



## Minutes of the Faculty Senate

**Presiding:** Thomas E. Banning (Engr Tech)

**Date:** 4-25-17

**Secretary:** R. Jeffrey Thieme (elected this meeting.)

**Senators Present:** Mohd Hasan Ali (Elec & Comp Engr), Luvel E. Anderson (Philosophy), Eugene Buder (Comm. Sci. Disorders), Gerald Chaudron (Univ Libraries), Coriana L. Close (Art), Lorinda B. Cohoon (English), Tiffany G. Johnson (Univ College), Donna R. Jones (Law), David M. Kemme (Economics), Erno Lindner (Biomed Engr), Jeffrey G. Marchetta (Mech Engr), Peter L. McMickle (Accountancy), John T. Mueller (Music), Esra Ozdenerol (Earth Sci), Sandra Richardson (Bus Info Tech), Sajjan G. Shiva (Computer Science), R. Jeffery Thieme (Mrktng & Suply Chain Mang), Francisco Vivar (Foreign Lang & Lit), Jeffery Wilson (Leadership), Sharon Wrobel (Sch Urb Aff & Pub Pol)

**Senator Present by Proxy:** Lamont D. Simmons (Social Work) Laura C. Taylor, Sanjay Mishra (Physics) Xiao Shen

**Senators Absent:** E. Trey Martindale (Instr & Curr Ldrship), Brian A. Waldron (Civil Engr), Jin Yang (Journalism)

**New Senators Present:** Thomas E. Banning (Engr Tech), Brennan K. Berg (KWS), Michael K. Chisamore (Architecture), Jill A. Dapremont (Nursing), , Leigh Falls Holman (Couns, Ed, Psy & Res) Mark Sunderman (Fin, Ins, & Real Estate), Henry A. Kurtz (Chemistry), Katherine Lambert-Pennington (Anthropology), Gray Matthews (Communication), George E. Relyea (Public Health), Michael Sances (Political Science), Steven D. Schwartzbach (Biology), William P. Travis (Health & Sport Sci), Joseph C. Ventimiglia (Sociology,

**New Senators Present by Proxy:** To be elected (Crim & Criminal Justice) James C. McCutcheon, Meghan E. McDevitt-Murphy (Psychology) Elizabeth Meisinger, To be elected (Mathematical Sciences) Máté Wierdl

**New Senators Absent:** Charles W. Crawford (History), To be elected (Management), Military Sciences (vacant), To be elected (Theatre & Dance)

**Faculty Senate Information Officer:** Jeffrey S. Berman (Psychology) appointed this meeting

**Guests:** M. David Rudd (President Office), Karen Weddle-West, Richard Irwin (Provost Office), Linda Bennett (UMAR) Caroline Royal-Evans, Martha Robinson (ad hoc Budget & Finance Committee), and Darla Keel (Register)

The four-hundred-and-forty fifth meeting of the University of Memphis Faculty Senate was held Tuesday, April 25, 2017, in Senate Chambers of the University Center, room 261.

#### **4.25.17.01 Call to Order**

The meeting was called to order at 2:40 p.m. with a quorum present.

#### **4.25.17.02 Approval of Agenda**

The agenda was approved with modifications. Under the heading, Report of Standing Committees: Senator Wierdl requested a discussion on Review of Pay Increases. Also, under the same heading Administrative Policies Committee Report was deleted.

#### **4.25.17.03 Approval of Minutes**

The minutes for April 18, 2017, were approved and modified with additional language under the heading: Paid Family Leave Policy and Working Partnership Services. Senator Jones cited page 5, last paragraph and sentence, to insert additional language. The additional language in the last sentence now reads: President Banning read the above revised charge, explained the changes, and read the amended slate of committee members.

#### **4.25.17.04 Guest Speaker**

President Banning introduced University President M. David Rudd, and stated that he would talk about the efforts that administration is working on regarding the Student Recreation Center in trying to be inclusive of all university missions. President Banning yielded the floor to University President Rudd. University President Rudd provided a brief update on the Student Recreation Center. University President Rudd reported that by working with the Board of Trustees he is reconstituting a committee to review the Center. As a result, the Student Recreation Center will now be known as the Student Wellness Center. University President Rudd also charged the committee to consider significant academic integration of the facility. He stated that over the years the university's lack of academic integration has resulted in the loss of state (TN) funds. This loss of academic integration within the facilities resulted in loss of state funding for operational cost of \$3.30 per square foot. We will see greater academic usage of facility such as, nutrition, nutrition testing, dining services, fitness testing (including lab), other fitness related activities, and stronger integration of fitness courses. University President Rudd stated that a stronger integration of fitness courses/classes and related academic works would resulting in \$300,000-\$400,000 of operational costs being absorbed by the state. We will also improve utilization of Graduate Assistants (GAs) in the Student Wellness Center. Overall cost will be around \$30M. University President Rudd opened the floor to questions from the Senate. In response to questions, University President Rudd stated that the academic units will be involved in the process. Initially the School of Health Studies was involved primarily due to their programs. Further, Kemmons Wilson School of Hospitality and Hotel Management will be engaged by being involved in the dining facilities (including utilization of GAs in analysis of the quality of food, service, and wait time). Also, other areas of expertise on campus will be tapped.

Side bar: Senator Schwartzbach asked University President Rudd about the status of the establishment of an ad hoc Information Technology Services (ITS) committee, which was discussed at the previous senate meeting. University President Rudd responded that he is ready to move forward, but is awaiting the list of names of faculty from the Faculty Senate (FS).

In addition, University President Rudd stated that the University Strategic Planning is scheduled to launch in August and this effort (information technology and faculty input) can be a part of it.

In closing, University President Rudd reported on faculty pay raises. He is recommending to the board of directors a 2% across the board increase for faculty and a 1% pool utilized at the discretion of deans, chairs, and program directors in determining wage amounts. He stated that adjunct faculty are included now and in the future on faculty pay raises. However, adjunct faculty salaries remain below the average pay. Furthermore, he strongly encouraged departments that adjuncts should remain part of the continuing dialogue on faculty salaries.

#### **4.25.17.05 Discharge Outgoing Senators**

At President Banning's request, the outgoing Senators stood and identified themselves. President Banning expressed his thanks and discharged the outgoing Senators. Sidebar: Senator Thieme, on behalf of the full senate, acknowledged and expressed appreciation to President Banning for his service to the Faculty Senate for academic year 2016-2017.

#### **4.25.17.06 Welcome New Senators**

President Banning welcomed new Senators and asked them to stand and introduce themselves. The Senators proceeded to introduced themselves.

#### **4.25.17.07 Appointment of Teller's Committee**

President Banning stated that the Senate would begin its election process and called on the Teller's Committee to distribute, collect, and count ballots and announce the votes to the Senate President. The appointed members of the Tellers Committee were: Gray Matthews (Communication), Eugene Buder (Comm Sci & Disorders) and William P. Travis (Sch Health Studies). Senator Buder served as chair of the Tellers Committee.

#### **4.25.17.08. Election of Faculty Senate Officers**

President Banning informed the Senators that no more than two members on the Executive Committee (EC) could be from the same college. Senator Henry A. Kurtz self-nominated for the position of President-Elect. President Banning asked for nominations from the floor and there were none. Senator Henry A. Kurtz (Chemistry) elected by voice vote with 1 against and 1 abstention on April 25, 2017.

President Banning asked for nominations from the floor for Secretary. Senator Thieme self-nominated for the position. President Banning asked for nominations from the floor and there were none. Senator R. Jeffrey Thieme (Mrktng & Suply Chain Mang) elected by acclamation on April 25, 2017.

President Banning asked for nominations from the floor for Parliamentarian. Senator Donna R. Jones self-nomination for the position. President Banning asked for nominations from the floor for Parliamentarian and there were none. Senator Donna R. Jones (Law) elected by acclamation on April 25, 2017.

#### **4.25.17.09 Election of Two At-Large Members**

President Banning called attention to paper ballots that were distributed prior to the meeting for voting purposes. Senator Travis excused himself from the Tellers Committee, due to his running for the position of At-Large membership on the Executive Committee (EC). Senator Dapremont (Nursing) volunteered to serve in place of Senator Travis. President Banning stated that self-nomination to the At-Large position were Senators: Steven Schwartzbach, Sajjan G. Shiva, Joseph C. Ventimiglia, Jeffrey G. Marchetta and William P. Travis and Peter L. McMickle. As a point of information, Secretary Thieme stated nominees can vote for themselves. President Banning asked for nominations from the floor for At-Large membership on the Executive Committee. From the floor, Senator Esra Ozdenerol self-nominated for the position. President Banning informed the Senate that there were seven nominees and reminded the body of the colleges that were represented on the EC prior to the At-Large election. President Banning asked if any of the nominees would like to say something about themselves and they did.

Sidebar: President Banning reminded the body to post on their calendar that the University General Faculty Meeting will be in the Rose Theatre, August 24. President Banning acknowledged Provost Weddle-West who invited the Faculty Senate President to attend New Faculty Orientation, August 23, in the FedEx Institute of Technology Building, time: 9-11 am.

After several rounds of ballot voting was completed, the Senate elected At-Large Members: Senators Jeffrey G. Marchatta (Mech Engr) and William P. Travis (Health Sciences) by ballot vote on April 25, 2017.

#### **4.25.17.09 Election of Five Members to the Committee on Committees**

President Banning asked for nominations from the floor for Committee on Committees. NOTE: Due to academic requirements, Senator Buder, Teller Committee chair, had to leave the meeting and Senator Dapremont acted as chair of the Tellers Committee. Senators Brennan K. Berg (Kemmons Wilson School), Jill A. Dapremont (Nursing), Jeffrey G. Marchetta (Mech Engr), E. Trey Martindale (Instr & Curr Leadership) and William P. Travis (Health & Sport Sci) were elected by voice vote on April 25, 2017.

#### **4.25.17.10 Old Business (To Be Addressed At Senate 1<sup>st</sup> Fall Meeting)**

President Banning informed the Senate that topics listed under the heading of Old Business will be covered over the summer and what the FS will be working on in the fall. President Banning explained to the Senate that the Executive Committee (EC) acts in behalf of the full Senate during the summer. The summer action items of the EC are:  
Ad hoc Parental Paid Time-Off Leave Policy Committee recommendations action charge.

Ad hoc Family Friendly Work Environment Committee will start in August, no charge.  
Ad hoc Faculty Handbook Review Committee will restart in August.  
Ad hoc Faculty Compensation Committee will start in August.

President Banning asked Senator Kemme to stand and present his thoughts on the ad hoc Faculty Compensation Committee Report, the Senate received a copy of his distributed issues. President Banning yielded the floor to Senator Kemme. Senator Kemme's document contained recommendations for consideration by the ad hoc committee. Senator Kemme began by stating that it's now time to begin a more comprehensive study of faculty salary policies. He reviewed his framework for discussion that was distributed to Senators for the meeting. He emphasized that we need a more standardized process in place for distribution of salary increases. He discussed cost of living, compression, equity, merit, and market comparisons with comparable institutions. He concluded by stressing that he is offering these ideas as a starting point for the committee. Discussion ensued. At the conclusion of Senator Kemme's comments President Banning stated that they are great food for thought and consideration.

#### **4.25.17.11 Report of Committee on Committees**

President Banning informed the Senate that guests Dr. Richard Irwin, Vice Provost for Academic Innovation and Support Services and Darla Keel (University Register) would address the Senate about the University Undergraduate Council (UUC) Subcommittee on Transfer Students Grade Point Average. President Banning yielded the floor to Dr. Irwin and Mrs. Keel to address the Senate. Dr. Irwin stated that prior to academic year 2015 (fall) TN Board of Regents (TBR) mandated that transfer work will not be counted in overall GPA. In Fall 2016 College of Arts & Science recommended that we include transfer credit grades in granting graduation with distinction and the council approved the motion. However, there is now a great deal of confusion. Dr. Irwin invited the Senate to send representatives to participate in the subcommittee to clarify the issues, especially now that we are no longer part of TBR. The Subcommittee includes a member from the Student Government Association (SGA) and he would like to have Faculty Senate representation as well.

President Banning yielded the floor to Senator Dapremont, chair Committee on Committees regarding the Senate nominees to serve on the Subcommittee on Transfer Students Grade Point Average (1 primary and 1 secondary faculty member). Senator Dapremont put forward the nomination of Ladrica Menson-Furr (English), as primary faculty representative. After some discussion, the Registrar, Mrs. Keel, stated that she will provide a document to distribute to the full Senate to explain the GPA calculation. President Banning welcomed receipt of said document and expressed to Mrs. Keel and the he would distribute an electronic copy of said document to Senators. President Banning asked if there were any other interested Senators. From the floor, Senator Ozdenerol self-nominated for the alternate faculty representative on the Subcommittee. Ladrica Menson-Furr (English), primary, and Esra Ozdenerol (Earth Sciences), alternate, elected to serve on the UUC Subcommittee on Transfer Students Grade Point Average. Adopted by voice vote on April 25, 2017.

#### **4.25.17.12 Report of Standing Committees**

President Banning yield the floor to Senator Wierdl for discussion of Salary Pool Recommendations for AY 2017-2018 as cited in University President Rudd's email dated Wednesday, April 19, 2017. Discussion ensued. President Rudd provided insight into the flexibility of the department usage of the 1% salary pool. Dr. Martha Robinson, chair of the senate Budget and Finance Committee and UofM Jackson Campus liaison, on behalf of the committee commented that the we commit to taking an active stake in the September budget review (university level) led by University President Rudd. Provost Weddle-West communicated the methods of matrix from the Deans level and below.

President Banning asked that all members of standing committees meet and select a chair pro-tem. The Standing Committees will form now and received charges in the fall.

#### **4.25.17.14 Announcements**

**April is Sexual Awareness Assault Month.** Office of Institutional Equity (OIR), training to raise awareness and how to prevent it, for more information visit OIR [www.memphis.edu/oie](http://www.memphis.edu/oie)

**Commencement Spring, 2017**, Saturday, May 6, 2017 at FedEx Forum, Backup Date Pending NBA Grizzlies Second Playoff, Sunday, May 7, 2017. For more information visit: [www.memphis.edu/commencement](http://www.memphis.edu/commencement)

**Board of Trustees (BOT) UofM**, next meeting June 6, 2017. Email: [trustees@memphis.edu](mailto:trustees@memphis.edu) For more information visit: [www.memphis.edu/bot/](http://www.memphis.edu/bot/)

**4.25.17.15 Adjourn:** 4:47 p.m.