



Health Science Center

FACULTY SENATE
Virtual Meeting by Zoom
May 12, 2020 4:00 PM

Recording available:

https://tennessee.zoom.us/rec/share/5f1eFOvM5jJJZ6vP8WTPWZwZHLvFX6a8gCUBqKELmk_HkDI8V9zwl5edYJQ4FwtW

Zoom: V. Abhyanker, P. Albin, L. Albritton, Alemzadeh, W. Callahan, B. Choby, M. Clark, R. Clark, S. Clark, W. Claro-Woodruff, Cook, G., Cooper, L., Cooper, T., Cory, T., Doetti, M. Donaldson, M. Donohoe, N. Dyer, M. Erickson, C. Epps, T. Ferrara, L. Gonzalez, B. Hamilton, D. Hamilton, A. Harkrider, M. Hartig, C. Harvey, J. Haulsden, P. Head, M. Herr, K. Hevener, A. Hill, M. Hoffman, V. Jain, J. Jiang, M. Jablonski, H. Jasmin, L. King, P. Koltnow, R. Krishnan, S. Lancaster, J. Langford, S. Little, C. Madlock-Brown, N. Mandal, T. Marion, M. Mayefsky, J. McCarthy-Maeder, T. McClinton, E. McCoy, M. Miles, E. Murray, R. Narayanan, T. Nelson, T. Nowak, F. Park, T. Pourmotabbed, L. Reed, P. Richey, C. Russell, Scarbez, J. Sharp, R. Smith, C. Spivey, H. Steinberg, Storgion, K. Strahan, W. Sun, J. Venturin, S. Whalen, S. White-Means, Watts, T. Wilson, A. Zachary, Y. Zhang.

Absent: H. Aziz, K. Bettin, S. Bohn, J. Clemmons, D. Colvert, W. Dabb, A. Diaz-Thomas, I. Dragatasis, T. ElAbiad, M. Fan, P. Fischer, Fought, R. Galvan, G. Goodin, O. Grandas, L. Grese, K. Hohmeier, R. Jean, J. Jones, V. Jones, V. Joshi, D. Kadaria, D., J. Kennedy, M. Land, C. Ledbetter, Y. Levine, S. Li, J. Lowder, M. Meekin, J. Mohamed, M. McDonald, M. Mulligan, D. Pattaniaik, L. Pfeffer, R. Philip, A. Pinckney, W. Pledger, R. Rao, S. Rowe, R. Scroggs, N. Shafi, A. Sheyn, O. Siddiqui, S. Sittnick, W. Surbrook, C. Tombazzi, K. Torgbe, K. Upadhyay, J. Vanatta, R. Williams, H. Yazdi, N. Yedlapati.

Meeting called to order at 16:01 hours CST

I. Approval of Minutes: Minutes were approved unanimously.

II. Old Business

- Elections for President-elect and Secretary are upcoming. Please submit nominations to Dr. Hartig by Noon on Friday.
- Please submit any suggestions for awards to Dr. Hartig by Noon on Friday.
- Handbook update is moving forward.
- Ramp up plan for return to campus is underway.

III. Speaker

- Speaker: Tony Ferrara, Senior Vice Chancellor for Finance and Administration/CFO
- Topic: Pay Equity Study

Purpose of study was to review pay for any gender/ethnicity bias. Results showed pay was equitable but did need to be monitored frequently.

Question: Was administrative pay included? ADAs were excluded

Question: Did this take into account people who stepped out and came back? No difference when looked at same rank and service time.

Question: Were Endowed Chair/Chair of Excellence included? These numbers were segregated when salary evaluation was done.

Question: What is going to happen to lower than expected outliers? They will be reviewed on a case by case basis.

Question: Were there commonalities among the outliers? Yes, and that was taken into consideration. Several stood out and there were extenuating circumstances to explain the differences. There was nothing seen that could not be explained.

Question: Was the information sorted by college? Yes, Results are presented in presentation.

Question: In the college of Medicine, why was Neurology and Preventive Medicine separated out? There was a statistically different salary range between these two departments. It was determined after review that the difference was attributed to the influence of practice salaries.

Any other questions should be sent via email to Dr. Hartig who will forward them to be answered. There will be more discussion at in the Budget and Benefits committee meeting.

IV. New Business

- Dental Survey is being prepared for presentation.

V. Announcements- None

VI. Committee Reports-None

Next Faculty Senate Meeting will be the Annual Business Meeting on June 9, 2020 4 PM

There being no other business, the meeting adjourned at 17:12 PM

Respectfully Submitted,

Laura Reed, DNP, APRN, FNP-BC

Faculty Senate Secretary