

Minutes

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

FACULTY SENATE

February 12, 2013

GEB A304

Members present (n= 37) Anita Airee; Bob Belland; Sarka Beranova; Ginna Betts; Ashanti Braxton; Lawrence Brown; Steven Buckingham; Joseph Callaway; George Cook; Terry Cooper; Melody Cunningham; Maggie DeBon; Martin Donaldson; Andrea Elberger; Heather Eppert; David Hamilton; Amanda Howard-Thompson; Vijaya Joshi; Brian P. Kelly; Victor Kolade; Maurice Lewis; Donna Lynch-Smith; Dan Martin; Ann Nolen; Susan Patton; Molly Rosebush; Cheryl Scott; Cheryl Stegbauer; Pat Speck; Jeff Steketee; Joe Swanson; Ajay Talati; Deborah Von Hapsburg; Jim Wan; Christopher Waters; Zhaohui Wu; Jie Zhang

Academic Affairs Representative: Cheryl Scheid; Cindy Russell

Members absent (n= 46): Tiffany Bee; Beth Bowman; Howard Bromley; Brad Canada; James Christian; Harris L. Cohen; F. Hammond Cole; Leilani Collins; Robert Craft; Pranab Das; Alicia Diaz-Thomas; Laura Eison; Eldon Geisert; Oscar Grandas; Brenda Green; Edward Harris; Karen Hasty; Stacey Headley; Robert Hoover; Mohammad Kashif Ismail; Lisa Jennings; Monica Jablonski; Patti Johnston; Irma Jordan; Anastasios Karydis; Santhosh Koshy; Edward Lazarus; Chris Ledbetter; Michael Levin; Alexander Matthew; Michael McDonald; Rob Nolly; Elena Parfenova; Jeff Phebus; Avi Reddy; Merry Sebelik; Marcia Sharp, Elaine Stegman; Stephanie Storgion; Mike Storm; Antheunis Versluis; Junling Wang; Sherry Webb; Russell Wicks; Thad Wilson; JM (Mack) Worthington

Guests (n-0)

Faculty Senate President T. Wilson began the meeting at

- I. Meeting Begins at: 3:38pm
- II. Approval of January Minutes as written
- III. Old Business
 - a. UT Daycare (update) – Existing Daycare is moving to St. Jude. Ken Brown led a task force to address what to do about this void. Administration is reexamining the campus commitment to a Daycare program.
- IV. Committee Reports (e-mailed prior to meeting)

Budget and Benefits Committee

- Andrea Elberger - BENEFITS: Jerry Hall brought a new item under the Benefits umbrella. He mentioned that Human Resources has a frequent problem with new faculty hires in getting them signed up for their Benefits package – the most important part is Health Insurance (H.I.). If faculty start on the first day of the month and fill out their H.I. choice then they are covered for that starting month. Alternatively, if they start on another day of the month and fill out their H.I. choice that day, then they are covered for that month. If they fill out their H.I. choice even 1 day later, they are not covered until the next month, or 30 days later, respectively. Human Resources holds new faculty orientation every 2 weeks or so when they can explain all about Benefits, but this means enrollment in H.I. will be delayed. So Jerry is asking for ideas as to how to get all new faculty to take advantage of this tight window of time to get immediate H.I. coverage. We suggested: 1] an electronic sign-up (Jerry said that would probably happen in the future, but would take at least months to set up); 2] a checklist sheet that the Business Manager could hand to the new hire; 3] sending out the H.I. packet even before the faculty member gets to Memphis, in order to facilitate making an immediate choice upon arrival; 3] sending a reminder to the Business Manager prior to the first day to alert the new hire. Jerry asks that the Senate come up with additional ideas, which you can send to the Chair (aelberger@uthsc.edu) or any Members of B & B to pass along to Jerry.
- BUDGET: Brief update regarding the UT Daycare situation. Thad Wilson brought news of several ideas being discussed by the College of Medicine's DFAC and the Faculty Senate's joint Task Force, with Drs. Schwab and Brown. They appear to be considering several options, but do not guarantee an action .
- Additional analyses were presented for all of the departments in the College of Allied Health, related to Gender-based salary differences, and Salary Compression, using the anonymous UTHSC Faculty database that Tony provided in 2012. Based on the analyses, the committee reached the tentative conclusion that approximately half of the departments showed Salary Compression, and approximately have showed salary differences that could be gender-based. However, there were some questions raised regarding the database related to salary lines that were listed and probably should not have been, and missing salary lines in other cases. As a result, the spreadsheet including all analyses to date have been sent out to the committee members and Tony Ferrara to ascertain what apparent errors there might be in the database spreadsheet to begin with.
- The Chair and Tony discussed a written request that was sent to Tony to obtain a list of Administrators (excluding those with Service functions) from 2005 onward, to list all positions of any percent effort - who filled the position, at what percent effort, and what the salary was. Tony requested clarifications on a number of issues prior to proceeding with the list. It was decided that the Chair and Tony would discuss this further via email – this had been done. Once this list is made available to the committee, it will be analyzed in

comparison to Faculty salaries, and previous analyses of Merit Pay raises for Faculty vs. Administrators.

- Reported on compression and salary difference based on sex.

Clinical Affairs Committee

- T. Bee – Did not meet, but encouraged faculty to review the handbook.

Educational Policy Committee

- J. Callaway – No report.

Faculty Affairs Committee

- T. Cooper – Went through the handbook and made comments. Upward evaluation is in progress. Went through questions and modified. A question was posed about including job description of administrators' job responsibilities. The committee will look into this issue.
- Starting to put together the upward evaluation.

Faculty Research Committee

- M. DeBon – Working with Tony Ferrara on the procurement cards. Three investigators received Bridge funding. Regional biocontainment lab needed funding, but was rejected, as it was not an individual faculty member (the purpose of Bridge funding). Reciprocity of IRBs. Discussion of the Pilot Funding Policy. Different levels 1) Most basic – up to \$3,000. Example – lab samples to run for preliminary data for a grant, no particular timeline. Submit to Polly Hoffman a 1 page abstract 2) Cancer grants up to \$50,000 for cancer research. 3) Big grants – No written cap, but need a reasonable budget. If you are submitting a large grant (P50, U100) this is the method. Must show responding to specific RFA. Funding for whatever is needed for funding the grant, mostly planning money (travel, copyeditor, graphic artist, other administrative costs). The dean gave back 25% of F &A.
- Discussed finding money for faculty to use to retool their research. Follow up to this would be seed grants to help with preliminary data in this new area of research.
- No discussion of funding for all comers needing money for pilot research or preliminary data in the current area of research. This would be for an investigator that doesn't qualify for Bridge funding.
- There was a question about new investigator support for clinical faculty. Nothing is planned right now.
- Please bring concerns regarding the procurement card to M. DeBon or T. Wilson.

Faculty Computing Committee

- M. Rosebush – No report. Please complete the survey regarding Blackboard.

Communications (Legislative Resource) Committee

- M. Donaldson – Last met on 13th of January. Phone conference with Brandy Bivens in Nashville. Meeting again on the 16th with Brandy Bivens. Now having “Day on the Hill” lunch in Nashville on March 13th. Students are sent the day before and put them up in a hotel. Ideal if the FSEC and Committee Chairs would attend. Need talking points from Brandy.

V. New Business

a. Teaching Tool Resolution

There was discussion of the Faculty Senate resolution. A. Elberger moved to accept. M. Lewis seconded. Vote: Y- 25 N- 0 A- 0

There was discussion about the status of the tool in each College. There has not been a discussion with the Deans of each College regarding the tools from each College. The basic science chairs in the College of Medicine have met with the Dean and had reached an agreement such that the COM tool will be used this May. There was clarification that the resolution addresses the process that is being used to develop and approve each tool.

It was further clarified that the tools for each College are being developed to address the needs of each College.

b. Discussion of Faculty Handbook (starting 4 PM)

There was discussion of the Faculty Handbook and the feedback from the campus faculty. The issues addressed spelling, capitalization, grammatical errors, meaning of the wording, and addition of wording to clarify the statement.

There was a move to vote on a change in the language addition of section D. on page 139. Y-26, No-2, A-0.

A motion and a second was made to vote on the handbook. Y-21, No-0, A-0

VI. Adjournment at 5:25 pm.

Next Meeting March 12, 2013

Respectfully submitted,
Joseph Swanson