



Minutes of the Faculty Senate

Presiding: Lawrence A. Pivnick (Law)

Date: 1-24-12

Secretary: Cynthia G. Tucker (English)

Senators Present: Narahari B. Achar (Physics), Thomas E. Banning (Engr Tech), Jeffery S. Berman (Psychology), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Mark H. Danley (Univ Libraries), Dipankar Dasgupta (Computer Science), Richard D. Evans (Fin, Ins, & Real Estate), Tomoko Fujiwara (Chemistry), Michael M. Grant (Instr & Curr Ldrship) Reginald L. Green (Leadership), Thomas Hrach (Journalism), Wade M. Jackson (Mang Info Systems), Billy E. Lawson (Philosophy) Gladius Lewis (Mechanical Engr), James M. Lukawitz (Accountancy), David G. Matthews (Communication), Larry W. Moore (Civil Engr), Cedar L. Nordbye (Art), Lawrence A. Pivnick (Law), Jose M. Pujol (Earth Sci), Kevin M. Sanders (Music), Steven D. Schwartzbach (Biology), Arwin D. Smallwood (History), Terra L. Smith (Health & Sports Sci), Sharon A. Stanley (Political Science) R. Jeffery Thieme (Mrktng & Suply Chain Mang), Cynthia G. Tucker (English), K. B. Turner (Crim & Criminal Justice), Junmin Wang (Sociology), Robert R. Wiggins (Management), John L. Williams (Biomed Engr), James F. Williamson (Architecture), Yonghong Xu (Couns, Ed, Psy & Res)

Senators Present by Proxy: Pilar Alcalde (Foreign Lang & Lit) Robert Kelz, Anita Jo Lenhart (Theatre & Dance) Lawrence B. Blackwell, Robert Kozma (Mathematical Sciences) Vladimir S. Nikiforov, A. Katherine Lambert-Pennington (Anthropology) Keri V. Brondo and Gregory Washington (Sch Urb Aff & Pub) M. Elena Delavega

Senators Absent: Shaum P. Bhagat (Comm. Sci. Disorders), Economics (vacant), Elec & Computer Engr (vacant), Edward J. May (Military Sciences, Naval Sci), Univ College (vacant)

Guests: Shirley C. Raines and David N. Cox (President's Office) David G Zettergren (VPresident Business and Finance) Stephen H Petersen, Dean of Students proxy for Rosie P Bingham (VPresident Student Affairs), Ralph Faudree and Thomas J. Nenon (Provost's Office), Andrew Meyers (VProvost Research Office), Cecil C. Rousseau (University of Memphis Association of Retirees-UMAR)

The three-hundred-and-ninety-sixth meeting of the University of Memphis Faculty Senate was held Tuesday, January 24, 2012, in the Senate Chambers, Room 261 of the University Center.

1.24.12.01 Call to Order

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

1.24.12.02 Approval of Agenda

The agenda was approved as submitted.

1.24.12.03 Approval of Minutes

The minutes from our December 6 meeting were approved as submitted.

1.24.12.04 Memorial: Deceased faculty members, retired in 2004, Dr. Coldwell Daniel III, Economics Professor in the Fogelman College of Business and Economics and retired in 2008, Dr. Abraham D. Kriegel, Professor Emeritus in the History Department.

1.24.12.05 Invited Guest: President Shirley C. Raines

Introductory comments: Before addressing our questions, President Raines explained that she has asked her administrative colleagues Provost Ralph Faudree, David Zettergren, and Stephen Petersen (stand in for Rosie Bingham) to accompany her so that our questions would be assured of receiving the most expert answers. She then provided a general picture of how things stand with regard to the strength of financial support we get from the state in the new fiscal year. The Governor will submit his budget to the legislature right after he gives his State of the State address on January 29. We are currently in the in-between stage, still waiting for information, but the U of M has proposed tuition and fee increases. President Raines has also proposed increases for faculty and staff salary levels.

Questions and Answer Session:

1. Q. What plans do we have to improve the Learning Centers across campus so that more our students use the centers to improve their academic performance?

A. Since both Academic and Student Affairs operate these facilities, President Raines had Provost Faudree speak to this question first. The provost noted that Smith Hall has in its learning center a model he hopes to see replicated in the old law school building and elsewhere. He mentioned, too, that he would like to get a Writing Center in place as well. Mention was also made of the Center for Counseling, Learning, and Testing, which is trying to recruit more students as staff.

2. Q. We are aware of the UofM administration's efforts to minimize the salary erosion for faculty in the past years. It is a welcome progress this summer to achieve the 3% across the board salary increase. What is the approach of the U.of.M towards a livable wage policy? Would the UofM administration be ready to work with the faculty senate to establish and implement such policy?

A. In addressing this question and joined by VPresident David Zettergren, President Raines assured us that her administration follows this issue closely and has the interests of all our employees at heart. She pointed out that many comparative studies of compensation do not factor in the benefits we provide in addition to salaries. With the last bonus policy there was a floor to make sure that we stayed with at least \$1000 across the board for all employees. In Sept. 2009, there was an increase to \$8 per hour. Salary policy is dictated by the board; and the President

would support raising that to \$8.50 per hour. This would affect 50 people. HR is looking at the compensation policy and it will be revised. President Raines would be happy to report to faculty senate. Some other places in TN contract out the work that those lowest paid of our staff do. U of M prefers to keep that contract on campus because if it went off campus benefits would not be offered for those positions. First and foremost, however, the President is committed to holding on to the jobs before raising salaries. Top priority is to keep as many positions as possible.

3. Q. Would the University consider changing the basis for compensation paid to faculty who teach summer classes to a fixed amount (instead of the current system in which the compensation is linked to the faculty member's academic salary year)?

A. Provost Faudree approached this question by noting that summer school has been steadily declining over the last few years and we need to grow it back. Last year he brought TBR make an exception with us so that we can start paying fixed-amount salaries rather than summer compensation indexed to faculty rank. If our administration wants to pursue that exception, and there is strong support from the faculty senate, TBR would be willing to talk about it again.

4. Q. Where does the administration currently stand regarding the need for increased economic support for the University's Library?

A. Dr. Raines and Dr. Faudree would certainly like to see the greater financial support the library requires. This is a part of our capital campaign, and President Raines has been heartened by such events as the Delta Conference last spring, which generated many new friends whom she hopes will donate and help to raise funds. In the meantime, her administration has tried to use temporary money to deal with the library's needs. But so long as money is tight, faculty positions and graduate assistants will remain the first priority. The library is going to go through its resources to see exactly what we have and what our needs are. When asked during further discussion if the U of M has considered imposing a study fee to support the library, Dr. Raines said she would be happy to have the Faculty Senate look into that option.

5. Q. How can you facilitate allowing more dedicated, protected time to conduct research and disseminate research findings in the schools and colleges that are more teaching focused? And how can we support faculty who do not have grants to locate, write, and submit them?

A. VP for Research Andy Meyers responded, noting first that each department plays a large role in addressing its faculty's needs by taking such measures as lightening teaching loads or making adjustments in scheduling. He also noted that we have an office of institutional research to help faculty with the writing and submission of grants, and that there are policies for buyout time for professors who conduct research.

6. Q. How can we claim to be a Top Level Research University and at the same time not fund professional development assignments for faculty members? When can we expect the budget for Academic Affairs to be adequately funded, so that PDAs for faculty will be funded at the university level?

A. Provost Faudree responded that we are restoring the faculty positions recently lost, and as we do, the larger base is allowing for more flexibility which translates into awarding more PDAs. Last year was the lowest for funded PDAs; now we're back to where we were a few years ago.

7. Q. Student retention is an increasingly important goal at the University, and much attention has been focused on the role of faculty in securing high retention rates. Are there similar

measures being considered to encourage and assess the responsibility of students for their academic future?

A. Provost Faudree responded that the offices of Admissions/Student Affairs reexamines entrance requirements every year, and the ACAD curriculum is currently being revised. We (T. Nenon statement) no longer wait until a student's GPA falls below a 2.0 to communicate with them. Our Early Intervention program tries to stop the hemorrhaging as soon as the early signs appear by requiring students to take special courses in academic success. Admissions is seeing more students whose high school work suggests that they understand their responsibilities. First year retention has gone up 10%. The number of students going on suspension has decreased by 60%. When asked what kind of support we have for non-native students who can barely speak or understand English, Provost Faudree said he would look into what resources are available in addition to our Intensive English courses. The Provost stressed that there are clear and rigid requirements in terms of language for international students, but apparently a rare student who cannot communicate in English will slip through the cracks.

8. Q. Would you, in your discretion allow a faculty member to use sick leave pay that has already accrued beyond 30 days from child birth, absent a TBR policy limiting such use?

A. Dr. Raines: "Yes. Yes." In the past she has used her discretion as liberally as she possibly can in such cases. The TBR policy says that with a doctor's statement, sick leave can be used for more than 30 days.

1.24.12.06 Invited Guest: Andrew "Andy" Meyers, Vice Provost for Research

1. Background to FS Research Policy Committee's Questions for Dr. Meyers: It has been brought to the attention of the Faculty Senate that recent amendments to University policies regarding external funding were adopted during the summer of 2011 due to the necessity to comply with federal regulations. The senate has been informed that the amended policies are reported to be applicable to all outside funding from whatever source, not just federal funding. Some faculty question whether these changes will result in a loss of funding flexibility and incentive. We therefore request clarification of the following issues. David Zettergren also provided input in responding to the following series of questions.

Q. What changes have been made in University policy regarding external research?

A. Andy Meyers first respond to these questions by provided a handout describing the impact of the DS-2 Policy and Procedure Areas. He explained that because the U of M had exceeding \$25 million in federal funding, the U of M was pushed into a new arena with greater scrutiny. Accordingly, there were changes requiring more accountability from all faculty members managing grants. These changes were not initiated internally but required of the U of M by the federal government. If we were to continue to receive federal funding, we had no choice but to make these changes the way the U of M did it.

Q If these changes apply to funding from all sources (specifically, to non-federal as well as federal sources), why does the University feel it is appropriate, cost effective, and fair to force all external funding to follow federal funding regulations?

A. Provost Faudree: There is a consistency standard in the federal guidelines that says you cannot treat non-federal grants differently from federal grants. You cannot treat funding agencies differently. We are not in compliance if we do so.

Q. What process was followed by the University in considering the changes, and what was the extent of faculty involvement in the creation of the policy?

A. Provost Faudree replied that various faculty who were getting public funding were invited to meetings where this was discussed. In short, there *was* input from faculty.

Q. If the faculty were involved, did the Faculty Senate have a role in faculty selection?

A. (This was answered in the negative by a number of faculty senators who receive non-federal grants.)

Q. If not, why was there no faculty input?

A. Andy Meyers allowed that in retrospect, they should have engaged the Faculty Senate in the process.

2. From the floor, this additional question for Andy Meyers from Senator S. Schwartzbach (Biology)

Q. What if I submit a grant that requires a computer that is more powerful than the one sitting on my desk? How do I perform the research when the funding is limited by the federal government telling us that computers should be an indirect cost? Is the U of M willing and able to buy us such necessary equipment?

A. If you can document that the computer will only be used for the purposes of the grant, they will allow that to be listed as a direct cost.

1.24.12.07 President's Report

1. Faculty Ombudsperson: The President has approved our plan for selecting the next Faculty Ombudsperson. We now need to select three persons to serve on the selection committee. An announcement calling for applicants will be sent to all faculty members and the Committee on Committees will review them and select our representatives for the full senate's approval.

2. Faculty Handbook: (Academic Freedom Policy Revisions) – has been approved by the President's Office.

3. TN University Faculty Senates (TUFS): President J.A.M. "Toby" Boulet (UTK) will visit our Faculty Senate on Tuesday, Feb. 21 and make a presentation.

4. Faculty Surveys: The Tenure & Promotion (T & P) policy survey has just been sent out; faculty will have 10 days to respond. the senate's Library Policies Committee survey will go out next. A motion was made that an e-mail be sent to let faculty know that comments on the T & P survey will be welcome.

Adopted by show of hands. 17 for 7 against on January 24, 2012.

5. Common Calendar & U of M Faculty Opposition to Changes: The TN Board of Regents (TBR) Faculty Subcouncil Meeting (January 20) discussed the changes being proposed to the common calendar that all institutions of higher learning must follow. Among other changes, the university would have to begin its Fall term a week earlier. Among the many objections raised are these: a) the proposed change to start the Fall Term a week earlier would infringe on such non-teaching work as research and writing that faculty members do in the summer; b) this would also compromise faculty's funding contracts that do not allow the funding period to overlap with the school year; c) adding an extra week to our school year would equate to a 3% increase in work; this should require a 3% pay raise from a state that is already hurting for funds. The Subcouncil put off the issue, giving us more time to discuss it at our next meeting.

1.24.12.08 Committee on Committees Nominations

Committee on Committees, chair, C. Nordbye presented these faculty nominees for the vacant seats on these Business & Finance Standing Committees:

a. For the Facilities & Services Committee Lorelei Corcoran, (Art)

b. For the Fee/Refund Appeals Committee Bryna Bobick (Art)

Adopted by unanimous voice vote with 1 abstention on January 24, 2012.

1.24.12.09 Announcements

1. Centennial Anniversary (2012): Visit <http://www.memphis.edu/centennial/>

2. Data Privacy Month (January 2012): Starting January 4 and continuing throughout the month, EDUCAUSE will host several data privacy webinars to raise awareness of privacy issues ranging from information security and protecting personally identifiable information to the risks involved in interacting with social media. Data Privacy Day will be January 28. For more information, visit <http://www.educause.edu/policy/dataprivacy>.

3. TIAA-CREF Individual Counseling Sessions On Campus, January 25-26, 2012: These sessions will be held in the Project Room in the Uof M Benefits Office. To sign up or for more information call Human Resources Service and Scheduling Group at 1-800-732-8353.

4. 2012 Alumni Association Distinguished Advising Award: Nomination deadline for this award is Friday, January 27. For information: <http://www.memphis.edu/provost/distadvaward.php>.

5. Celebration-100 Years of Women (Past or Present) Who Made a Difference to the UofM. Tickets on sale in January, gala on Friday, April 27, 2012 at The University of Memphis Holiday Inn. For more information call 901.678.2770, or keep checking the CROW website: <http://memphis.edu/crow/>

6. Phantom of the Opera: Presented by the Department of Theatre & Dance and the Rudi E. Scheidt School of Music, this production will take place on the U of M Main Stage on February 16-19 and 22-25. Tickets go on sale January 30 at the Department of Theatre & Dance Box Office. For more information, go to: <http://memphis.edu/theatre> or call 901.678.2576.

7. Next Faculty Senate Meeting: Tuesday, February 21, 2012.

1.24.12.10 Adjournment: The meeting was adjourned 4:30 p.m.