

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

January 8, 2013

GEB A304

Members present (n= 46) Anita Airee; Tiffany Bee; Bob Belland; Sarka Beranova; Ginna Betts; Beth Bowman; Ashanti Braxton; Howard Bromley; Lawrence Brown; Steven Buckingham; James Christian; George Cook; Terry Cooper; Melody Cunningham; Maggie DeBon; Martin Donaldson; Andrea Elberger; Heather Eppert; Eldon Geisert; David Hamilton; Robert Hoover; Amanda Howard-Thompson; Lisa Jennings; Patti Johnston; Maurice Lewis; Donna Lynch-Smith; Dan Martin; Elena Parfenova; Molly Rosebush; Cheryl Scott; Marcia Sharp; Cheryl Stegbauer; Pat Speck; Jeff Steketee; Stephanie Storgion; Mike Storm; Joe Swanson; Ajay Talati; Antheunis Versluis; Jim Wan; Junling Wang; Christopher Waters; Russell Wicks; Thad Wilson; Zhaohui Wu; Jie Zhang

Academic Affairs Representative: Cheryl Scheid; Cindy Russell

Members absent (n= 37): Joseph Callaway; Brad Canada; Harris L. Cohen; F. Hammond Cole; Leilani Collins; Robert Craft; Pranab Das; Alicia Diaz-Thomas; Laura Eison; Oscar Grandas; Brenda Green; Edward Harris; Karen Hasty; Stacey Headley; Mohammad Kashif Ismail; Monica Jablonski; Irma Jordan; Vijaya Joshi; Anastasios Karydis; Brian P. Kelly; Victor Kolade; Santhosh Koshy; Edward Lazarus; Chris Ledbetter; Michael Levin; Alexander Matthew; Michael McDonald; Ann Nolen; Rob Nolly; Susan Patton; Jeff Phebus; Avi Reddy; Merry Sebelik; Elaine Stegman; Deborah Von Hapsburg; Sherry Webb; JM (Mack) Worthington

Guests (n-0)

Faculty Senate President T. Wilson began the meeting at

- I. Pre-Meeting 3:30 PM Tony Farrara
Vice Chancellor for Finance and Operations
- II. Meeting Begins at: 4:20 pm
- III. Approval of December Minutes as amended
- IV. Old Business
 - a. Academic freedom resolution (included)
There was discussion on the resolution. L. Brown motioned to approve. M. Lewis seconded. The motion was approved unanimously.
 - b. UT Daycare (update)

There is a task force being formed to investigate this issue. There was concern with the format of the survey. T. Wilson suggested that editorial comments should be addressed to him and he will take them to the administration. T. Bee asked if the medical/surgical residents were informed of this change. It was noted that residents use this service and should be aware of the potential change. M. Rosebush addressed the issue of cost and how it compares to other daycare centers.

c. Evaluation tools (update)

T. Wilson stated that individual Colleges are developing education evaluation tools. C. Russell is meeting with individual faculty groups regarding these tools. T. Wilson asked where these documents will be approved (College or Campus level). G. Cook asked about the fifth level of performance that ranges between meets and exceeds expectations. C. Scheid noted that the trustees would allow each campus to come up with site-specific language. There was further discussion on whether there should be uniformity among campuses with regards to the five-point evaluation system.

V. Committee Reports (emailed prior to meeting only urgent matters considered)

Budget and Benefits Committee

- A. Elberger – Discussed merit raise discrepancies. Discussed the anonymous list of full-time faculty salaries in all campuses of UTHSC and the discrepancies based on gender, race/ethnicity, and salary compression.

Clinical Affairs Committee

- T. Bee – The Faculty Senate Clinical Affairs Committee held a special meeting of the committee with Chancellor Schwab on Dec. 17th. Eight members were at the meeting to hear Dr. Schwab present the plans for alignment of the UTMG faculty with Methodist University Hospital and the Regional Medical Center Memphis. Plans for the merger are well underway. It was stressed by Dr. Schwab that the UT administration and the Board of UTMG have the ultimate say in how the arrangements will be made and that this was an informational meeting only.

Many topics were raised by the members, including questions about those physicians currently practicing at Baptist Hospital, physicians that practice at multiple hospitals, central billing, and many other financial questions. Dr. Schwab assured us that a core of UTMG will continue to function for those physicians or groups of physicians that do not easily align with a hospital like anesthesia or plastic surgery. However, he indicated that the probability of a clinician having to choose their hospital system is fairly imminent. All of the issues that involve individual clinicians have not been fully enumerated.

Basically, UTMG is not a solvent operation in today's healthcare environment. Since we do not have a University Hospital the best way, with the new government regulations regarding billing, physician services etc., is to align with a hospital. This alignment will "loan" the UT physicians to the hospitals in return for salary compensation, and moneys for education and research. Memphis is not the only campus, this is happening in Chattanooga and Knoxville as well. Memphis, however, is unique in that many physicians frequent all of the hospitals in the area. More information should be coming from UTMG soon.

Educational Policy Committee

- J. Callaway – No report.

Faculty Affairs Committee

- T. Cooper – No report.

Faculty Research Committee

- M. DeBon – Search for Vice Chancellor of Research. Discussed incentives for grant submissions. Funding for retooling sabbaticals, and looking at required years to qualify. F & A will be released to Colleges. Procurement cards are up for discussion.

Faculty Computing Committee

- M. Rosebush – No report.

Communications (Legislative Resource) Committee

- M. Donaldson – No report.

VI. New Business

- a. Approval of Terrance Cooper as Faculty Affairs Chair
A. Elberger motioned to accept the nomination and was seconded. The motion was approved unanimously.
- b. Introduction by L. Brown of the proposed FEM/Handbook for discussion (previously sent)
L. Brown led the discussion of the Faculty Handbook. Please send proposed changes to L. Brown or J. Swanson. There was discussion on the ability to see the exact changes that were made through the years. It was noted that there are numerous versions. The Academic Affairs website has the changes from the 1999 version. For comparison, the 1999 version should be compared in 2009 and then to the current document. The Academic Affairs website that contains the information from the initial Handbook - see the Annual Performance and Planning section (for example) for the documents from the 1999 appendices (such as Appendix L and all) that are posted for faculty to use in the meantime of getting the Faculty Evaluation Manual approved.

Website: <https://academic.uthsc.edu/faculty/info.php>

There are numerous references to different sections of the document and thus there may be minor mistakes. L. Brown would appreciate help with identifying any of these issues. The question was raised as to the schedule. Please e-mail comments to lb@uthsc.edu. The goal is to have the document be voted on in February and then go to legal. There was a question as to the order of the faculty senate voting on the document and then legal verifying it, rather than legal approving it first and then the faculty senate voting on it. The answer was that legal has been involved in the process and they are familiar with the changes. T. Wilson felt that the document should represent the faculty

M. Cunningham made the motion that no new business be made after 5 minutes after 5:00pm. It was seconded by M. Lewis. On discussion L. Brown suggested that it be added to procedures manual for conducting meetings. There was discussion that this motion be a recommendation and not a rule. L. Brown motioned that the motion should amended to include whenever possible be added to the beginning of the motion. C. Waters seconded this amendment. Further discussion on the amendment occurred. The motion as amended passed unanimously. The original motion as amended was then discussed. The motion as amended was approved unanimously.

- VII. Adjournment: 5:20 pm
- VIII. Next Meeting February 12, 2013

Respectfully submitted,
Joseph Swanson