

TUFS Minutes Spring 2018 Meeting (April 6-8, 2018)  
Tennessee Tech's Campus

<u>Members/Delegates in Attendance</u>	<u>Gmail/Shared Folder Address</u>
Dr. Randy Byington, TUFS President Dr. Sandi Smith-Andrews, TUFS Secretary	<a href="mailto:TUFSPrez@gmail.com">TUFSPrez@gmail.com</a> <a href="mailto:professorsandi@gmail.com">professorsandi@gmail.com</a> or <a href="mailto:tennesseefacultysenates@gmail.com">tennesseefacultysenates@gmail.com</a> <a href="mailto:drpottschem@gmail.com">drpottschem@gmail.com</a>
Dr. Gretchen Potts (voting-UTC) Dr. Steve Ray (UTC)	
Dr. Pippa Holloway (proxy voting-MTSU) Dr. Joey Gray (MTSU)	<a href="mailto:pippaholloway@mtsu.edu">pippaholloway@mtsu.edu</a> <a href="mailto:joey.gray@mtsu.edu">joey.gray@mtsu.edu</a>
Dr. Tom Banning (voting-U of M) Dr. Henry Kurtz (U of M)	<a href="mailto:tbanning@memphis.edu">tbanning@memphis.edu</a> <a href="mailto:hkurtz@memphis.edu">hkurtz@memphis.edu</a>
Dr. Tim Winters (proxy voting-APSU)	<a href="mailto:winterst@apsu.edu">winterst@apsu.edu</a>
Dr. Christy Killman (voting-TTU)	<a href="mailto:ckillman@tntech.edu">ckillman@tntech.edu</a> <a href="mailto:drckillman@gmail.com">drckillman@gmail.com</a>
Dr. Jeff Roberts, TUFS past president (TTU) Dr. Troy Smith (TTU)	<a href="mailto:jroberts@tntech.edu">jroberts@tntech.edu</a> <a href="mailto:tdsmith@tntech.edu">tdsmith@tntech.edu</a>
Dr. Bonnie Ownley, TUFS President-elect (UTK) Dr. Misty Anderson (UTK) Dr. Martin Griffin (UTK)	<a href="mailto:bonnley@utk.edu">bonnley@utk.edu</a> <a href="mailto:manderson@utk.edu">manderson@utk.edu</a> <a href="mailto:griffinm217@gmail.com">griffinm217@gmail.com</a>
Dr. Susan Epps (voting-ETSU)	<a href="mailto:sbepps@gmail.com">sbepps@gmail.com</a>

No Representation

UTM  
TSU  
UTHSC

Friday, April 6, 2018

The group convened at The Putnam Room for a catered dinner, compliments of Dr. Phil Oldham—TTU President, where informal conversation and fellowship occurred.

Saturday, April 7, 2018

Meeting convened at 8:45 AM by Dr. Randy Byington.

Announced ETSU will host the fall meeting of TUFSS either October 12-14<sup>th</sup> or 19-21<sup>st</sup> of 2018 pending final word by ETSU's President.

TUFSS Presidential election will be held tomorrow (April 8, 2018).

Saturday will focus on campus reports and guest speakers.

## **Campus Reports**

### Middle Tennessee State University (MTSU)

(Pippa Holloway and Joey Gray)

1. Undergraduate enrollment is slightly down but Graduate is up (mostly due to the new Graduate Dean).
2. New questions have been added to course evaluations.
3. Faculty are upset about salary differential. Provost announced that all new hires will be at "market".
4. Board of Trustees (BOT) wants merit pay for faculty. Concerns by faculty about salary compression have been raised.
5. BOT has been hosting meetings in Nashville on Tuesdays at 1:00 PM which makes attendance for faculty very difficult—faculty concerned that it is intentional.
6. Other concerns about BOT include the difficulty in retrieving meeting minutes from their meetings.
7. The draft policy on evaluating the President came from the staff attorney but was rejected by BOT.
8. BOT got rid of 5-year comprehensive plan to evaluate the President.
9. SACSCOC warned MTSU that their BOT is micromanaging and may need a "remediation plan".

### University of Memphis (U of M)

(Tom Banning and Henry Kurtz)

1. U of M is feeling positive about the new BOT.
2. The BOT is listening...paid paternal leave was approved.
3. Tom Banning is now on President's Council to provide faculty voice.
4. Faculty Senate voted on BOT faculty member which encouraged all faculty to utilize their Senate Representative.
5. Faculty Trustee Selection Process is under review for revision.
6. The real battle is about "What is a Faculty Member?".

### Austin Peay State University (APSU)

(Tim Winters)

1. Improvement in communication has been seen in the last six months.
2. Bylaws are being reviewed to remove references to TBR and outdated language.

3. Faculty Senate has a good relationship with the President and Provost (both stay for 30 minutes of meetings to give reports). Lots of communication between them and the Senate President.
4. Have a great relationship with BOT. All meetings are live-streamed, archived, and etc..
5. Asked for Parental Leave Policy for U of M.
6. Anti-bullying policy passed unanimously which includes a provision where a staff or faculty member can be fired for bullying. Policy is sitting on President's desk after passing all committees.
7. Elimination of the abstain vote.
8. The calendar revision process is currently tabled since FS and Provost can't agree.
9. Merit Pay will happen (came from the President) and approved by the BOT (1% of Fall raise will be merit-based).
10. Lots of searches are underway.

### Tennessee Tech University (TTU)

(Christy Killman, Jeff Roberts, Sandi Smith-Andrews, and Troy Smith)

1. BOT members spoke out in summer meeting not favorably about faculty. This has led to much discussion about what defines a faculty workload and a movement toward a performance-based workload.
2. FS were invited to breakfast at 7:15 AM before the December board meeting. Approximately one half of the FS attended.
3. Chair of BOT said FS would be the faculty voice and that they would "pay attention".
4. BOT was asked to postpone the proposed President's Contract but refused.
5. Research Inquiry—FS has been actively involved the process and proud of FS for their participation and cooperation.
6. New Provost, Lori Bruce, starts on April 16<sup>th</sup>.
7. Outsourcing of custodians discussed extensively but university extended contract anyway.
8. Budget shortfalls are being made up from academic course fees.
9. Tenure and Promotion policy is finally complete. It was passed on Wednesday.
10. New leadership structure and updated operating procedures are underway.

Gretchen Potts made a motion to delay election of President to after the website discussion. A second by Tom Banning was made. Motion passed.

### University of Tennessee Chattanooga (UTC)

(Gretchen Potts and Steve Ray)

1. Provost retired in December.
2. FS is circulating a one-page summary of FS meetings to entire faculty.
3. One hundred and sixty applicants were received for the Provost position. The search is going well.
4. The new Faculty Handbook goes into effect on August 1, 2018.
5. The student Honor Code and Code of Conduct has been revised.

6. Committees of the faculty led to an equity adjustment. Everyone brought to 85%. Fifty-nine faculty were brought to peer costing the university \$227,000.
7. All FS meetings are zoom recorded and available on YouTube.
8. The New Faculty Handbook has led to changes in Tenure and Promotion policy changes.
9. Learning evaluations based on student outcomes was piloted.
10. Resolution not to support outsourcing was passed.
11. Defined what constitutes faculty is 50% teaching.
12. Chairs serving on Senate must teach a 50% load.
13. Online fees have changed. FS has inquired on how fees are spent.
14. Academic terms of half-semester are happening but have to meet during spring break.
15. Joey Gray suggested looking at MTSU's calendar to solve the problem.

## **Guest Speakers**

Dr. Phil Oldham, TTU President

1. Thanked everyone for attending.
2. Applauded organization and all of the organizations hard work.
3. LGI has led to a glimpse of campus individuality.
4. Feels Tennessee Higher Education is in pretty good shape.
5. LGI are happy with newfound independence.
6. Higher Education has never been more important than it is today.
7. At the same time, relevance is incredibly important in what we do. If we want to remain relevant, the challenge is to adjust quick enough to new job market and the educational landscape. It's not a bad thing but it is a challenge.
8. Our campus went several decades without any new structures (capital facilities). Newest engineering building built in 1971. We must get a lot more creative to fund and build new structures.
9. All construction fences create a level of excitement and anxiety.
10. Being LGI has opened up a better dialogue with legislature.
11. THEC is functioning in a referee role now.
12. The vetting of new capital projects is much more productive than it was in the past. The friction about capital projects approval was one of the driving forces resulting in the Focus Act.
13. We want TTU to be world class but must make a local impact.
14. We are starting to see an increase in our transfer students after year one.  
Recommended reading a book, "Crossing the Finish Line".
15. Those that started at a 4-year institution were 40% more likely to graduate.

Joy Harris, Assistant Treasurer of the Treasury Department. She brought representatives who were available to discuss changes to retirement options.

1. 2018 Legislation included:
  - a. Annuitization
  - b. Eliminate language of 2-3 vendors.
  - c. Shifts responsibility for 403b contracts of Department of Treasury

- d. Clarified that TN Colleges of Applied Technology can participate in the ORP
2. See: [Joy.harris@tngov](mailto:Joy.harris@tngov)
3. Suggested making an appointment with TCRS 3-5 years before retirement to adequately prepare.

The new TUFs website was unveiled. UTK graciously paid for the domain name for ten years. Wordpress is used to edit. The current TUFs President and Secretary have access to edit the site once the process is completed by UTK's ITS department.

Martin Griffin made a motion to complete the transition by July 1, 2018. The motion was seconded by Tom Banning. Motion approved.

### **Campus Reports (continued)**

#### East Tennessee State University (ETSU)

(Susan Epps)

1. Added "shared governance" to preamble.
2. Changes to the by-laws and Constitution up for spring vote for approval.
3. Banana trial is still in federal court system.
4. New officers have been elected for the next year.
5. FS President, Staff Senate, and SGA met with Dr. Noland to coordinate campus-wide events in the fall and spring semesters.
6. FS President served on the Budget Advisor Committee and has been reappointed for the 2017-2018 year.
7. Hearing board noted in previous report recommended termination for cause of a tenured faculty member. An appeal is currently with the BOT executive committee.
8. Audit found former director of tennis embezzled over \$100L over an 8-10 year period.
9. Baseball batboy and player handshake video went viral.
10. BOT approved tenure and promotion policy for faculty (summer).

An informal survey about who can serve on Faculty Senate and Faculty Senate President was conducted.

Suggest collecting all bylaws from each of the Faculty Senates.

#### University of Tennessee at Knoxville (UTK)

(Bonnie Ownley, Misty Anderson, and Martin Griffin)

1. Settled with John Curry for firing.
2. Solicitation to speak @ UTK by controversial speaker who were racist. Faculty conducted "teach-ins" against racism and fascism.
3. UTK Focus Act—somehow all problems will go away with a strong board.
4. Demonstration at the Rock repainted UT orange with colored handprints on it to replace racist sayings.

5. APPR (annual review) that actually spans three years. Now ETTR (Enhanced Tenure-Track Review) occurs half-way through to provide a gauge on whether or not tenure should be expected.
6. Associate Professors are no longer getting the choice of waiting to go up for full professor.
7. New general education plan is in effect 2020.
8. Many changes have been made but not yet added to the handbook.

## **Presidential Election**

Bonnie Ownley made a motion to nominate Pippa Holloway as the President-elect of TUFS. She would assume the position on July 1, 2019. The motion was seconded by Joey Gray. Christy Killman moved to cease nominations and vote by acclamation. Motion seconded by Joey Gray. Congratulations! Pippa Holloway, the TUFS President for 2019-2020 year.

Sunday, April 8, 2018

Dr. Randy Byington called the meeting to order. He expressed thanks for gracious hospitality.

Motion to approve the minutes and second was made. Minutes from the Fall 2017 and January Virtual meeting were approved with a slight friendly amendment.

Discussion about Presidential Review processes. Collect from all institutions for the Fall 2018 meeting.

Pippa suggested virtual meeting of former BOT faculty Reps with newly elected Summer 2019.

### Presidential Contract

Action item: gather information, reasons for it, etc.

### Post-tenure Review

Action item: gather information for Fall 2018 meeting.

### Fitness for Duty

Action item: gather information for the Fall 2018 meeting.

### Compile a list of initiatives or issues facing TUFS in the next year:

Tenure (if legislators mess with tenure, it may lead to unionization)

Tennessee is not a collective bargaining state

### Response to attacks on Tenure

Troy-potential state President of AAUP

General Education by Legislators

Funding Formula

Items to look at during the current year:

HB738

HB1431

Tenure

President Contract

President Evaluation

Randy Byington warned Pipa Holloway to notify your President that her role at TUFS may lead to dialogue with legislators about education funding

MTSU may host the Spring meeting—Susan Epps

Meeting was adjourned