

Minutes Fall 2017 Meeting (September 15-17, 2017)

Members Present (Zoom included)	Gmail Address for Document Sharing
Randy Byington (TUFS President--ETSU) Sandi Smith-Andrews (TUFS Secretary--TTU)	TufsPrez@gmail.com professorsandi@gmail.com
Susan Epps (voting--ETSU)	sbepps@gmail.com
Christy Killman (voting--TTU)	drckillman@gmail.com
Joey Gray (voting--MTSU) Pippa Holloway (non-voting--MTSU)	joeygray@mtsu.edu pippa.holloway@gmail.com
Bonnie Ownley (non-voting--UTK) Martin Griffin (non-voting--UTK) Beauvais Lyons (voting--UTK)	bownley@gmail.com griffinm217@gmail.com blyons@utk.edu
Gretchen Potts (voting--UTC)	drpottschem@gmail.com
Martin Donaldson (voting--UTHSC)	mdonald1@uthsc.edu
Tom Banning (voting--U of M)	tbanning@memphis.edu

Friday, September 15, 2017

The group convened at Chesapeake's restaurant for a fabulous meal sponsored by UTK's Joe DiPietro.

Saturday, September 16, 2017

Motion to modify agenda to enforce the bylaws dictating the need for a Presidential election and to fill a vacancy left by the immediate past President was made by Susan Epps and seconded by Christy Killman. Vote=unanimous

Motion to nominate Bonnie Ownley as President-elect was made by Martin Griffin and seconded by Susan Epps. Vote= unanimous

Motion to nominate Jeff Roberts to fill the immediate past-President position vacated by Shela VanNess was made by Sandi Smith-Andrews and seconded by Susan Epps. Vote= unanimous

Campus Reports

MTSU (Joey Gray and Pippa Holloway)

1. Enrollment is good shape—up overall 1% since Tennessee Promise implemented.
2. Graduate enrollment up 14% from 2015.
3. Online SETs are remaining the same.
4. Interim Provost is recommended for full post—no search!
5. Other posts are also filled (see report).
6. Concerns expressed about getting faculty to attend Board meetings.
7. Filling standing committee positions has been a problem. Gretchen Potts suggested using Qualtrix for recruitment since it has worked well at UTC.
8. Access to senate is a concern since the group meets only once per month.
9. Campus has partnered with local police to provide combined protection for campus safety.
10. Issues currently being discussed by the board include Merit pay, procedures for evaluating the President, and background checks for students.
11. SACSCOC Accreditation Reviewers will be at MTSU for a three-day visit—September 26-28, 2017.
12. Proposed FS resolution on DACA.
13. FS seeking information about Board communications policies; relationship with FS; University President evaluation, contract, etc.; merit pay; SET questions and online SETs.

ETSU (Susan Epps and Randy Byington)

1. ETSU's retention rate is 78%.
2. Enrollment is up by 300.
3. A "detenuring" case has been "brewing" for 8-10 years is currently on appeal with the new board.
4. Audit found former director of tennis embezzled over \$100,000 over time. This has led to stricter access across the board.
5. Softball team won championship for the first time ever.
6. Baseball video went "viral".
7. BOT approved new tenure policies.
8. Senate retreat led to standing committees on FS to address budget, town and gown, teaching, research, service, and university governance.
9. FS is currently looking at policies for transitioning to new BOT.
10. ETSU will become the 8th largest in nation due to expansion of partnerships.

UTC (Gretchen Potts)

1. Review and update of Faculty Handbook will go to BOT in November and expected to go into effect Fall 2018.
2. The Handbook changes will also require FS bylaw revisions.
3. The Student Honor Code is under examination for potential revisions. This is a partnership with Student Development.
4. The FS is working with Graduate Student Association and SGA to support education about the Student Honor Code to help with the process.
5. The FS completed a Faculty Engagement Survey of all faculty.

6. A financial policy has been implemented to support faculty committees. Distribution of funds is by request.
7. A campus-wide task force is looking at general education requirements.
8. A syllabi template is required for all courses.
9. Online courses require faculty to take a "Quality Matters" training.
10. The President-elect of the FS is Steve Ray.

UTK (Beauvais Lyons, Martin Griffin, and Bonnie Ownley) Two Reports Submitted

1. iThenticate is used before any dissertation is accepted. The use is being expanded to other general paper writing. The Office of Research pays for it and anyone on campus can use it.
2. A Faculty salary report revealed social sciences are traditionally low. (See report for details).
3. Annual Performance Reviews have led to four post tenure reviews. High performance ratings have led to multiple conversations with BOT.
4. Much discussion and analysis about outsourcing is a major issue at UTK. Chris Amino ran the numbers and has said that NO benefit exists.
5. Faculty Retention and progression of faculty through ranks were the topics of a study and recommendations to better utilize resources to help assistant and associate professors attain higher productivity and rank. Two mentoring committees have been formed by the Provost Office to develop strategies to improve faculty retention and progression through the ranks. Service is essential but is not often valued in the process.
6. Faculty sick leave benefits were the subject of a survey to gauge understanding. The Provost Office is currently studying development of a formal sick leave policy for 9-month faculty to help clarify understanding. It was suggested to use "Free-Range" schools as an example of the inequality among systems.
7. New Chancellor is Beverly Davenport.
8. Composition of hiring committees recommended by the FS have been honored.
9. The Lady Vols brand is being reinstated.
10. The FS is considering a redesign of general education.
11. The FS and campus administration are trying to figure out how to comply with SB0723 when controversial speakers are invited to campus.
12. UTK partnered with the City of Knoxville for a peaceful rally of the Daughters of the Confederacy to keep a monument in Ft Sanders.

TTU (Christy Killman and Sandi Smith-Andrews)

1. A "Poser" on campus bullying departments for new programs led to a lengthy discussion about shared governance and a resolution by the FS.
2. A budget shortfall led to restructuring of audit processes and the awarding of scholarships.
3. The Huron Group recommended elevated the position in Student Success (formerly under Academic Affairs) to a direct-report to the President.
4. Twenty-five of forty-four attended the FS retreat.

5. The Provost stepped down (but is currently on sabbatical—not actually teaching). FS and faculty had significant input into the interim replacement choice.
6. Major accomplishments of the FS include: removal of Provost, reversal on the President's attitude toward the tenure of librarians, increased accountability and transparency across campus but especially with the administration.
7. FS plans to continue to become more effective and efficient and select priorities.
8. FS wants to improve a low-time morale issue among faculty.
9. FS plans to examine leadership structure and bylaws.
10. FS plans to become more acquainted with the BOT.

Tenure and Board Relations

Guest speaker, India Lane (UT's Assistant Vice President for Academic Affairs and Student Success) spoke to the group about working successfully with the Governing Boards.

1. Awareness of how governing boards function is important.
2. Neither side understands fully what the other does.
3. Past perspective of historical role of trustees: football tickets, parties, etc.—now they are much more engaged in the university activities.
4. AGB is involved in hiring and evaluating the President, long-range planning, protecting the institution, university policies, and financial well-being.
5. AGB will be provided training.
6. AGB does not endorse faculty involvement with boards.
7. MTSU's relationship with BOT distorted from the beginning.
8. Faculty trustees in UT system were "quiet" at first but now are more participatory.
9. Tenure stance should be addressed proactively.
10. Suggested a brief FS report should be given at BOT meetings.
11. Expressed concerns that BOT perceives professors are just "widgets" instead of people.
12. UT's evaluation of Chancellor and President are completely public.
13. Suggested working with President/Provost to advise members of BOT on what faculty actually do at and for the university.
14. Don't forget that Boards are much more active than they were in the past.

Today and Tomorrow

UT's Vice President for Government Relations and Advocacy, Anthony Haynes, spoke about Legislation (Today and Tomorrow).

1. Expressed concerns about polls dictating the day going into legislative session.
2. NRA will come into play in the "Guns on Campus" issue.
3. A higher education audit will be very expensive and focus on how well universities are functioning as stewards of dollars.
4. Election year will dictate issues of focus.
5. A misperception that "all liberals are in higher education" impacts everything we do personally and as institution is a concern.
6. Advised that battles should be chosen "very carefully" and strategically related to tenure and shared governance.
7. Responded to Randy Byington's question: "What's the key issue in front of legislators?"

- a. Tuition (\$330 million was removed during recession and never replaced.
- b. Outsourcing is inevitable until someone says no.
- c. Campus Carry (Universities say “no”, police and chiefs say “no”, etc.
8. Advised faculty to force candidates to talk about issues related to higher education. Candidates should be forced to describe how they support or not key issues. There is a high need to focus more political efforts on 4-year institutional issues. Advised candidates should be “nailed down” on where they stand on key issues.
9. Matthew Scoggins, UT General Counsel, advised the group via zoom on implementation of Public Chapter 336 (formerly HB0538/SB0723).
 - a. Campus Free Speech has been on the radar since 2013 at UTK.
 - b. The Balanced bill was passed forcing all BOTs to adopt.
 - c. Academic Freedom has been recognized in state law.
 - d. Elaborated on what tenure means in relation to free speech...it all depends on where they are saying and what they are saying. We have less free speech allowances in higher education than in the general public.
 - e. Recommended warnings at the beginning of any event where there may be an issue.
 - f. Must have a plan to ensure safety of the speaker.
 - g. Looked at First Amendment cases related to higher education through the years.
10. Susan Epps reemphasized that “FS must pick their battles and need to be seen as a trusted source”. Under no circumstances should they be known as the “opposition”.
11. There is a balancing act of letting FS members feel like they are being heard while carefully picking battles.
12. Advised to focus on how we get across to legislators that all of our students are adults, taxpayers, and are old enough to vote.
13. We should focus on how we view higher education in Tennessee. How can public perception of academia be improved by putting a “real face” on it.

Outsourcing

John Shefner, Department Head, Sociology, at UTK discussed the issues relating to outsourcing.

1. There is a large opposition to it.
2. Haslam has control but is a “lame duck”.
3. A poll was taken through the TUFSS group:
 - a. UTK has received much pressure but is opting out.
 - b. ETSU is not on custodial but some grounds.
 - c. APSU may outsource some but not maintenance or grounds.
 - d. MTSU is not on facilities.
 - e. UTC will make their decision soon
 - f. TSU has rumored to opt out.
 - g. U of M are not sure.
 - h. UTHSC is not participating.
 - i. TTU has outsourced at least one service.
4. SGA has spoken vocally against outsourcing.
5. FS has spoken against outsourcing.

6. Study/Forum has shown likely little to no savings.
7. Drafting a Resolution against outsourcing and willing to share.

Sunday, September 17, 2017

Randy Byington called the meeting to order at 8:45 AM.

The TUFs Constitution and Bylaws

Much of the morning session involved around reviewing and modifying the TUFs Constitution and bylaws.

Beauvais made a motion to adopt the Constitutional changes.

The motion was seconded by Susan Epps.

Motion carried.

The next step is to present the completed document to each TUFs member FS for approval. This should happen before December 31, 2017.

The TUFs Website

A discussion of whether to go to an independent domain or select a host of the website ensued. Joey Gray made a motion to establish an ad hoc committee to explore the options and address them at the spring meeting. Susan Epps seconded.

Ad hoc committee is comprised of Joey Gray, Martin Griffin, and Sandi Smith-Andrews. A report is expected at the spring meeting.

TUFs minutes from the Spring 2017 Meeting

Joey Gray made a motion to approve the minutes. Seconded by Beauvais Lyons. Motion carried.

Campus Reports (continued)

UTHSC (Martin Donaldson)

Following an extensive written report, the following items were highlighted:

1. Actions and Programs
 - a. Increase visibility of the Faculty Senate
 - b. Renovate and update FS website.
 - c. Survey on external letters for faculty tenure and promotion procedure is underway.
 - d. Recognition of faculty and staff who have retired.
 - e. Senator elections were completed ahead of schedule.
2. Resolutions Passed
 - a. Enhanced post-tenure performance review.

- b. Mandatory faculty supervisor training supported.
 - c. Increased transparency for APPR, EPPR, and grievance data.
 - d. Opposition to student carry on campus.
 - e. Credit allocation for research grants.
 - f. Support for anonymous balloting.
 - g. Faculty Handbook revision and integration.
 - h. Faculty and staff cost of living salary increases.
3. Beauvais suggested clarifying Faculty Handbook to protect Tenure and Promotion.

Meeting Adjourned.

Respectfully Submitted,
Sandi Smith-Andrews