



THE UNIVERSITY OF
MEMPHIS

Faculty Senate

Presiding: Edward H. Perry

01/20/09

Secretary: Linda C. Finch

Senators Present: Mary V. Battle, Jeffrey S. Berman, Richard D. Evans, Jaime M. Ferran, Donald R. Franceschetti, Edwin G. Frank, Nicholas V. Holland III, Wade M. Jackson, Linda D. Jarmulowicz, William H. Jermann, Candace C. Justice, Walter G. Kirkpatrick, Balaji Krishnan, Stephen J. Leierer, David N. Lumsden, James M. Lukawitz, E. Trey Martindale, William C. McKeown, Frances Pearson, Richard L. Petersen, Lawrence A. Pivnick, Susan L. Roakes, Hoke Robinson, Stephan J. Schoech, William T. Segui, Michelle L. Stockton, and Margaret Vandiver.

Senator Present by Proxy: Robert P. Connolly (Satish K. Kedia)

Senators Absent: Thomas E. Banning, Joel D. Bumgardner (explained), Thomas D. Cox (explained), Economics (explained), H. Richard Mahood, Management (TBA), Catherine Phipps, Jean-Pierre Reed (explained), Tracy White and Seok P. Wong.

Faculty Sub-Council Rep: Jeffrey S. Berman

Guests: David N. Cox (President's Office) and Thomas Nenon (Provost's Office)

The three-hundred and sixty-ninth meeting of The University of Memphis Faculty Senate was held Tuesday, January 20, 2009, in room 124, the Auditorium, E.C. Ball Hall.

01.20.09. 01 CALL TO ORDER

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

01.20.09. 02 APPROVAL OF AGENDA

The agenda was approved.

01.20.09. 03 APPROVAL OF MINUTES

It was moved to approve the minutes of the Faculty Senate meeting of December 2, 2008.

01.20.09. 04 PRESIDENT'S REPORT

President E. Perry presented the following new business:

1. Budget Update

- The various college budget meetings with the President and Provost went well in December. A summary of faculty comments is posted on the Faculty Senate website.

- University President, Dr. Shirley Raines, reported today that the TBR voted to approve the furlough policy that can be implemented by University Presidents if deemed necessary. TBR Chancellor Charles Manning, is hopeful that there may be federal funds available to the State with the recent changes in federal government, thus, freeing up funds for higher education. As a result, he will delay the presentation of his Higher Education Budget to the TN legislators.

2. *Faculty Opinion Survey*

Since the Faculty Senate is the forum for faculty opinion, the Executive Committee requests that an online faculty survey instrument be developed for the purpose of obtaining faculty opinions on important issues. The results should be useful to President Raines, the administration, and the Faculty Senate. The Executive Committee recommends a survey be administered each semester beginning Spring 2009. Expertise in instrument development is needed and will be obtained to avoid leading questions or other instrument flaws. Potential issues or topics to include in a 10 to 12 question survey include:

- Furloughs
- Opinion of Faculty Senate
- Tenure & Promotion
- Tenure & Promotion Appeals Process
- Athletic subsidy
- Faculty Senate communication
- Issues facing University
- Open-ended section to express on opinions

President E. Perry will email Senators tomorrow requesting suggestions on questions or topics for inclusion.

3. *Senate Website update – Suggestion Box & Archive*

The Suggestion Box has been added to the Faculty Senate homepage. A time-table for archiving Faculty Senate Minutes has been developed. Archival of minutes back to 1975 is scheduled for completion by April 15, 2009.

4. *Other*

- David Cox (President's Office) presented an overview of the University's process of strategic review. The current Strategic Plan is on the President's homepage. Mr. Cox asks the Faculty Senate for input as to how best engage faculty and the campus in the review process.

Discussion ensued related to the University goals. Mr. Cox reported that current Goals 1-4 are likely to remain the same. However, Goal 5 is currently being examined for a possible change to "Campus Culture and Sense of Place" in an effort to develop tactics that would address environmental and university sense of community issues.

Overall Faculty Senate consensus was to ask faculty to propose tactics that would lead to the goals. Thomas Nenon (Provost's Office) suggested there could be other goals not yet defined that may emerge from faculty input. D. Cox indicated he will publish the Strategies and Measurements for the University Goals and ask faculty for suggestions for accomplishing them.

- *Need for Timely Committee Reports*
Committee chairs are urged to submit committee reports eight (8) days in advance of the Faculty Senate meeting to allow for Executive Committee review and develop motions as needed.
- Several members of the Faculty Senate's Faculty Policies Committee have resigned. President E. Perry requests to meet with the committee following the Faculty Senate meeting today.

01.20.09.05 TBR FACULTY SUB-COUNCIL REPORT

TBR Faculty Sub-Council Meeting

TBR Faculty Sub-Council Representative, Senator J. Berman reported the following information from the TBR Faculty Sub-Council meeting held Friday, January 9, 2009.

- Faculty Sub-Council prepared a motion, that passed unanimously, endorsing the use of the furlough policy by University Presidents provided it was accompanied by a letter of approval or disapproval from the institution's Faculty Senate and included a sunset expiration date
- Furloughs of faculty and staff can occur for indeterminate periods
- TBR voted to allow university Presidents to implement furlough policies if needed; the requested sunset expiration was not included
- The TBR Chancellor search was acknowledged; the search committee does not have any member with an academic background
- The Sub-Council approved a motion that the Faculty and Student Regents be on the search committee for the new TBR Chancellor; this change was not followed by TBR
- The Faculty Sub-Council Chair resigned

01.20.09.06 OLD BUSINESS

Faculty Handbook Changes – Status Report

The two revised changes to the Faculty Handbook were sent to the Provost, Ralph Faudree, over the holiday break. The clarification statement about the role of the Faculty Grievance Committee has been added to the Faculty Handbook. President E. Perry will send an email to all faculty members informing them of this committee.

The status of the Tenure and Promotion (T &P) grounds for appeal is discussed under New Business.

01.20.09.07 NEW BUSINESS

Provost Faudree responded last week that the University legal opinion is to postpone expanding the grounds for appeal until the current Tenure and Promotion (T&P) cycle is complete. The timing of the T&P appeals process is relative to the Provost's reviews and decisions which will occur very soon. The Executive Committee agreed unanimously to bring forward a motion that the new grounds for appeal (approved at the 12-2-08 Faculty Senate meeting) be entered into the Faculty Handbook before the Provost's decisions are made.

Senator J. Berman provided the history of the committee work and subsequent Faculty Senate vote for approval of changes in the grounds for appeal.

History: On January 22, 2008, the Faculty Senate approved a series of motions regarding changes to Tenure and Promotion Appeals procedures specified in the *Faculty Handbook*. Among these changes was the inclusion of additional criteria that would be grounds for appeal. This requested revision was not made to the *Faculty Handbook* and specific concerns by the provost regarding the appeals criteria were not conveyed to the Faculty Senate until September 2008. After discussion with the provost and the university's legal counsel, the criteria were modified, and the modified version was approved by the Faculty Senate at its meeting on December 2, 2008 (see attachment).

The senate president has requested that these changes in the section on "Grounds for Appeal" in the *Faculty Handbook* be added now but the provost wishes to delay inclusion of the changes until the next academic year. Given that the appeals process has not begun for this academic year and that the senate's request has been delayed for a year, the members of the Executive Committee recommend that the senate adopt a motion asking that the approved changes be inserted in the *Faculty Handbook* without further delay.

The Executive Committee, represented by J. Berman, presented the following motion related to grounds for tenure and promotion.

Motion:

The Faculty Senate of the University of Memphis requests that the changes to the *Faculty Handbook* regarding grounds for appeal of tenure and promotion decisions adopted at its December 2, 2008, meeting be published in the *Faculty Handbook* immediately.

Adopted by unanimous voice vote on January 20, 2009

Committee on Committees – Senator B. Krishnan, Chair

The Committee on Committees member, Senator N. Holland, presented four (4) motions for faculty representatives on university standing committees in lieu of the committee chair:

Motion:

"Move that the Faculty Senate approved the nomination of Michael Daley (ENGR) and Barbara Kritchevsky (Law) to serve on the Tenure & Promotion Appeals Committee."

Adopted by unanimous voice vote on January 20, 2009

Motion:

"Move that the Faculty Senate approved the nomination of Wade Jackson (Management Information Systems) and Lee Harris (Law) to serve on the ad hoc Shared Governance Committee."

Adopted by unanimous voice vote on January 20, 2009

Motion:

“Move to accept the Faculty Senate Executive Committee nomination of Senator Mary Battle (English) as Chair for the Marcus Orr Faculty Senate Lecture Committee.”

Adopted by unanimous voice vote on January 20, 2009

Motion:

“Move that the Faculty Senate approved the nomination of Senator Thomas Banning (ENGR) to serve on the Enterprise Training Team Committee of the Information Technology Division.”

Adopted by unanimous voice vote on January 20, 2009

One faculty representative to Information Technology Division Committee Enterprise Training Team Committee is still needed.

Committee Reports

Reports submitted by Faculty Senate standing and ad hoc Committees are available on the Faculty Senate website (<http://www.memphis.edu/facultysenate/committees.php>)

01.20.09. 08 ANNOUNCEMENTS /EVENTS

Marcus Orr Faculty Senate spring 2009 Lecturer, Judith Butler, Professor of Comparative Literature and Rhetoric at the University of California Berkeley, Thursday, January 29, 2009, at 6:30 pm, Fogelman Executive Center, room to be announced.

2008/2009 Distinguished Teaching Award Finalists, the Distinguished Teaching Award Committee invites University of Memphis faculty, students, and alumni to submit letters in support of the finalists. Letters or support must be delivered to the University Honors Program Office in 204, Scates Hall or submitted electronically to the Distinguished Teaching Award Co-Chair, Melinda Jones, at mljones6@memphis.edu. **The deadline for receipt of letters is February 1, 2009.**

01.20.09. 09 ADJOURN

President E. Perry adjourned the meeting ended at 3:40 p.m.