

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

May 10, 2016
GEB A204

Members present (n= 33): Braxton, Ashanti; Callahan, William; Cook, George; Cooper, Terry; Donaldson, Martin; Flick, Jami; George, Lekha; Hamilton, David; Hartig, Margaret; Hori, Rod; Jain, Vinay; Karydis, Anastasios; Kenwright, Kathy; Kumar, Sajeesh; Lowe, Tau; Marion, Tony; Mathew, Alexander; McDonough, Sharon; Meyers, Linda for Ajay Talati; Rao, R.K.; Richey, Phyllis; Self, Tim; Spivey, Christina; Stegman, Elaine; Sun, Wen Lin; Thomas, Fridtjof; Versluis, Antheunis; Webb, Sherry; Williams, Regan; Williams, Richard; Wilson, Thad; Wu, Zhaohui; Zhang, Jie. (to be updated)

Academic Affairs Representative: Gonzalez, Lori

Members absent (n=49): Airee, Anita; Accardo, Dwayne; Bensinger, Boughter, John; Brown, Jami; Bruijn, Lucy; Buckingham, Steven; Burton, Eddie; Christian, James; Craft, Robert; Diaz-Thomas, Alicia; Elbiad, Tammam; Emerson, Stacy; Fan, Zheng; Grandas, Oscar; Gray, Richard Ian; Gu, Weikuan; Haberman, Brent; Hamby, Ellen; Hastings, Coleen; Hatten, Marie; McCoy, Head, Penny; Elisha; Ismail, Mohammad; Ledbetter, Chris; Mutrie, Lauren; Joshi, Vijaya; Koshy, Santhosh; Lazarus, Edward; Levin, Michael; Malakoff, Gary; Martin, Dan; McDonald, Michael; Nelson, Eric; Noyes, William; Phebus, Jeff; Ragain, Jr., James; Rinsdale, Lisa A; Scroggs, Reese; Sebelik, Merry; Shafi, Nadeem; Sharp, Jackie; Vanatta, Jason; Wang, Junling; Welch, Jennifer; Williamson, Wes, Yates, Ryan. (to be updated)

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1. Call to order by President Wilson: 4:05 PM
 2. Approval of Minutes: The minutes from the April 12th Faculty Senate meeting were approved as distributed by email.
 3. Committee Reports:
 - a. Budget and Benefits Committee (report was emailed). Chandra Alston discussed the required changes being made in Federal guidelines for Exempt and Non-exempt employees that may necessitate some changes in pay for some staff members. Medical residents will not be affected, but Pharmacy residents and some Postdocs will be affected based on annual salary.
 - b. Faculty Affairs Committee prepared a resolution that will be considered today suggesting that all administrators have mandatory training by professionals.
 4. New Business:
 - a. A resolution on the proposed policy relating to Cumulative Performance Review of Tenured Faculty Members was presented by Dr. Wilson. [Copy attached to the these minutes.]

Dr. Gonzales commented that VP Katie High had indicated in a phone call today that the revised policy would not be going to the June BOT meeting. Dr. Wilson commented that at the last Faculty Council Meeting, Dr. High had suggested that it would be going to the June meeting for approval, and he thanked Dr. Gonzales for the update.

There was extensive discussion of changes made to the original Knoxville document and the reasoning behind request for analyses to be carried out.

A motion was made to approve the resolution. The resolution was approved by voice vote with no opposition.

b. A second resolution from the Faculty Affairs Committee suggesting that administrators be required to have formal training in personnel management was presented by President Wilson. [Copy attached to the these minutes.]

During discussion, Dr. Gonzales commented that Dr. High is collecting information from Chairs to see where gaps in training exist.

The Resolution was amended to add timing of training and outside professionals. Amendments were passed and the resolution was approved by voice vote with no opposition.

5. Elections are still ongoing. Administrator of the Year Award was approved for Chandra Alston. Faculty Senator of the Year Award was approved for Phyllis Richey.

6. The meeting was adjourned at 4:52 PM.

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

Upcoming meetings:

FSEC meeting with the Chancellor – May 17th, 8:00 AM in Hyman 101

FSEC and Chairs – June 2nd, 8:00 AM in MSB 201

Next Faculty Senate meeting – June 14th, 4:00 PM in GEB A204

RESOLUTION FROM THE FACULTY SENATE

ON THE POLICY PROPOSAL RELATING TO CUMULATIVE PERFORMANCE REVIEW OF TENURED FACULTY MEMBERS

WHEREAS The University of Tennessee recognizes that “Tenure is a principle that entitles a faculty member to continuation of his or her annual appointment until relinquishment or forfeiture of tenure or until termination of tenure for adequate cause, financial exigency, or academic program discontinuance”; and further recognizes that “The award of tenure shifts the burden of proof concerning the faculty member's continuing appointment from the faculty member to The University”; and

WHEREAS The University has not provided a substantiated justification for seeking to alter existing policy governing Cumulative Performance Review (CPR) as opposed to properly applying the existing policies including development of fair and effective performance improvement plans;¹ and

WHEREAS The American Association of University Professors (AAUP) has concluded that “Posttenure review should not be undertaken for the purpose of dismissal”, and that many systems of post-tenure review have the effect of “eas[ing] the prevailing standards for dismissal and diminish[ing] the efficacy of those procedures that ensure that sanctions are not imposed for reasons violative of academic freedom”; and

WHEREAS any changes to existing policy governing post-tenure review should be based on best practices, due process, the protection of academic freedom, and the principle of faculty development; and

WHEREAS no quantitative evidence has been presented that distinguishes whether perceived inadequacy of the current CPR policy derives from actual inadequacy of the policy itself or as a result of infrequent and/or improper use of the current remediation plan and CPR policies; and

WHEREAS no cost analysis has been performed to project the amount of savings that can be anticipated from

implementation of any proposed CPR policy changes to the expense incurred by destabilization of the top 20-30% of faculty the University most wishes to retain.

WHEREAS the faculty and Faculty Senates of the University have not had an opportunity to evaluate and comment on any final policy presently anticipated as being sent to the Board of Trustees for their disposition, therefore

1 The “problem” as identified by the Task Force to Develop an Advisory Framework for a Review of Board of Trustee’s Policy on Academic Freedom, Responsibility and Tenure states only that “The section of the policy relative to the cumulative performance review of tenured faculty has been identified as complicated and difficult to implement.”

BE IT RESOLVED: the University of Tennessee Health Science Center Faculty Senate:

1. Requests that the aforementioned analyses be performed, and
2. Encourages President DiPietro to delay presentation of any revised draft policy on CPR to the Board of Trustees until such a time has been allowed for due consultation of the various University Faculty Senates.

Resolution proposed by the UTHSC Faculty Affairs Committee to promote compulsory management training for administrators.

Whereas, most scientists and many physicians do not receive formal training in personnel management before becoming department chairs or other administrators charged with making personnel decisions, and

Whereas, these decisions affect the productivity and working environment of medical school units, and

Whereas, there is a changing environment of accountability at UTHSC with increasing pressure due to finances, and

Whereas, appropriate training of chairs and other administrators will improve faculty affairs to the benefit of the administration, campus and faculty, and

Whereas, such training by professionals in the various aspects of personnel management will improve the ability of UTHSC to attract, empower, and retain a talented and productive workforce, therefore

BE IT RESOLVED, that the UTHSC Faculty Senate urges that all administrators (e.g., division heads, chairs and deans) charged with making faculty personnel decisions shall, as expeditiously as possible, receive adequate and compulsory training in management techniques from experienced professionals internal/external to the University of Tennessee, to substantially improve the quality of UTHSC workplace environment.

Proposed by the Faculty Affairs Committee April 22, 2016, Revised by the Executive Committee May 5, 2016.

Please Sign-in

Faculty Senate Meeting

Date: May 10, 2016

GEB A204

1. Accardo, Dwayne _____
2. Airee, Anita _____
3. Bensing, Hallie _____
4. Beranova, Sarka Sark Beranova
5. Boughter, John _____
6. Braxton, Ashanti _____
7. Brown, Jami _____
8. Buckingham, Steven _____
9. Burton, Eddie _____
10. Callahan, William _____
11. Choby, Beth _____
12. Christian, James _____
13. Cook, George _____
14. Cooper, Terry _____
15. Craft, Robert _____
16. Diaz-Thomas, Alicia _____
17. Donaldson, Martin _____
18. Elabiad, Tammam _____
19. Emerson, Stacy _____
20. Fan, Zheng _____
21. Flick, Jami _____
22. George, Lekha _____
23. Gosmonova, Elvira _____
24. Grandas, Oscar _____
25. Gray, Richard Ian _____
26. Gu, Weikuan _____
27. Haberman, Brent _____
28. Hamby, Ellen _____
29. Hamilton, David David Hamilton
30. Hartig, Margaret _____
31. Hastings, Colleen _____
32. Hatten, Marie _____
33. Head, Penny _____
34. Hori, Rod Rod Hori
35. Ismail, Mohammad Kashif _____
36. Jain, Vinay Vinay Jain
37. Joshi, Vijaya _____
38. Karydis, Anastasios _____
39. Kenwright, Kathy _____
40. Koshy, Santhosh _____
41. Kumar, Sajeesh _____
42. Lazarus, Edward _____
43. Ledbetter, Chris _____
44. Levin, Michael _____
45. Lowe, Tao Lu _____
46. Malakoff, Gary _____
47. Marion, Tony _____
48. Martin, Dan _____
49. Mathew, Alexander _____
50. McCoy, Elisha _____
51. McDonald, Michael _____
52. McDonough, Sharon _____
53. Mutrie, Lauren _____
54. Nelson, Eric _____
55. Noyes, William _____
56. Phebus, Jeff _____
57. Ragain, Jr., James _____
58. Rao, R.K. _____
59. Richey, Phyllis _____
60. Rinsdale, Lisa A. _____
61. Scroggs, Reese _____
62. Sebelik, Merry _____
63. Self, Tim Tim Self
64. Shafi, Nadeem _____
65. Sharp, Jackie _____
66. Spivey, Christina A. Christina Spivey
67. Stegman, Elaine _____
68. Sun, Wen Lin _____
69. Talati, Ajay _____
70. Thomas, Fridtjof _____
71. Vanatta, Jason _____
72. Versluis, Antheunis Antheunis Versluis
73. Wang, Junling _____
74. Webb, Sherry _____
75. Welch, Jennifer _____
76. Williams, Regan _____
77. Williams, Richard _____
78. Wilson, Thad _____
79. Wu, Zhaohui Zhaohui Wu
80. Yates, Ryan _____
81. Zhang, Jie _____

Academic Affairs Representative:

1. Lori Gonzalez _____
2. Cindy Russell _____

Guests:

1. _____
2. _____
3. _____
4. _____
5. _____

Note: If you are substituting for one of the above senators, please include your name:

Revised: 12/3/2015

Please Sign-in

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8. Buckingham, Steven _____
9. Burton, Eddie _____
10. Callahan, William *William Callahan*
11. Choby, Beth *Beth Choby*
12. Christian, James _____
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35. Ismail, Mohammad Kashif _____
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37. Joshi, Vijaya _____
38. Karydis, Anastasios _____
39. Kenwright, Kathy *Kathy Kenwright*
40. Koshy, Santhosh _____

41. Kumar, Sajeesh *Sajeesh Kumar*
42. Lazarus, Edward _____
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45. Lowe, Tao Lu *Tao Lu*
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47. Marion, Tony *Tony Marion*
48. Martin, Dan _____
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50. McCoy, Elisha _____
51. McDonald, Michael *Michael McDonald*
52. McDonough, Sharon *Sharon McDonough*
53. Mutrie, Lauren _____
54. Nelson, Eric _____
55. Noyes, William *William Noyes*
56. Phebus, Jeff _____
57. Ragain, Jr., James _____
58. Rao, R.K. _____
59. Richey, Phyllis *Phyllis Richey*
60. Rinsdale, Lisa A. _____
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81. Zhang, Jie _____

Williamson, Wes

Academic Affairs Representative:

1. Lori Gonzalez *Lori Gonzalez*
2. Cindy Russell *C Russell*

Guests:

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