

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

September 11, 2012

GEB A304

Members present (n= 38) Bee, Tiffany; Belland, Bob; Bowman, Beth; Braxton, Ashanti; Buckingham, Steven; Callaway, Joseph; Christian, James; Collins, Leilani; Cook, George; Cooper, Terry; DeBon, Maggie; Elberger, Andrea; Hamilton, David; Howard-Thompson, Amanda; Jennings, Lisa; Jordan, Irma; Karydis, Anastasios; Kelly, Brian P.; Lewis, Maurice; Likes, Wendy; McDonald, Michael; Nolen, Ann; Nolly, Rob; Phebus, Jeff; Scott, Cheryl; Sharp, Marcia; Stegman, Elaine; Steketee, Jeff; Storm, Mike; Swanson, Joe; Talati, Ajay; Wan, Jim; Waters, Christopher; Webb, Sherry; Wicks, Russell; Wilson, Thad; Wu, Zhaohui; Zhang, Jie

Academic Affairs Representative: Cindy Russell; Cheryl Scheid; Alicia Dorsey

Members absent (n= 45): Airee, Anita; Beranova, Sarka; Bromley, Howard; Brown, Lawrence; Canada, Brad; Cohen, Harris L.; Cole, F. Hammonds; Craft, Robert; Cunningham, Melody; Das, Pranab; Diaz-Thomas, Alicia; Donaldson, Martin; Eison, Laura; Eppert, Heather; Geisert, Eldon; Grandas, Oscar; Green, Brenda; Harris, Edward; Hartig, Peg; Hasty, Karen; Headley, Stacey; Hoover, Robert; Ismail, Mohammed Kashif; Jablonski, Monica; Johnston, Patti; Joshi, Vijaya; Kolade, Victor; Koshy, Santhosh; Lazarus, Edward; Ledbetter, Chris; Levin, Michael; Lynch-Smith, Donna; Martin, Dan; Matthew, Alexander; Norris, Tommie; Parfenova, Elena; Patton, Susan; Reddy, Avi; Rosebush, Molly; Sebelik, Merry; Storgion, Stephanie; Versluis, Antheunis; Von Hapsburg, Deborah; Wang, Junling; Worthington, JM (Mack)

Guests (n-0)

Faculty Senate President T. Wilson began the meeting at: 4:01pm.

Colleges of Memphis by Sheila Champlin, Director UTHSC Communications & Marketing

Thad introduced Sheila Champlin to discuss. She noted that handouts were sent out previously. She described the history and purpose for the Colleges of Memphis. Goal is to promote Memphis as a college town. She also noted the concern for students training in Memphis and then leaving the city. The goal is directed toward citizens of Memphis and beyond. This is funded by the Asisi Foundation. There will be a reception followed

by a seminar about the city of Memphis. This will be followed by a free concert at the Levitt Shell. Students and faculty will be invited.

The meetings will be limited to new faculty or those specifically interested in supporting these endeavors. There are a maximum of 25 faculty allowed from each college.

Date: September 27, 2012: Time: 5:30, Memphis 101: 6:15;

Announcements

- I. CIO search completed
 - a. Dr. van der Aa new CIO
- II. Senate retreat held
 - a. Was conducted – goals were address.
- III. Website information in process of updating
 - a. Working on better methods to update website.
- IV. Meeting accessibility changing
 - a. Working on new methods for out-of-Memphis senators to attend the meetings. T. Wilson suggested Adobe Connect.
 - b. Senate votes will be anonymous via TurningPoint ResponseCard.

Approval of June Minutes

Minutes were approved without modification.

Old Business

Committee Reports

Budgets and Benefits – Andrea Elberger

B&B had 3 meetings, as follows:

08/10/2012 the B&B meeting discussed the following topics:

- 1) Obtaining written copies of budgetary expenditure reports for UTHSC, which would allow us to see how the budget was distributed after the fact, down to department/division levels. The reply from Tony Ferrara was that there was no complete written budget that would give us this information. He told us that we could come to his office and see the written budget for the campus, to satisfy ourselves that such information was not contained in it.
- 2) Discussion regarding obtaining accurate and complete salary reports for all faculty and administrators at UTHSC, with salary broken down into separate components. Initially, Tony asked why we would want this information, but said it was possible to obtain. Later on he amended that statement to say that I, or someone else, would have to submit a legal FOIA document that he could run past the legal department before any numbers could be released.

- 3) Related to item 2, the question was raised as to whether UTMG salary components could be obtained for clinical faculty. Tony's reply was that he would have to discuss the issue with UTMG for their response.
- 4) A 2010 packet of information on salaries and a market survey of 50th percentile data was requested to be updated to 2012. Tony said his office would work on updating this list, but it would take a while to do so.

08/16/2012 there was a followup B&B delegation that met with Tony and Jerry Hall in Tony's office to look at the written budget books.

- 1) We agreed that this material did not contain useful information for B&B, so that we would continue to investigate other approaches to obtaining budgetary data.
- 2) The delegation set up terms with Tony and Jerry to obtain an anonymous list of faculty salaries to cover all Regular 100% Full-time Faculty-titled positions. The list would include the parameters of: Date of hire, Current Rank, Number of years in Current Rank, Birth year, Gender, Race. We want to use this list to begin to study issues such as salary compression, and equity of salaries by Gender and Race. Tony and Jerry are currently working on assembling this list.

09/05/2012 was a regularly scheduled B&B meeting. Tony and Jerry were unable to attend. The following items were discussed:

- 1) The Faculty Senate Retreat
- 2) The list of B&B Responsibilities and Goals
- 3) Reports on the previous two meetings (discussed above)
- 4) Update on items requested from Tony Ferrara and Jerry Hall
- 5) Exploration of changing our request for budgetary information from written documents, to access to the IRIS system, which is a searchable database. As a result, a request for some form of Administrative access [which would permit no alterations within IRIS] to IRIS that would enable B&B to access budgetary and salary information was forwarded to Tony, since the Committee uniformly supported this new approach.

Clinical Affairs – Tiffany Bee

The faculty senate clinical affairs committee met in the second floor conference room of the 910 Madison Building on Sept 5th 2012 at 4pm. A total of 8 members were present either by phone or in person.

New Business: The goals and responsibilities of the committee were presented and discussed. We agreed to these as a committee and had no revisions.

Old Business:

Teaching Tool:

An in depth discussion about the overall difficulties with the tool ensued. Pertinent points included:

Still no metric for the immense amount of time teaching UT resident/post doc students. The thought that all of that time is accounted for by GME/grant dollars seems skewed.

Most clinicians do not write down on a daily basis their interaction with students. This could be a very time consuming task for no known benefit for the active clinician.

There is a big difference between shadowing a physician and teaching a lecture. Yet they are equal in the new tool.

Some teaching is very hard to quantify and doesn't fit into these select categories and therefore is missed.

Travel continues to be devalued despite often it is only to go someplace to teach a few students often hours from main campus.

What is the main purpose of the tool? If it is to allocate orange dollars comparing one department to another department maybe in another college is never going to be fair.

Strategic Assessment:

Area 3.1.2.1 indicates that number of clinical care and clinical instruction sites state-wide remain stable or increase. If this means off campus clinics etc there are multiple problems with expansion. The first is that UT offers very little funds for ancillary support whether it be medical assistance or secretarial/booking etc. Most of this is currently covered in practice plans. Many clinicians are already having difficulty getting assistance in their clinics through their practice plans. If UT does not add funding for this-expansion into satellite clinics etc is not a reality. Secondly, if a clinician is expected to drive for any length of time to a new care or instruction site this will decrease the amount of time available to make their RVU's or other goals such as research or teaching. The supposed added revenue from an offsite practice is not reality when many clinics here on campus are already filled to capacity.

Area 3.2.1.2. Volunteer hours reported. How exactly are we going to measure volunteer hours? Another metric? Seems this is very vague and could easily be manipulated.

Other matters of focus for committee:

Need to stress to administration the amount of teaching done that is not accounted for in the Tool. And that residents/grad students etc are also very much UT Students.

The committee members plan to count their hours using the new revised teaching tool.

Everyone was encouraged to voice their opinion on the Teaching Tool and Assessment Plan at the next full Senate meeting.

The meeting was concluded at 440pm.

Next Meeting Oct 3rd 4pm.

Educational Policy – Jay Calloway

EPC Committee report for Sept. Senate Meeting:

- The Educational Policy Committee met Tues., Aug. 28. The committee will continue to hold its meetings on the fourth Tuesday of the month at 4:00. Senators with questions related to educational policy or having issues that need to be addressed should contact our committee.
- Program Updates:
 - o Faculty Affairs reports that the College of Nursing is considering starting a Bachelors in Nursing Program in the future.
 - o Faculty Affairs reports that the Physician's Assistant Program is proceeding on schedule to begin in January 2014. Program curriculum will be finalized before January 2013 to meet the upcoming SACS accreditation deadline.
- Goals for this year were approved.
- The committee received updates to recent changes on the Tool for TEA.
- The committee discussed reviewing new and existing academic and student policies.

Faculty Affairs Committee – Tommie Norris

Minutes from last meeting:

The Faculty Affairs Committee met August 29, 2012 to discuss the Tool for TEA. Members of the committee reported concerns about the tool being sent forward to the Chancellor without proven reliability and validity. Additionally, faculty have reported concerns that the tool has been used to calculate percent effort when it was in the trial period. Clinical faculty feel the tool does not give credit for their time committed to education of students. The tool was seen as time intensive to complete and track. Dr. Norris as Chair of the Faculty Affairs Committee will discuss next steps for the Tool for TEA with Dr. Russell.

Note: following the meeting of the FA Committee a meeting with Dr. Russell was held to discuss the above concerns. The committee working on the Tool for TEA consisting of both administration and faculty recognized these concerns and a revised Tool for TEA is under development which streamlines the process.

Faculty Computing Committee – Molly Rosebush

Meeting Minutes:

- Committee members would like to invite Dr. van der Aa to be an Ex Officio member of the committee.

- Committee requests that Dr. van der Aa be invited to one of the upcoming pre-Faculty Senate meetings as a guest speaker.
- Committee discussed presenting specific needs of the faculty to the new VC of IT emphasizing
 1. Moving forward with Xythos upgrade and expanded training for campus
 - T. Wilson noted this is the Campus cloud technology that also meets FERPA and HIPPA compliance.
 2. Backup document storage
 3. Growing the “research computing” mission of the campus to include greater support from IT (beyond that of the Research Computing division within Research Administration).
 4. Continuing to support and expand IT support for Educational Technology division.

Faculty Research Committee – Maggie DeBon

No report.

Legislative/Communications Committee – Martin Donaldson

Communications Committee Meeting DRAFT

Date & time: September 5, 2012, 4:00 pm

Location: GEB A309

Present: Amanda Howard-Thompson, Susan B. Patton, Martin Donaldson, and Shela Champlin (ex-officio)

Topics of discussion:

- 1) Discussion about and approval of the goals and responsibilities for 2012-2013
- 2) The meeting date has been changed to the first Wednesday of each month from the first Tuesday
- 3) Sheila Champlin is a new ex-officio member of the committee representing the Communications and Marketing Department of UTHSC Administration
- 4) Colleges of Memphis Night
 - a. 5:30 pm, Thursday September 27 at Memphis College of Art
 - b. 6:15 leadership academy
 - c. 7:30 concert at Levitt Shell
 - d. 25 people from each of the 14 colleges and universities in Memphis will be invited, targeting new people in the city
 - e. The purpose of the organization is to promote Memphis as an education center for Tennessee
- 5) Suggestion made to get Anthony Haynes, VP of Government Relations and Advocacy to speak at a Faculty Senate pre-meeting on issues coming before the legislature that affect higher education in Tennessee
- 6) Suggestion made to consider moving the Legislative Forum to Nashville as an evening reception following UT Day on the Hill. The matter is under study.
 - a. Discussion of this topic related to which day was best for the meeting. A forum in Nashville may be too busy for senators. A conflicting view was

that the faculty's message should be spread to as many senators as possible.

7) Meeting adjourned at 4:55

Ad Hoc Committee Reports

Handbook and FEM Evaluation

Have met and waiting on legal for review. The Faculty Evaluation Manual is undergoing revisions by faculty. The hope is to have this complete by next month.

T. Wilson asked if the FEM should be posted on the website. L. Brown suggested that the FEM should be taken down from the website. S. Scheid addressed the question of should there be an explanation about the FEM. S. Scheid has a website to which faculty should be referred. All of this is on the Academic Affairs website. L. Brown noted that the FEM should be pulled down and a link to the correct site be put in its place.

New Business

V. TUFs resolutions (emailed prior to meeting)

- a. The first resolution addresses academic freedom. S. Scheid mentioned that there is discussion for academic freedom and that the Board of Trustee language is clear. Some members of TUFs feel that the language is not clear. Thus T. Wilson brings this motion to the Faculty Senate. A. Elberger ask for more information related what precipitated this event. T. Wilson described the story during the meeting. He also mentioned that the facts of the event are not clear and he is not sure what exactly was involved. A question was raised as to why the Faculty Senate needs to address the resolution. T. Wilson and M. Donaldson described the reasons as to why TUFs needs feedback from the Faculty Senate. L. Brown further explained that TUFs was pushing for this issue to be moved forward and addressed. Motion to accept and seconded.

The vote was conducted: Yes – 29 No – 3 Abstain – 4 (need votes from off campus)

- b. The second resolution related to setting a minimum of 10 days for evaluation of applications for new faculty. A motion to accept was made and seconded.

The vote: Yes – 33 No – 2 Abstain – 2 (need votes from off campus).

VI. Discussion UTHSC scorecard (with any possible action)

- a. T. Wilson asked for feedback from the Senate about support for the scorecard. G. Wood noted that we asked for a preamble to the scorecard and the Chancellor agreed. He therefore suggested that the Senate not vote on the document until the preamble is received. G. Wood then made

the motion to approve the scorecard. No second was made. The motion was not passed. ??? made a motion to thank the Chancellor for the effort and to request the scorecard with edits for an e-mail vote. The motion was seconded. L. Brown noted the scorecard needs to be submitted 5 weeks prior to the Board Meeting. Thus, it must be voted on in 2 weeks. A question was asked as to the possibility of an e-mail vote by the Senate. T. Wilson suggested that an edited version could be voted on the by e-mail.

The vote Yes – 29, No – 0, Abstain – 0.

- VII. Discussion Teaching Tracking (with any possible action)
- a. T. Wilson introduced the new Teaching Tracking Tool. T. Wilson encouraged the Senate to review the new tool. A question was raised to ask how the metrics were derived. S. Scheid described the literature that supported the old tool. T. Wilson suggested that the faculty needs to be aware of the document so as not to be surprised by approval of a tool without sufficient faculty input. G. Wood suggested the new tool appears to be similar to an undergraduate tool and not focused on a Health Science Center. A request was made for faculty input as to what the faculty actually do when developing the metrics. T. Wilson asked to carry over this topic to the next meeting.

Adjournment

VIII. Next Meeting October 9, 2012

Adjournment: 5:12pm

Respectfully submitted,
Joseph Swanson