

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

November 13, 2012

GEB A304

Members present (n= 40) Anita Airee; Bob Belland; Sarka Beranova; Beth Bowman; Ashanti Braxton; Howard Bromley; Lawrence Brown; Leilani Collins; George Cook; Robert Craft; Melody Cunningham; Maggie DeBon; Alicia Diaz-Thomas; Andrea Elberger; Brenda Green; David Hamilton; Robert Hoover; Patti Johnston; Anastasios Karydis; Victor Kolade; Edward Lazarus; Maurice Lewis; Dan Martin; Ann Nolan; Tommie Norris; Susan Patton; Jeff Phebus; Molly Rosebush; Cheryl Scott; Marcia Sharp; Elaine Stegman; Jeff Steketee; Mike Storm; Joe Swanson; Ajay Talatil; Antheunis Versluis; Deborah Von Hapsburg; Russell Wicks; Zhaohui Wu; Jie Zhang

Academic Affairs Representative: Cindy Russell; Cheryl Scheid

Members absent (n= 43): Tiffany Bee; Steven Buckingham; Joseph Callaway; Brad Canada; James Christian; Harris L. Cohen; F. Hammond Cole; Terry Cooper; Pranab Das; Martin Donaldson; Laura Eison; Heather Eppert; Eldon Geisert; Oscar Grandas; Edward Harris; Peg Hartig; Karen Hasty; Stacey Headley; Amanda Howard-Thompson; Mohammad Kashif Ismail; Lisa Jennings; Monica Jablonski; Irma Jordan; Vijaya Joshi; Brian P. Kelly; Santhosh Koshy; Chris Ledbetter; Michael Levin; Wendy Likes; Donna Lynch-Smith; Alexander Matthew; Michael McDonald; Rob Nolly; Elena Parfenova; Avi Reddy; Merry Sebelik; Stephanie Storgion; Jim Wan; Junling Wang; Christopher Waters; Sherry Webb; Thad Wilson; JM (Mack) Worthington

Guests (n-0)

Faculty Senate President T. Wilson began the meeting at:

- I. Pre-Meeting none at this time
- II. Meeting Begins 4:05 pm
- III. Approval of October Minutes
 - a. Motion to approve minutes, seconded, and unanimously approved.
- IV. Old Business
 - a. Evaluation tools – No response from the Chancellor about his response to the FS motion/request.
 - b. Promotional raises – The Chancellor is not in support of a campus policy requiring Colleges to set a minimum raise for promotion.

- c. Heads training – Education for department heads and above about campus and system policies (promotion, tenure, annual reviews, etc.). This education is not mandatory, but strongly encouraged. The Faculty Senate President will revisit the requirement for attendance at these training sessions.
- V. Committee Reports (emailed prior to meeting only urgent matters considered)
- a. The reports were reviewed.
 - i. Research Committee – The chair has been approached with concern for the need for a Vice-Chancellor of research. Please contact Maggie DeBon if you have suggestions about this issue.

There was discussion of a program at UTK that funds student travel to scientific meetings, and the potential for UTHSC to do the same.
 - ii. Legislative Resources – There was discussion for a change of date for the UTHSC day on the hill.
- VI. New Business
- a. Promotion and Tenure agreements – There was an explanation of policies for Promotion and Tenure. Discussions with the Chancellor and the Deans of each College resulted in establishing a time point when Tenure criteria would not be able to be changed. The mid-tenure review was the newly established time point that would be used to determine which requirements would be applied to the candidate. Changes before the mid-tenure review will be applied to the candidate, but changes after the mid-tenure review will not.

Promotion does not have a time point similar to mid-tenure review, but is established by the faculty of each College.

There was considerable discussion regarding this topic.
 - b. Code of conduct link and discussion/suggestions

https://my.tennessee.edu/portal/page?_pageid=34,140536&_dad=portal&_schema=PORTAL&p_policy=HR0580) you can search for UT system policy human resources and refer on that page to code of conduct. This was revised 7/1/2012 and this is why we need to discuss this.

 - i. The Code of Conduct was changed. Dr. Scheid did state that faculty may contact her if there are considerable concerns. One concern raised was related to the standards for faculty attendance. It was noted that attendance may or may not fit well with certain faculty (exempt employees). The question will be posed to general counsel whether or not the Code of Conduct applies to exempt employees.
 - c. Academic freedom resolution from Knoxville discussion

- i. UT Knoxville submitted a resolution. There was discussion about what the UTHSC Faculty Senate should do regarding the issue. There was discussion about the UTHSC Faculty Senate formulating a separate resolution. A motion was made to draft a resolution based on the Knoxville resolution to be considered in December by the Faculty Senate. Seconded and approved unanimously.
- d. FEM/Handbook (it is coming soon)
 - i. Discussion addressed the updating of the Faculty Handbook by removing policies and procedures related to promotion and tenure and placing them in a Faculty Evaluation Manual. Then revision was continued to make language similar in the Handbook and the Faculty Evaluation Manual. Since this process started, the Faculty Handbook has now been combined with the Faculty Evaluation Manual, but they are in separate sections of the document.
- e. Other New Business
 - i. The following motion was made: The Faculty Senate urges all Deans to use merit pool raise funds for promotional raises at the rate of 10% prior to the remainder of merit raises being applied.
 - ii. There was discussion regarding the motion.
 - iii. There was a motion to table this resolution until the next senate meeting. The motion was seconded voted on: (20) yes (2) no (0) abstaining
- f. The President thanked the CON representatives for their service (Tommie Norris, Peg Hartig).

VII. Adjournment

Next Meeting December 11, 201

Adjournment: 5:10 pm

Respectfully submitted,
Joseph Swanson