



## Letter from President Joe Johnson

Dear Faculty, Staff and Students,

After careful consideration and discussions with a number of different groups, I have determined that it is in the best interest of the University of Tennessee to cancel



*Joe Johnson*

the search for a permanent chancellor of the Health Science Center until a permanent UT president is on board.

I arrived at this decision because of the attrition in the number of candidates under consideration and because Bill Rice was willing to return as interim chancellor. I also feel keenly that the new UT president should select the person he or she wants in this key position.

Five finalists for chancellor were selected several months ago, but the pool dropped to just two by the time interviews were scheduled. On Friday, Dec. 5 one of the remaining candidates withdrew. The selection of a permanent chancellor is too important to our

Health Science Center campus, the community it serves and the Memphis biotechnology initiative to be made by an interim president from a much smaller pool than originally planned.

The presidential search timetable calls for a new president to be on the job in July, and I fully expect the search to resume shortly after a president is on board. In the meantime, the Health Science Center is in good hands. Bill Rice knows the campus and its programs very well. He served ably as chancellor for 10 years before stepping down in late 2002. Bill has the energy, experience and commitment we need right now at the Health Science Center.

I appreciate the work of the search committee, its various advisory groups, the many individuals who offered input into the search and the two finalists.

Please welcome Bill Rice back as you continue your outstanding work during this interim period. Thank you.

Sincerely,  
 Joe Johnson  
 Interim President

## Thank You, Jim Gibb Johnson

The UTHSC community extends heartfelt thanks to Jim Gibb Johnson, MD, for his outstanding work as interim chancellor.

Dr. Johnson has served in the position since November 2002, and has been a member of the UTHSC faculty since 1966.

He stepped down from the position on Dec. 15 to spend more time with his family and pursue other interests on campus.

Former chancellor William R. Rice will return to the position on an interim basis.



*Jim Gibb Johnson, MD*

Johnson is one of the most thoughtful, caring and committed health professionals I have ever known," said interim UT president Joe Johnson, EdD. "He has served the Health Science Center so very well in whatever role we have asked him to assume. All of us owe Jim Gibb and Mackie a heartfelt thank you for their commitment to UT.

"Even as he has been preparing for the return of Bill Rice, Jim Gibb has continued to champion several issues that he believes are critically important to the future of the Health Science Center."

Interim chancellor Bill Rice (right) was presented the L.M. Graves Memorial Health Award during the recent Norfleet Forum. The award recognizes an individual for outstanding achievement in community health. Pictured, Jack Blair, president emeritus of Smith & Nephew and 2001 recipient, presents Mr. Rice the award.



## UTHSC Winter Holiday Schedule

**Monday, Dec. 22-  
Wednesday, Dec. 24**  
*Administrative Closing*

**Thursday, Dec. 25**  
*Christmas Day Holiday*

**Friday, Dec. 26**  
*Administrative Closing*

**Thursday, Jan. 1**  
*New Year's Day Holiday*

## The Record

**Brian Wiuff**  
*Editor*

**Thurman Hobson**  
*Photographer*

**William R. Rice**  
*Interim Chancellor*

**Elizabeth Maynard-Garrett**  
*Director, Communications and  
Marketing*

### Mission Statement

The mission of The University of Tennessee Health Science Center is to improve human health through education, research and public service, with an emphasis on improving the health of Tennesseans.

*The Record is published by the office of communications and marketing bi-monthly. The edition published on the first of each month is printed in hard copy. The mid-month edition is published online at [www.utmem.edu/record](http://www.utmem.edu/record). Send all communications to: 320 Hyman. Phone: 448-4954. Fax: 448-8640.*

The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services.  
EO7-0401-029-03 (1572)

## (C)opyright Changes at the University of Tennessee

In June the University of Tennessee Board of Trustees approved revisions to the "Statement of Policy on Patents, Copyrights, Licensing, and Other Intellectual Property," which contains changes for the UT system to the copyright portion of the UT intellectual property (IP) policy. A copy of the revised policy can be downloaded from the Faculty Senate Web site at [www.utmem.edu/Facsenate/projects.htm](http://www.utmem.edu/Facsenate/projects.htm).

Here are the basics: Faculty members, staff and students are creators. A creation is defined as any written, recorded or mediated creation. If a creation does not involve substantial use of university resources, is not commissioned by the university, or does not result from an agreement with a third party, then the creator retains the rights to the work. Salary from unrestricted funds, office, access to library facilities, computers, networks, and course management systems do not constitute

substantial use of university resources. The rights to theses and dissertations still transfer to the university as a condition of a degree award. While faculty members retain the rights to their creations, the university does not want to compete with them in the event that those digitized courses are used at other universities. Creations transferred to UT are handled by the UTRF under a joint revenue sharing plan with the creator.

As early as 1999, members of the Health Science Center Faculty Senate, under the leadership of Richard Nollan, began reviewing the 1984 IP policy. A system-wide committee chaired by Dr. Bob Levy, UT associate vice president, was formed in 2001, with Drs. Nollan and Cindy Russell representing the Health Science Center. The changes in the revised IP policy leave patent considerations to another committee working more closely with the University of Tennessee Research Foundation.

## Happy Holidays!

**To all Faculty, Staff and Students,  
please come join the fun at the  
UTHSC Campus Holiday Celebration**

**Thursday, December 18**

**2:30- 4:00 p.m.**

**Wassell Randolph  
Student Alumni  
Center Cafeteria**



**- Refreshments**

**- Door Prizes**

**Door Prize Drawings at 3:15 & 3:45 p.m.**

# People

**Kate Hartley, MD**, resident in general surgery, finished first in the women's division of the St. Jude Memphis Marathon with a time of 2:59:04. She finished 27th overall in a field of more than 3,600 runners.



*Kate Hartley*

## Congratulations

**Donna Townsend**, senior administrative services assistant in the department of psychiatry, will retire after 30 years with the UTHSC on December 30.

**June Medvec**, assistant to the executive director of UMCCC, is the proud great-grandmother of two great-granddaughters: Isabella Nicole, born on August 24; and Kylie Diane, born on September 29.

Recently, **Weikuan Gu, PhD**, assistant professor in the department of orthopaedic surgery, and **John Stuart, MD**, professor in the department of rheumatology and associate chief of staff for research and development at the VAMC, received an \$800,000 grant from the NIH/NIAMS for their proposal titled, "Identification of Pathogenic Pathways Involved in Spontaneous Arthritis in IL-1R $\alpha$  Deficient Mice."

**Wright Jernigan, MD**, resident in the department of surgery, recently won the State of Tennessee Chapter of the American College of Surgeons' Committee on Trauma Resident Paper Competition for his paper titled, "Small Intestinal Submucosa for Vascular Reconstruction in the Presence of Gastrointestinal Contamination." He then went on to win the Region IV Committee on Trauma Resident Paper Competition. He will now compete in the National Committee on Trauma Resident Paper Competition.

**Jana Fuqua, DPh '77** was recently presented with the 2003 College of Pharmacy Outstanding Alumna Award at College of Pharmacy Alumni Weekend.



*Jana Fuqua*

## Memphis Researcher Recognized with VA's Highest Biomedical Research Honor

Memphis researcher Andrew H. Kang, MD has been recognized as the 2003 William S. Middleton Award recipient by the Department of Veterans Affairs, Office of Research and Development.



*Andrew Kang*

The Middleton Award is the VA's highest honor for scientific achievement in biomedical research. Specifically, it recognizes Dr. Kang's contributions to the understanding and treatment of connective tissue diseases, particularly rheumatoid arthritis. It also recognizes his exemplary record of involvement in and service to the VA and to the biomedical profession.

Currently, Dr. Kang is a staff physician and researcher with the Memphis VA Medical Center, and the Goodman Professor and Director of the University of Tennessee Center of Excellence for Diseases of Connective Tissue. Dr. Kang has held the titles of Associate Chief of Staff for Research and Development at the Memphis VA Medical Center, and Chairman of the UT Department of Medicine.

To honor Dr. Kang, the VA's Office of Research and Development will

publish an announcement in an upcoming issue of a prestigious scientific journal. Also, he will receive \$50,000 for three years to assist with research. The award will be presented to Dr. Kang at the VA's inaugural Research and Development National Meeting in Washington, D.C. March 9-12, 2004.

Over the course of his career, Dr. Kang has become world-renowned for directing a multidisciplinary group of investigators who have made several original contributions to the biology of connective tissue. Their most significant discovery has been to identify the particular protein in a person's joints where faulty cells attack, causing inflammation and other rheumatoid arthritic symptoms. Now that they know what to target, Dr. Kang and his colleagues are working on two different ways to treat rheumatoid arthritis.

UT College of Medicine dean, Henry G. Herrod, MD, stated, "Dr. Kang has made significant contributions in the area of connective tissues. This honor is well deserved, and I applaud him for his scientific contributions, which have already made a difference in medical treatment."

In 2001, he received the Ho-Am Prize of Korea, the equivalent of the Nobel Prize.

# News Bites

University Health Services is out of flu shots and is unable to order more doses.

UHS does have FluMist available for university employees and students at no charge through the Wyeth College Donation Program. Flu Mist is not available for the general public under this program.

Walk-ins are welcome Monday-Friday, 8-4. Call 448-5630 with any questions. University Health Services is located at 790 Madison, Randolph Hall, Room 218. The entrance is in the courtyard area that is shared with the Student Center.

The Office of Human Resources is redesigning New Employee Orientation for exempt, nonexempt and temporary staff. The orientation will include a welcome kit that contains various items such as a campus directory, information about discounted services, Memphis Area Teacher's Credit Union membership information, coupons for local restaurants and a host of other helpful items. The new orientation will include a tour of some main campus locations including campus police, the recreation center and Computing & Telecommunications. New employees will be introduced to technology at the Computing & Telecommunications stop on the tour that includes e-mail, voicemail, networking services, web mail, Blackboard and the online directory. We are extremely excited about this new program and will be sharing information about this project as it develops. The new orientation design will be implemented in February 2004.

Wireless internet access points have been installed and activated in the lobbies of the 910, 920 and 930 Madison Avenue buildings. This provides complete wireless access in the eating and lobby areas. Anyone who is not registered or has any trouble getting connected should call the UTHSC IT HELPDESK at 448-2222.

## UTHSC Night with the Memphis Grizzlies

Sunday Jan. 25 at 3 p.m.  
vs. Denver Nuggets

Saturday, Feb. 28 at 7 p.m.  
vs. New Orleans Hornets

For more information visit [www.utmeme.edu/oed/EmpAandE.htm](http://www.utmeme.edu/oed/EmpAandE.htm)

## Training and Development Courses

January – March 2004

See the UTHSC Training and Development Web site for more details  
[www.utmeme.edu/oed/training.html](http://www.utmeme.edu/oed/training.html)

### How to Apply for Federal Financial Aid (Undergraduates)

January 8, 2004  
11:30 a.m. - 1 p.m.

### The Structured Interview

January 21, 2004  
10 a.m. - noon

### Managing for Motivation

January 29, 2004  
9-11 a.m.

### Planning a Departmental Orientation

February 2, 2004  
1-3 p.m.

### Documenting Employee Performance

February 12, 2004  
1-3 p.m.

### Mediation Seminar

February 18, 2004  
10-12 p.m.

### Are You In or Out with Your Supervisor?

February 23, 2004  
1-3 p.m.

### Successful Accommodation of Students Under ADA

February 24, 2004  
10 a.m. - noon

### Managing for Motivation

March 9, 2004  
10-11:30 a.m.

### The Structured Interview

March 12, 2004  
9-11 a.m.

### Progressive Discipline at UTHSC

March 23, 2004  
10 a.m. - noon

### Conducting Performance Appraisals

March 25, 2004  
1-3 p.m.

# Holiday Safety Tips From Campus Police

This is a special time of year for all of us. It's a season of thanksgiving, excitement, cheer, gifts and reflection on our individual lives and personal circumstances. It is also a particularly active time of year with lots of shopping and numerous other activities associated with the season. Unfortunately, crime doesn't stop. Every year, victims' holiday seasons are destroyed by criminal activity that invades their lives, and adversely, changes a holiday season into a holiday nightmare. Therefore, the Campus Police Department would like to extend a holiday message that provides tips for a safe season.

- ★ Carry small amounts of cash. Some people carry traveler's checks and use credit cards.
- ★ Hold your purse under your arm while shopping.
- ★ Report any suspicious activity to the Campus Police or your local Police Department.
- ★ If you place gifts in your trunk while shopping, move your vehicle to another location.
- ★ Shop with a neighbor, friend or family member.
- ★ Turn lights on in your residence at night when you leave to shop.
- ★ Make sure you practice good safety habits while walking to and from parking lots.
- ★ Always have your vehicle keys in your hand as you approach your vehicle.
- ★ Shop early, and avoid late shopping periods. Late evening hours provide excellent opportunities for criminals to take advantage of weary shoppers.

## Emp. Rel. Organizations Reorganize, Seek Nominations

The concept of an employee relations structure was established in 1972 to facilitate two-way communications between non-exempt employees and the university administration.

In a few weeks, the terms of every current committee member on the Employee Relations Committee (ERC) and Exempt Staff Council (ESC) will expire.

The outgoing representatives have made some great strides on our campus with planning events like the Employee Education Fair, Employee and Family Appreciation at Libertyland, Employee Nights (e.g., Grizzlies, Redbirds), in addition to advising employees about campus resources to address workplace concerns.

If you or someone you know is interested in being part of an employee relations organization, please send a nomination letter with an original signature to the Office of Equity and Diversity/822 Beale, Suite 215/Memphis 38163 or e-mail (malston1@tennessee.edu) by January 6, 2004. You can also access this information at <http://www.utmem.edu/oed/EmployeeRelationsOrgs.htm>.

Elections for the ERC will be held on January 13 and 14, with ESC elections to follow on January 15. Visit [www.utmem.edu/oed/EmployeeRelationsOrgs.htm](http://www.utmem.edu/oed/EmployeeRelationsOrgs.htm) for more information.

## *In Memoriam*

The UTHSC community extends condolences to Bob Palmer, director of technology commercialization for UTRF, whose mother, Florrie Palmer, passed away over the weekend of Dec. 13-14.

## Campus Safety

In response to a survey of students on campus safety, the campus police department has installed a door bell on the front entrance of the precinct to provide after-hours access to the building. The door bell buzzes the dispatch office.



## Computing Tips for the Winter Holiday

**Turn off your computer, you should also consider doing this every day before you leave work. This will:**

- ☞ Prevent your computer from being hacked or contaminated by a virus
- ☞ Cut down on energy costs

**Reset your passwords. A secure password should:**

- ☞ Be at least eight alphanumeric characters long
- ☞ Use uppercase & lowercase alpha characters
- ☞ Use numeric characters
- ☞ Not contain personal information like family names
- ☞ Not contain words in any language, dialect or slang
- ☞ Not contain letter or number patterns like; aaabbb, zyxwvuts or 123321
- ☞ Try to create passwords that can be easily remembered. One way to do this is to create a password based on a song title, affirmation or other phrase. For example; the phrase might be: "This May Be One Way To Remember" and the password could be: "TmB1w2R!"

**Clean up e-mail**

- ☞ Start the new year off organized with a clean e-mail account
- ☞ This will also free up needed disk space

**Make sure you are using and running McAfee Antivirus software with the current updates.**

- ☞ Go to <http://antivirus.utmeme.edu> for more information

**For Microsoft updates:**

- ☞ Go to <http://www.utmeme.edu/helpdesk/> and click on Windows Update

## UT Health Science Center Spam Filter

Computing and Telecommunications would like to remind faculty, staff and students about SpamAssassin™, our tool for filtering spam. Spamming is the practice of sending unsolicited, automated, wasteful and annoying e-mail messages to a single user or groups of users. When determining whether a message is a spam, the content of the message is not considered. It is the fact that the mail was unsolicited that determines it as spam. Generally, most spam is commercial junk advertising; however, unwanted religious, racial, political, sexual or even research-oriented messages are considered an act of spamming.

The spam filter evaluates and grades e-mail with respect to its likelihood of being spam. It then adds a header entry that can be used in the filter process at the client level. This will allow the user to configure his/her e-mail client to evaluate this header and decide to divert the e-mail to another folder for visual evaluation or simply delete it. Many issues exist when dealing with spam. Visual inspection of e-mail by the user is the best way, most of the time, to be sure you are not eliminating or deleting legitimate e-mail. False positives are innocent e-mails that get mistakenly identified as spam. For most users, missing legitimate e-mail is an order of magnitude worse than receiving spam.

For detailed information on how to configure your mail for spam detection, go to the UTHSC homepage and click on the Computing Services link and select Spam Assassin under the helpdesk heading or visit <http://www.utmeme.edu/spam> to apply the standard spam filter configuration and view detailed instructions. You will also receive an e-mail with instructions after initial setup.

For additional assistance please call the helpdesk at 448-2222 or 1-800-413-7830. You may also e-mail [helpdesk@utmeme.edu](mailto:helpdesk@utmeme.edu).

## Protect Your Data, Conserve Energy: Turn Off Your Computer

The UTHSC administration and the office of information technology are asking for your cooperation in keeping the UTHSC computing resources energy-efficient and secure over the upcoming holidays. The holidays provide an opportunity to cut UTHSC campus energy costs by turning off all computing resources not needed over the holiday leave periods.

When you consider the number of personal computers on the UTHSC campus today, and the number of days UTHSC students, faculty and staff will be absent from the campus, the savings can really add up with the shutting down of personal computers.

As an added bonus, turning off personal computers will also protect them

from being hacked or contaminated by a virus. Just as we are enjoying our holiday leave, hackers are also left with more time on their hands to try and inflict destruction and contamination on personal computers worldwide. If your personal computer is turned off during the holiday leave periods, hackers cannot access your computer to inflict any damaging files or code.

Also, personal computer users might want to consider shutting down their computers every evening when they leave the UTHSC campus. UTHSC will not only reap the benefits of energy cost savings, but compliant computer users will also become pro-active partners in protecting personal computers from malicious hacker and virus attacks.

# UT Forums Highlight Presidential Qualities

Integrity, understanding and love for the university are among the qualities Tennesseans want in the next president of the University of Tennessee, a search official says.

Members of the UT presidential search committee and the search advisory council recently traveled around the state of Tennessee, holding open forums in Knoxville, Chattanooga, Nashville, Tullahoma, Memphis and Martin.

Dr. Margaret Perry, chancellor-emeritus of UT-Martin and the executive director of the presidential search, said the turnout was good among students, faculty, staff, alumni and the general public.

"People have told me that it's been good for them to have a chance to speak to the committees and have their voices heard about what's important to them," Perry said.

"One of the qualities people say they want in the next president is love for the university."

Perry said all participants want the next university president to have a high level of personal and professional integrity and to understand the UT system.

"Integrity has been mentioned in every forum," Perry said. "There's also been a lot of comment about the president being the president of the system and paying attention to all the different campuses and parts of the university."

In addition to attending one of the forums in person, viewers could also see most of the meetings on the Internet.

Perry said the forums are part of increasing the openness of the search effort.

"We're trying to emphasize the openness of the process to get input early and have conversations with people before we get to the end when there's not much time to do that kind of thing," Perry said.

"We intend to continue that openness through the interview process. When candidates are interviewed anyone may attend and listen to what's going on."

Perry said she welcomes input from the public at <http://pr.tennessee.edu/presidentialsearch/>, the search process's official Web site. Visitors can e-mail their comments and read the latest news updates in the search effort.

## UTNAA Accepting Award Nominations

Nominations are now being accepted for the 2004 University of Tennessee National Alumni Association Public Service Award. The award recognizes a full-time faculty or professional-exempt staff member who has made significant contributions to the university's public service role.

## Submission Deadline January 30, 2004

Nominations should be made to:  
UT office of alumni affairs,  
520 Hyman or  
[bmcadams@utm.edu](mailto:bmcadams@utm.edu)

For more information contact:  
Barbara McAdams  
448-5516

*Deans and chancellors are not eligible.*

Looking for trustworthy consumer health information – especially for Spanish-speaking clients?

MEDLINEplus at <http://www.nlm.nih.gov/medlineplus/spanish/medlineplus.html> has over 165 interactive health tutorials that provide audiovisual material aimed at adults – in English and Spanish.

## Directory Assistance Costs Increase, Long Distance Blocks Placed on Certain Phones

In September, BellSouth increased the cost of Directory Assistance (1-411) calls from .29 to .40 per call.

To help curb unwanted expense, beginning December 1, phones on the UT PBX that are blocked from making long distance calls unless made with an authorization/access code will also be blocked from making directory assistance calls unless made with an authorization/access code. Phones in public areas such as courtesy phones or phones that are shared by multiple people are an example of phones that may fall in this category.

This means that on phones where an authorization code must be used to dial long distance, an authorization code must also be used to make directory assistance calls.

Employees are encouraged to use the BellSouth White and Yellow Pages directories rather than dialing Directory Assistance. These directories are also available at <http://whitepages.utm.edu>.

If you have any questions or problems, please call telephone services at 448-5858 or e-mail [telecom@utm.edu](mailto:telecom@utm.edu).

# Minutes/Policies

November 11, 2003

The University of Tennessee Health Science Center

## Faculty Senate Roundup

**Approval of Minutes:** A motion was made and seconded to approve the Oct. 14, 2003 minutes without revisions or corrections. These minutes will be forwarded to *The Record* and the Faculty Senate web master for publication.

President Mansbach introduced Vice Chancellor Odell Horton. Vice Chancellor Horton gave an in-depth report on the progress of the search committee for a new Chancellor. Faculty, staff, and students will have an opportunity to meet the three (3) candidates and ask questions. Dates, times, and locations will be given at a later date.

**Announcements:** In the absence of Senator Hak, President Mansbach made the following announcement:

The search committee and some members of the search advisory council for the new UT President will be visiting our campus to receive comments from faculty, students, and staff. The visit will be on Wednesday, November 19, 2003, A203 GEB at 3:00 p.m. to 5:00 p.m.

**New Business:** None

**Old Business:** None

**Committee Reports:**

**Budget and Benefits:**  
None.

**Computing and Telecommunications:** Chairman Russell gave the following report:

When President Joe Johnson was on campus in late October he indicated that he had authorized the campus hiring a Chief Information Officer. What has been communicated along with that is that the current and projected budget deficit for the Computing Center needs to be sorted out prior to hiring someone to fill that position. Interim CIO Brice Bible and Computing Center Coordinating Director Joel Reeves are on campus this Thursday to discuss various information technology related issues.

The following items, among others, came before the C&T Committee during its October meeting:

**IT Priorities Document:** The campus Planning Committee has not met, so there has not been a campus discussion of the Information Technology Priorities document. Campus administration has indicated that they would like the committee to focus on where the campus needs to be in relation to (IT) in the next 3 to 5 to 10 years. This can help shape the committee's discussions and work around the document. The committee will be launching a survey for the campus to offer feedback about the priorities. When you see the call to participate, please do so. The IT Priorities document can be accessed by going to the UTHSC Faculty Senate web page at <http://www.utmem.edu/facsenate/> and selecting **Special Projects** from the options in the left-hand column.

**Print Monitoring:** The Computing Center is continuing to review mechanisms for monitoring printing in the open access labs. Joel Reeves, Coordinating Director of the Computing Center, reported that UTHSC students print approximately 1400 pages/year/student as compared to 500 pages/year/student on

the Knoxville campus. Students have noted that faculty does not properly optimize materials posted on the web or in Blackboard for printing. Larry Hak, Vikki Mercer, and Vicki Murrell are working on the best way to move forward with providing faculty information on this issue.

**Spam Filters:** Filtering of e-mail for Spam and other things has been implemented but many users have not set filters. The committee has suggested an article in *The Record* and a more descriptive e-mail to the campus about what Spam is, why it should be filtered, and how to best do this.

**Registering IP addresses for Computers, Servers, and Printers:** The Computing Center presented information about a new IP registration process that will make use of users NetIDs and passwords instead of social security numbers. Registration will be done annually. Originally, the process was set to be initiated in mid-late October, with users given until the first week in January to complete registration. The process is now being modified so that upon registration the computer will be scanned to ensure that it has anti-virus software and that critical updates are installed. Taylor Strickland estimated this week that it will take 4 additional weeks to get this process working.

**Central Funding of SPSS/SAS Software:** The process of obtaining this software through General Stores for \$7.40 for the media appears to be working. The Computing Center is working to develop an online secure software distribution site so that media do not have to be purchased. The Committee is trying to ensure that there is a working procedure for distributing the annual renewal licensing codes.

Tech Users Group: The Knoxville campus implemented an informal LAN Manager's group composed of "go to" computer users / tech representatives from each department to communicate about IT issues and support. The UTK model will be replicated on this campus to provide coordination of IT support. In addition to responses to the campus e-mail that was sent on Friday, the C&T Committee identified technology support people from various departments/colleges. College/department deans and business managers also nominated individuals who serve in this role for their areas.

UTHSC Directory Search Page: In addition to the people search that you can do from the main UTHSC home page that searches only people's names, Billy Barnett from the Computing Center created a more specific search site located at <http://oracle.utmem.edu/directory.php> that will allow searching of various parameters (IRIS employee data, student data). If you're on campus, for example, you can search by using a term such as *hscstudent graduate school* and you'll get 311 records with name, NetID, e-mail address, and department/college that can be downloaded and pasted into another document. You can also get to this page if you do any of the searches from the main UTHSC home page and, when your results are returned, click on the item

**"Click here to see available search options"**.

**Intellectual Property Sub-Committee:** None

**Educational Policy:** Senator Suttle gave the following report and presentation:

One of the goals assigned to the Educational Policy Committee by the Faculty Senate Executive Committee was to "establish criteria and procedures for granting of Honorary Degrees".

The University of Tennessee has established a policy for the awarding of Honorary Degree from the University. Item C. of the policy states: **Each campus shall develop specific procedures for nominating and considering honorary degree recipients.**

After consideration and discussion at several meetings, the Educational Policy Committee compiled statements both supporting and opposing the nomination of Honorary Degree applicants from the Health Science Center campus.

The following is a summary listing of the statements for and against the UTHSC campus awarding honorary degrees along with the recommendation of the committee.

Pro:

.. Most universities award honorary degrees

.. Recognition for outstanding contributions outside of an academic setting for the benefit of society

.. An 'enticement' for significant "nationally renowned" invited speakers for commencement ceremonies

.. To strengthen relationships between UTCHS and industry by conferring degrees upon key industrial leaders

.. An instrument to spur fundraising or as a reward for generous monetary contributions or otherwise investing in UTHSC

Con:

.. Some universities do NOT award honorary degrees

.. Honorary Degrees should be distinct from earned professional degrees (M.D., D.D.S., Ph.D., etc) and our campus only awards professional degrees

.. Misinterpretation by the lay public as certifying a level of professional expertise, even if the degree was not an honorary M.D., D.D.S., etc

.. Criteria for qualification are as variable as the individuals who make the nominations and the committees that

select them

.. An instrument to spur fundraising or as a reward for generous monetary contributions or otherwise investing in UTHSC

.. Reputation of the Honorary Degree recipient can become a liability to the institution. (Honorary Degree was given to Mike Tyson in 1989)

### **Recommendation of the Educational Policy Committee:**

The Educational Policy Committee recommends that the policy of the Faculty Senate of the University of Tennessee Health Science Center be that this campus does NOT nominate individuals for honorary degrees to be awarded by The University of Tennessee.

Following a full discussion from the floor, a motion was made and seconded to accept the recommendation of the committee. Following the vote, a large majority defeated the recommendation.

President Mansbach directed Dr. Suttle to report to the Educational Policy committee and determine if the committee, in light of the expressed wishes of the full Senate, would be willing to continue working on Item C of the UT Honorary Degree policy for this campus.

**Faculty Affairs:** None

**Faculty Communications:** Senator Nutting gave the following report:

### **1. Media contacts / Dept. of Communications and Marketing (C&M).**

The first issue tackled this year was the UTHSC policy on contacts with the media (Admin. Policy 2.195). The Committee agreed that the faculty should again be informed about the media policy, as well as about (a) the 24 hour "on call" status of Ms. Elizabeth Maynard-Garrett, the new director of C&M, (b) the website that lists her pager number, and (c) a politely deflective statement that faculty can use if called

by reporters. Probably this will be done by an e-mail to the faculty Listserve.

Committee member Elizabeth Maynard-Garrett told the committee that she is still in the process of rebuilding C&M. One noticeable change has been to *The Record*. She solicited specific comments about *The Record*, including the Calendar. The new editor, Brian Wiuff, solicits input from all faculty, students, and staff twice each month, using the campus Listserve. The FCC felt this was an improvement and was sufficient at this time except for two issues: faculty publications and getting more events listed on the Calendar.

a) **Publications:** The Dept. of C&M would welcome information on major publications by UT faculty. It was suggested that the Record consider regularly listing all new papers published by UTHSC faculty, although it was noted that in the past the Library tried to do this, but was hampered by lack of broad input from faculty or their departments. One solution proposed was to have one person in each department, division, or College be designated as that unit's liaison with the Dept. of C&M, and be responsible for notifying that office of all newly published articles from their unit. Those departments that employ a "Publications Coordinator" might designate that person as the liaison.

b) **Calendar:** Again, more input from each College, Department and Division are needed. It was also suggested that Calendar (which is available online by viewing the latest edition of *The Record*) be updated more frequently as information comes in – weekly or even daily.

Ms. Maynard-Garrett is also working on establishing a UTHSC Speaker's Bureau (to provide speakers and also be a source of faculty expertise – people to whom the Dept. of C&M could refer an inquiry from the outside, e.g. a reporter's question). It was suggested that having ready access to all current faculty CVs

and "key words" would greatly help the Dept. of C&M to do this. One possible source is UT system's Community of Science (COS) database; another is the campus Faculty Information System (FIS).

The FCC also agreed that a demonstration of the Community of Science database should be given to the faculty, perhaps at one of the Senate's "Faculty Forums" preceding a future Senate meeting. It was noted that no Faculty Forums have been set for this year.

2. **UTHSC policy on contacts with governmental officials.** Vice Chancellor Odell Horton readily agreed to meet with the FCC to discuss our concerns. This meeting is scheduled for tomorrow, Nov. 12.

3. **Development Office.** The Committee believes there is a need for individual faculty to be able to make suggestions about additional funding sources to the Development Office, in addition to the input that office typically solicits from each College. The Committee asked that the current director of the UTHSC Development Office, Ms. Sue Harpole, be invited to speak at a Faculty Forum; she had agreed to do this last year.

4. **"Seminar Listserv".** We received a suggestion that a "Seminar Listserv" be established, to which anyone on campus could post seminar and meeting announcements. Initially, all faculty and graduate students would automatically be enrolled on this Listserve, but would have the option of unsubscribing at any time. The Committee members were strongly opposed this suggestion, noting the easy abuse of it, the need for a gatekeeper for postings to this list (and the low likelihood of finding someone willing to do this), and the constant problem of lack of input from departments. Rather, the Committee suggested enhancing the Calendar in the online version of *The Record* (as dis-

cussed above).

**Faculty Research:** The Faculty Research Committee met on October 30th and continued to discuss ways to meet its goals for the academic year. There was substantial concern about the long time it takes for clinical trials to be approved and over the continuing problems with Material Transfer Agreements, both of which are having a very negative impact on research efforts on this campus. A group from the FRC will be looking into these problems. Dr. Cook will be meeting this week with Vice Chancellor Palazzolo to discuss the draft proposals for Research Data Policy and for Tangible Research Property.

The next meeting of the Faculty Research Committee will be December 18th at 4:00 PM in the Hyman Building first floor conference room.

**Legislature Resource Group:** None (See attached addendum)

The meeting was adjourned at 5:10 p.m.

The next Faculty Senate meeting will be held December 9, 2003, GEB A202

#### ADDENDUM

The Legislative Resource Committee has met once since the last Faculty Senate meeting. The focus of the meeting was defining the objectives of the committee and planning a meeting with legislators early in 2004.

Community service provided by UTCHS will be the focus of the legislative meeting. The committee reviewed the e-mailed descriptions of community activities already submitted in response to an earlier campus-wide e-mail. There

is a broad range of activities performed by campus faculty. The committee will focus on those with a health care emphasis.

Committee members discussed other opportunities to reach out to legislators. The objective of meetings in Memphis and in Nashville will be to keep them informed of campus activities and needs.

Submitted by,

Margaret Thorman Hartig, Committee Member

This report was inadvertently omitted from the October 14, 2003 minutes.

## Administrative Council October 29, 2003

### Minutes

The meeting was called to order at 8:00 a.m.

Minutes of the September 9, 2003 Administrative Council Meeting

Minutes of the September 9, 2003 Administrative Council meeting were approved as distributed.

Entertainment Policy Revision – Johnson

Dr. Johnson discussed recent policy revisions from the System office regarding catering at meetings attended only by UT employees. Mr. Fly distributed the revised policy which basically states that generally, food should not be provided by UT monies at meetings where only UT employees attend. Exceptions for workshops, large receptions, etc. are allowed.

**Discussions on FY 2003-04 and 2004-05 Budgets – Johnson, Colson and Rice.**

Mr. Colson and Mr. Rice presented a slide presentation which provided information on the budget reductions that the University has incurred during the last several years. Compounded, these reductions amount to very large cuts for the University. There is currently about a \$4.5 million shortfall for the current year, partly due to increases in fixed costs, plaza building maintenance costs, etc. In addition, interests on endowments and other investments have declined for the last several years. The campus is currently funded at 85 percent of the FY01 budget. The Chancellor's staff will look at reducing its base budget by \$10 million by the end of FY05. Reducing personnel, personal services contracts and fixed costs will be considered, while focusing

on excellence in what the University continues to do. Deans and Vice Chancellors will assess with the Chancellor current options in each unit for reductions and changes in the way the University conducts business. Areas on the UTHSC campus that are E03 entities and report to Knoxville will also be included in these assessments. Business & Finance will be reviewing all accounts that are running deficits to determine how these will be brought out of the red. Travel on E accounts will be reviewed carefully in attempts to reduce these costs.

The Chancellor announced a hiring freeze for the campus effective October 29 for all positions on E accounts. Any positions on R account that are running a deficit will also be frozen. Exceptions must be justified to and approved by the Chancellor.

Blue Cross/Blue Shield News Release – Johnson

The recent news release regarding refunds and reductions from Blue Cross/Blue Shield does not apply to UT because we are self-insured.

### Miscellaneous

Dr. Gourley announced that the Poison Control Center would be closing December 19 due to non-support. The last day for the Center's staff will be December 31, 2003. Calls to the Center will be rerouted to other Centers.

# Library Advisory Committee

## November 19, 2003

### Minutes

Present: Dr. David Armbruster, Ms. Lois Bellamy, Ms. Beth Bowman, Dr. David Nutting, Mr. Richard Nollan, Dr. Muriel Rice, Dr. Tom Singarella

Absent: Dr. Naseem Amarshi, Mr. Alan Levy, Dr. Charles Mansbach, Dr. Waldemar de Rijk, Ms. Susan Selig, Dr. Hugh Vaughn, Dr. Herb Zeman

Guest: Ms. Jennifer Watson

In the absence of Dr. Zeman (chair), Dr. Singarella called the meeting to order at 2 p.m.

Dr. Singarella announced that (1) the library expects an 8% to 12% inflationary increase in journal costs and a 5% to 8% increase in electronic databases this fiscal year; (2) the library has been informed that it will be exempt from a possible 5% budget campus impoundment for this fiscal year; (3) through the Consortium of Biomedical Libraries in the South, the Health Sciences Library has recently subscribed to BioMed Central (BMC), which allows UTCHS faculty and students to publish in BMC's peer-reviewed journals without paying the \$500 submission fee (the Medical Library and main campus library in Knoxville are also part of this consortium agreement); (4) library security is being addressed as part of security for

the Alexander Building, a library resource use policy has been made explicit, and card readers have been installed in the elevators; (5) the library communications policy and related efforts were discussed and suggestions were solicited from the committee; and (6) in preparation for the SACS accreditation process, the library has posted six goals and is in the process of providing more detailed information on the Web site.

Lois Bellamy and Jennifer Watson, Electronic Services librarians, highlighted current and future improvements and activities with the library's electronic resources: (1) Web Bridge is being installed to allow consistent linkages for all electronic resources; (2) more than 1300 e-journal titles are now listed on the A-Z listing on the library's Web site; more than 800 e-journal titles have been added in the last 2 months; (3) links are being made to health science-related journals in the Tennessee Electronic Library database; (4) links are being added to the PubMed and Ovid databases through LinkOut and Links@Ovid, which allows full-text links to our subscriptions through these two databases; (5) changes have been made in the MD Consult e-book collections; and (6) Stat!Ref books are now listed in the online catalogue.



# Campus Calendar

DECEMBER 15, 2003 - JANUARY 15 2004

## December

**16** “Cellular Approaches to Vocal Learning in Songbirds”  
Dr. David Perkel  
Noon, Link Auditorium

**18** “Ventilation-induced Lung Injury”  
*Dr. Scott Sinclair*  
3:30 p.m., Room 516 Nash

**UTHSC Campus Holiday Celebration**  
**2:30 p.m., Wassell Randolph SAC Cafeteria**

**22 Administrative Closing**

**23 Administrative Closing**

**24 Administrative Closing**

**25 Christmas Day Holiday**

**26 Administrative Closing**

## January

**1 New Year’s Day Holiday**

**5** “ Making More, Virus-free Memphis Bar B-Q: Development of a Porcine Reproductive and Respiratory Syndrome (PRRS) Antibody Test.”  
*Dr. David C. Miller*  
4 p.m., Link Auditorium

**14** “The Implications of Demographic Trends for Health Status and Health Behavior”  
*Dr. Richard K. Thomas*  
10 a.m., Room 400 of 66 N. Pauline