



**Faculty Senate
Minutes of the Executive Committee**

Presiding: W. Pat Travis

Date: August 23, 2022

Secretary: R. Jeffrey Thieme

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

Members Absent: None.

Guests: David Kemme (Faculty Trustee), Karen Weddle-West (VP Student Academic Success), and Fernandez West (Associate Athletic Director for Athletic Academic Services).

The meeting was held on Tuesday, August 23, 2022, via the Zoom video conferencing platform due to restrictions imposed in response to the COVID-19 global pandemic.

08.23.22.01 Call to Order

President Pat Travis called the virtual meeting of the Faculty Senate (FS) Executive Committee (EC) to order with a quorum at 2:40 pm.

08.23.22.02 Approval of Agenda

The agenda was approved as written with the additions of Discussion of University Policy HR5063 - Children on Campus and Discussion of the Distribution List for Suggestion Box Emails in New Business.

**08.23.22.03 Approval of Minutes
(Executive Committee – July 7, 2022)**

The minutes of the July 7, 2022, Faculty Senate Executive Committee meeting were approved as written.

**08.23.22.04 President's Report
President's Council Update**

President Travis reported on the President's Council meeting. Raaj Kurapati (Executive Vice President for Business & Finance and Chief Financial Officer) reported that he is in the process of closing the books on the academic year. Enrollment numbers are being monitored.

President-elect Deanna Owens-Mosby reported that freshmen enrollment is down 10% and transfer enrollment is down 2%. There are 21,070 students checked in and 92% occupancy in the dorms as of Friday. The EC discussed various enrollment numbers and noted that one factor in the enrollment decline is that many applications were not processed by admissions.

President Travis reported that COVID and monkeypox committees are monitoring numbers and recommendations. The Draft Scooter Policy has been formulated by the Dean of Students Office. The University received two grants – IDEAS and a Course Development Grant in Dick Irwin’s (Executive Dean, UofM Global, College of Professional & Liberal Studies, Center for Regional Economic Enrichment) office. President Travis requested that the Provost send the Faculty Senate Charge Log to the deans and chairs.

A ten person Strategic Planning Team is being created by University President Bill Hardgrave which will include a department chair, faculty, alumni, staff, and a member from the EC. Past-president Jill Dapremont will represent the EC on this team.

President’s Meeting with the EC

President Travis reported on the meeting between the EC and University President Hardgrave. Discussions included enrollment, the potential additional 1% salary increase, and the University’s plan on dealing with the monkeypox outbreak.

Provost Meeting with the EC

President Travis reported that the EC’s first monthly meeting with the Provost is scheduled for Thursday, August 25.

08.23.22.05 Old Business

President Travis reported that he contacted all standing committee chairs to discuss their charges for the term. The EC approved two additional charges for the Libraries Committee on the Charge Log.

08.23.22.06 New Business

Canvas Observers – Fernandez West, Associate Athletic Director, Academic Services and Karen Weddle-West, VP Division of Student Academic Success, Director of Diversity Initiatives

President Travis introduced Karen Weddle-West (VP Student Academic Success) and Fernandez West (Associate Athletic Director for Athletic Academic Services). A draft email to faculty regarding observers in Canvas was discussed. Dr. Weddle-West and Mr. West agreed to remove references to the role of observers being approved by the Faculty Senate and TLAC, remove descriptions of the role of observers, and add a link to a web page that describes the role of observers.

President’s Appeals Committee

President-elect Owens-Mosby reported that the Provost wants to reconstitute the President’s Appeals Committee. Parliamentarian Jeff Marchetta stated that the Committee is not in the

Faculty Handbook. President Travis to ask the Provost to reach out to Parliamentarian Marchetta for clarification. He also emailed the EC a link to Appendix F: Faculty Appeals Committee in the Faculty Handbook. President Travis to initiate actions for populating the Faculty Appeals Committee.

Provost Search Committee

President Travis reported that President Hardgrave is putting together a search committee for a permanent Provost. President Hardgrave requested representation from the EC and the faculty at large.

SETE Research Results – Requesting 20 minutes for Dr. Eli Jones (PI) to present findings and address concerns

President Travis reported that Dr. Eli Jones is requesting to be placed on the FS agenda to make a presentation on the work the Academic Policies Committee has done on SETEs. The EC agreed that the presentation should be made in Standing Committee Reports. A motion on the SETE instrument will be presented by the Academic Policies Committee in the September Faculty Senate meeting.

TLAC – Call for Membership

President Travis reported that Senator Mark Sunderman has self-nominated to represent the Faculty Senate on the Teaching & Learning Advisory Committee (TLAC). President Travis will notify the Committee on Committees. Senator Sunderman to continue to serve on TLAC until there is a vote in the Senate.

Undergraduate Grade Appeals Committee Motion

President Travis to send an email to Dr. Weddle-West notifying her of the faculty who were selected last Spring to server on the Undergraduate Grade Appeals Committee.

Discussion of University Policy HR5063 - Children on Campus

President Travis reported on the suggestion received in the Faculty Senate suggestion box regarding University Policy HR5063 – Children on Campus (See Appendix). The EC agreed to send a charge to review the policy to the Administrative Policies Committee.

Discussion of the Distribution List for Suggestion Box Emails

The EC agreed to substitute President Travis for Past-president Dapremont in the distribution list for Faculty Senate suggestion box emails.

The EC approved the FS agenda for 8/30/2022.

Faculty Trustee David Kemme reported that the Board of Trustees already has an agenda for its next meeting, which is in September. In the next Board meeting his committee will be considering one case of tenure for a new hire. The portion of the Faculty Handbook that was approved at the last Board meeting (regarding promotion and tenure) will be considered for

university policy. He also discussed potential tuition increases and the lack of adequate raise pools for faculty.

08.23.22.07 Adjourn

The meeting adjourned at 4:29 pm.

Appendix

Suggestion Box Entry

Subject: Discriminatory policy must be addressed

Name: Miriam Clark

E-mail: mclark16@memphis.edu

Suggestion/comment:

Hello,

I'm a new tenure track professor at the University of Memphis and a mother of three children. I was excited for my job offer here where my children can attend campus schools and my family can take advantage of all this beautiful campus has to offer. I appreciate that there is a "putting families first" policy on the University of Memphis website.

Unfortunately, I think we could be doing a bit better with putting families first! Someone recently made an anonymous complaint to my department chair about me because my middle schooler comes to my office after she's done with school and does her homework while I finish up my work. It has been a great opportunity for her and for me to have a bit of time one on one while we both get our work completed.

However as I found out as a result of the anonymous complaint, apparently that's a violation of code "HR5063" Children on Campus which says that children are only allowed in offices if it is a "short, occasional visit" accompanied by a responsible adult or if it is an "infrequent exception granted by the supervisor due to an emergency."

I was shocked by the complaint and the code which are incredibly discriminatory! Recently, college campuses all over have been working to make things more friendly for children. For example, the University of North Carolina has library study rooms available for parents who need to study with a small child in tow and the University of Toronto has entire spaces dedicated to studying parents and their children. These policies have been implemented at other universities to help create cultures of inclusivity where non-traditional students are able to flourish.

For me, as a professor at a university that has many nontraditional students (many of whom are student-parents), I feel it is absolutely appropriate to have my children around to let students know that it is okay to have various familial obligations and still study here. They shouldn't feel as though they need to hide parts of their identity in order to be a successful student. If we want students to be successful, we should create a culture that helps them be successful and that includes family-friendly policies and expectations for all faculty, staff and students.

I'm happy to discuss this discriminatory policy (HR5063) that harms the student body and the entire culture of the school in more detail.

Thanks,

Miriam Clark, PhD
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