

Minutes
THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER
FACULTY SENATE
September 13, 2016
GEB A204

1. Call to order by President Cooper: 4:03 PM (about 75 were present in room GEB 204). President Cooper announced that the presentation by Dr. Katie High that would have been made at the beginning of the meeting would be delayed because of bad weather between Knoxville and Memphis (see item 7 below).
2. Approval of Minutes: The minutes from the June 6th Faculty Senate meeting were approved as distributed by email.
3. Faculty Senate Committee Rosters and Committee Chairs were approved by voice vote without opposition (They have been posted on the Faculty Senate website.)
4. President Cooper stated the primary goals of the Faculty Senate for this year—to engage with and inform the UTHSC faculty and to increase transparency of the decisions we make and present reasoning behind the reasons we make them.
5. A report from the Budget & Benefits committee warned faculty members that health insurance changes for next year must be made in the 10 business days from October 3rd through October 14th. This is 2 weeks shorter than last year.
6. Appendix F on “Compensated Outside Services” was reviewed by the Faculty Handbook Committee because the link to the UT System website was corrupted by website revision. The committee made a few changes, so the revised version will be brought to the Faculty Senate for approval. Dr. Cindy Russell made a comment that the original appendix would not need to be approved by the UT Board of Trustees if no changes are made.
7. Presentation by Vice President for Academic Affairs and Student Success Katie High.

Dr. High first discussed the informal method of Faculty Handbook revision since that was being discussed when she arrived. She stated that once a faculty handbook is approved by the faculty senate it formally goes to the campus chancellor, but informally, it goes to the System Academic Affairs office and to UT General Counsel to see if new changes fit with board policy and have no contradiction within the existing faculty handbook. The process works best when changes are submitted as each chapter is finished, and when it is sent for review very early before Board of Trustees meetings.

Dr. High then began her presentation entitled CPR and EPPR: a Comparison [a recording is available on Mediasite presenter that was sent to faculty]. CPR is the current policy of Cumulative Performance Review. EPPR is the proposed policy of Enhanced Performance and Planning Review. She stated that the process began about a year and a half ago when the President and the Board of Trustees, working together, set up the Budget Advisory Group (BAG) to look at the business model for the University of Tennessee “because we knew then that we could not continue to survive by raising tuition”. As a consequence, both Knoxville and Chattanooga made changes in their tuition models. The BAG also looked at “things we could do to reduce costs and there is now going to be a Board committee that looks at efficiencies constantly.” As a part of that process, the BAG group “was asked to look at two things as they pertain to faculty. “One was to look at the CPR policy, and the other was to look at academic progress. “The idea behind the CPR policy...the current version had been around since 1998” when all tenured faculty were required to be reviewed every 5 years or so. Faculty receiving very high marks in these reviews were to receive financial rewards, but faculty receiving the lowest marks would receive some sort of intervention. After two years, the campuses said they could not sustain this process as it cost them too much. The Board of Trustees modified that policy (removed the outstanding rating) to create the

current CPR policy. As the current policy is now almost 20 years old, the president suggested revising it. The Faculty Council was given the task of devising a plan to review the policy. They looked at other campuses to see what would work best. The Education Advisory Board in Washington, DC helped to look for policies. The original group set up another group to come up with a plan and write up the policy. The second group included administrators (in the majority). They met from September 2015 to April 2016. Faculty Senates did not like the plan and wanted to give some feedback, so they sent specific recommendations. That was done from April to June by all campuses. Over 20 revisions were made. [Note: the final plan has been sent to the UTHSC faculty.]

It was reported that from 1998 through 2015, 25 faculty went through CPR. Three came out in good standing and are still working, four CPRs are still in progress, seventeen faculty members have resigned or retired and one was terminated for cause. In the most recent cycle of 2300 reviews, 49 got “needs improvement” and 4 got “unsatisfactory”. Dr. High stated that the Board of Trustees would find it “unbelievable” that only 4 of 2300 received an unsatisfactory rating.

Dr. High then presented the elements that would be incorporated into the proposed EPPR and took questions from faculty members present for the remainder of the meeting. During this time several faculty members, including some department chairs, expressed frustration and disapproval of the new proposal. The major changes (and the major concern of faculty) are the triggers, going from 2 unsatisfactory ratings per 5 years to 1 unsatisfactory or 2 needs improvement ratings in 4 years. Another major concern was that the evaluation process was being taken out of the hands of the department chairs.

8. The meeting adjourned at 5:31 PM.

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

Upcoming meetings:

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

FSEC and Chairs – October 6th, 8:00 AM in MSB 201

Next Faculty Senate meeting – October 11th, 4:00 PM in GEB A204
