

# *Minutes*

THE UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER

## FACULTY SENATE

April 9, 2013

GEB A204

**Members present (n= 23)** Tiffany Bee; Sarka Beranova; Ginna Betts; Beth Bowman; Howard Bromley; Lawrence Brown; Steven Buckingham; Joseph Callaway; Harris L. Cohen; Leilani Collins; George Cook; Terry Cooper; Robert Craft; Maggie DeBon; Andrea Elberger, Heather Eppert; Brenda Green; Anastasios Karydis; Victor Kolade; Dan Martin; Ann Nolen; Cheryl Scott; Pat Speck; Jeff Steketee; Stephanie Storgion; Joe Swanson; Deborah Von Hapsburg; Christopher Waters.

**Academic Affairs Representative:** Cheryl Scheid; Alicia Dorsey

**Members absent (n= 56):** Anita Airee; Bob Belland; Ashanti Braxton; Brad Canada; James Christian; F. Hammond Cole; Melody Cunningham; Pranab Das; Alicia Diaz-Thomas; Martin Donaldson; Laura Eison; Eldon Geisert; Oscar Grandas; David Hamilton; Edward Harris; Karen Hasty; Stacey Headley; Robert Hoover; Amanda Howard-Thompson; Mohammad Kashif Ismail; Lisa Jennings; Monica Jablonski; Patti Johnston; Irma Jordan; Vijaya Joshi; Brian P. Kelly; Santhosh Koshy; Edward Lazarus; Chris Ledbetter; Michael Levin; Maurice Lewis; Donna Lynch-Smith; Alexander Matthew; Michael McDonald; Rob Nolly; Elena Parfenova; Susan Patton; Jeff Phebus; Avi Reddy; Molly Rosebush; Merry Sebelik; Marcia Sharp; Cheryl Stegbauer; Elaine Stegman; Mike Storm; Ajay Talati; Antheunis Versluis; Jim Wan; Junling Wang; Sherry Webb; Russell Wicks; JM (Mack) Worthington; Zhaohui Wu; Jie Zhang.

### **Guests (n-0)**

Faculty Senate President-elect G. Wood began the meeting at 4:05 pm

- I. Meeting Begins at: 4:05 pm
- II. Approval of March Minutes
- III. Announcements
  - a. Chancellor's message on sequestration
  - b. Faculty Handbook revisions meeting on Friday
  - c. Faculty Council Meeting is upcoming. Let George and/or Thad know if you have anything.
- IV. Old Business
  - a. None

- V. Committee Reports (e-mailed prior to meeting) – Committee chairs were not given the opportunity to present any additional information. So, the written reports will serve to inform the faculty of committee activity.

#### Budget and Benefits Committee

- A. Elberger –
- BENEFITS:
- We presented Jerry Hall with a list of suggestions from our Committee and from the Faculty Senate Executive Committee, regarding how to achieve a higher compliance rate for new faculty hires to make their Health Insurance choice known on the day that they sign in to UTHSC. In this way, they and their dependents will have coverage immediately, instead of having to wait 30 days or longer.
- We asked Jerry Hall and Tony Ferrara for clarification of the proposed Hybrid Plan for the TCRS retirement plan. The plan would be implemented for people hired July 1, 2014 or later, and would affect the form of the TCRS pension system, as well as the formula required for retirement from the State system. Tony and Jerry emphasized that this is only a draft of the plan, and it would likely be changed before the implementation date. Furthermore, the decisions regarding TCRS are made at the State level, so that we have no say in the matter.
- BUDGET:
- We discussed the charts presented online at the University of Tennessee Strategic Plan Dashboard. Tony clarified several points such as: UTHSC has a large amount listed under Sponsored Program Expenditures, but approximately half are for the costs of supporting clinical residencies; UTK gets more funds from contracts, much of it due to funds from ORNL; UTK gets more NSF funds than UTHSC, because they have non-health units that can apply for NSF but not NIH funds.
- We discussed the effects of the winding down of ARRA funds from NIH on our campus budget.
- We discussed reasons as to why the rate of grant submissions from our campus has gone down, and may go down more with time.
- We discussed the possible effects of sequestration on our campus budget.
- Presentation of additional salary analyses for the Colleges of Nursing and Pharmacy were begun, but time ran out, so these will be continued next month.
- The Committee 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 has been done. Tony is still saying that the request is impossible to fulfill, and won't answer the questions that we are asking. As a possible solution to the problem, Tony has agreed to send out to the Committee the audited campus

Budget Reports back to 2007, to allow us to evaluate the overall effect of Administration salaries in our campus budget. Due to the sizes of the files, Tony will send a few years out at a time. After we examine these, we will comment on our findings.

#### Clinical Affairs Committee

- T. Bee – Item 1: A discussion was had regarding our “goals” for the year and if they are still relevant. Each goal was discussed individually.
- Promote consistent faculty Practice expectations and rewards within the Colleges and Departments.  
Still relevant
- Support clinical Faculty professional development, including publication, resource availability and grant support.
- At the start of the year it sounded as though the University was willing to put up funds for small research grants for clinicians. However, this seems to have been pushed aside. Often times a clinician only needs a bit of startup funding in order to get a pilot study completed in order to obtain their own funding. We still feel this is of utmost importance and will continue to lobby for these funds.
- Promote involvement of Clinical Faculty in all UTHSC missions by providing time to participate in teaching, research and service.
- Concerns were raised by the clinicians that RVU’s are still the mainstay of worth for their positions and that no equal measure of teaching or research has been established . We are concerned that with the merger to hospitals the RVU push maybe even greater than it now is and that as a result teaching and research time will be even further limited.
- Participate in the development and evaluation of policies and plans affecting Clinical Faculty and their missions.  
Still relevant esp in regards to Tool for Teaching (see below)
- Keep abreast of the new curriculum changes and be active in the content and implementation of the “Tool for Teaching”
- We have not seen a difference in the teaching requirements with the new Medical School curriculum in the clinical arena.
- As far as the Teaching Tool is concerned we would like the Faculty Senate to make certain that the Deans of each College establish committees with faculty involvement to help design and implement the Teaching Tool. A deadline for this occurring would be in line as well.
- Keep abreast of any new clinical building construction plans.  
Still relevant.
- Item 2: A discussion and update on the merger between the clinicians and Methodist or the Regional Medical Center was given. The letter from Dean Stern was discussed as well as concerns about the financial status of the above mentioned hospitals again in regards to salary, retirement, amount of RVU’s needed to continue current position, teaching of residents and students, etc.
- Item 3: Tiffany Bee asked anyone on the committee who might be interested in becoming chair next year to email her or current President Wilson.

### Educational Policy Committee

- J. Callaway – No report.

### Faculty Affairs Committee

- T. Cooper – The Upward Evaluation of UT administrators Survey went live online at 8:00 AM Monday, April 1 and will remain online until April 30. In the first two days of operation, 72 completed surveys were completed and submitted.
- A letter (attached) was sent to all members of the Faculty Affairs Committee soliciting ideas about how to construct the five point faculty performance evaluation scale. An experiment was attempted - initially discuss this issue online in “Facebook/Twitter” fashion as a means of collecting ideas. To date, however, this approach has not yielded hoped for results. Therefore, other approaches will be pursued. A decision needs to be reached on whether or not to solicit ideas and comments on this issue (distribute a revised draft of attached letter) from the entire UTHSC faculty.

### Faculty Research Committee

- M. DeBon – Committee met on 3/26
- Jerry Hall (Director of HR ) joined us to discuss ways to get salary increase for research staff research position descriptions and salary ranges. The committee is working with Jerry to better define these titles. In addition, he will do an analysis of why people leave these positions and the current average national salary for these positions.
- The search committee for the VC of research has met. We are working on the job description and ad.
- The committee continues to work on a pilot program plan to submit to the Research Council.
- We are addressing the challenges of researchers with clinical responsibilities.

### Faculty Computing Committee

- M. Rosebush – Molly Rosebush called the meeting to order
- Minutes from 12/5/2012 meeting were approved
- The committee did not have any concerns about the change in Blackboard maintenance schedule proposed.
- Kristy Conger (Educational Technology specialist) provided a presentation on Evernote, a note-taking application. Key features: organization- lets you create notebooks (like folders), lets you sync and share info across multiple devices, notes can be tagged with searchable key words, can drag and drop files into notes, add web content, images, voice memos. Info is stored in a “cloud” on Evernote’s servers, which creates a security concern—no sensitive info should be saved here. Free and premium accounts available at evernote.com or through the iPhone app store.
- **Announcements:** Adobe is currently performing an audit of licensed products on all UT system computers. Campus IT will be performing automated scans on computer hard drives (Windows first, then Macs)
- **Old Business:** Xythos: due to lack of response from Xythos about fixing the “bug” on their end and U of M’s plan to phase out Xythos, Ed Tech is looking

into a different product called Axelion. Our version of Xythos is fully functional but does not have all the features we would like. Dropbox and regular email are not secure or encrypted ways of sharing files—Xythos and Axelion are.

- **New Business:** A Blackboard assessment will be conducted starting 2/11/13 to make sure it is still meeting the campus' needs as our learning management system. This will be done every 4-6 years in the future and faculty input is important.
- There was brief discussion about mobile device management systems and also issues related to management of website content for Faculty Senate items.

#### Communications (Legislative Resource) Committee

- M. Donaldson – No report.

#### VI. New Business

##### a. SACS accreditation

- i. Alicia Dorsey addressed the general information about SACS accreditation (separate from the University of Tennessee in Knoxville). The deadline is fast approaching and everything is coming together. UTHSC is currently accredited under UTK. UTK provided additional information to SACS that was deemed insufficient. UTK is now on monitoring status with SACS. The monitoring report was sent to SACS, from UTK, today. It addressed how academic programs evaluate student learn, and make changes based on the assessment data. This information is easy to meet for UTHSC, but it is more difficult for UTK, thus the additional report. December 2014 Board meeting of SACS would be the earliest UTHSC could be separately accredited. UTHSC was previously separately accredited. This new accreditation is sought under the condition that UTHSC is applying for new accreditation, not re-accreditation. This initial application is due in June 2013. This must reflect the current academic year. February 2014 the anticipated Compliance Report would be due (provided things go well with the initial application). April 2014 the anticipated site visit will occur. December 2014 the anticipated Separate Accreditation will be granted. All this must happen before UTK can complete their re-accreditation. Priorities for application – Faculty CV, Transcripts, Supporting documentation liking teaching efforts with qualifications/expertise. College Priorities – Catalog, Alignment with UTHSC policies. Student Complaints – Process for managing complaints, Contents and Location of Files, Summary of Complaints and Resolutions. Website – General Information, Degree Information, Student-specific Information.

Strategic Planning Process – First and Second Phase. First question - How will faculty be notified that they need additional information? Answer - Faculty will be contacted soon. Second question – Can policies be at different phases, or do they all need to be current? Answer – SACS has noted what must be in place. Those policies are what UTHSC is currently addressing.

- b. Upward Evaluations
  - i. T. Cooper – Presented information about the 2013 Upward Evaluation Survey. He described why it is important. He walked the audience through the process of evaluating administrators. He also addressed the five point scale for evaluations. He asked for input from faculty regarding the ratings. L. Brown asked about the difference for individual scoring versus overall scoring for the performance.
- c. Faculty Senate Study of Salary Compression, Gender, and Racial Inequity
  - i. A. Elberger presented the work of the Budget and Benefits Committee. She described that the information was anonymous. She further described what was done to analyze the data. She noted evidence of compression based on the data they analyzed. She noted concern for inaccurate data and the ability to evaluate the salary data at UTHSC. She has requested more accurate data, but it is not clear whether accurate data will be shared.

VII. Miscellaneous

a. None

VIII. Adjournment 5:09pm.

Next Meeting May 14, 2013

Respectfully submitted,  
Joseph Swanson