



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engineering Technology)

Date: 1-29-13

Secretary: Cynthia G. Tucker (English)

Senators Present: Thomas E. Banning (Engr Tech), Jeffrey S. Berman (Psychology), Shaum P. Bhagat (Comm Sci & Disorders), Lawrence B. Blackwell (Theatre & Dance), Patti Bradford (Univ 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), Michael M. Grant (Instr & Curr Ldrship), Reginald L. Green (Leadership), Thomas Hrach (Journalism), Terry Ishitani (Couns, Ed, Psy & Res), Wade M. Jackson (Mang Info Systems), Eddie Jacobs (Elec & Comp Eng), Donna R. Jones (Law School), Benwari L. Kedia (Management), J. Harvey Lomax (Political Science), James M. Lukawitz (Accountancy), David G. Matthews (Communication), Kevin Merriman (Libraries), Jiada Mo (Mech Engr), Cedar L. Nordbye (Art), Heike Polster (Foreign Lang & Lit), Timothy D. Roche (Philosophy), Steven D. Schwartzbach (Biology), 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: Kathryn A. Hicks (Anthropology) Michael Duke, Arwin D. Smallwood (History) Margaret M. Caffrey, Roy B. Van Arsdale (Earth Sciences) Jose Pujol, Gregory Washington (Sch Urb Aff & Pub Policy) M. Elena Delavega

Senators Absent: Michail Gkolas (Civil Engr), Economics (vacant), Michael G. Huffman (Health & Sports Sci), Robert Kozma (Mathematical Sciences), Edward J. May (Military Sciences), Kevin M. Sanders (Music)

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

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

Guests: David Cox (President's Office), Thomas Nenon (Provost's Office), Daniel J. Poje (Provost's Office), James Dorman (UMAR), Lawrence A. Pivnick (Past-President, Faculty Senate [Law]), Edward H. Perry (Mech Engr)

The four-hundred- and-fifth meeting of the University of Memphis Faculty Senate was held Tuesday, January 29, 2013, in the Senate Chambers, Room 261 of the University Center.

1.29.13.01 Call to Order

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

1.29.13.02 Approval of Agenda

The agenda was approved.

1.29.13.03 Approval of Minutes

The minutes for December 4 were approved as submitted.

1.29.13.04 President's Report

1. SPSS Beta Testers: The Faculty Senate is trying to get an expensive graduate-level software product, and to this end is seeking additional seeking beta testers for SPSS. Two-hundred additional people are needed to test this virtual software. SPSS is statistical software that is used in research.

2. Meeting with President Raines: (a) The Lambuth campus will offer degrees in the disciplines of nursing, business and a degree in biology is being planned/funded.

(b) Once briefed on the roughly 200 replies to our survey of Bookstore operations, President Raines asked that we work with the bookstore to incorporate changes.

(c) President Raines is eager to get the newly agreed upon Tenure and Promotion language in the Faculty Handbook (see 1.29.13.08: New Business) before Provost Rudd arrives in March. But the change to the Faculty Handbook will not take place until April 15, 2013.

3. TBR Working group on Academic Affairs: J. Berman, our representative to this new TN Board of Regents (TBR) Academic Affairs Review Committee, will be putting out a survey here to get input.

4. U of M's Five-Year Strategic Plan: In a meeting with the Executive Committee (EC) on January 22, D. Cox, representing the President's Office shared the newest 5-year strategic plan and asked for help in soliciting input from faculty. To do so, the EC will send the document out to the faculty as a whole and assemble a smaller group for additional feedback.

1.29.13.05 Old Business

1. Same-Sex Partners' Benefits: [Background: TN Board of Regents Faculty Sub Council chair James Bitter of East TN State University (ETSU) asked that each faculty senate register its support of, or opposition to, an initiative to widen faculty benefits to include same sex partners. The University of TN (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 at its November 27, 2012 meeting closed by passing a motion that we wait a month to revisit this item. This would give us time to poll our departments and thus represent them fairly. When polling results indicated sufficient support, The Senate's Faculty Policies Committee chaired by E. Jacobs was charged with producing the resolution that was brought to the floor on January 29, 2013. The resolution is as follows (in its revised version), reads:

Resolution on Benefit Equality by the Faculty Policy Committee

Whereas, the University of Memphis provides substantial benefits (health insurance, life insurance, and use of facilities, etc.) to its full time staff and academic faculty, and

Whereas, these benefits accrue to married employees in a manner that is not available to those who are not currently in a State sanctioned marriage, and

Whereas, the University of Memphis, seeks to be competitive in the marketplace, hiring the best person for the job, irrespective of marital status, and

Whereas, the University of Memphis seeks to practice fairness in all of its relations with employees and faculty,

Therefore, be it resolved, that

That The Faculty Senate of the University of Memphis supports benefit equality and requests that President Raines, acting on behalf of all University employees and faculty, request that the Tennessee Board of Regents, enact a policy of benefit fairness by providing equal benefits to employees who are married or involved in a domestic partnership. We accept the definition of a domestic partnership given by the Employee Benefits Research Institute reproduced here for convenience.

1) The partners must have attained a minimum age, usually 18; 2) Neither person is related by blood closer than permitted by state law for marriage; 3) The partners must share a committed relationship; 4) The relationship must be exclusive; 5) The partners must be financially interdependent.

We believe that fairness dictates that gender of the domestic partner not be a consideration in the granting of these benefits and encourage the development of a policy that is blind in this regard. The Faculty Senate requests a written response from President Raines regarding her plans to act on this resolution.

After lengthy discussion, the body agreed to return the document to committee for further refinement.

1.29.13.07 Report of Committee on Committees

1. Tenure & Promotion Appeals Committee (3 positions): The Committee on Committees chairperson, G. Carr presented the names of the nomination of individuals who have expressed an interest in serving and agreed to be nominees for Faculty Senate approval.

Motion: Move that the Faculty Senate accept the nomination of: Shaum P. Bhagat (School of Communication, Sciences and Disorders), Angeline Powell (College of Education, Health and Human Sciences), and Arwin D. Smallwood (College of Arts and Sciences, History) to serve on the 2012-2013 Tenure and Promotion Appeals Committee.

Adopted by unanimously by voice vote on January 29, 2013.

1.29.13.08 New Business

1. Tenure and Promotion Resolution: President T. Banning informed the Senate that the change will take effect after the tenure and promotion process, mid April 2013. The Executive Committee put forth the following motion to the senate.

Motion: Move that the Faculty Senate approves the text below to be added as a final paragraph of the section entitled "Probationary Period Prior to Application for Tenure" in Chapter 4 of the Faculty Handbook.

"Faculty members on tenure-track appointments will not be subject to substantial revisions in the criteria for tenure if these revisions occur during the faculty member's probationary period. However, all procedural guidelines would be those in place at the time of the application for tenure."

Adopted by acclamation on January 29, 2013.

1.29.13.09 Announcements

1. 2013 Alumni Association Distinguished Advising Award Nomination Period: Open now through January 29. Faculty and professional staff members who advise undergraduate students may be nominated for the award at <http://www.surveymonkey.com/s/WHFWGJ8> . For more information, visit <http://www.memphis.edu/provost/distadvaward.php> or email kthurmnd@memphis.edu

2. 2012-13 Faculty Senate Calendar of Meetings:
<http://www.memphis.edu/facultysenate/calendar.php>

3. William H. N. Gutzke Seminar Series : The Ecological Research Center in collaboration with The Department of Biological Sciences is pleased to welcome Dan Warner, University of Alabama, Department of Biology. His presentation is scheduled for February 21, 2013, in Ellington Hall Auditorium at 4:00 pm. Come early for refreshments at 3:30 pm. For more information call: 901-678-3749.

4. Black History Month, February 2013: The U of M calendar will include the presentation of the Arthur S. Holman Lifetime Achievement Award to Mr. Cato Johnson, Senior Vice President of Corporate Affairs at Methodist Healthcare. The opening ceremony, free and open to the public, will take place on Friday, February 1, at 7:00p.m. in the Rose Theater.

5. TAF (Technology Access Fees) Software Requests for Fall 2013: Requests must be made by March, 8, 2013, by clicking on the TAF Requests link found at <http://www.memphis.edu/umtech/software/facultystaff.php>.

6. Lawrence Blackwell at Playhouse on the Square: Our colleague in the Faculty Senate, Lawrence Blackwell, is receiving rave reviews of his performance in the role of Martin Luther King, Jr., in the current production of *The Mountaintop* at Playhouse on the Square.

1.29.13.10 Adjournment

The meeting was adjourned at 4:15 p.m.