

Minutes Spring 2017 Meeting (April 7-9, 2017)

Members Present

Gmail Address for Document Sharing

Randy Byington (TUFS President--ETSU)
Sandi Smith-Andrews (TUFS Secretary--TTU)

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H. Lyn Miles (Past President; non-voting--UTC)
Shela VanNess (Past President; non-voting--UTC)
Joanie Sompayrac (voting--UTC-Friday only)

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Christy Killman (voting--TTU)
Jeff Roberts (Past President; non-voting--TTU)

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Bonnie Ownley (voting--UTK)
Martin Griffin (non-voting--UTK)

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Bill Canak (non-voting--MTSU)

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No representation (APSU)-No report.
No representation (TSU)-No report.
No representation (U of M)-Report submitted.
No representation (UTM)-No report.
No representation (UTHSC)-No report.

Friday, April 7, 2017

UTC hosted the TUFs welcoming banquet which kicked off April 7, 2017 at 6:00 PM at the Chattanooga Hotel with a buffet dinner provided by the Office of the Chancellor.

Welcome

Following dinner, Shela VanNess welcomed the members and provided location information including maps. She led a heartfelt moment of silence commemorating the passing of former TSU Faculty Senate President, Michael Catanzaro. She introduced the first speaker and host President, Joanie Sompayrac.

Joanie Sompayrac

Her comments were comprised of a list of concerns and issues facing TUFS and higher education.

A summary is as follows:

“We versus Them mentality”;

Concerns about legislators and their attitude toward higher education in Tennessee;

Bills potentially being introduced limited faculty hires to political quotas;

Endorsed Academic Freedom into law;
Reinstating the “Diversity Office” at UTK;
Worried about low morale widespread among faculty (used Illinois as an example).
She concluded her speech by introducing the 7:30 PM Speaker: Richard Brown, Executive Vice Chancellor for Finance and Operations

Richard Brown, Executive Vice Chancellor for Finance and Operations

Dr. Brown made a few candid remarks (on and off the record) but said he preferred a dialog about many issues facing higher education and TUFS.

A brief list is as follows:

UTC focused on community engagement;
Strong belief (including actions) in shared governance;
Focuses on financial perspective and the potential impact on teaching and research;
Finances will function at a “new normal” with the expanding role of THEC for the FOCUS schools i.e. regulation of tuition and fees, approval power over program changes, and control of capital investments by State Department;
Impact of Complete College Act;
New Funding Formula may be good upon first glance but may not be “good” for all;
High need to graduate students may increase pressures on faculty and others;
“Intelligence is the new currency”;
Global world now is impacting recruitment, diversity, retention, and graduation;
Suggested educating legislators about the value of higher education proactively instead of waiting to defend the system;
Academia should do a better job of “selling” the value of professors (including tenure);
Governor Haslam appears to be supporting higher education at a greater level than recent history and presents a unique opportunity to demonstrate a return on that investment;
Budgets MUST be totally transparent across all levels of the university;
Compensation is always in top 3% of concerns and should be a key focus;
Performance-based compensation is important for “market” and “merit”;
Higher education should sell the importance of having an educated population and focus on the potential long-term impact on the economy;
A redefinition and recommitment to shared governance should be a high priority and need to be communicated;
Focus on ACADEMICS first and all else will fall in line (optimum role for faculty);
University programs should be “right-sized”;
Donors will play an increasingly important role in university budgets;
Academic accreditation and quality needs to lead the conversation every time;
Universities should market what faculty are doing.
Randy mentioned the importance of “branding” and commented about a lack of understanding where general education courses are concerned. He furthered by stating their purpose is to make students better citizens.
Following a brief question and answer session, the meeting adjourned.

Saturday, April 8, 2017

Call to Order

Randy Byington (TUFS President) called the meeting to order at 9:15 AM and immediately introduced the morning speaker, Dr. Steven Angle, Chancellor.

Dr. Steven Angle, Chancellor (UTC)

Dr. Angle began his conversation with a recent newspaper cartoon featuring him, “why did the chancellor cross the road?...because he’s a chicken”. Which led to a discussion of a \$500,000 budgetary callback for public radio due to an incident where a WUTC reporter conducted an interview with a group of high school students in a Representative’s office. The reporter failed to disclose that a recording was being made. Ultimately, this led to her firing for an “ethics” violation.

He spoke about Chattanooga 1.0 (a waterfront project) and the reboot, Chattanooga 2.0 (covering birth-university and focusing on bettering the community by focusing the resources to address local problems within local community).

He led a brief discussion about the potential role of “service learning” and the potential impact for facilitating students into becoming better citizens.

The importance of faculty governance was emphasized with a rejuvenated importance.

He concluded with the reminder that change is so rapid in higher education at the present time.

We must identify our individual (as universities) strengths, define ourselves, and do a better job of marketing as a whole.

Campus Reports

ETSU (Randy Byington)

1. Faculty Senate approved several action items including an online process for submitting motions, TUFS resolutions on LIU lockout and Guns on Campus, changes to Bylaws and Constitution (including shared governance in the preamble, changes in senior-level committees representation, and the make-up of the Executive Committee).
2. Other activities included: the election of a faculty representative to the Board of Trustees--Fred Alsop, undergoing change in the Budget Model, and Senate President and Vice-President served on Governance Transition Committee.
3. ETSU had their own “NPR incident” where a student in a gorilla mask with a banana and a noose demonstrated in Borchuck Plaza. This led to a Town Hall on race and inclusion and the establishment of the President’s Task Force on Diversity, Equity, and Inclusion.
4. The first meeting of the Board of Trustees took place on March 24, 2017 where a student representative was elected (Nathan Farnor, current SGA VP) as well as the Board Chair (Scott Niswonger).
5. Football Stadium construction is ahead of schedule. The Men’s Soccer team beat UNC which yielded an “at-large” bid to the NCAA tournament. The Men’s Basketball team won the Southern Conference Tournament and gleaned a first-round bid to the NCAA tournament.

MTSU (William Canak representing Mary Martin)

1. Several meetings throughout the year occurred to set the agenda for the Senate (12 times), address faculty concerns with the Provost (7 times), and address faculty concerns and prepare for transition to Board of Trustees with the President (6 times).
2. Faculty Senate meetings (including a retreat and a “called meeting”) involved compiling an informal report covering seven general topics, endorsed the two TUFs resolutions, participation in “shared-governance” training, and expanded the role of the Faculty member of the Board of Trustees to provide additional lines of communication between faculty and Board.
3. Faculty Senate reviewed numerous policies and Board bylaws.
4. A presentation by legal counsel concerning legal interaction of University employees with State Legislators yielded explanation that “commonly held beliefs are incorrect and state employees can speak with legislators as often as they like as long as they identify personally as a private citizen rather than a representative of the university”.
5. After reviews, substantive changes affected promotion and tenure, faculty appointments, and university standing committees.
6. MT Engage is ongoing part of SACSCOC. A deadline was met to provide necessary accreditation review for transition to new Board.
7. Enrollment is slightly down. Expectations for Fall are steady.
8. A Faculty Compensation Committee was established to options once fall budget is in place.
9. Efforts are ongoing to replace faculty computers.
10. Faculty Senate initiative to gain D2L access for students five days prior to start of the semester was implemented.
11. New Board of Trustees was formed and expected to be implemented April 10, 2017.
12. MTSU has a new Interim Provost, Mark Byrnes.
13. A search is underway for a new Vice President of Research and Dean of Graduate School. There are also searches for Vice President of Faculty Affairs and Academic Affairs.
14. MTSU requests information from TUFs on the following: Faculty Handbook, Faculty Salary Plans, Status of Budget/Enrollment, Workload forms, and Faculty Computer Configurations.
15. What is the general TUFs feeling about the Financial Exigency Policy for the State? Can anyone tract it down to Tennessee Annotated Code? Is T.A.C 49-Chapter 7-Part I correct?

TTU (Christy Killman)

1. TTU Faculty Senate met six times for business meetings and 5 times with the President during the 2016-2017 school year.
2. Senate President met with University President at least once per month to discuss issues.

3. Fall topics included: campus security, innovation and entrepreneurship, selection of the faculty representative to the Board of Trustees, transition and policy work resulting from the Focus Act, electron tenure and promotion dossiers, TTU Educational Development Advisory Board, Lecturer position clarification, Faculty Representative Election, and Faculty Awards.
4. Spring topics included: ADA Accessible syllabi, Administrator evaluations, Budget issues, Provost discussions, safety and security updates, College restructure (Fine Arts is new college--removed Music and Art from College of Education), Bomgar System (ITS), Digital Portfolios, and updating Senate website and Procedures.
5. Fall Focus Act Transition Task Force, comprised of past and current Faculty Senate Presidents, provided final review of all TTU policies submitted by committees.
6. Looking at a potential "no confidence vote" for current Provost. Hoping the President will act first.
7. Campus Security improvements are being implemented including "security locks" on classrooms and potential "panic buttons" on classroom computers.
8. TTU has a university-wide "major budget crisis" caused by overspending by Enrollment Management.
9. Syllabi from all courses are being submitted by each faculty for review of ADA compliance.
10. Qualtrix was selected to host Administrative Evaluations.
11. Carnegie classification rose but the Governor did not follow-through with budget allocation as promised.
12. A reduction of workforce (19 clerical employees--17 women and 2 African-American men) resulted from the budget crisis. Many were some highly productive people.
13. Academic course fees were approved to help departmental budgets function after cuts caused by the budget crisis.
14. A budget workshop was conducted by Vice President for Planning and Finance, Claire Stinson for members of the Faculty Senate.
15. Faculty morale is a concern as it appears to be quite low.
16. Question box contained on the Faculty Senate homepage has received over 30 questions by mostly "anonymous" individuals.
17. Randy Byington warned about potential vote of no confidence by citing what happened at Northeast State where TBR provided no support.

Anthony Haynes, UT Vice Chancellor (Afternoon Speaker)*

Luncheon speech focused on several Bills related to Higher Education.

Campus Speech Bill (Senate 723 and House 538)*

- Free speech bill became law week of May 11.
- Separate legislation from what was previously the "Milo bill" – sparked violent protests from non-students at the University of California.

- New law says that it “is not the proper role of an institution to attempt to shield individuals from free speech, including ideas and opinions they find offensive, unwise, immoral, indecent, disagreeable, conservative, liberal, traditional, radical, or wrong-headed.”
- Anthony Haynes (VP government relations/advocacy UTK) praised the new law – “The campus free-speech act that just passed in TN clarifies and protects free speech on college campuses as provided by the First Amendment, but it appears to be the first state law in the country to protect academic freedom in the classroom.”
- Similar bills in other states have been controversial – say that they go too far in demanding certain administrative responses to free-speech flaps.
- New law requires institutions adopt policies consistent with University of Chicago’s statement on free expression.
- Bans institutions from revoking invitations to speakers.
- Prohibits denial of student fees to student organization based on views.

Student Due Process Bill (Senate 824 House 789)*

“No later than January 19, 2018, and by every January 19 thereafter, each institution of postsecondary and higher education that is subject to this chapter must report the following data to the administrative procedures division in the office of the secretary of state: (1) The total number of contested cases involving allegations of student misconduct that the institution conducted during the immediately preceding calendar year; and SB0824 003349 -2- (2) The percentage of cases included in the total number reported under subdivision (b)(1) for which the institution appointed administrative judges or hearing officers from among its employees under subsection (a). SECTION 3. Tennessee Code Annotated, Section 49-9-110, is amended by designating the existing language as subsection (a) and adding the following as a new subsection: (b) No later than January 19, 2018, and by every January 19 thereafter, each campus, institute, and other unit of the University of Tennessee must report the following data to the administrative procedures division in the office of the secretary of state: (1) The total number of contested cases involving allegations of student misconduct that the campus, institute, or other unit conducted during the immediately preceding calendar year; and (2) The percentage of cases included in the total number reported under subdivision (b)(1) for which the campus, institute, or other unit appointed administrative judges or hearing officers from among its employees under subsection (a).”

https://www.google.com/search?q=Tennessee+Student+Due+Process+Bill+789&oq=Tennessee+Student+Due+Process+Bill+789&gs_l=psy-ab.3...67777.69023.0.70080.4.4.0.0.0.108.363.2j2.4.0...0...1.1.64.psy-ab.0.2.181...35i39k1j33i160k1.ofGEEI-3a3g

Tuition Stability Act (Senate 804 and House 1200)

Tuition Stability Act Delayed Until 2018*

- Senator Steve Dickerson (Nashville) sent his “Tuition Stability Act” to Senate’s General Subcommittee.
- Wants to pursue, but there are some flaws that need to be addressed first – existing language, difficult getting plan into working form.
- Dickerson campaigned the issue in 2016.
- Bill would mandate that tuition and all mandatory fees at public universities remain fixed at freshman-year rates for students’ first four (4) academic years.

- No other state has successfully maintained this approach.
- UTK is taking measures to see tuition costs don't increase as much – been able to limit increases to lowest levels in three (3) decades for two (2) years in a row.

Antisemitism Act (Senate 734 and House 738)

University of Tennessee-Knoxville students testify against a bill amid a curbing “anti-Semitic” speech on college campuses*

- Next year proposal to define anti-Semitic speech on college campuses delayed.
- UTK students testified that hate was not a problem at their school.
- The proposal came into effect as a response to a social media debate over the Israeli-Palestinian conflict. – Some students say they received anti-Semitic comments.
- Many comments made online came from people not of the university community.
- Louis D. Brandeis Center for Human Rights Under Law became involved – supported the proposed legislation.

***Secretary's Note:** Some of my minutes were a bit sketchy on this so I used supplemental information from INTERNET articles to fill in the blanks.

Campus Reports (Resume)

UTK (Bonnie Ownley)

1. Dr. Beverly Davenport named Chancellor of UTK. She is the first woman to lead UTK.
2. Larry Arrington, former Chancellor of UTIA, retired. Dr. Tim Cross is serving as the UTIA Chancellor.
3. B. Ownley established an ad hoc Task Force on Guns on Campus to address expected upcoming legislation. The Task Force reported monthly to the Senate.
4. Beauvais Lyons chairs the new Diversity and Inclusion Task Force to seek solutions on maintaining space and programming needs for the Pride Center in the wake of Public Chapter 1066. The Committee also focuses on issues related to religion, race, and ethnicity.
5. The Senate unanimously passed a resolution to support the establishment of an institutionally funded Pride Center.
6. The Budget and Planning Committee prepared a Gender Salary Report with three conclusions: a. There are considerable differences by gender in mean and median salaries at all professorial ranks (males are consistently higher) with women receiving only 80% of their male counterparts; b. There have been significant increases in mean and median salaries at all ranks for both genders over the past 8 years; and c. The D* statistic still indicates that there are some gender differences in salary not accounted for by differential representation of faculty by gender in units with different faculty market values, but the evidence is much weaker than that from 8 years ago.
7. The Annual Performance Review (APR) and Enhanced Post-Tenure Performance (EPPR) have been revised. Two “Falls Short of Expectations” or one “Falls Very Short of Expectations” will trigger a series of actions that include peer review of faculty productivity and development of an improvement plan, or dismissal within 18 months.

One concern is that if an Associate Professor doesn't progress to expectations, this may trigger a review.

8. iThenticate Software is being used to determine if Theses and Dissertations are free of plagiarism.
9. Senate leadership participated in campus-wide events related to the First Amendment and Academic Freedom.
10. The Budget and Planning Committee will sponsor a forum on Outsourcing in April.

UTC (Shela VanNess representing Joanie Sompayrac)

1. Faculty Senate passed an Inclement Weather Policy.
2. A change to the By-Laws including a Process for Annual Salary Recommendations also passed.
3. A resolution urging the Tennessee Legislature to Oppose any Legislations that would allow students to have guns was passed.
4. Passed a Resolution presented by the General Education Committee to Declare a Moratorium on certification and recertification of courses for General Education credit.
5. Along with other UT institutions, passed a Resolution on Increased Transparency for Aggregate Annual Performance Review (APR), Cumulative Performance Review (CPR), and Enhanced Post-Tenure Performance Review (EPPR) data.
6. Updated Charge of Classroom Technology Committee.
7. Created Ad Hoc Committee to examine how online study platforms for college students may pose conflicts with the UTC Honor Code.
8. Faculty Senate supported a resolution for the Budget and Economic Status Committee to recommend a proposed Faculty Compensation Plan.
9. Efforts are underway to examine and streamline committee work for duplication.
10. Supported Biology's efforts to find a long-term space for their department.
11. The Faculty Handbook committee has been working tirelessly all year. To date, 147 curriculum proposals and several new sections have been added. Revisions are under review by University Counsel.
12. Gretchen Potts is the new Faculty Senate President for next year.

U of M (Report submitted by no representation)

Report is in our shared folder.

No report submitted nor representation by UTM.

No report submitted nor representation by APSU.

No report submitted nor representation by UTHSC.

No report submitted nor representation by TSU.

Old Business

1. Email vote to determine whether or not to continue rotation for President between Focus Schools will be conducted.
2. Suggestion to have periodic meetings of Executive Board.
3. Need a website. Sandi was asked to investigate.
4. A discussion of tenure revocation at a university prompted what potential role TUFS would play in recourse.

Sunday, April 9, 2017

Call to Order

Meeting called to order at 8:45 AM by Randy Byington.

Introduction of the morning speaker, Joe Wilferth, Assistant Dean of Arts and Sciences and Head of UTC's Community Garden Initiative.

Joe Wilferth, Assistant Dean of Arts and Sciences and Head of UTC's Community Garden Initiative

Project began with a SWAT analysis.

A partnership was formed between Joe Wilferth and Jose Barbosa, UTC Associate Professor. In a video interview, They explained "it is not a community garden, but more of a learning space in the middle of a food desert". It was also said that one of the main reasons he wanted to turn the undeveloped plot of land near Engel Stadium into a garden. UTC students, staff, and volunteers planted, watered, and harvested the garden.

Students in the Urban Gardening class work extensively with the dirt and plants, but professors hope to garden across the curriculum. They plan to integrate the garden into courses ranging from sociology to the fine arts. In addition to the lessons, there is another benefit to the garden -- an abundance of fresh veggies go straight to people who would likely not receive garden-fresh produce. "In principle, one third of everything we produce here will go to the Community Kitchen--the Chattanooga Community Kitchen," said Barbosa. At the time of the presentation, 2100 pounds of produce have been donated to the Chattanooga Community Kitchen.

Next Meeting (location/dates)

Bill Canak made a motion to have Bonnie Ownley and UTK host the next meeting. Motion was seconded by Shela VanNess. Motion passed unanimously.

The next meeting is September 15-17, 2017 at UTK.

Suggested Action Items

1. Ad Hoc committee comprised of Martin Griffin, Bonnie Ownley, and Christy Killman was set up to review the Constitution and By-Laws.
2. Sandi was asked to review possible web site options for the group website.
3. TUFS needs to increase communication and presence with Tennessee State Legislature.

4. Bonnie Ownley to draft a resolution and potential amendment concerning faculty control of curriculum.
5. Martin Griffin suggested a potential virtual meeting during the summer to keep momentum.
6. It was suggested to create a "Welcome Letter" for new Faculty Senate Presidents explaining TUFS.

Minutes Review/Vote

Martin Griffin made the motion to approve the minutes (he said some nice things about them but I am too embarrassed to report). Bill Canak seconded the motion. Minutes were accepted unanimously.