state “merit compensation process”. This was seconded by Claire McCullough. Richard Rice stated that compression is based on CUPA and peer groups and

it does not include merit. People who received merit over the years are still far below their peers at other institutions. Merit is a subjective process and compensation should not be.

Kay Lindgren objected. There are several departments that in which merit is very objective. Merit being subjective is not true for everyone.

Randy Walker pointed out that the resolution is different than the text from John Garrett's email. The compression formula that Gavin Townsend referred to was the one he was most familiar with, which is the formula from last year. David Pittenger stated that he did not know the seven year formula that John Garrett referred to in his email.

Richard Rice asked David Pittenger if there was a formula for last year. David Pittenger stated that at the time the Chancellor approved the equity adjustment for salary, the adjustment was determined by the available CUPA data. He thought that the data used was from comparable universities. There were several steps in the mathematical process. The deviations between the individual salaries and the CUPA salaries were obtained. The deviations were normalized to correct for some mathematical issues. This resulted in Z-scores that represented the deviations of the salaries from the norms. The deans and department heads discussed which maximum percentile would be used to determine who would receive the compensation. Faculty below the 40th percentile received the adjustments. No adjustments were made in reference to the quality of the service of the individual to the university.

The vote on the amendment to add the word "process" after merit compensation was approved by a vote of 19 – 8 – 1.

The resolution passed by a vote of 21 – 6 – 0. The final resolution passed was as follows:

“We the UTC Faculty Senate urge the Provost to allocate a minimum of \$150,000 to adjust the salaries of faculty suffering from compression. We further urge that this adjustment occur this winter, that it be disconnected from the merit compensation process, and that it be distributed in accord with the formula used for last year's compression adjustment.”

5. Administrative Reports

Phil Oldham: The struggle with operating expenses is difficult. The funds were use to address the operating budgets as well as adjunct money. He would like to see UTC set some targets on faculty salaries and lay out a plan to get there.

Richard Brown: At the winter meeting of THEC, it was decided that tuition and fee increases be limited to 5 – 7% for public 4-year institutions. UT-Memphis and UTK could expect a 7 – 9% increase. Several new revenues will hit the table if the governor funds the new formula. THEC also recommends a 3% salary increases across the board, and possibly another 2%. The medical units are seriously under-funded. Two new capitol funding projects for UTC (a new lab sciences facility at \$40 million and a new health sciences building at \$38 million) have hit the upper tier of the capitol funding list.

Phil Oldham added that THEC was sensitive to the issue with salaries. He asked that we be sensitive about the institutions that are on our peer-institutions.

John Delaney appreciated the accommodations that faculty have made for students with medical/family issues. The first meeting on retention occurred last week. But more conversations are still needed. The retention will be in conjunction with the new strategic plan.

David Pittenger and Jocelyn Sanders encouraged the faculty to attend graduation. Phil Oldham reminded the Senate of Faculty Honors day tomorrow, December 7, 2007.

6. Other Business: None

7. Faculty Concerns:

There is a concern about the demise of the UTCSTAFF listserv. Chuck Cantrell recently sent out an email about the reasons for its removal from UTC's email system. The concern is that the university has lost a vehicle for free expression.

Chuck Cantrell answered that this is a valid concern. Theresa Liedtka stated that Joe Dumas has already set-up a Yahoo group for UTCSTAFF. He has sent an email out explaining how to access it.

Chuck Cantrell stated that there could be room for using UTCINFO to disseminate pedagogical information.

Shela Van Ness asked if Gavin Townsend would bring this issue to President Petersen's University Faculty Council. The sense of community at UTC is very important and this is a loss of that community.

Colleen Harris was concerned that the staff no longer has a place to discuss university concerns.

Diane Halstead stated that one of the eight very important core values passed in the strategic plan was that UTC have a "collegial" work environment, which she feels means that UTC have a community. The trend that is being adopted by companies world-wide is to "take care" of employees beyond the work-place environment.

Claire McCullough moved the following resolution "**The faculty senate expresses dismay with the loss of the UTCSTAFF listserv because of the sense of community fostered by this listserv, which is one of the core values expressed by our new mission statement.**" This was seconded by Richard Rice.

Gavin Townsend asked Chuck Cantrell of the consequences of allowing it to continue. Chuck Cantrell answered that too much legal liability was connected with the list. Gavin Townsend asked if it was monitored by legal. The answer was no, but specific emails were brought to the attention of legal. Richard Rice stated that banning the sell of items on UTCSTAFF would have been more appropriate. Another issue is safety; if a work place safety issue is sent on Raven things seemed to be addressed more quickly.

Lyn Miles and Gavin Townsend will bring this to the UT-System at the next UFC meeting.

Randy Walker asked that this be taken to UTC administrators also.

The vote on this resolution passed by a vote of 21 – 4 – 0.

8. Announcements: None

9. Adjournment: Meeting was adjourned at 4:27 PM.

**Respectfully Submitted,
Gretchen E. Potts
Faculty Senate Secretary
December 7, 2007**