

Meeting Agenda
January 19th, 2022 – Videoconference
<https://tennessee.zoom.us/j/8659743843>
3:00 pm (CST)/4:00 pm (EST)

UT Faculty Council Voting Members (Quorum, 5 voting members)

UTHSC Tayebeh (Fruz) Pourmotabbed (Faculty Senate President)
Martin Donaldson (Campus Representative)

UTK Lou Gross (Faculty Senate President)
David Patterson (Campus Representative)

UTM Anderson Starling (Faculty Senate President)
Sean Walker (Campus Representative)

UTC Tammy Garland (Faculty Senate President)
Elizabeth Crawford (Campus Representative)

UT Southern Michael Cathey (Faculty Senate President)
Kenneth Vickers (Campus Representative)

Faculty Appointee to Education, Research, and Service Committee (Ex-Officio voting)

UTHSC Phyllis Richey (Board of Trustees ERS Committee faculty appointee)

UT Faculty Council Ex- Officio Non-voting Members

UT Randy Boyd (President)
Linda C. Martin (Vice President, Academic Affairs & Student Success)
Karen Etkorn, (Director of Academic Affairs)

UT Faculty Council Guests

UT Stacey Patterson (VP Research, Outreach & Economic Development)

Minutes/Notes
UFC

Order of Business

1. President Boyd
 - Legislative strategy
 - January 31st – Governor’s State of the State – budget priorities articulated
 - Key asks. – Capital \$56 mil UTHSC building
 - UT Martin Building – Test Top (18 Mil)
 - UTK \$83 Mil for addition to Haslam Building
 - \$72 Mil for UTOII may be funded (10 years hoped for)

ERP System (LGI wants to join in) pitched to Gov office, state pay for the system (\$150 mil for public universities)
Asking for recurring \$2.8 mil in recurring of Vet College
THEC – public higher ed. \$90 mil or \$130 mil) for formula (performance) would limit tuition increases.
Healthy Smiles (for dental clinics across the state)
Three bills during the session –
 Codifying UT Southern in the statues (clean-up bill)
 Veterans in-state tuition to bill
 Name, image, or likeness (consult bill) Allow UT to provide support

Possible big issues in the Legislature this year
 College Fix Article – CRT affecting universities,
 Conflate diversity with CRT

Our response – We strongly believe in diversity, welcoming, success for everyone, diversity (broadly defined, vets, diversity of thought) We believe in academic freedom, No one ideology is preromantic over any other. We expect there will be bills. Will try to work with authors.

L. Gross expressed appreciation of the President's efforts. There followed a discussion of actions the UTK Faculty Senate might take. Cites example of the negative effects of Legislature's actions on the environment for students of diverse backgrounds.

R. Boyd indicated the System Administration is working hard to mitigate possible unwanted effects of legislative actions.

D. Patterson stated that legislative interference with academic freedom could endanger accreditation.

R. Boyd – There will be no changing titles (President and Chancellor)

2. Approve Minutes
 - a. See attached
Minutes approved
3. System Updates

David Miller – Requested and THEC supported another year of base funding for UTHSC.

Expecting state support for the ERP. LGI presidents signed letter of support. Reported the cost for the software (Oricle) will not be much more than our existing SAP contract.

Expecting about \$1 mil per year increase in recurring costs.

Hoping the state will cover the one-time implementation costs for consultants.

ORII funding (lump sum) can be invested and make \$ on it (not risk based).

L. Gross asked about training and staffing costs?

D. Miller – The campuses will be responsible for those costs. Building a budget at this time. Spread over two years. Some state dollars may come back to the campus for this build out costs. Working on funding model dependent on how the dollars arrive.

Dr. Martin was not present

Dr. Etzkorn – provided update

Preparing for upcoming BOT meeting. New program Masters of Marketing at UTK

ACT/SAT materials for the BOT – looking at nation and state requirements
Materials being sent to the BOT – Dr. Martin is working with the Chancellors in preparation for the BOT meeting.
UTC – BA applied science cyber security
UTK – BA in international business, BA in physics, Ag Campus – PhD Ag Leadership and Communication
UTM – BA construction management – BA in Arts in Arts
UTHSC – pathologist assistant

Dr. Stacey Patterson

The Vice-President's office is now in the UT Building downtown. The UT System folks are moving in one floor at a time to floors 8-12.

Research – UT- Battelle received a score of 94 on performance, working on the feedback and with the director's office, We are the National Lab contractor, there are many offices of the Department of Energy that contribute to the feedback.

Appalachian Regional Commission – Grant for economic development (not university projects, instead community. Mostly impacts UTK and UTC due to their location within the Appalachian region.

Working with state ECD – 5700 jobs (and more than 30,000 in the next several years will be available in west TN associated with the recruitment of the Ford SK plant. There is limited infrastructure in that area that will need to be built out. There will be a need for qualified, skilled, and well-trained workers. UT will be interested in supporting their R&D needs and working with them on workforce training.

DOE NNSA – is reevaluating the bid for the Y-12/Pantex Contract.

There was an extended discussion of the proposed to changes in the conflict of interest policy. The policy is not only related to financial conflicts of interest, but also conflicts of commitment. There was discussion of how feedback on the proposed policy was sought by the policy committee, the timeline for feedback, and the need to simplify the form and make it more adaptive. There was concern expressed about the delayed presentation of policy to UFC and then the expectation of quick feedback. S. Patterson indicated there would be engagement of the faculty for feedback and the goal was to keep policy simple and allow campuses to implement them as appropriate to comply with the policy. It was also reported that a new database is being developed to manage policies and policy changes. This website would be available to all faculty and staff. Concern was expressed about the growing list of policy changes resulting from Federal law. It was noted that all universities are having to address this issue. S. Patterson indicated stated we need input from faculty, staff, and students. Policies can be changed and modernized.

4. 9-Month Faculty Leave Discussion

a. Guest: Brian Dickens (BD)

There was a spirited discussion of the proposed 9-Month Faculty Sick Leave policy

B.Dickens – On ramp, policy will be implemented and sick accrual, 8 hours per month, work with faculty and being flexible, nuances have to be worked out, “We cannot give time in advance.”

D. Patterson – Stated it would be profoundly unjust to start everyone, regardless of years of serve with zero hours of sick leave. Suggested a matrix that recognized and credited years of service.

B.Dickens – Asked for help drafting language, can take the suggestion and take it to the state, likes idea of creating a matrix- input from faculty, modified duties, expressed concern about the upfront cost

D. Patterson – Suggested the state is flush right now
S. Walker – Will work with the faculty to create a matrix, suggested retroactive leave is rare.
D. Patterson – Innovation is always rare.
B. Dickens – nimble and innovative
L. Gross – Leave from UT to Oak Ridge (time in service transfers)
B. Dickens – state institution to state (federal) institution
L. Gross – Guidance to unit leaders, if no matrix, then guidance to structure decisions. Can faculty participate in a sick leave bank?
B. Dickens – Yes, that may be included in the policy. Have to work through the details.
S. Walker - raised the issue of grievances and procedures (may have to be different across the campuses)
B. Dickens – also working with HRO across the campuses.
P. Richey – fine line between what comes under HR’s purview and that of Faculty Affairs
B. Dickens – historical conversation in higher ed. Benefits, leave, coverage are clear HR. Sick leave and other issues have to be meshed with academic leadership. Delicate dance between the two. Providing guidance.
P. Richey – grey area depend on of how faculty get along with chair
P. Richey – question for the group. FMD (faculty modified duties) assignments. Would sick leave modify FMD?
S. Walker – Faculty do not want to modify FMD policy flexibility.
B. Dickens – just wanted to take a read on the issue. Continuing discussion of FMD and the proposed matrix.
L. Gross – sees no FMD constraint in the policy.
B. Dickens – need to clarify what that looks like. Not something we need to take off the table, but do we need to set some parameters.
P. Richey – one last comment, wants to schedule Todd (?) meeting the committee, RE: different NTT tracks, (concerns about confidentiality) Wants to hear more about this matter.

B. Crawford – When will we have details on the BOT meeting
S. Walker – Will communicate with Cindy Moore
M. Cathey – BOT meeting to be held at UT Southern
S. Walker – will be F2F and online

- b. Recommendation from UFC?
- 5. Other new business?

Questions for President Boyd

1. There is a good deal of concern regarding the potential for legislative action that extends the constraints on education regarding the history of racism in the US to impact how we educate our students and those in teacher preparation programs. Can we have a discussion on actions we might encourage our respective Senates to take to reduce the potential for further constraints on educational initiatives and academic freedom on these issues?
2. There is evidently ongoing a revision of System policies regarding research security and associated changes in Outside Interest Disclosure policies and the OID forms that all employees fill out. How might faculty input from across the System be supplied on these issues? Is there a general process in place (e.g. a policy on System policies) to ensure transparency of the process

when policy revisions are considered to accept faculty input (as was done for the HR policy on sick leave for faculty)?

3. Now that an ERP vendor has been selected, can we get an update on any impacts this has on the System budget and associated charges to campus, as well as the plans for training across the System as the change from IRIS proceeds?