



FACULTY SENATE
Hamilton Eye Institute Auditorium
3rd Floor, 930 Madison
January 14, 2020 4:00 PM

Recording available: <https://mediaserver.uthsc.edu/uthscms/Catalog/catalogs/faculty-senate-2020>

Present: K. Bettin, W. Callahan, R. Clark, G. Cook, T. Cooper, I. Dragatsis, L. Gonzalez, M. Hartig, M. Harvey, M. Herr II, K. Hevener, J. Jiang, V. Jones, P. J. Koltnow, S. Li, S. Little, N. Mandal, M. Meekins, E. Murray, R. Narayanan, T. Pourmotabbed, L. Reed, P. Richey, C. Russell, R. Scroggs, N. Shafi, R. Smith, C. Spivey, W. Sun, F. Thomas, A. Zachary, Y. Zhang

Zoom: P. Albin, S. Clark, W. Dabb, B. Hamilton, P. Head, R. Jean, R. Krishnan, S. Lancaster, J. Langford, C. Madlock-Brown, J. McCarthy-Maeder, T. McClinton, E. McCoy, M. Mulligan, J. Sharp, S. Sittnick, K. Torgbe, J. Ventrin, S. White-Means, T. Wilson, N. Yedlapati.

Absent: V. Abyhankar, S. Bohn, B. Choby, M. Clark, W. Claro-Woodruff, J. Clemmons, D. Colvert, T. Cory, A. Diaz-Thomas, M. Donaldson, M. Donohoe, T. ElAbiad, M. Erickson, M. Fain, P. Fischer, R. Galvan, G. Goodin, O. Grandas, L. Grese, K. Hohmeier, J. Jones, V. Joshi, D. Kadaria, D. J. Kennedy, M. Land, C. Ledbetter, Y. Levine, J. Lowder, M. McDonald, J. Mohamed, F. Park, D. Pattaniaik, R. Philip A. Pinckney, J. Pledger III, R. Rao, S. Rowe, A. Sheyn, O. Siddiqui, H. Steinberg, M. Surbrook, C. Tombazzi, K. Upadhyay, V. Jain, J. Vanatta, R. Williams

Meeting called to order at 16:02 hours CST

I. Approval of Minutes

Minutes approved for the December 10, 2019 were approved unanimously.

II. Speaker

Tony Ferrara:

- Budget status: Still early. THEC has suggested salary and budget increases for each campus to the governor. Will know more after governor presents his proposed budget to the legislature. Campus Advisory Board is scheduled to meet this week. Agenda has been distributed. Suggestion has been made not to increase tuition. Campus Advisory board will need to approve but final decision rests with governor's budget.
- Faculty contract dates: Evaluations are being done now on a calendar year schedule. Contracts will be renewed on calendar year. Pay raises will still be distributed on fiscal year, July 1st. This did not change. Outside disclosure form is now electronic. If having issues, please notify Tony. Goal is to make the process easier when issues

with outside conflicts arise. Email Tony any issues or questions pertaining to Outside Disclosure. His staff is there to help resolve any issues

- PI Percentage: F&A distribution. Indirect cost reimbursement. Research incentives and campus policies have not changed. Only change will be whose account is charged. The colleges will be told how much to pay to whom. Will not impact sponsored research plan that is currently in place. Formulas will not change this year.
- Compensation survey: Survey was completed approximately 1 year ago. Still working with consultants to evaluate the gender equity review and salary compensation. Data analysis has been done. There are 15-20 that stood out or had issues. Shondra and Tony have been through them 1 by 1; now waiting to get response back after reviews submitted. Chancellor will likely have town hall to release data. Any changes will be submitted to deans and then distributed to faculty. Will try to back date as appropriate.
- Electronic ledgers are proving to be difficult. It will not improve or change under current financial system we have. BOT has had discussion as well as administration. IRIS will no longer be supported after 2025. Discussion ongoing about replacement. May need to entertain option of returning to paper. If an audit occurs, must stay with paper or go with electronic – must be consistent with one.

III. Old Business

- **PTR update:** Dr. Cindy Russell- First round of PTR has concluded. 330 faculty identified as tenured. Half were eligible for post tenure review. 43% of these were exempt for various reasons. 28 faculty underwent PTR- 2 from dentistry, 2 from health profession, 20 from Medicine, 1 Nursing, 3 Pharmacy. None from Graduate Studies. Some with % effort of administration. In Medicine, 12 were from Clinical - 8 Basic Sciences- 3 from Knoxville, 17 from Memphis. 14 tenured faculty agreed to serve on 2 PTR Committees. 3 members to each committee. There were 78 PTR reviewers. Concluding notes to all faculty were reviewed. This month, those faculty that underwent review along with PTR committee reviewers and chairs will meet to discuss process. Will give report to BOT will be given report containing this data. Plan is to do PTR again this year but have a real randomization system. Dr. Friedjof volunteered to assist with randomization process. Question was asked if all campuses were doing PTR. UTHSC is the first campus to undertake PTR process. UTK will begin this spring.
will send a report for me to send out-

IV. New Business

- Faculty Senate President's Meeting with the Chancellor: met this morning- compensation survey/equity issues were discussed- he is supportive. Legislative session upcoming. Inclusion of Campus Operation funds in governor's budget is big focus. Several other programs that he would like to be funded in the budget such as GME programs/ rural dental program/Oak Ridge as well.
- Any suggestions for others that use parking passes besides clinical faculty.

V. Announcements

- Campus Advisory Board is scheduled to meet this Thursday in the SAC. Agenda included the campus master plan and budget. Tuitions are in the budget for discussion. Dean of Dentistry and the Chancellor will give activity report.
- New Faculty Senate meeting space. Change in location is in an effort to include all faculty and clinical faculty. Parking passes are available for clinical faculty. Please give feedback if this is meeting your needs- to FSEC members. Will re-evaluate with a formal online evaluation in a few months.
- Any suggestions for other speakers welcome.

VI. Committee Reports

- Research: Have had on/off discussion on number and area of expertise on the research committee and the needs. Voted to remove the grant reviews from research committee. Didn't create formal process to establish grant reviewers- process is being developed. There is still a need for grant reviewers.
- Non Tenure Track: A proposal was sent forward to handbook committee/ Academic affairs regarding NTT faculty evaluation and multiyear contracts. Work is moving forward.
- UFC: Has been asked for input on Interim President Boyd's tenure.
- Handbook: Grievance chapter initial draft has been written. Work is moving in positive fashion.

There being no other business, the meeting adjourned at 16:56 PM

Respectfully Submitted,
Laura Reed, DNP, APRN, FNP-BC
Faculty Senate Secretary

