

## Details of Action Items from TUFSS August 2010 Meeting

1. Distribution of bonus pay: At the April 2010 meeting, a motion was approved and sent to the member senates for their consideration concerning the manner in which a potential one-time bonus payment to state employees would be distributed. There was some confusion over whether that TUFSS motion was to include faculty and staff or just faculty and, as noted in the August draft minutes, the different senates voted in different ways.

In any case, the original April motion was based on the assumption that it might be distributed as a percentage of salary. The currently planned distribution of bonus pay -- which is dependent on sufficient funds in the state budget -- is now scheduled to be distributed based on longevity. As a result, the following superseding motion was approved unanimously and should be voted on by each of the member senates:

**"TUFSS support the legislative plan that the one-time bonus be based on longevity."**

2. Request to investigate selection of the Tennessee Board of Regents (TBR) chancellor: Concerns were expressed at the meeting about the lack of involvement of faculty in the selection of a new TBR chancellor. A similar concern was expressed in a motion recently approved by the TBR Faculty Subcouncil (the first motion in this link: <<http://tinyurl.com/27j6q4z>>). As a result of the discussion, the following motion was passed unanimously and should be voted on by each of the member senates:

**"TUFSS should contact the national office of the AAUP regarding the procedures used in the selection of the TBR chancellor and for possible investigation and evaluation."**

3. There was considerable discussion of the Tennessee Higher Education Commission's "Public Agenda for Tennessee Higher Education, 2010-2015" <<http://tinyurl.com/256u64l>>, a document developed in response to the recently enacted "Complete College Tennessee Act of 2010" (summary:

<<http://tinyurl.com/yf5wxgs>>, enacted bill: <<http://tinyurl.com/36aqfuv>>).

As a means of representing faculty views to legislators regarding this plan, the following motion was approved unanimously and should be voted on by each of the member senates:

**"As the THEC Public Agenda plan is being implemented, member senates should utilize TUFSS for consolidating the response from those member senates so that a consolidated voice can be given to legislators."**

4. Following his presentation at the meeting, Tennessee Senator Andy Berke offered to arrange to have TUFSS give a presentation to the full Senate Education Committee. In light of this upcoming opportunity, the following motion was approved unanimously and should be voted on by each of the member senates:

"Each senate should propose to the TUFs Executive Committee discussion points, concerns, and strategies for the anticipated presentation to the Tennessee Senate Education Committee."

5. TUFs response to time-sensitive issues: There was discussion at the meeting about the need to establish a mechanism to permit TUFs to respond more promptly when time-sensitive issues arise and require immediate action.

The need for such a mechanism became clear this past year when TUFs was asked to respond in a matter of days to developing details of the legislation that eventually became the "Complete College Tennessee Act of 2010." At the same time, there was clear sentiment that any such mechanism preserve the principle of member senates having input in all TUFs statements made on their behalf.

As a result of this discussion, the following motion was approved and should now be voted on by each of the member senates:

"In matters that are time-sensitive, after consulting with the Executive Committee of TUFs and the faculty senate presidents of all of TUFs member institutions, the president of TUFs is authorized to communicate to the public the consensus of those consulted."

6. Vote on use of sick-leave bank: At the April 2010 meeting, the following motion was passed concerning the use of sick-leave funds in the TBR system:

"TUFs endorses that the APSU Senate pursue a change in Tennessee law (TCA 8?50?925) to expand faculty sick leave banks to faculty family leave banks with the local legislator who serves on the House Higher Education Subcommittee."

This motion was based on a report from Austin Peay University concerning this issue, which is available here: <<http://tinyurl.com/2cdf2pl>>.

Because the issue pertains just to TBR, only the six TBR member senates were asked to ratify this TUFs motion. The senates of Austin Peay and East Tennessee reported that they approved the motion. However, the following senates still need to vote on this motion: Middle Tennessee, Tennessee State, Tennessee Tech, and the University of Memphis.

[AP Faculty Senate minutes of February 25, 2010:

Reports from Senate committees: **Faculty Red** – Jordy Rouchelleau.

- The sick leave bank pools donated hours, which can be drawn by those who contributed & have run out of sick leave. Now, this bank cannot be tapped for family medical leave, e.g., taking care of sick parents (TBR policy).
- Family Medical Leave (FMLA), up to 12 weeks, is unpaid if one runs out of personal sick leave. Newer faculty may easily run out of sick leave in such situations.
- Academic Red has suggested opening up the sick bank, which now has 6,043 hours in it, but with sensible restrictions to avoid "breaking the bank." See senate website for full report.

- Motion for Exec Committee to take this recommendation to TUFFS.
- Question about staff sick bank—will our proposed changes affect staff? Annual leave for staff (which faculty does not receive) makes the issue somewhat different. Paid maternity/parental leave? Now, up to 30 days can be used. If one doesn't have 30 days saved up, the bank could be drawn for maternity/parental leave once personal sick leave is used up.
- Motion carried. ]