



## Minutes of the Faculty Senate

**Presiding:** Wade M. Jackson (Management Info Systems)

**Date:** 9-14-10

**Secretary:** Cynthia G. Tucker (English, elected this meeting)

**Senators Present:** Narahari B. Achar (Physics), Pilar Alcalde (Foreign Langs & Lits), Leonardo G. Altino (Music), Thomas E. Banning (Engr Tech), Jeffrey S. Berman (Psychology), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Amy L. de Jongh Curry (Biomedical Engr), Antonio de Velasco (Communication), Mark H. Danley (Library), Richard D. Evans (Finance), Tarek R. Farhat (Chemistry), David J. Giacomassi (Crim & Criminal Justice), Thomas Hrach (Journalism), Derek E. Hopp (Mil Sci, Navy ROTC), Wade M. Jackson (Management Info Systems), Robert Kozma (Math Sciences), A. Katherine Lambert-Pennington (Anthropology), Billy E. Lawson (Philosophy), James M. Lukawitz (Accountancy), Thomas E. Mason (Architecture), Cathy D. Meredith (Instr & Curr Ldrship), Cedar L. Nordbye (Art), Michael S. O'Nele (Theatre & Dance), Edward H. Perry (Mechanical Engr), Lawrence A. Pivnick (Law), Jose M. Pujol (Earth Sciences), Carol A. Rambo (Sociology), Vasile Rus (Computer Sci), Steve Schwartzbach (Biology), Keith D. Sisson (Univ College), Arwin D. Smallwood (History), Sharon A. Stanley (Political Science), R. Jeffrey Thieme (Marketing & Sply Chain Mgmt), Cynthia G. Tucker (English), Gregory Washington (Sch Urb Aff & Pub Pol), Robert R. Wiggins (Management)

**Senators Present by Proxy:** Linda D. Jarmulowicz (Audiology & Speech-Lang Path), Shaum P. Bhagat

**Senators Absent:** Larry W. Moore (Civil Engr), William H. Jermann (Elec & Computer Engr), Terra L. Smith (Health & Sport Sci), and Reginald L. Green (Leadership)

**TBR Representative:** Lawrence A. Pivnick (Law), elected this meeting)

**Faculty Senate Information Officer:** Margaret E. Robinson (Univ Libraries)

**Guests:** R. C. Johnson (Athletic Director), David Zettergren (Business & Finance), Amanda L. Clarkson (Human Resources), David Cox (President's Office), Thomas Nenon (Provost's Office)

The three-hundred-and-eighty-third meeting of the University of Memphis Faculty Senate was held Tuesday, September 14, in the Senate Chambers (Room 261 of the University Center).

### 09.14.10.01 Call to Order

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

### 09.14.10.02 Approval of Agenda

The agenda was approved.

#### **09.14.10.03 Approval of Minutes**

The minutes from April 27, 2010, were approved unanimously.

#### **09.14.10.04 Invited Guest: R. C. Johnson, U of M Athletic Department**

R. C. Johnson, Athletics Director was accompanied by his staff, whom he introduced as associate athletic directors Bob Winn (External Affairs), Bill Lofton, Lynn Parkes (Compliance/SWA), Bill Lansden (Development), Lish Trice (Asst to AD) and Dr. Joe Lucky (Director of Athletic Academics). A brief power point presentation was done.

Mr. Johnson conceded that “athletics is way out of proportion” on many people’s radar screens but because it is so visible, it carries “a lot of importance and responsibility.” He and his staff know that very few college athletes will go into professional sports, and their goal is therefore “to be the best they can be in their world” of college athletics. This means they prioritize student athletes’ academic success, strive to manage their budget well, work hard to raise funds, make sure they run a clean program, and, of course, win games.

#### **09.14.10.05 Invited Guest: Amanda L. Clarkson, Human Resources**

Amanda Clarkson, Director, Employee Benefits gave the senate a brief update on changes they will see in their options for health care coverage. She also provided a handout of the changes to the members. The transfer period runs from September 15 through October 15.

#### **09.14.10.06 President’s Report**

1. Meeting With President Raines Newly appointed eligible faculty (fall 2010, only) will be able to receive \$1,500 two weeks after the contract start date to ease the financial burden associated with the delayed timing of their first paycheck (salary). In essence, the check will be a loan. This is a pilot program that will be evaluated during spring 2010 for continuation.
2. National Merit Scholars. Kate Howard, Interim Director of Recruitment & Orientation is seeking the faculty’s help in attracting more National Merit Scholars to the U of M. Of the 201 who are currently enrolled at colleges in Tennessee, only eight are at our university. Faculty members who wish to volunteer to contact potential recruits are urged to let Kate Howard know, Contact information for Ms. Howard is as follows: (901) 678-2169, -2566, or email [mkhoward@memphis.edu](mailto:mkhoward@memphis.edu)
3. President Shirley Raines will speak to the senate at its October 12 meeting.

#### **09.14.10.07 Election of President-Elect**

1. A Tellers Committee: President W. Jackson asked for volunteers to serve as the Tellers Committee (count the votes) for election of President-Elect and vacancy on Committees on Committees. President-Elect, Richard L. Irwin (Health & Sport Sci) resigned from the senate summer ending 2010.
2. President-Elect: Lawrence A. Pivnick (Law) was elected by ballot vote.

#### **09.14.10.08 Election of One Member of Committee on Committees**

Committee member, Kathryn Whitted resigned from the senate summer ending 2010. Gregory Washington was nominated and elected by acclamation to fill the vacancy on the Faculty Senate Committee on Committees.

#### **09.14.10.09 Approved Summer Motions**

The Faculty Senate Executive Committee presented the approved motions from summer 2010 (meeting of July 27, 2010) for ratification by the senate. The following motions were therefore put to a vote and adopted by unanimous voice vote on September 14, 2010:

##### 1. Crisis Management Team.

Motion: Move that the Faculty Senate ratify the nomination of John M. Amis (Department of Management) to serve as a member of the Crisis Management Team.

##### 2. Information Technology Division (Enterprise Infrastructure Services).

Motion: Move that the Faculty Senate ratify the nomination of Thomas Stafford (Department of Management Information Systems) and alternates: Thomas E. Banning (Engr Technology) and Charles J. Biggers (Biology) to serve on IT's Enterprise Infrastructure Services team to evaluate the e-mail options for students, faculty and staff.

##### 3. Teaching & Learning Advisory Committee (TLAC).

Motion: That the Faculty Senate ratify the nomination of Jeffrey S. Berman (Department of Psychology) to serve as the faculty representative on the 2010-11 Teaching and Learning Advisory Committee (TLAC).

#### **09.14.10.10 TUFs Report**

Past-President J. Berman summarized what occurred at the fall meeting of Tennessee University Faculty Senates (TUFs), which he attended in Chattanooga on August 6-8. Four of its motions were brought to the floor and discussed. These concerned (1) bonus payout for faculty based on longevity; (2) the THEC master plan (3) the benefits of TUFs making a presentation before the Education Committee; and (4) TBR's sick leave policy.

During discussion, ETSU raised, among several other concerns, the need to increase the professional literacy of faculty and their institutions; the need for grievance training; several rulings limiting academic freedom; potential age discrimination by deans when assigning summer courses; and the need to check border-county policies to allow in-state tuition for all master and doctoral students, especially those in the colleges of medicine.

#### **09.14.10.11 TUFs Motions**

Five motions from the August 6 meeting of TUFs, and a sixth carried over from their meeting in April, were brought to our senate for ratification:

1. Distribution of Bonus Pay: If the legislature has the money by October, let them distribute bonus pay as additional longevity pay.

Motion: "That TUFs support the legislative plan that the one-time bonus be based on longevity."  
Adopted by show of hands, with 21 for, 9 nay, 0 abstentions on September 14, 2010.

2. Request to investigate selection of TBR chancellor

Motion: "TUFS should contact the national office of the AAUP regarding the procedures used in the selection of the TBR chancellor and for possible investigation and evaluation."

Adopted by show of hands, with 32 for, 2 nays, 4 abstentions on September 14, 2010.

3. THEC "Public Agenda." TUFS to consolidate views on THEC "Public Agenda"

Motion: "As the THEC Public Agenda plan is being implemented, member senates should utilize TUFS for consolidating the senates' responses so that a collective voice can be presented legislators."

Adopted by unanimous voice vote on September 14, 2010.

4. Talking points for presentation to Senate Education Committee

Motion: "Each senate should propose to the TUFS Executive Committee discussion points, concerns, and strategies for the anticipated presentation to the Tennessee Senate Education Committee."

Adopted by unanimous voice vote on September 14, 2010.

5. TUFS response to time-sensitive issues

Motion: "In matters that are time-sensitive, after consulting with the Executive Committee of TUFS and the faculty senate presidents of all of TUFS member institutions, the president of TUFS is authorized to communicate to the public the consensus of those consulted."

Adopted by unanimous voice vote on September 14, 2010.

6. Use of Sick-Leave Bank (a carryover from the April 2010 TUFS meeting of TUFS):

Motion: "That the APSU Senate pursue a change in Tennessee law (TCA8-50-925) to expand faculty sick leave banks to faculty family leave banks with the local legislator who serves on the House Higher Education Subcommittee."

Adopted by show of hands, with 27 for, 1 nay, 2 abstentions on September 14, 2010.

**09.14.10.12 Committee on Committees Motions**

Motions from Committee on Committees: The Committee on Committees chaired by A. de Jongh Curry put forward the nominations of individuals who have expressed an interest in serving and agreed to be nominees. Other nominations are pending and will be brought to the senate next month.

Motion: Move that the Faculty Senate elect Lawrette B. Axley (Nursing) to serve on the Committee for Undergraduate Admissions and Retention Criteria.

Adopted by unanimous voice vote on September 14, 2010.

Division of Business and Finance Standing Committees, Facilities and Services Committee:

Motion: Move that the Faculty Senate elect Kevin D. Richmond (Music) and Jerry L. Anderson (Civil Engr) to serve on the Facilities and Services Committee.

Adopted by unanimous voice vote on September 14, 2010.

Fee Refund and Appeals Committee:

Motion: Move that the Faculty Senate elect M. Ruth Williams (Health & Sport Sciences), Gayle H. Shiba (Nursing), and Terra L. Smith (Health & Sport Sciences) to serve on the Fee Refund and Appeals Committee.

Adopted by unanimous voice vote on September 14, 2010.

Public Records Committee:

Motion: Move that the Faculty Senate elect Peter L. McMickle, (Accountancy) and George E. Relyea (Center for Community Health) to serve on the Public Records Committee.

Adopted by unanimous voice vote on September 14, 2010.

Traffic and Parking Committee:

Motion: Move that the Faculty Senate elect Mitchell M. Withers (Center for Earthquake Research and Information) and Pepper E. Walker (Student Support Services) to serve on the Traffic and Parking Committee.

Adopted by unanimous voice vote on September 14, 2010.

#### **09.14.10.13 New Business**

Motions from the Executive Committee (EC):

1. Endorse the Principles & Recommendations 2010 Knight Commission Report Entitled “Restoring the Balance”. The motion to be voted on was divided into two parts.

Rationale:

- Athletics spending at public institutions in the Football Bowl Subdivision (FBS), including athletics spending on our campus, is growing much faster than academic spending.
- Athletics spending per athlete ranges from 4 to nearly 11 times more than the academic spending per student in the FBS conferences, including the spending on our campus.
- The NCAA reports that only 14 of the 120 programs from the Football Bowl Subdivision (FBS, formerly Division I-A) now generate more revenues than expenses. Our campus is not one of the 14.
- On our campus annual subsidies of \$1.5-\$2.5 million are provided to our athletic department from Educational and General funds that could be used to support the many academic programs whose budgets have been severely cut.
- The Knight Commission on Intercollegiate Athletics is a well-respected group that since 1989 has worked to ensure that intercollegiate athletics programs operate within the educational mission of their colleges and universities.
- Earlier this year the Knight Commission made a number of recommendations to strengthen accountability in intercollegiate athletics in its report entitled “Restoring the Balance: Dollars, Values, and the Future of College Sports” ([http://www.knightcommission.org/images/restoringbalance/KCIA\\_Report\\_F.pdf](http://www.knightcommission.org/images/restoringbalance/KCIA_Report_F.pdf))

Motion:

We the Faculty Senate endorse the following principles adopted by the Knight Commission in its 2010 Report and respectfully request our University's administration to endorse them as well:

1. Requiring public transparency of financial reports, including better measures to compare athletics spending to academic spending
2. Rewarding practices that make academic values a priority
3. Treating athletes as students first and foremost-not as professionals

Adopted by unanimous voice vote on September 14, 2010.

Furthermore, we endorse the following specific recommendations of the Knight Commission and respectfully request our University's administration to endorse them as well:

- a. Make public the financial reports filed by each institution with the NCAA, and adding to these reports measures to compare athletics spending to academic spending.
- b. Withdraw championships eligibility for teams not on track to graduate at least half of their athletes.
- c. Tie revenue distribution more closely to academic values by creating a new revenue distribution fund called the Academic-Athletics Balance Fund. This fund will reward institutions for teams achieving academic success and for maintaining an appropriate balance between their academic and athletics investments.
- d. Reallocate current revenues distributed for winning to fund the Academic-Athletics Balance Fund.
- e. Examine scholarship offerings, such as a decrease of eight to ten football scholarships in the Football Bowl Subdivision.
- f. Limit the number of non-coaching personnel assigned to specific sports.
- g. Implement changes that treat athletes as students first and foremost, including reducing the length of seasons and number of events, and preventing the use of athletes' identities to promote commercial entities or products.

Adopted by show of hands, with 17 for, 11 nays, 3 abstentions on September 14, 2010.

## 2. University Support of Athletics.

Rationale:

As the budget constraints on the University continue to grow, the funds sent to the Athletics Department, increase the burden on the Academic operations. The funds from the E& G budget used for the Athletic department's operation gives the Athletic department a better budget than enjoyed by any of our Academic units. In order to determine the impact that this imbalance on the Academic budget creates, the following charge:

Motion (Charge to Administrative Policies Committee):

Investigate and report on the best use of the funds from the E&G budgets that are currently going to the Athletics department.

Brief discussion, the above motion was amended by deleting the word Athletics, inserting the word non academic. The motion now reads:

Motion:

Investigate and report on the best use of the funds from the E&G budgets that are currently going to the non academic department.

Adopted by voice vote, with 26 for, 0 nays, 0 abstentions on September 14, 2010.

Senators R. Evans raised a point of information regarding the process of voting to send the standing committees of the Senate charges, University Support of Athletics and University Budget.

### 3. University Budget.

Rationale:

In its current form the University's budget is relatively difficult to read, and because the need to understand the budget is critical in our current financial status, the following charge is submitted:

Motion (Charge to Ad hoc Budget & Finance Committee):

Determine the best content form and structure to present the University's budget in a readable format for faculty consumption.

Adopted by show of hands, with 26 for, 0 nays, 0 abstentions on September 14, 2010.

#### **09.14.10.14 Announcements/Events**

1. Annual Enrollment Transfer Period runs from September 15 through October 15. Questions should be directed to the State of Tennessee Benefits Administration's ParTNers for Health at 1-866-741-6464 or [benefits.info@tn.gov](mailto:benefits.info@tn.gov); or U of M Employee Benefits Office at 678-3573 or [benefits@memphis.edu](mailto:benefits@memphis.edu).

2. A memorial reception for our colleague Kell Mitchell (History) will be held in the lobby of Mitchell Hall on Friday, September 17th, beginning at 2 pm.

3. Banned Books Week 2010. Displays and programs will be held in the rotunda of the Ned R. McWherter Library from September 25-October 2.

#### **09.14.10.15 Adjournment**

The meeting was adjourned at 5:00 p.m.