

**THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA
FACULTY SENATE MINUTES**

September 4, 2002

FLETCHER HALL 100

ELECTED MEMBERS PRESENT: Obasi Haki-Akan, Rich Allen, David Ashe, Valerie Adams for Mike Bell, Stephanie Bellar, Nicholas Boer, Roger Briley, Chris Brockman, Linda Collins, Parthansarati Dilepan, Fritz Efaw, Marvin Ernst, David Garrison, Matt Greenwell, Bill Harmon, Jim Hiestand, Lauri Hyers, Anne Johnson, Rick Keyser, Anne Lindsey, Terry LeMoyné, Claire McCullough, Gail Meyer, Burch Oglesby, Joe Owino, Gretchen Potts, Sean Richards, John Trimpey, Judith Wakim, Randy Walker, Barbara Walton, Joe Wilferth

ELECTED MEMBERS ABSENT: Dawn Ford, Jane Fife, Robin Lee

EX-OFFICIO MEMBERS PRESENT: Richard Brown, John Friedl, Richard MacDougall, Jocelyn Sanders, Bill Stacy, Dan Quarles

AMONG THE GUESTS PRESENT: Betsy Alderman, Andrea Anderson, Deborah Arfken, Jennifer Beech, Fred Behringer, Debbie Bell, Fran Bender, Phyllis Berry, Rebekah Bromley, Herb Burhenn, Cindy Carroll, Roland M. Carter, Richard Casavant, Chuck Cantrell, Steve Cox, Maria Derrick, Maurice Edwards, Dick Gruetzemacher, Lee Harris, Felicia McGhee Hilt, Anne Holmes, Lauren Ingraham, Mike Jones, Tracy Jones, Phil Kazemersky, Ginny Keatley, Stephen Kuhn, Tony Lease, Jonathan Looney, Kay Lindgren, Robert Marlow, Teresa McKinney, Jonathan McNair, Jonathan Mies, Marcia Noe, Greg O’Dea, Carol Oglesby, Linda Orth, Meredith Perry, Stacy Ray, Valerie C. Rutledge, Ken Smith, Bob Swansbrough, Mary Tanner, T.C. Ware, Dorothy Williams, Sandy Zitkus

The meeting was called to order by President Ernst at 3:05.

Dr. Ernst requested a motion from the floor that would allow the announced agenda to be amended to provide the Chancellor time to speak at the first of the meeting. The motion was made, seconded, and passed by voice vote.

The Chancellor used this opportunity to welcome everyone back, make announcements and continue the conversation from the budget hearing which had met earlier that day. Overall enrollment did not drop. However, the safety net was provided by an increase in the freshman class. We are losing students before graduation. The university is still in the midst of a three year compensation plan was discussed. According to Institutional Research data, we are at 93% or so for faculty (97%) of THEC peers, 89% or so for the other categories. When asked about the “process” of who decides who gets a raise or equity adjustment Dr. Stacy explained that Dan Webb uses position analysis to justify promotions and raises for exempt employees. We use average (mean) salaries, with all the faults of that measure, versus median because that is the benchmark data used by AAUP. Extra service pay seems to be off the radar for the system. There was a discussion of issues including issues of trust, best interest of faculty, and the best interest of UTC. Chancellor Stacy said he hoped that there would be no “we and they” approach to how we conduct the business of the university. He said he understands salary compression is a huge issue. Furthermore, the Chancellor suggested that staying on the job market gave assistant, associate, and even full professors a marginal edge for salary negotiation. However, he did make it clear that he was not committing UTC to meet every offer.

President Ernst called for an atmosphere of open communication-university priorities. Ernst suggested that the faculty step up and help serve on the committees to investigate these pressing issues.

Week from Thursday September 11, Question and Answer session with the Chancellor, questions should be sent to Dr. Ernst who will organize them for the session.

Many of the guests left and the Faculty Senate returned to the normal order of business.

Returning Business

Minutes of April 17 and August 24 were approved as presented by a voice vote.

Dr. Heistand asked about the remaining positions on the Handbook Committee. Those positions will be filled in later.

Executive Report

Announcement of the proposed sexual harassment policy will be posted on the web for review and comment. Comments should be sent to both Dr. Fridel and Dr. Bellar. Dr. Bellar will collate the responses.

There is no rush to judgment in the consideration of a reorganization of Arts and Sciences.

President Ernst requested that the Senate postpone curriculum issues until the Sept. 18 meeting. Please keep your copies of the material from Communication. Nursing will be providing hard copies of their revisions.

At the request of Dr. Ernst, Vice-Chancellor Brown addressed the issue of timeliness in summer pay. UT System administrators say they cut checks once, it's an IRIS thing. Vice-Chancellor Brown says if it is the will of UTC faculty, he will continue to be our advocate. Mr. Brown indicated that chief business officers other campus meeting had suggested it was not a problem on their respective campuses. Faculty suggested that perhaps they have a different summer teaching configuration. Faculty continued to probe the issue of autonomy of this campus. Following the system procedure for compensation, for grants and the like, results in a huge workload for the faculty and staff. Those costs need to be recognized by system designers.

Administrative Reports: Engineering, Computer Science, and Math faculty have moved. Race is almost finished. Hooper will star soon.

Academic Affairs: not today

Faculty Concerns: Summer Terms Friday Exams are hard fewer days on MW, then on TT.

John Trimpey requested that the UTC Faculty Senate instruct Dr. Ernst on how to vote on the 9 proposed raises which are currently on hold until the committee affirms the action.

Working with the other employment groups on campus, exempt and non-exempt, Dr. Ernst has written a letter requesting a more complete explanation of the process.

Mr. Brown said that reorganization/reassignments were done in the February when IRIS was brought on line. In short, raises were delayed for those folks. He stated how much he regrets the timing and sincerely apologizes for his role in the hurt.

Faculty suggested that the issue is "question of priorities." It is one thing to say academics are the important issue and another thing to behave that way. Since the timing is horrible, Faculty Senate should charge the Faculty Senate President to say no.

Mr. Brown urged that the Senate "Do the right thing." He reminded everyone that equity adjustments have been made, promotions were granted, reorganizations have happened all year long. Support for the raises, except one, came from dollars within the division not the academic side of the house.

Senate members stated that cutting travel money severely limits a person's career development. Will it be reinstated? Is it funding the raises? We hear two conflicting messages. On the one hand we are told stay market competitive, negotiate and leave if you have to. On the other hand a basic tool for professional development is denied us.

Dr. Quarles said that overheads have been frozen but not taken. Travel cuts were in lieu of position cuts, to protect filled positions. Lupton money comes back in.

Faculty argued that the budget pie is miss-divided. A fair share cut was bad policy. Budget decisions should reflect our mission statement. Why not expand the pie to include salaries? What percentage of the budget goes “for instruction?”

One, experienced faculty member offered that for the past 33 years the message has pretty much been the same. Its time for faculty to stand up on principle. We lose people young in their careers. We punish people who have been “loyal”. Put your money where your mouth is—if academics are the most important, fund them.

Dr. Ernst concluded the session by saying he really can’t tell you how I will vote because the current figures are convoluted. He will resist the budget committee’s model/process. At a minimum he will ask for a process that allows members time to review the figures—a week. There was a question about the source of the dollars to fund the raises being one time, carry over savings. What fiscal policy allows using one time dollars to fund raises? Is this what Enron accounting looked like?

Mr. Chuck Cantrell, reminded the Senate he is married to a professor and he “gets it”; he was eloquent in his respect for the stand faculty feel they have to make. He did not ask to be in this position.

Senate members agreed that we should be wary of drawing a circle around these nine people and the attendant raises. The problem is something else. Do not run the risk of letting this concern be reduced to a squabble about faculty issues against exempt and non exempt concerns.

Dr. Ernst reminded everyone of the general Faculty meeting 9th. Three at large members of the UTC Senate will be elected among other business items. Also, there will be a Q & A with the Chancellor on September 11. Questions should be submitted to Dr. Ernst who will read them at the meeting.

The meeting adjourned at 4:30 by a voice vote.

Respectfully submitted,
Stephanie L. Bellar