



## Minutes of the Faculty Senate

**Presiding:** Thomas E. Banning (Engineering Technology)

**Date:** 11-13-12

**Secretary:** Cynthia G. Tucker (English)

**Senators Present:** Thomas E. Banning (Engr Tech), Jeffery S. Berman (Psychology), Shaum P. Bhagat (Comm Sci & Disorders), Lawrence B. Blackwell (Theatre & Dance), Patti Bradford (University College), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Dipankar Dasgupta (Computer Science), Richard D. Evans (Fin, Ins, & Real Estate), Donald R. Franceschetti (Physics), Tomoko Fujiwara (Chemistry), Michail Gkolas (Civil Engr), Reginald L. Green (Leadership), Thomas Hrach (Journalism), Michael G. Huffman (Health & Sports Sci), Terrence Ishitani (Couns, Ed, Psy & Res), Wade M. Jackson (Management Info Systems), Eddie Jacobs (Elec & Computer Eng), Donna R. Jones (Law School), Benwari L. Kedia (Management), J. Harvey Lomax (Political Science), James M. Lukawitz (Accountancy), David G. Matthews (Communication), Kevin W. Merriman (Libraries), Jiada Mo (Mech Engr), Cedar L. Nordbye (Art), Timothy D. Roche (Philosophy), Kevin M. Sanders (Music), Steven D. Schwartzbach (Biology), Arwin D. Smallwood (History), R. Jeffrey Thieme (Mrktng & Suply Chain Mang), Cynthia G. Tucker (English), K.B. Turner (Crim & Criminal Justice), Junmin Wang (Sociology), John L. Williams (Biomed. Engr) James F. Williamson (Architecture)

**Senators Present by Proxy:** Gregory Washington (Sch Urb Aff & Pub Policy) Susan E. Elswick

**Senators Absent:** Economics (vacant), Kathryn A. Hicks (Anthropology) Michael R. Duke, Robert Kozma (Mathematical Sciences) Edward J. May (Military Sciences), Heike Polster (Foreign Lang & Lit), and Roy B. Van Arsdale (Earth Sci)

**TBR Representative:** Richard D. Evans (Fin, Ins, & Real Estate)

**Faculty Senate Information Officer:** Michael M. Grant (Instr & Curr Ldrship)

**Guests:** Thomas J. Nenon (Interim Provost), Daniel J. Poje (Provost's Office) and Lawrence A. Pivnick (Past-President, Faculty Senate [Law])

The four-hundred-and- third meeting of the University of Memphis Faculty Senate was held Tuesday, November 13, 2012, in the Senate Chambers, Room 261 of the University Center.

### 11.13.12.01 Call to Order

The meeting was called to order at 2:45 p.m. with a quorum present.

### **11.13.12.02 Approval of Agenda**

The agenda was approved.

### **11.13.12.03 Approval of Minutes**

The minutes of October 9, 2012 were approved as submitted.

### **11.13.12.04 Guest Speaker: Interim Provost Thomas J. Nenen**

1. Budget and Revenue Sources: Interim Provost T. Nenen began by reminding us of the university's sobering financial situation. With the stimulus money gone, our budget this year is down \$9 million, with 30 unfilled faculty lines. Urgent hires have been approved to fill 45 of those tenure-track slots. (Some money has been set aside for adding T&P lines in 2014.) We will also still need to put \$2 million into athletics this year because of the cost of transitioning to a new director and coach. There are not many ways we can pay for this. With the recent tuition increases, the market can't bear any more. Nor can we expect relief from larger state appropriations. The bottom line is we need to generate needed income by increasing enrollment and graduation rates.

2. Buy-Outs and Post-Retirement Teaching: The Interim Provost alerted us to two belt-tightening measures for which we need to be prepared. First, without the stimulus money, there are no longer sufficient funds to extend the retirement buy-outs after this year. Second, what T. Nenen characterized as "as a sense of entitlement" to post-retirement teaching will have to end. A "crackdown" will start next year. Two-year post-retirement contracts will be approved if deemed warranted.

3. The Pre-Summer Session: The pre-summer session will probably be abandoned, though not as a cost-saving measure. With students entering late because of delays in approval of student loans, these pre-summer courses do not give instructors sufficient time to have students in class and assess their performance, no less to teach them as much as one ought in a justifiable college course.

4. Deans' and Chairs' Funding Priorities: In a recent meeting of deans and chairs---and attended by invitation by all but two of the members of the Faculty Senate Executive Committee---where there was a chance for the group to list their highest priorities, the top five priorities named when the group had a chance to list them were (1) graduate assistantships, (2) merit equity pay, (3) more tenure-track faculty hires, (4) more library funding, and (5) more research support.

5. Creation of a Library Committee: This newly-created body includes faculty members in Business and Finance.

6. University Calendar Change: It has not yet been decided whether our university calendar will be changed to make the Wednesday before Thanksgiving a holiday.

### **11.13.12.05 President's Report:**

1. Meeting with President Raines: T. Banning met with President Raines. President Raines was disappointed with the assumptions reflected by the Lambuth campus faculty as contained in the following report. (see next item).

2. Integration of Lambuth Faculty: In a phone conversation with Dr. Lee Weimer, Lambuth College's former VP for Academic Affairs and currently serving as a liaison, the Faculty Senate Executive Committee heard his colleagues' vision of how they will be absorbed by the U of M. Their talking points were these:

- Decisions on hiring should originate on the Lambuth campus and be made in consultation with the appropriate departments on the Memphis campus.

- Search committees for positions on the Lambuth campus should originate on and include representation from the Lambuth campus.
- The Lambuth campus faculty wishes to explore the clinical track faculty appointment because it allows for promotion and job security. (For information on this type of appointment, see [www.memphis.edu/facultyhandbook](http://www.memphis.edu/facultyhandbook), “types of appointments.”) A terminal degree should not be required for a clinical position at the Lambuth campus.
- If the decision is made to create tenure-track positions on the Lambuth campus, the tenure requirements for such positions should reflect the teaching orientation of the campus and should therefore be determined by Lambuth campus faculty and administrators in consultation with the appropriate departments on the Memphis campus. A terminal degree should not be required for a tenure-track position at the Lambuth campus.
- Faculty loads should be determined by administrators on the Lambuth campus and based on the unique needs of the Lambuth campus--including courses taught, academic advising and mentoring, and service to the institution.
- Faculty evaluations should originate on the Lambuth campus and proceed in consultation with the appropriate departments on the Memphis campus.

The EC’s feeling was that these requests for (1) greater autonomy and (2) a teaching or “clinical track” where appointments do not require research are incompatible with the U of M’s goal of being a nationally recognized research institution. We pointed out that from our perspective, such measures to gain more self-governance would be at odds with the integrative process needed to bring Lambuth into the university.

3. Meeting with Interim Provost Thomas Nenon: Thomas “Tom” Nenon shared three situations that faculty should be aware of. First, now that the stimulus money is gone, there are no funds to extend the retirement buy-outs after this year. Second, what he sees as a sense of entitlement to post-retirement teaching will have to end. A “crackdown” will start next year. Third, the pre-summer session will probably be abandoned, though not for financial reasons. Pre-summer classes do not give instructors sufficient time to judge how well students perform and progress, which makes for an arbitrary assignment of grades.

3. Status of Provost Search: Six candidates were selected from a large pool of applicants, and one of these has accepted another position. The five remaining candidates will be interviewed next week and two of them brought to campus the weeks of November 26 and December 4.

4. Faculty Leadership Interviews of Provost Candidates: President T. Banning and a member of the Provost Search Committee asked for volunteers to interview the 2 finalists for the Provost position. The dates for volunteers to interview candidates:

M. David Rudd, Ph.D., ABPP, Dean, College of Social and Behavioral Science at the University of Utah will be visiting our campus November 28 – 30. Dr. Rudd’s session with Faculty Senate Leadership is scheduled Thursday, November 29:

And

Donald S. Siegel, Ph.D., Dean and Professor of Management, School of Business at the University at Albany, SUNY will be visiting our campus December 2 – 4. Dr. Siegel’s session with Faculty Senate Leadership is scheduled Monday, December 3:

5. Information Security Advisory Committee (ISAC) Network Control: Our U of M Information Technology (IT) people will be watching security situations on campus more vigilantly. TN Board of Regents (TBR) is cracking down on copyright violations.

### **11.13.12.07 Report of the Faculty Senate TBR Sub-Council Representative R. Evans**

This committee met in Nashville on Friday, October 19, 2012.

The first item on our agenda was an update from TBR Chancellor John Morgan, whose bullet points were these:

He anticipates that he will hear soon that all state departments will carry out 5% budget cuts, despite the continuation of increases in state revenue over the past year.

He will be delaying the search for the new Vice Chancellor for Academic Affairs until the division is reorganized and the duties of the new head redefined. He asked that the Faculty Sub Council select two faculty representatives to be in a group that will recommend new activities for the TBR Academic Affairs division and identify current activities that “do not add value.”

He also asked the Faculty Sub Council to name two faculty members to a work group charged with resolving differences and developing a clear TBR policy to guarantee that faculty governance is protected as a part of academic freedom. Chancellor Morgan said, “It did not feel right to me that the Faculty Sub Council worked to develop compromise wording last year, only to have the next step blow it away.”

The Faculty Sub Council moved on to name Jeffrey Berman of the U of M and Karen Siska of Columbia State to the work group on reorganizing the Academic Affairs division.

The vote of the Faculty Sub Council was to name Alfred Lutz of Middle Tennessee and Ward Harder of Motlow State to the work group on guaranteeing protection during faculty governance.

The Faculty Sub Council modified a draft of a “common calendar” that had been prepared by the Academic Sub Council.

Interim Vice Chancellor for Academic Affairs Kay Clark announced that a new TBR policy has been finalized making academic freedom explicit for all teachers, regardless of faculty category.

He announced that a task force on adjunct faculty would have its recommendations ready by the Sub Council’s January meeting. The recommendations deal with defining adjunct status, improving communication with adjuncts, improving quality of teaching, and improving compensation.

A preliminary discussion of temporary faculty contracts prompted us to examine a copy of TBR policy listing the types of faculty positions. It seems possible that the new U of M faculty categories recently approved are not covered in the TBR policy.

Sub Council chair James Bitter of ETSU asked that each faculty senate express interest in or opposition to an initiative through TBR to widen faculty benefits to include same sex partners. The UT faculty at Memphis and Knoxville recommend such an extension, but the UT system has not acted to implement changes.

The Faculty Sub Council made no motions with respect to TSU Senate Chair Jane Davis. A properly conducted TSU senate meeting failed to remove her as its chair (falling one vote short of the 2/3 majority required), but did replace her as the school’s representative to the TBR Faculty Sub Council. Some members raised the chance that she would not prevail in the criminal case still pending against her for disorderly conduct. Several members of the Sub Council noted that no faculty member at TSU had asked the Sub Council for help in dealing with the issues. Of course, there seemed to be no opposition to the often stated position that no faculty member should be arrested for expressing an opinion. Interim Vice Chancellor for Academic Affairs Kay

Clark remarked that the situation was unprecedented, and that the TBR had not developed a full remedy for the situation.

An article in the *Nashville Tennessean* published that morning reported that the press had been asked to leave the TSU senate meeting before its deliberations began. The article said that faculty senate meetings do not meet the definition for a public meeting under Tennessee's law.

My discussion with other members of the Faculty Sub Council confirmed that the meetings of senates and sub-councils are not open meetings. In fact, most senates invite administrators and other visitors only on a case-by-case basis.

#### **11.13.12.08 UT Resolution on Same-Sex Couple Benefits**

[Background: As Richard Evans reported, the TBR Sub Council chair James Bitter of ETSU has asked that each faculty senate register its support of, or opposition to, an initiative to widen faculty benefits to include same sex partners. The UT faculty at Memphis and Knoxville recommend such an extension, but the UT system has declined to implement changes on the grounds that it is inconsistent with the constitutional and statutory provisions of Tennessee's existing public policies.]

Our Faculty Senate's discussion of this proposal produced a motion that we wait to vote until we have polled our respective departments so that we can represent them fairly in a vote at our meeting next month; and that in the meantime, we give Richard Evans the go-ahead to support the Sub-Council's discussion of the issue. The motion passed.

#### **11.13.12.08 Announcements:**

1. Fall Commencement: This event will take place on Sunday, December 16, 1:00 pm and 5:00 pm, in the FedEx Forum. For more information go to [www.memphis.edu/commencement](http://www.memphis.edu/commencement)
2. UofM Association of Retirees (UMAR), Annual Holiday Brunch: This event, which includes a silent auction and annual membership meeting, will take place from 9-11 am followed by brunch at 10:30 am, Tuesday, December 11, in the University Center Ballroom C. Please RSVP by Tuesday, December 4th. For more information, please contact Alumni Coordinator Alexa Begonia at 901.678.3873 or by email at [hbegonia@memphis.edu](mailto:hbegonia@memphis.edu)
3. President Raines & Dr. Canady's Holiday Party: This traditional event will be held on Friday, December 13, from 9:30-11:30a.m. in the Atrium of the Administration Building
4. 2012-13 Faculty Senate Calendar of Meetings For access this resource, visit: <http://www.memphis.edu/facultysenate/calendar.php>

**11.13.12.09 Adjournment:** The meeting was adjourned at 4:42 p.m.