

TUFS Meeting Minutes  
March 29-31, 2019

Members/Delegates Present:

Dr. Bonnie Ownley (UTK), President	<a href="mailto:bowmley@utk.edu">bowmley@utk.edu</a>
Dr. Pippa Holloway (MTSU), President-elect	<a href="mailto:pippa.holloway@mtsu.edu">pippa.holloway@mtsu.edu</a>
Dr. Sandi Smith-Andrews (TTU), Secretary	<a href="mailto:sjsmith@tntech.edu">sjsmith@tntech.edu</a>
Dr. Martin Donaldson (UTHSC)	<a href="mailto:mdonaldson@uthsc.edu">mdonaldson@uthsc.edu</a>
Dr. Jack Zibluk (UTC)	<a href="mailto:jackzibluk@gmail.com">jackzibluk@gmail.com</a>
Dr. Kate Kemplin (UTC)	<a href="mailto:kate-kemplin@utc.edu">kate-kemplin@utc.edu</a>
Dr. Stephen Hendrix (ETSU)	<a href="mailto:hendrixs@etsu.edu">hendrixs@etsu.edu</a>
Dr. Todd M. Freeberg (UTK)	<a href="mailto:tfreeber@utk.edu">tfreeber@utk.edu</a>
Dr. Misty Anderson (UTK)	<a href="mailto:manderson@utk.edu">manderson@utk.edu</a>
Dr. Justin Gardner (MTSU)	<a href="mailto:justin.gardner@mtsu.edu">justin.gardner@mtsu.edu</a>
Dr. Philip Smartt (UTM)	<a href="mailto:psmartt@utm.edu">psmartt@utm.edu</a>
Dr. Henry Kurtz (U of M)	<a href="mailto:hkurtz@memphis.edu">hkurtz@memphis.edu</a>
Dr. Geoffrey Burks (TSU)	<a href="mailto:geoffrey.burks@gmail.com">geoffrey.burks@gmail.com</a>
Dr. Jane Semler (APSU)	<a href="mailto:semlerj@apsu.edu">semlerj@apsu.edu</a>
Dr. Perry Scanlan (APSU)	<a href="mailto:scanlanp@apsu.edu">scanlanp@apsu.edu</a>
Dr. Mikey Wadia (APSU)	<a href="mailto:wadiam@apsu.edu">wadiam@apsu.edu</a>
Dr. Sally Schiller (APSU)	<a href="mailto:schillers@apsu.edu">schillers@apsu.edu</a>
Dr. Troy Smith (TTU)	<a href="mailto:tdsmith@tntech.edu">tdsmith@tntech.edu</a>

Guests:

Russ Farrar  
Matt Russell  
Ross Smith  
Addison Russell  
Ben Narrell  
Dr. Mark Byrnes, Provost

Friday, March 29, 2019

Thanks for a dinner at Tandoor Indian Restaurant.

Saturday, March 30, 2019

Meeting Called to Order/Provost Mark Byrnes

Dr. Bonnie Ownley called the meeting to order @ 9:00 AM and welcomed Provost Mark Byrnes.

1. Provost Byrnes welcomed the group to MTSU. He acknowledged the role and importance of shared governance.
2. He spoke about enrollment decline: in 2011, there were 26,000 students, in 2019, 22,000. It's not unique to MTSU but is the equivalent to the enrollment of a small university.
3. Recruitment efforts are now crucial to attract students. They don't just show up on their own. All employees must strive to make the school attractive.
4. He spoke about the importance of advising. He went to Georgia State to observe "The Quest for Student Success". The goal was to achieve the ratio of 1 professional advisor to every 30 students.
5. Discussion about why enrollments have dropped in Tennessee: Tennessee Promise, Demographic Shift, and Economic upturn after the recession.
6. When looking at graduation rates, the biggest hurdle for students to graduate is financial.
7. Expressed concern about Federal Aid requirement on programs of study necessary to qualify for aid.
8. Advisement has shifted toward a career-focus.
9. Freshmen retention is rising.
10. Faculty-student ratio has gone down.
11. UTC has a high number of transfer students.
12. Successes and failures of Advisement Centers have occurred. The shift from a centrally located to individual Colleges has happened to attempt to be more effective.

#### Legislative Updates from Ramsey, Farrar, and Bates

Representatives were introduced Russ Farrar, Matt Russell, Ross Smith, and Addison Russell.

1. Russ spent 30 years as a lobbyist.
2. Discussion of main issues:
  - a. New building for Concrete Program because 100% of graduates get employment.
  - b. Aviation Program is very successful.
  - c. Looking at putting the sales tax from the sporting events back to the school.
3. Nothing happening from "the Hill" related to tenure.
4. Adjunct pay is on the radar because many of the legislators are actually functioning as adjuncts.
5. Kate Kemplin suggested putting tenure talking points "in your pockets".
6. The group said anything that helps TUFs that helps MTSU, they can advocate.
7. Provided "Advice" for the group:
  - a. Establish a relationship with legislators as "help" before you consider "asking for something".
  - b. Talk to them when they are NOT in session.
  - c. Have a "Call for Action" system set up (a list of their constituents), "calling tree", or computer list. Need people to call members of the committee with a. What it is, and b. What do you want.
  - d. Concede the "small stuff", never compromise your credibility, and always focus on the bigger goal.
8. Misty Anderson asked: "how do we develop those relationships?".
  - a. He suggested setting time during June, July, or August.
  - b. Don't burn your political capital on the "small stuff".
  - c. Reach out to members as a "resource" for them to establish a relationship before asking for anything.
9. Pippa Holloway asked: "How do we convey to legislators that a university education is worthwhile, especially the Humanities?".
  - a. Make the "connection" known to benefit both. Examples: Dyslexia Center and how it can help with literacy issues;
  - b. Workforce impact is always of interest to legislators;
  - c. Pay attention to the legislators interests to find commonalities.
10. Expose yourself to members.

11. Know what matters to members.
12. When you put an “ask” on the table, know your priorities.
13. Perry Scanlan asked: “How do we figure out who, why, etc. is behind a subject being introduced?”.
  - a. Ask what the goal of the bill?
  - b. Who’s behind it?
  - c. Why is it needed?
14. Watch for those people who are just bringing a bill up out of courtesy.
15. Follow protocols of using your university liaison to legislators.
16. Caption bills serve as “placeholders” for amendments (which are actually the REAL topic).
17. “Passion projects”, like lottery, always exist.
18. Randy Byington asked: “How do we get away from the trees and ‘into the forrest’?”.
  - a. Outline the university’s roll in economic development, workforce development, etc.
19. Misty Anderson inquired: “Why does Sex Week get so much traction and why do cultural issues play so loudly on campus?”.
  - a. Myth that all faculty are crazy liberals fostering student extreme behavior, etc. is a big part of the problem.
20. Addison Russell suggested inviting legislators to your university classrooms as “guests” to build relationships and reveal who we are.

Pippa Holloway on HB 554:

1. Students vote at very low percentages.
2. Hopes that students could vote on campus instead of absentee.
3. Working with Representative Lamar Lyndon (Democrat) and Charlie Bauhm (Republican) utilizing the “Civic Responsibilities” angle on support and championing students.

Action Item:

Justin Gardner moved to develop a resolution about polling places on campus for students to exercise their early vote. Troy Smith seconded. Motion carried (unanimous).

**University Reports**

Austin Peay State University (APSU)-Sally Schiller

1. Developed Doctor of Education, Doctor of Counseling and Psychology
2. State approved the “Paid Parental Leave” policy.
3. Healthy Workplace policy passed.
4. Improving workplace for adjunct faculty by giving them a voice on campus (one seat was added to Senate).
5. Adjunct pay is also being addressed.
6. Provost is pushing for a 3-3 load over a 4-4 load and has set up a task force to look at the policy. Initially bypassed the Senate but now they are involved.
7. Provost is also pushing for outside letters being required for promotion to Full Professor.
8. Attempting to bring salaries closer to CUPA peers.
9. A focus on merit is currently being defined and explored for implementation.
10. Currently hiring a Title IX Coordinator. All faculty must complete “Haven” training.
11. Todd Freeburg expressed concern that if faculty can not opt out of the 3-3 that some class sizes would become too large.
12. When dealing with Faculty Senate attendance, missing three meetings a year results in the seat being vacant. No proxies are allowed.

East Tennessee State University (ETSU)-Stephen Hendrix

1. Retirement of Provost in May. The announcement has caused a dialogue about organization/structure of campus (driven by the President's office and the Interim Provost).
2. Compensation changes for overtime work is under review.
3. New BOT to be announced next week.
4. Discussion of the "Sunshine Laws" and their applicability to Senate.
5. SGA is leading the charge examining why adjuncts who are used over and over do not have a path to permanency.
6. Randy Byington expressed concerns that the changes in adjunct pay would not pass because of the \$17 million price tag. He anticipates it won't clear the finance committee.
7. Pippa Holloway recommended reading "Keys to Open Government" book.

#### Middle Tennessee State University (MTSU)-Pippa Holloway

1. Senate working with Provost on policies relating to the appointment and evaluation of chairs.
2. Tenure and promotion policies still being revised.
3. Mary Martin (former Senate President) was elected to the BOT.
4. Raises were as follows: 1.5% across the board. The university funded the first phase of a 3-part market adjustment. If enrollment and revenues are on target for fall, they will fund another adjustment.
5. Proposed change to pay adjuncts 4 times per semester instead of 3 under consideration.
6. MTSU renewed their contract with Aramark for food service.

#### Tennessee State University (TSU)-Geoffrey Burks

1. Experienced three budget cuts this year totaling nearly \$11 million.
2. Enrollment at undergraduate and graduate levels are down.
3. Attempt to redefine "full-time" will be known after the June BOT meeting.
4. Payment plan debt by allowing to carry over two semesters instead of one is a major problem.
5. Safe workplace efforts are underway to minimize "scapegoating" and "bullying".
6. Requested "Grievance Committee Procedures" to be sent.
7. Expressed concern that living expenses in Nashville are prohibitive to their demographic. Must now focus on commuter students.

#### University of Memphis (U of M)-Henry Katz

1. Did not receive written report.
2. Described cost containment issues.
3. Enrollment is climbing slowly.
4. International and out-of-state tuition was dropped 15% to be more competitive.
5. President likes to rename and combine various high-level administrative positions (CIO-CEO, Associate Provost for Student Success replaced VP for Student Affairs).
6. Proposed raises designed to help the lowest salaries.

#### Tennessee Tech (TTU)-Troy Smith

1. The new website is a fiasco.
2. Tenure policies are being revised.
3. Intellectual Property definitions are being examined.
4. Senate passed a resolution defining all materials created for use in the classroom and online by faculty other than syllabi are owned by the faculty member who created them.
5. Expressed concerns about the treatment of Emeriti faculty.
6. Reduction of force and people resigning is a continuing issue.
7. Jeff Roberts is heading a task force on the treatment of Emeriti faculty.

University of Tennessee at Chattanooga (UTC)-Jack Zibluk

1. Describe modifications to the Early Tenure policy.
2. Senate is not comfortable with the Post-tenure Review policy but it is moving along.
3. Enrollment is growing steadily essentially due to transfer students.
4. Gretchen Potts was appointed to the UTC Advisory Board for BOT Business.
5. Joanie Sompayrac was appointed Ombudsperson.
6. The Handbook Committee has been busy.
7. Lauren Ingraham was appointed Director of General Education.
8. Adjunct parking permits were reduced from \$226 to \$86.

University of Tennessee Memphis Health Sciences Center (UTMHSC)-Martin Donaldson

1. Much progress has been made to the Faculty Handbook this year.
2. Most enrollment is increasing.
3. Tuition is expensive and varies by College.
4. Peer and aspirational institutions are all Health Science Centers.
5. Curriculum is typically driven by accreditation agencies.
6. Students are highly motivated but several have emotional issues.
7. Lots of violence occurs among Graduate students.
8. Expressed concerns about employment opportunities being low for Pharmacy students due to market saturation and growth in online pharmacies.
9. An Ombudsman is not wanted by the administration and probably won't happen as a result.
10. Created a policy on Amorous Relationships was created.
11. Peer Review of Teaching for those coming up for tenure.
12. Working on policy on promotion for non-tenure track.
13. Nathan Bedford Forrest statue was removed and the street was renamed.
14. Faculty Senate members are mentoring newer Senators.
15. There's a big diversity push despite that they are already more diverse than many colleges and universities.
16. The change to 2-step email system causing problems.

University of Tennessee Knoxville (UTK/UTIA)-Misty Anderson

1. The defunded Diversity Office was reinstated after significantly racial graffiti and a "blackface" scandal.
2. A faculty "brain trust" was created to tap faculty as resources.
3. New curriculum passed including two distinct course including "What it Means to Live in a Global Diverse World".
4. Plans for informing the public about faculty and what they do including a couple of short videos on "Overcoming the Myths about Faculty" and "Free Speech". Had a marketing class take them on as a fictional client.
5. Passed a resolution supporting SGA that students are responsible for student programming.
6. The tenure clock adjustment policies are chaotic due to the new Board due to "early tenure".
7. UTK is always on the radar for big issues due to the size.
8. Faculty Handbooks are under continuous review.
9. Committee has been established to investigate bias in teaching evaluations.
10. Special parking has been established for third trimester students.
11. There's a push toward online learning but not sure how it will play out.
12. Too many of ITS systems don't talk to each other.
13. A Post-Tenure review policy was approved.

University of Tennessee at Martin (UTM)-Philip Smartt

1. Enrollment has stabilized.
2. The new Chancellor loves social media and seems to be positively impacting enrollment.
3. Dramatic reduction of "interim" in front of names (Provost, Deans, etc.).
4. Tenure and evaluation systems are under review.
5. Faculty have until 7 years to achieve tenure.
6. Some Deans are using pay for merit and others for "market adjustments".
7. Found other monies to stabilize market value pay.
8. Exploring ways to give adjuncts a voice but trying not to pile on too many tasks.
9. Trying to figure out UT Promise.
10. Bonnie Ownley asked: "Are you trying to give differential tuition to outside the state students" and "are you about to start marketing in Illinois?".
11. Enrollment is at 7000 now but can handle 9000.

Diversity is on the forefront of discussions at virtually all universities in Tennessee. Many have selected to hire "Diversity Officers".

A brief discussion about rolling contracts for non-tenurable faculty ensued.

### **Sunday, March 31, 2019**

Meeting called to order by Bonnie Ownley at 8:54 AM.

Fall 2018 Minutes approved with the following editorial change:

Fix Ray instead of Way.

Motion: Pippa Holloway

Second: Misty Anderson

Potential topics for next meeting:

1. Self-plagiarism
2. Embargo
3. Publishing from thesis or dissertations.

TUFS Presidential Election:

Pippa nominated Misty Anderson (UTK)

Seconded by Kate Kemplin (UTC)

Vote unanimous

The Fall meeting will be held at UT Martin (October 4-6) 2019

The Spring meeting will be held at TTU either April 3-5 or 17-19 in 2020.

Troy Smith will get Paul Bailey to speak at the meeting.

Pippa suggested adding "Register to Vote" button.

Second: Todd Freeburg

Add TCOG to TUFS website and Faculty Handbook updates.

Group expressed thanks to Pippa Holloway for hosting.

Meeting adjourned at 11:30 AM.