



**Faculty Senate  
Minutes of the Executive Committee**

**Presiding:** Jill A. Dapremont

**Date:** October 19, 2021

**Secretary:** R. Jeffrey Thieme

**Members Present:** Jill A. Dapremont (President), W. Pat Travis (President-Elect), Jeffrey G. Marchetta (Past-President), R. Jeffrey Thieme (Secretary), Mark Sunderman (Parliamentarian), Steven L. Nelson (At-Large), and DeAnna Owens-Mosby (At-Large)

**Members Absent:** None

**Guests:** David Kemme (Faculty Trustee), Gloria Carr (Ombudsperson), Tom Nenon (Provost), David Kemme (Faculty Trustee), Gloria Carr (Ombudsperson)

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

**10.19.21.01 Call to Order**

President Jill Dapremont called the virtual meeting of the Faculty Senate (FS) Executive Committee (EC) to order with a quorum at 2:30 pm.

**10.19.21.02 Approval of Agenda**

The agenda was approved as written with the addition of Vaccination Mandate and Employee Work Location Status under President's Council Update in the President's Report and Ombudsperson Search Update under President Search Committee in Old Business.

**10.19.21.03 Approval of Minutes**

***(Executive Committee – September 21, 2021)***

The minutes of the September 21, 2021 Faculty Senate (FS) Executive Committee meeting were approved as written.

**10.19.21.04 President's Report**

***President's Council Update***

President Dapremont reported that Commencement is on Sunday, December 12, 2021. Commencement will be held at the FedEx forum with no enforcement of co COVID protocols. Students were surveyed and prefer to hold the ceremony at the FedEx Forum in person.

Provost Tom Nemon clarified that the strict requirements will not be followed. There will be no need for proof of vaccination or proof of a negative COVID test. Vaccinated people will not need to wear masks. Faculty are welcome to attend. He expects faculty representatives from each department to be in attendance.

President Dapremont reported that carryforward funding will be distributed back to chairs and units as in prior years. Carryforward accumulates to several hundred accounts, making it difficult to realize a critical mass necessary to make material, strategic decisions and investments. A policy governing carryforward is under consideration.

President Dapremont reported that Indirect Cost Recovery (IDCR) is being distributed locally but needs to be centralized. This allows for reinvestment into research.

President Dapremont reported that the COVID vaccination mandate implemented by the Biden Administration will go into effect on December 8, 2021. The university is still waiting on information to guide policies move forward. Provost Nemon clarified that it does not appear that the state of TN is going to take the lead. The university has \$68M at risk in external funding. It is important to recognize that all employees will have to be fully vaccinated by December 8 with exceptions for only clearly documented medical or religious reasons. This includes the two-week time period after the second dose. Recording, requests for exemptions, and consequences will go through HR. Untenured employees who are not fully vaccinated by December 8 will be terminated. Tenured employees who are not fully vaccinated by December 8 will be put on unpaid leave while the detenure process plays out. Senator Steven Nelson asked about the timing of announcements of any vaccine policies. Provost Nemon answered that something will be going out today. Administration wasn't in a position to communicate earlier because there was conflict between state and federal governments. Secretary Jeff Thieme asked if one shot would prevent termination. Provost Nemon reiterated that the mandate says employees must be fully vaccinated by December 8.

President Dapremont reported on the recent email to faculty concerned employee work location status (which identifies your work location as online, on ground, or hybrid). She reiterated that full time faculty should be available in person for work in their department, meetings, etc. and not outside of Memphis. Parliamentarian Mark Sunderman asked about filling out an alternate work agreement that needs administrative approval. He has a problem with completing the document and getting approvals. Provost Nemon responded that alternate work arrangements are only an issue when faculty are asking for an exception to normal work assignments. If faculty are asking to be exempt from any face-to-face work or meetings, they need to complete the alternate work assignment paperwork. Parliamentarian Sunderman expressed frustration with the communications from HR as the communications created confusion. Provost Nemon responded that he will ensure that HR clarify the communications. Faculty Trustee David Kemme expressed his frustration with the confusing communication coming from HR. President Dapremont asked Provost Nemon to send out a statement to faculty to clarify the alternate work agreement requirements. Senator Nelson asked about the

consequences for being out of Memphis without permission. Provost Nenon answered that the consequence is termination. Faculty need to be available for those things that take place in person.

President Dapremont reported that, per Dr. Karen Weddle-West (VP Student Academic Success), students who contract COVID are to be given two weeks to catch up on missed work. Also, the textbook affordability survey has been sent to students and faculty.

President Dapremont reported that Melanie Murry (University Counsel) stated that Tiffany Cox has left the university and Ceecy Reed is the interim OIE (Office of Institutional Equity) Director.

President Dapremont reported that Dr. Robert Jackson (Chief Information Officer) reported to the President's Council that spring 2021 courses have been imported from D2L to Canvas, 44% of fall 2021 courses have been imported, the importing process is on schedule to meet the 10/8 deadline, and training is being created for administrative staff. Banner transition is taking a little longer to complete. They are suggesting a November 22 freeze for fall 2021 courses.

President Dapremont reported that Memphis Madness is October 13, 2021 and conference realignment is still occurring (may end up in the American league).

President Dapremont reported that the Canvas Steering Committee reported to the President's Council that the opening of classes for students will be January 18, 2022, which is the first day of class for the spring 2022 semester. Student training for Canvas will start on November 1, 2021. They are considering a freeze of course copying (importing) for faculty on November 22, 2021. Campus Bootcamp for Canvas will be December 13 – December 17, 2021. Canvas department/unit workshops start in November 2021 upon request through UM3D. The official starting date for the Canvas learning management system (LMS) is January 1, 2022.

President Dapremont reported that positive COVID testing among students is down. Also, some faculty are not following the COVID protocol for student quarantines. Provost Nenon added that he is anticipating that the mask mandate will be lifted in mid-November in Shelby County.

#### **10.19.21.05 Old Business**

##### ***LMCIS phase 2 - update***

President Dapremont reported that we are still working to update phase 2 of the LMCIS (Lean Management and Continuous Improvement Strategies) and send something to the Budget and Finance Committee for approval and recommendations to the Faculty Senate.

##### ***Presidential Search Committee***

President Dapremont reported that the Presidential Search Committee will be doing its work in October. The plan is for candidates to be on campus in early November. Candidates will have a forum with the faculty but not a separate forum with the Faculty Senate.

President Dapremont reported that the Ombudsperson Search Committee, chaired by Dr. Randy Floyd, met on October 10, 2021. The search will need to be restarted. Secretary Jeff Thieme asked Ombudsperson Gloria Carr if she would stay on until the position is filled. Ombudsperson Carr answered that she will have to think about it and get back to the FS. She will get back with President Dapremont by the end of this week or early next week.

#### **10.19.21.06 New Business**

##### ***New Policy on Aligning T&P Promotion***

President Dapremont brought the report, Recommendations for T&P Revisions to Build a Carnegie R1 Culture at UofM, to the attention of the EC (See Appendix). She spoke to the recommendations. The recommendations are currently a proposal. The EC discussed the proposal and decided to bring it to the FS for discussion. President Dapremont will send feedback from the EC to the Research Committee for further consideration.

##### ***Approve Faculty Senate Agenda October 26, 2021***

President Dapremont reviewed the FS agenda for October 26, 2021. The EC approved the agenda.

#### **10.19.21.08 Announcements**

##### ***David Kemme – Trustee Report***

There was no Trustee report.

##### ***Gloria Carr – Ombudsperson Report***

There was no Ombudsperson report.

##### ***Graduation FedEx December 12, 2021***

President Dapremont announced that there will be two graduation ceremonies at the FedEx Forum on December 12, 2021.

#### **10.19.21.09 Adjourn**

The meeting adjourned at 3:58pm.

## **Appendix**

### **A.1 Recommendations for T&P Revisions to Build a Carnegie R1 Culture at UofM**

Please insert [Aligning T&P Promotion Process to Carnegie R1 Culture Task Force Report.pdf](#) here.