

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

December 11, 2012

GEB A304

Members present (n= 34) Tiffany Bee; Bob Belland; Sarka Beranova; Lawrence Brown; Steven Buckingham; Joseph Callaway; Terry Cooper; Robert Craft; Melody Cunningham; Andrea Elberger; Heather Eppert; Brenda Green; David Hamilton; Robert Hoover; Amanda Howard-Thompson; Victor Kolade; Maurice Lewis; Ann Nolen; Elena Parfenova; Molly Rosebush; Cheryl Scott; Marcia Sharp; Cheryl Stegbauer; Pat Speck; Elaine Stegman; Jeff Steketee; Mike Storm; Joe Swanson; Ajay Talati; Jim Wan; Christopher Waters; Russell Wicks; Thad Wilson; Zhaohui Wu

Academic Affairs Representative: Cindy Russell

Members absent (n= 49): Anita Airee; Ginna Betts; Beth Bowman; Ashanti Braxton; Howard Bromley; Brad Canada; James Christian; Harris L. Cohen; F. Hammond Cole; Leilani Collins; George Cook; Pranab Das; Maggie DeBon; Alicia Diaz-Thomas; Martin Donaldson; Laura Eison; Eldon Geisert; Oscar Grandas; Edward Harris; Karen Hasty; Stacey Headley; Mohammad Kashif Ismail; Lisa Jennings; Monica Jablonski; Patti Johnson; Irma Jordan; Vijaya Joshi; Anastasios Karydis; Brian Kelly; Santhosh Koshy; Edward Lazarus; Chris Ledbetter; Michael Levin; Donna Lynch-Smith; Dan Martin; Alexander Matthew; Michael McDonald; Rob Nolly; Susan Patton; Jeff Phebus; Avi Reddy; Merry Sebelik; Stephanie Storgion; Antheunis Versluis; Deborah Von Hapsburg; Junling Wang; Sherry Webb; JM (Mack) Worthington; Jie Zhang

Guests (n-0)

Faculty Senate President T. Wilson began the meeting at:

- I. Pre-Meeting 3:30 PM Dr. Jan van der Aa
Vice Chancellor for Information Technology and CIO
- II. Meeting Begins at: 4:15 pm
- III. Approval of November Minutes
- IV. Old Business
 - a. Evaluation tools (Chancellors charge included with this agenda below) – The Chancellor’s response included the basic requirements. There was discussion that the Chancellor’s response is critical as it will evaluate faculty efforts in education. There was discussion about

the vagueness of the Chancellor's comments. It was suggested that a tool should be customized to each departments. C. Russell stated that she and Dr. Scheid are investigating modifications to the tool based on differences in Colleges. The timeline is tight. A meeting with the Chancellor is scheduled for early January.

The following motion was made: The tool(s) come back to the senate for evaluation.

Discussion: There was discussion regarding how the Senate will evaluate the many tools that will be generated. There was discussion that if the tools are generated from the Colleges, there will not be a place for these tools in the Senate. It was clarified that the Senate can request that the Chancellor shares with the Senate, his official statement on the tools.

The motion was passed with a majority vote.

L. Brown made the statement that the faculty body in each College will have to vote to approve any tools that are developed. He also suggested that faculty ask that the tool not be used to set percent efforts until the accuracy of the tool can be verified through pilot testing.

- b. Promotional raises (brought to DFAC) – T. Wilson summarized the actions that the Senate has been taken regarding this issue. There was discussion that each College should address this.
 - c. Heads training (first round complete with legal) – It did not include faculty affairs. Thirty-five people attended. Monthly sessions will start in January. T. Wilson asked again for a list of topics for these sessions.
 - d. Code of Conduct (update included with this agenda below) – There was discussion about the specifics of the code of conduct. It was clarified that certain sections of the code do not apply to all employees. The sections regarding Attendance and Sleeping on the job will likely not apply to all. Future changes to the document will include faculty.
 - e. Academic freedom resolution (not discussed yet in FSEC) – This did not make it to discussion in the FSEC meetings.
- V. Committee Reports (emailed prior to meeting only urgent matters considered)

Budget and Benefits Committee

A. Elberger

Benefits – We discussed information obtained by Thad Wilson regarding the sudden, impending closing of the Boling Day Care Center to UTHSC personnel, and its transfer to St. Jude. This information was presented to Thad a week ago, [and also to DFAC, the faculty organization of the College of Medicine] as a “done deal”, without mentioning it to faculty/employees or asking for their input. Thad and DFAC representatives have followed through on the situation with Tony Ferrara,

informing him that this was a Benefits-type of issue that faculty [and employees] should have been involved with. The upshot is that there will no longer be Day Care services available, which could affect faculty/employee job satisfaction, and could negatively impact recruitment of faculty and even Administration. A Task Force to look at this issue is being created, in hopes of mitigating the current adverse circumstances. The situation was reported to the Faculty Senate Executive Committee on Dec. 6. It is anticipated that this will be discussed at the next full Senate meeting on Dec. 11.

Budget – We continued to go over analyses of the anonymous spreadsheet of full-time Faculty salaries through the Health Science Center, all campuses, that was provided by Tony Ferrara and Jerry Hall. We are limiting our investigations to Tenured and Tenure Track faculty. The major problem is in trying to analyze any academic department/division/unit that has significant salary components that are not “orange” dollars, because these are not listed in this spreadsheet. For this reason, at the present time, we are analyzing the 4 Basic Science departments in the College of Medicine. We need input from any other departments/divisions/units that are salaried with all orange dollars so that we can extend the analyses.

Analyses were extended to Race/Ethnicity and Salary Compression for Basic Sciences.

Race is self-reported as a listing in the spreadsheet. Out of 1009 (including non-Tenure Track) faculty listed, 1 reported American Indian, 168 listed Asian, 56 listed Black/African American, 1 reported native Hawaiian, and the rest listed White. Therefore, the categories of Asian, Black/African American, and White were included in analyses. Since Females were frequently paid significantly less than Males [reported in B & B November Minutes] we used Males to represent the White data.

Results were inconsistent in that Blacks/Asians were higher, lower, or similar to White Males. When lower, they were never lower than Females.

Ethnicity is self-reported as Hispanic/Latino or Not Hispanic/Latino. Out of 1,009 faculty listed, only 33 listed Hispanic/Latino, so this appears to be too small and dispersed a group for analysis by ethnicity.

In the future, we hope to expand these analyses to other departments/divisions/units in Medicine and all other Colleges.

Clinical Affairs Committee

T. Bee

Meeting with the Chancellor about pairing UTMG, Methodist, and the Med. The committee does not have a vote, but he wants the committee to be updated. The Chancellor would like for a breadth of faculty to be present. Thus, the entire committee will be meeting with the Chancellor on December 17th. There was in-depth discussion of the potential associations with hospitals/joint venture practice groups.

Educational Policy Committee

J. Callaway
Nothing to report

Faculty Affairs Committee

No Chair

Faculty Research Committee

M. DeBon

There will be a search, probably starting in January, for a VC of Research

Dr. Hofmann is looking into ways to incentivize faculty for grant submissions.

Funding for “retooling” sabbaticals is being discussed.

As a second stage to retooling, competitive pilot funding for people who “retool” is also being discussed.

F and A’s (3%) will be released to the colleges by 12/10. The COM is returning the money to the departments and the Dean has expressed that he prefers these dollars be used toward research.

This issue of procurement cards for faculty has been raised again. Tony Ferraro is out of the office until next Tuesday so no additional information is available at this time.

Faculty Computing Committee

M. Rosebush

Communications (Legislative Resource) Committee

M. Donaldson

VI. New Business

- a. Five point system for faculty evaluation (discussion/support?) – Knoxville is piloting this system. Three must remain in the evaluation. Exceeds, meets, does not meet expectations. There was discussion on the risks and benefits of what the intermediate level would create.

The motion was made to: The faculty senate supports the creation of a level of evaluation between meets expectations and exceeds expectations.

The motion was approved by unanimous vote.

- b. UT Daycare update (update/taskforce formed) – The UT census in the daycare has decreased. Therefore the daycare will be transferred to

St. Jude. There was discussion of other daycare centers that could possibly fill the void. There was also discussion about the educational/training opportunities for certain Colleges. The kids in the queue are guaranteed attendance of four years.

- c. Upward evaluation/No faculty affairs chair yet (discussion) – Not discussed.
- d. FEM/Handbook (updated timeline) – Not discussed.
- e. Attendance of Post docs at senate meetings (discussion) – Not discussed.
- f. New Business should not be presented after 5pm and people should introduce themselves.
- g.

VII. Adjournment: 5:25 pm

VIII. Next Meeting January 8, 2013

Respectfully submitted,
Joseph Swanson