

TUFS Meeting Minutes
University of Tennessee Martin (Host)
October 4-6, 2019

Members/Delegates Present:

Executive Committee

Dr. Pippa Holloway (MTSU), President pippa.holloway@mtsu.edu
Dr. Misty Anderson (UTK), President-elect manderson@utk.edu
Dr. Bonnie Ownley (UTK), Past President bonnley@utk.edu
Dr. Sandi Smith-Andrews (TTU*), Secretary sjsmith@tntech.edu

Member Institutions

Dr. Peg (Margaret) Hartig (UTHSC*) mhartig@uthsc.edu

Dr. Jamie Harvey (UTC*) jamie-harvey@utc.com
Dr. Charlene Simmons (UTC) charlene-simmons@utc.edu

Dr. Gary Skolits (UTK*) gskolits@utk.edu
Dr. Todd Freeberg (UTK) tfreeber@utk.edu

Dr. Justin Gardner (MTSU*) justin.gardner@mtsu.edu
Dr. Nita Brooks (MTSU) nita.brooks@mtsu.edu

Dr. Philip Smartt (UTM*) psmartt@utm.edu
Dr. Sean Walker (UTM) swalker47@utm.edu

Dr. Tom Banning (U of M*) tbanning@memphis.edu
Dr. Jeff Marchetta (U of M) jmarchetta@memphis.edu

Dr. Geoffrey Burks (TSU*) geoffrey.burks@gmail.com

Dr. Rod Mills (APSU*) millsr@apsu.edu
Dr. Sergei Markov (APSU) markovs@apsu.edu

Dr. Holly Stretz (TTU) hstretz@tntech.edu

*TUFS voting member or proxy

Not Represented

ETSU

Guests:

Josh Warren
Chancellor Keith Carver

Friday, October 4, 2019

Hotel check-in and dinner on own-Martin, Tennessee.

Saturday, October 5, 2019

Dr. Pippa Holloway called the meeting to order @ 9:00 AM.

Dr. Philip Smartt conducted the welcome for Dr. Philip Cavalier, Provost and Vice Chancellor for Academic Affairs with information about UT Martin. Martin has approximately 7900 students and almost 300 faculty in a compact, friendly campus. The Chancellor will conduct a welcome this evening. He is a strong supporter of shared governance and happy to welcome the members of TUFS.

Dr. Holloway shared some general information about TUFS. TUFS was formed in 2007 for the purpose of sharing information across universities, to speak on issues as a unified voice across the state, and to represent more than 10,000 faculty in Tennessee.

Discussion on Shared Governance

1. How much release time does your Senate President get?
2. Do other Senate officers receive release time?
3. What's your Senate's annual budget?
4. Does your Senate have an office, their own meeting room, an executive aid?
5. What is your Senate's role in selecting the faculty trustee (LGIs)/Advisory Board member?
6. What is your Senate's internal committee structure (if there is one)?
 - a. UTM gets one class of release time (typical load of 12 hours-four classes), not sure what budget is available, has an administrative assistant to help with logistical matters, BOT member is a 2-year position and is the immediate past President from Senate, every Senator sits on a standing committee.
 - b. TSU has 6-hours of release time (at least on paper), has no budget for Senate, no office, no aid, have to compete for a room, has 11 standing committees, a total of 30 Senators, President can attend or send someone to attend Cabinet meetings.
 - c. UTK Senate President's 2-2 becomes 1-1 (the same for the Past President), approximately \$5000 in budget available after salaries and is usually used for a retreat, has an office, membership on smaller Board (rotation), serve on numerous committees, total membership of 120 Senators spread across UTK, UTIA, and UT Space Institute.
 - d. MTSU Past President, President-elect, and Secretary receive 1 course release, sitting President receives a 3-course release, budget is a "shell game", has an office and a full-time aid, has complete control over voting for the BOT member, and a steering committee sets the agenda for the Senate.
 - e. UTHSC provides 10% release for President and 5% release for Secretary, the budget is "flexible", have 90 Senators, meets in a large classroom but are looking for a permanent location, has a file cabinet but no office, BOT member is a previous President, has eight standing committees, meets once a month with Chancellor and the Executive Committee meets once a month.
 - f. APSU President, Secretary, and President-elect receives on course release (P for entire year, S for Fall only, and PE for Spring only), budget used for student success, has no office, meets in the auditorium of the UC, BOT member selection is coordinated by Senate but chosen by entire faculty, and is represented on various committees.
 - g. UTC President receives one class release or \$3000, the Secretary receives release or money, has no office, meets in the Chattanooga room, the immediate past President becomes the BOT member, the Executive committee meets with the President and Provost regularly, has 21 standing committees, 37 Senators, is a collaborative Senate, not all departments are represented on Senate.

- h. U of M provides 1 course release for all Executive Committee members, has 6 standing committees, serves on President's Council, the Budget Committee, has a GA, and the BOT member is selected by the Senate.
 - i. TTU President receives either 1-course release or money each semester, the Secretary receives a stipend, the budget varies and usually covers the retreat and travel to TUFSS, Senate does not have an office, clerical support is provided by the President of the University's Secretary, meets in the President's Conference room, selects of BOT member, and has one standing committee (Faculty Affairs). The Senate President sits on the Cabinet, Budget committee, and several other committees.
7. Discussion on what works and doesn't work regarding the resources and structure of Senates?
- a. U of M is concerned about having to "beg" for budget.
 - b. TTU is proud of the role Senate has played recently because the Administration is "listening".
 - c. MTSU is concerned that their Faculty BOT member is being bullied by the BOT and that much of "shared governance" is more information dissemination from Administration to Faculty.
 - d. APSU expressed that adjuncts comprise a large percentage of faculty. One adjunct serves on Senate.
 - e. UTK Senators are elected by caucus and any full-time lecturer can also run. The current Senate is 1/3 non-tenure track.
 - f. UTC utilizes ex-officio Administrators.
 - g. APSU President acknowledges shared governance but policy decisions are typically made by the Provost. Only some decisions are made on advice of Senate.

Discussion of University Athletics

As Senate President issues related to intercollegiate athletics are the front porch of your academic house. After a win, university applications spike and alumni donors give more money. Negative issues related to sports include illegal payments, sexual assault, and etc. Know who your FAR is for your university.
(See appended report/slides)

Legislative Updates

Josh Warren Legislative update:

1. 30 new members between House and Senate.
2. New Governor.
3. New Budget folks/so much change has compromised many of the historical relationships.
4. List of new folks in power all have at least a four-year degree and are friendly to higher education.
5. The House has its own education subcommittee with 5 of 8 persons from West Tennessee.
6. THEC full funding Performance Formula.
7. House is capped at 15 bills per member.
8. UT tracks 400. Ultimately only 60 end up passing.
 - a. Give Act-vocational education where \$25 million grant for work-based learning would be worth looking into for potential capitalization.
 - b. Alcohol sales at non-athletic sporting events.
 - c. Tuition discounts are not fully funded by the state. The new rule is 25% tuition for any child whose parent passed away while working as a teacher.
 - d. Career Readiness Task Force.
 - e. Occupational teacher licensure.
 - f. Suicide Prevention-suicide is the second leading reason for student death.
 - g. Computer Science Course Plan includes a mandate of potential requiring for entrance
 - h. Homeless student liason.

- i. Athletics issues including sports betting leaves decision to individual states to determine if anyone with inside knowledge should not be permitted to bet nor can they bet on individual aspects of a sport or individual player.
- j. Anticipated Issues:
 - i. Lawmakers are looking at affordability (meal plans, Cleary holds, making registration easier, etc).
 - ii. Admission Requirements:
 - 1. Heavily against CLT test for homeschooled students.
 - 2. Testing in general. Some want a Civics test and value of college degree (cost/benefit analysis).
 - iii. Statutory requirement in election commission to allow students to vote.
 - iv. Foreign language teachers are hard to come by.
 - v. Tenure does not seem to be showing up yet.
 - vi. Firearms-Higher education has been very successful at stopping "Carry on Campus" movements.
 - vii. Teacher Preparation is a big topic. Some are pushing for a warranty program and Colleges of Education accountability.

University Reports

Austin Peay State University (APSU)-Dr. Rod Mills

1. The university has experienced much growth over the past few years (up 1.1%).
2. Dual enrollment is up 30%.
3. APSU has made great strides to get salaries up to market value.
4. Instituted merit pay but many faculty are not happy with the merit pay system.
5. The Healthy Workplace policy formalizes how to file complaints or grievances.
6. The consideration of when to grant credit for service should occur on the front side instead of right before going up for tenure.
7. Appreciative of advising model of moving toward professional advising.
8. Adjunct faculty pay is under review since level was formerly set by TBR.
9. President was hesitant to pay equivalent overload to faculty who are teaching extra classes.
10. Moving from a 4:4 to 3:3 for incoming faculty to shift percentages to more research.
11. External review requirement for promotion to Full Professor was added.
12. Admissions standards are under review. They are considering removal of ACT scores for admissions.
13. Have several new administrators.
14. Hired a Chief Diversity Officer.

University of Tennessee Memphis Health Sciences Center (UTMHSC)-Dr. Peg Hartig

1. Six Colleges have three new Deans and three long-time Deans.
2. Several colleges are in the top 25 in US News and World Report.
3. All six Colleges are spread out over four locations (Memphis, Knoxville, Chattanooga, and Nashville).
4. Have good hospital partnerships.
5. Adding research buildings.
6. Graduation rates are 95.5% for Graduate and 86% for Undergraduate.
7. 96% Students pass boards on first attempt.
8. Faculty Senate Accomplishments:
 - a. New Faculty Senator training instituted.
 - b. Transitioning to electronic portfolios for faculty.

- c. Arranging parking closer to meetings on Memphis Campus.
 - d. Reviewing Faculty Handbook.
 - e. Examining needs and career advancement for non-tenure track faculty.
 - f. Reorganizing Senate committees.
9. The CHIPS (Center for Health Care Innovation and Simulation) building is moving into the second year.
 10. Quadrangle is under renovation.
 11. All staff are moving toward at least \$15 per hour.
 12. Campus security and traffic control are increasing.
 13. Post-tenure process has been initiated. Everyone must go through every 6 years. Failure leads to an enhanced post-tenure review process.

University of Tennessee Knoxville (UTK/UTIA)-Dr. Gary Skolits

1. UTK is at a crossroads.
2. Good experience with new Chancellor.
3. The President is currently Interim.
4. Senate helped restore funding of Diversity Vice Chancellor for Diversity and Inclusion.
5. Oak Ridge Institute considered with no faculty involvement in the decision making.
6. Rock was wonderful with the t-shirt situation but then an anti-Semitic issue put a dark shadow.
7. Op Ed training brought into Senate has lead many faculty to take their stories out as a result.
8. Faculty Handbook revision underway.
9. UTIA and UTK reunification is underway.

Tennessee Tech (TTU)-Dr. Sandi Smith-Andrews

1. A new Parking Office was opened.
2. New Chief Diversity Officer was named.
3. Enrollment is down but consistent with budget predictions. Graduate student enrollment is up.
4. A search for a new VP of Research is underway.
5. Strategic Planning Process is shifting toward implementation.
6. University is delving deep to explore the characteristics of the student population for recruitment and retention efforts.
7. Sponsored research is at an all-time high consistent with institutional goals.
8. BOT has been inviting Senators to join for breakfast before BOT meetings.
9. The new Faculty BOT member was named: Dr. Sally Pardue.
10. Raises (1% pool) and Bonuses (1% pool) will be merit based.
11. Senate was asked by Senate President to shift deliberations toward proposing solutions instead of identifying problems.
12. Senate members have been challenged to share information more effectively with constituents.

Middle Tennessee State University (MTSU)-Dr. Justin Gardner

1. Senate Resolutions:
 - a. Support timely compensation of adjunct faculty.
 - b. Endorsing TUFs statement on polling places on college campuses.
 - c. Support of renaming the R.O.T.C. building.
 - d. Support of market salary adjustments at promotion.
2. Address issues related to adjunct pay.
3. Faculty salary/market adjustments is ongoing.
4. General Education redesign is ongoing.
5. Addressing university standing committees (ongoing).
6. Addressing Faculty workload inconsistencies across campus.

Tennessee State University (TSU)- Dr. Geoffrey Burks

1. Dealing with problems with SACSCOC. Received two warning letters—ended up on probation.
2. University budget has had problems for years. Biggest problem is unpaid tuition payments from “payment plan” defaults.
3. Providing a free course that may not count toward a degree but using the data for FTE count.
4. Concerned about faculty hires into tenure-track positions without anyone knowing about it. Planning a Senate resolution on the matter.

University of Tennessee at Chattanooga (UTC)-Dr. Jamie Harvey

1. Discussed Faculty Senate Bylaws related to Honor Court (faculty involvement).
2. Addressing Handbook language related to Lecturers and other posts.
3. Evaluating “Lock-down” procedures after an instance of a false alarm by a local police officer.
4. Exploring shared governance around BOT, faculty, and Administration.
5. Implemented a 6-year Tenure Review process.
6. Requiring Experiential Learning for all undergraduate students.
7. General Education is being revisited.

University of Tennessee Martin (UTM)-Dr. Philip Smartt

1. Interims are now replaced with permanent people.
2. Enrollment is up.
3. A new STEM building including a “Maker-Space” called the “Garage”.
4. Working toward more consistency in faculty evaluation process and tenure/promotion decisions.
5. Finalizing revisions to Faculty Handbook.
6. Looking at General Education (particular concern with transfer students).
7. Concern about bookstore not stocking an adequate number of textbooks for students.
8. Exploring questions related to merit pay and market.

Dinner Host: Chancellor Keith Carver

Dinner was hosted at the home of Chancellor Keith Carver. Candid conversation was had about many issues facing Tennessee universities.

Sunday, October 6, 2019

Meeting called to order by Dr. Pippa Holloway at 8:30 AM.

University Reports (Continued)

University of Memphis (U of M)-Dr. Tom Banning (No written report received)

1. Tenure appeals process switched to Senate.
2. “De-tenuring Process” took place for the first time.
3. Lactation centers are being put in place for female students across campus.
4. Relationship with BOT has been good. The BOT has been very supportive.

East Tennessee State University (ETSU)-No Report

Business Meeting

TUFS Issues for Consideration

1. Send merit pay plans to Dr. Rod Mills for further study.
2. Explore "Communication Plans" between Senators and constituent faculty. MTSU sends "mini-minutes" out to all faculty.
3. Dr. Pippa Holloway is still reviewing tenure/de-tenuring policies. Topic will be added to next TUFS meeting.
4. "Policy on Policies" under consideration. TTU send report.

TUFS Business Matters

1. Approval of minutes. Motion to approve-Dr. Justin Gardner. Dr. Misty Anderson seconded. Minutes approved as amended.
2. Next meeting: The Spring meeting will be held at TTU in Cookeville, TN (April 17-19, 2020).
3. Add resolution to website (Polling Places on Campus).

Topics for Future Consideration

1. Taking a look at "best practices" for shared governance.
2. Communication between Senators and constituent faculty.
3. The "changing faces" of Administrators (some have never taught a class).
4. The increasing complexity of higher education.
5. What is the state of "our governing voice" and "advising voice"?
6. Theory of shared governance versus the practice of shared governance.
7. What is the definition and purpose of Faculty Senate?

Website Suggestions

1. Remove the reports.
2. Add white papers.
3. Move "about us" to landing page.
4. Remove Blog.
5. Add meeting dates.
6. Make the pictures links.

Group expressed thanks Dr. Philip Smartt for hosting.

Meeting adjourned.