



**Faculty Senate
Minutes of the Executive Committee**

Presiding: Jeffrey G. Marchetta

Date: March 16, 2021

Secretary: R. Jeffrey Thieme (Secretary)

Members Present: Jeffrey G. Marchetta (President), Jill A. Dapremont (President-Elect), Thomas E. Banning (Past-President), R. Jeffrey Thieme (Secretary), Mark Sunderman (Parliamentarian), and W. Pat Travis (At-Large)

Members Absent: None

Guests: Ombudsperson Gloria Carr and Faculty Trustee David Kemme

The meeting was held on Tuesday, March 16, 2021 via the Zoom video conferencing platform due to restrictions imposed in response to the COVID-19 global pandemic.

03.16.21.01 Call to Order

President Jeff Marchetta called the virtual meeting of the Executive Committee (EC) to order with a quorum at 2:38 pm.

03.16.21.02 Approval of Agenda

The agenda was approved as written with the addition in Old Business of a report entitled “Report to EC from Chair of Admin Policies Committee on Safety” from Senator Ted Burkey, Administrative Policies Committee Chair. Also, Trustee David Kemme’s place on the agenda may be moved as needed based on his teaching schedule.

03.16.21.03 Approval of Minutes

(Executive Committee - February 16, 2021)

The minutes of the February 16, 2021 Faculty Senate (FS) Executive Committee meeting were approved as written.

03.16.21.04 President’s Report

Report to EC from Chair of Admin Policies Committee on Safety

President Marchetta yielded to Senator Burkey, who updated the EC on the Administrative Policies Committee’s work. He referenced a document he submitted to the EC on February 14 and stated that he doesn’t have a specific report beyond the document. President Marchetta clarified that he received the report from Senator Burkey, but didn’t distribute it to the rest of

the EC. Senator Burkey reported that he had various discussions with Darren Wibberding, Associate Dean of Students, to inform the document. He also referenced a document on the student code of rights and responsibilities (draft form). President Marchetta clarified that the Senate already approved the draft revisions on the student code of rights and responsibilities last fall. Senator Burkey reported that faculty have complained that the policy isn't clear regarding the reporting of student misconduct against faculty, most importantly, who violations should be reported to. He noted that emergency reports should be reported to University Police. Senator Burkey shared the "Submit a Report/Concern" web page [<https://www.memphis.edu/report/submit-a-report/index.php>] and expressed that it can be confusing. He reported that Dean Wibberding responded to this concern by stating that if faculty use the wrong form, staff will advise how to correct. Senator Burkey expressed that the major takeaway is that if faculty feel threatened and the threat is not imminent, faculty should file a complaint. In such cases, administration will investigate the complaint. If there is a hearing and the faculty member (complainant) doesn't show up, the complaint will be dropped because of lack of due process for the student. One problem arises when faculty are too fearful to show up. In these cases, they may be able to provide a written statement. Senator Burkey suggested that some minor revisions are needed (with consultation with Dean Wibberding) but otherwise the guide is nearly ready to go before the Senate. President Marchetta suggested that Senator Burkey incorporate Dean Wibberding's suggestions into the guide. Senator Burkey agreed to incorporate concerns and send a revision back to Dean Wibberding for review. The goal will be to submit a motion in the April Faculty Senate (FS) meeting.

Administrator Surveys

President Marchetta reported that he received the results of the administrator surveys and has distributed the appropriate reports to Deans, the Provost, the University President, and the Board of Trustees for review. They will be posted on the Senate website and an announcement will go out to faculty via email. Scores are reported, but not comments.

Faculty Handbook

President Marchetta reported that there is some uncertainty concerning who needs to approve the faculty handbook. Melanie Murry, University Counsel, suggested that the handbook needs to be approved by the Board of Trustees. President Marchetta and Past-president Tom Banning objected. After review, Ms. Murry found a statute that states that all promotion and tenure processes and policies in the faculty handbook must be approved by the Board of Trustees. So, President Marchetta reported that at some point, the parts of the handbook related to promotion and tenure need to go before the Board of Trustees. This will probably happen in the December Board of Trustees meeting. If the FS is going to make changes to any of these processes or policies, they need to be completed before the December Board of Trustees meeting. Post tenure review policies will be a significant issue. It's too late in the current Senate term to complete the necessary revisions, so President Marchetta recommended to President-elect Jill Dapremont that she carefully select Senators for the Faculty Policies Committee and that she suggest that the Committee form a working group to draft revisions to

the handbook over the summer. President Marchetta offered to help over the summer and President-elect Dapremont supported that offer.

Parliamentarian Mark Sunderman suggested that administrators provide training in effective faculty evaluations. President Marchetta replied that there currently is training, but it might need to be updated.

Trustee Report - Kemme

President Marchetta yielded to Faculty Trustee Kemme (on break from teaching class) who reported on the last Board of Trustees meeting. He chairs the Academic Research and Student Success Committees. University President M. David Rudd presented results from the SACS (Southern Association of Colleges & Schools) accreditation. Out of that effort, University President Rudd suggested that the University's mission statement be revised (incrementally). One tenure application was approved. The law school named their legal clinic after James "Jim" Gilliland. There were presentations by post-docs about patentable products. In the audit committee, there was one audit that the executive session needed to address. Regarding the ongoing cybersecurity attack, it is fully contained, and equipment is being restored to normal. FireEye (cybersecurity company hired to assist ITS) gave an update. ITS reacted within 4-6 hours of the attack. FireEye identified the source of the attack. The recommendation is to keep software updated, especially MS Outlook. In the executive session, University President Rudd announced he was stepping down. He will work through the search for a new University President, take a year break, and then return to faculty. In a special session, Trustees Doug Evans and Carol Roberts were appointed to the Search Committee for a new University President. Budget issues will be important in the next (June) meeting of the Board of Trustees. Revenue shortfalls in the current year were absorbed fairly well, but next year a \$39M shortfall is projected. Trustee Kemme noted that those projections are still uncertain and there will be some significant challenges.

President-elect Dapremont asked about the implications from the pandemic regarding faculty positions. Trustee Kemme responded that those kinds of decisions don't come before the Board of Trustees, but they did discuss vaccinations. University President Rudd asked the Governor twice to include higher education in the higher category and was denied. The Board of Trustees was surprised and disappointed. President-elect Dapremont asked specifically about the potential for the elimination of programs. Faculty Trustee Kemme responded that it wasn't discussed at the Board level.

President Marchetta reported that Thomas Hrach, Associate Professor in the Department of Journalism and Strategic Media withdrew as a candidate for Faculty Trustee, so Trustee Kemme is the only remaining candidate. Given that there is only one candidate, President Marchetta suggested that Trustee Kemme include a brief (10 minute) question and answer session in the next FS meeting in lieu of a formal information session.

03.16.21.05 Old Business

Update on Senator Elections – Kim and Jada

President Marchetta yielded to Graduate Assistant Jada Ingram who reported that eighteen departments are electing Senators. There are two departments that haven't reported yet and both are expected to report by the end of the week. President Marchetta asked that she report the final list to him and President-elect Dapremont.

President-elect Dapremont asked if the form soliciting committee choices has gone out yet. Graduate Assistant Ingram responded that they would go out once the list is complete.

03.16.21.06 New Business

(M2020.21.27) Motion to Recommend Changes to Policy AA3013 – Administrative Policies Standing Committee

The EC agreed to place this motion on the agenda for the March FS meeting.

Academic Policies Standing Committee Written Report

The EC agreed to place this report on the agenda for the March FS meeting. President Marchetta and President-elect Dapremont will discuss the timing for a motion from the report.

Administrative Policies Standing Committee Written Report

The EC agreed to place this report on the agenda for the March FS meeting.

Executive Committee Representative Written Report

The EC agreed to place this report on the agenda for the March FS meeting. Senator Erno Linder will present the report on behalf of the EC.

Charge to Executive Committee – Review New Policy GE2035 Free Speech on Campus

President-elect Dapremont volunteered to review the policy with respect to state law. The EC agreed to place this motion on the agenda for the March FS meeting unless President-elect Dapremont has objections by Friday.

03.16.21.07 Discussion Issues

Ombudsperson Report-Carr

President Marchetta yielded to Ombudsperson Gloria Carr who reviewed the presentation that she will present in the March FS meeting. The presentation will serve as this year's Ombudsperson report, covering Fall 2019 through Fall 2020 (See Appendix).

The EC agreed to place the presentation on the agenda for the March FS meeting.

Review Draft Agenda for March Faculty Senate Meeting

President Marchetta reviewed FS agenda items with the EC.

Senate EC Dinner

President Marchetta asked the EC about dates for the EC dinner. The EC agreed on the evening of April 13.

President Marchetta reported that a couple instructors wanted to go up for promotions, but chairs declined, citing budget issues. He discussed the issue with Provost Tom Nemon. President Marchetta's position is that if the instructor is eligible for promotion, they should be allowed to apply and pursue the process. Provost Nemon agrees that they should be allowed to apply. President Marchetta wants to discuss the issue with University President Rudd. The EC agreed with President Marchetta's position.

03.16.21.08 Adjourn

The meeting adjourned at 4:57 pm.

Appendix

Ombudsperson Gloria Carr: Annual Report: Fall 2019 – Fall 2020

Annual Report Fall 2019 – Fall 2020

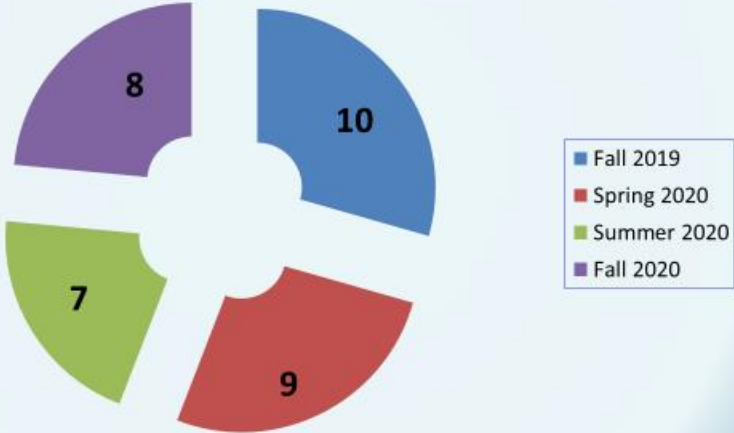
March 15, 2021
Gloria Carr, Associate Professor
UofM Faculty Ombudsperson

Overview

AY Fall 2019 – Fall 2020
Total Cases: $34 - 8^* = 26$

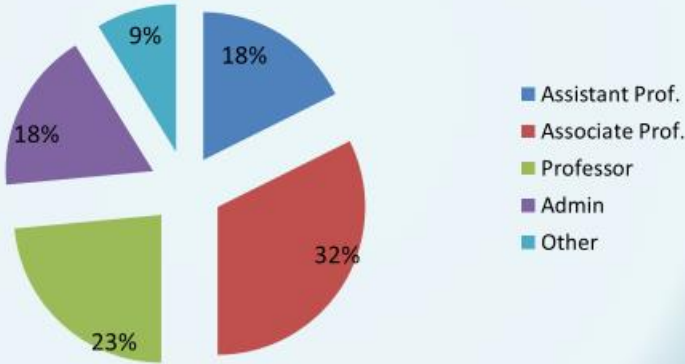
*Fall 2020

Cases By Semester

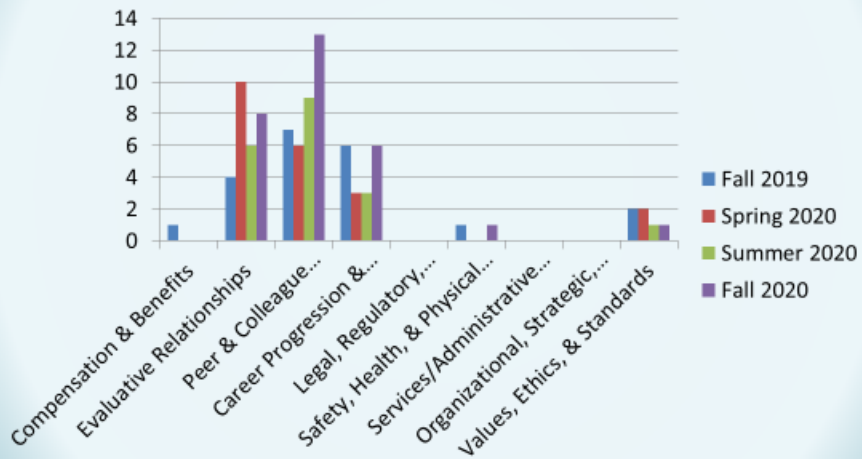


Consultations By Rank

AY Fall 2019 – Fall 2020



Primary Faculty Concerns



Resolutions

- Recommendations