

Faculty Senate Meeting
February 11, 2014

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

February 11, 2014
GEB A204

Members present (n= 20) Matthew Allman; Bob Belland; Lucy Bruijn; Eddie Burton; George Cook; Terry Cooper; Melody Cunningham; Victor Kolade; Sajeesh Kumar; Maurice Lewis; Ann Nolen; Raj Raghov; Tim Self; Christina Spivey; Cheryl Stegbauer; Jeff Steketee; Antheunis Versluis; Jim Wan; Christopher Waters; Zhaohui Wu;

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

Members absent (n= 52) Anita Airee; Sarka Beranova; Ashanti Braxton; Howard Bromley; Steven Buckingham; Joseph Callaway; James Christian; Harris L. Cohen; F. Hammond Cole; Robert Craft; Maggie DeBon; Alicia Diaz-Thomas; Heather Draper; Andrea Elberger; Eldon Geisert; Elvira Gosmonova; Oscar Grandas; Richard Ian Gray; Brenda Green; Weikuan Gu; David Hamilton; Marie Hatten; Stacey Headley; Song Hee Hong; Mohammad Kashif Ismail; Lisa Jennings; Patti Johnstone; Vijaya Joshi; Anastasios Karydis; Brian P. Kelly; Santhosh Koshy; Edward Lazarus; Chris Ledbetter; Michael Levin; Donna Lynch-Smith; Dan Martin; alexander Matthew; Michael McDonald; Ann Michael; Robert Nolly; Elena Parfeova; Susan Patton; Vernon Pennington; Jeff Phebus; Cheryl Scott; Merry Sebelik; Jami Smith; Pat Speck; Elaine Stegman; Stephanie Storgion; Ajay Talati; Junling Wang; Sherry Webb; Russell Wicks; Richard Williams; Wes Williamson; Thad Wilson; JM (Mack) Worthington; Jie Zhang

Guests (n-0)

- A. President Cook Called the Meeting to Order at 4:05 pm.
- B. Presentation: Family Medical Leave
Chandra Alston, Vice Chancellor of Human Resources

Family Medical Leave (FML)

Family pertains to the employee's spouse, child or parent. To initiate, the employee, including tenured faculty, needs to alert their chair. Human Resources requests that the generic paperwork be completed within three days to meet the five-day federal deadline. No penalty is incurred if it is not reported during this time.

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The duration of FML is governed by law and includes anything from three days up to 12 weeks. The maximum 12 weeks is cumulative and can be taken over a one year period. FML runs concurrently with sick and annual leave which must be taken first.

If FML is exhausted, HR works with the employee to bridge to long-term disability. The employee may use the Sick Leave Bank during the transition period. HR will work the employee when these situations arise.

Other questions regarding FML:

- What happens if people refuse FML? It will still be coded as such.
- What happens with sick leave at retirement? Every 20 days of sick leave gets one month of service.
- Can you donate? Yes, if you are in the sick leave bank?
- What about post docs? They receive one day of sick leave a month but it does not carry over each year.
- What is the procedure to return to work? A doctor's letter is required. You must be released from your physician or you cannot re-enter.
- What about Maternity Leave? The duration is 16 weeks, but must use your Sick and Family leave first.

Please see the HR website for additional information on FML.

C. Agenda-President Cook

New Senators

Thomas Frijhof, Associate Professor in biostatistics, joins the Faculty Research Committee.

Lucy Bruijn represents Family Medicine and is based out of St. Francis.

New Committee Chairs

Chris Waters-Chairman for the Research Committee
Ajay Talati-Clinical Affairs Committee Chair

CASA Volunteer

A volunteer is needed to attend CASA meetings.

Faculty Council Meeting

The meeting occurs two weeks from today. Let President Cook know if you want anything covered.

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Policy on the Use of Property by Non UT Personnel

UTHSC not mentioned in the policy. CASA has responded to this.

HR 105

Persons have primary appointment in faculty but none in clinical care.

D. Committee Reports

Faculty Affairs Committee-Terry Cooper

The Faculty Handbook is currently under review. The deadline is set for the April Faculty Senate meeting to have it approved.

Budget and Benefits Committee-Andrea Elberger (See attachment, pg. 5)

Clinical Affairs Committee-Ajay Talati

The committee met and is working on goals and issues. George Cook will send meeting dates to Cindy Russell

Faculty Research Committee-Chris Waters

Dr. Pepler attended. He discussed securing grants and the research aspect of the score card.

Faculty Computing Committee-Thad Wilson

The committee discussed migration out of XP and continued problems encountered and whether or not Microsoft will continue to support. Security issues, including inscription, were addressed.

Legislative Resource Committee-Matt Allman

Dr. Ken Brown met with the committee. He agreed to fund materials that can be distributed to legislators so they will know more of what we do. A letter of introduction will be sent as well.

At the next Legislative Resource Committee meeting on the 25th February, a new lobbyist will be talking to us. UT Day on the Hill is the 18th of February

E. Announcements-President Cook

The Bylaws indicate a need to nominate someone to fill the President Elect position vacated by Maggie DeBon.

F. President Cook adjourned the meeting at 5pm.

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Respectfully submitted,

Ann H. Nolen

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Faculty Senate Secretary/Treasurer

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Attachment: Budget and Benefits Report for February

BUDGET AND BENEFITS COMMITTEE – MINUTES FROM 02/05/2014

PRESENT: George Cook (President, Faculty Senate –COM), Dan Martin (COM-Clinical), Raj Raghov (COM-Basic), Christiana Spivey (COP), Thad Wilson (Past President, Faculty Senate-COM); *Ex officio* Tony Ferrara (Finance and Operations)

BUDGET:

1. Tony Ferrara provided an update on the situation with E-lot which had served Faculty, Staff and Student contract holders, as well as MedPlex employees and open (pay) parking. As of February 1, 2014, E-lot only serves contract holders, and pay parking is no longer available. Furthermore, Contract holders have been limited to UTHSC-related people. This has opened up approximately 100 of the 300 available spaces. These spaces are currently being allocated to Faculty and Staff that are on the waiting list for E-lot. These people have already been notified to get their parking permits. We have extended our thanks to Tony for his assistance with implementing a plan that will prevent the repeat of the frequent disastrous situations that had occurred in E-lot over the last few years.
2. There was a discussion between George Cook and Tony Ferrara regarding a draft report from a group of Financial Consultants regarding 'the state of UTHSC'. This report was discussed in a meeting that had George and Tony in attendance. Tony indicated that report was not ready to discuss until a number of corrections were included. However, Tony did clarify a situation whereby UTHSC has received a significant reimbursement from the federal government regarding overpayment of FICA amounts for Residents and Fellows for a number of years, per IRS policy. That policy has been changed, and all institutions in a similar situation have received such reimbursements. Half of the money goes directly back to those Residents/Fellows that were classified as "employees" at that time, and therefore were required to make FICA payments. These payments required matching amounts from UTHSC, and UTHSC's share has now been distributed to various sources based on the circumstances of the original payment.
3. The Committee produced a new draft of a proposed Resolution from the Faculty Senate regarding cost-of-living raises to be given across-the-board to all Faculty. A final draft is now sent out for approval by the Committee, after which it will be sent to the Executive Committee, and then on to the full

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Senate for a vote. [See the Budget and Benefits Committee Minutes in the January Senate minutes for more details.]

BENEFITS:

A draft list of questions regarding Sick Annual, and other Leaves, to be sent to the Administration for clarification of existing Policies, is being worked on. We will send the draft to the full Senate for additional suggestions in the future.

ANDREA ELBERGER (COM-Basic) – Chair, Budget and Benefits Committee