

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

November 8, 2016

GEB A204

1. Call to order by President Cooper: 4:04 PM
2. President Cooper introduced Chancellor Schwab who discussed the Enhanced Post-tenure Review (EPPR) policy recently passed by the UT Board of Trustees. [See this URL for MediaSite recording:] The Chancellor indicated that economic problems as well as political pressure from the state of Tennessee has resulted on a need for increased accountability for everyone. In his opinion, it is currently the UT Chancellors collective position that when they give tenure to a faculty member, they we are obligated to support them. The Chancellors want to carry out the mission of the State of Tennessee. He gave the example of an academic music program that began to fail to attract graduate students and had a decreasing number of music majors. The music professor be “retasked” to teach music education and music appreciation courses. Chancellor Schwab indicated the UT Chancellors needed to the tools for “retasking” if faculty are no longer capable of doing the new mission. He stated that the chancellors don’t see the EPPR as a way of “jettisoning” faculty, but as a way to do the state’s mission. There is a need to teach what is needed.
3. VC Gonzalez stated that she will work with the Faculty Senate Executive Committee to carry out EPPR.
4. Chancellor Schwab indicated the goal is to retain all of our faculty. We cannot sit and think great thoughts. Will this (EPPR) affect future recruiting? Chancellor Schwab thinks not. He thinks we are competitive.
5. VC Ferrara discussed the organization of all policies. Here is the new URL for all policies:

He demonstrated the ability to see many policies and indicated that there is now a form for each policy that tells when the policy was last approved and when it needs to be reviewed. This URL also has links that will take you to the UT System policies. VC Ferrara also discussed upcoming changes in salaries for postdoctoral fellows. These changes take effect on December 1 and are required by the Fair Labor and Standards Act. Postdocs will be required to be paid \$47,476 as a minimum salary or they must receive overtime pay for work over 40 hours per week. UTHSC will raise salaries of all postdocs. This will require \$2,700 for each person on average. The other question was that some postdocs are not classified as staff or faculty.

6. Approval of Minutes: The minutes from the October 11th Faculty Senate meeting were approved as distributed by email with changes to names of personnel introduced by Dr. Brown.
7. New business.
 - a. A resolution in support of mandatory training for administrators was presented by President Cooper. The vote to approve was 97% yes, 3%abstain, none voting no for 36 responses. [resolution attached]
 - b. A resolution to request the administration to present aggregate EPPR data for each year was presented by President Cooper. Following extensive discussion in which VC Gonzalez pointed out some problems of divulging information in which only one faculty member may be included and several faculty made recommendations for changes in the resolution, it was suggested that the resolution be referred back to the Faculty Senate Executive Committee for revision. A voice vote unanimously supported this action..
 - c. President Cooper reported that a faculty survey sent to all faculty by listserv indicated faculty favored the current 4-category evaluation plan vs. changing to a new 5-category evaluation plan, so there will be no further plans to change the faculty evaluation plan.
 - d. Upward Evaluation of Administrators was discussed by Faculty Affairs Committee chair Richard Smith. There are problems with anonymity and feedback from the survey. He and Alan Dupont are working to see how these problems can be overcome. There are additional goals to simplify the evaluation survey document.
 - e. President Cooper reported that work on the faculty handbook has so far addressed 4 policies. Each of these has had an addition that when decisions are made by the administrative officials, there needs to be

written documentation of the decisions and the reasons the decisions were made. Policies will go to the chancellor and deans for approval before submitting to the UT System.

The meeting adjourned at 5:05 PM.

Respectfully submitted, George A. Cook, Secretary, UTHSC Faculty Senate

Upcoming meetings:

FSEC meeting with the Chancellor – December 20th, 8:00 AM in Hyman 101

FSEC and Chairs – January 5th, 8:00 AM in MSB 201

Next Faculty Senate meeting – January 10th, 4:00 PM in GEB A204

Attachments