



## Minutes of the Faculty Senate

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

**Date:** 2-19-13

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

**Senators Present:** Thomas E. Banning (Engr Tech), Jeffrey S. Berman (Psy), Lawrence B. Blackwell (Theatre & Dance), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Dipankar Dasgupta (Computer Science), Richard D. Evans (Fin, Ins, & Real Estate), Donald R. Franceschetti (Physics), Michail Gkolias (Civil Engr), 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), Robert Kozma (Mathematical Sciences), J. Harvey Lomax (Political Science), James M. Lukawitz (Accountancy), Kevin Merriman (Libraries), Jiada Mo (Mech Engr), Cedar L. Nordbye (Art), Timothy D. Roche (Philosophy), 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), Roy B. Van Arsdale (Earth Sciences), Junmin Wang (Sociology), John L. Williams (Biomed Engr), James F. Williamson (Architecture)

**Senators Present by Proxy:** Kathryn A. Hicks (Anthropology) Michael Duke

**Senators Absent:** Shaum P. Bhagat (Comm Sci & Disorders), Patti Bradford (Univ College), Economics (vacant), Tomoko Fujiwara (Chemistry), Michael G. Huffman (Health & Sports Sci), Edward J. May (Military Sciences), David G. Matthews (Communication), Heike Polster (Foreign Lang & Lit), Kevin M. Sanders (Music), Gregory Washington (Sch Urb Aff & Pub Policy)

**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), James Dorman (UMAR), Lawrence A. Pivnick (Past-President, Faculty Senate [Law])

The four-hundred- and-sixth meeting of the University of Memphis Faculty Senate was held Tuesday, February 19, 2013, in the Senate Chambers, Room 261 of the University Center.

### 2.19.13.01 Call to Order

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

### **2.19.13.02 Approval of Agenda**

The agenda was approved.

### **2.19.13.03 Approval of Minutes**

The minutes for January 29 were approved as submitted. Postscript: Minutes to amended to include Jeffrey S. Berman as present.

### **2.19.13.04 President's Report**

1. Feedback from Survey of Bookstore, Tenure & Promotion Language for Handbook: The responses to these two actions, survey of the on-campus bookstore managed by Follett and the Tenure and Promotion language has been overwhelmingly positive.
2. Governor Haslam's January 29 Meeting: The governor talked about supporting capital plans for a nursing, public health, and research building but did not see any more funding coming our way. We'll have to increase tuition and redouble our efforts to generate funds. We'll be waiting to see how well we do in earning "Complete College TN Act of 2010" formula bonus points. We can expect his priorities hereafter to mirror his mantra, "K through J" (Kindergarten to Jobs).
3. Deans, Chairs, and Directors Meeting (Jan.31): The agenda included various presentations: (a) from Linda H. Bonnin (Vice President Comm Marktng Public Relations), an introduction of the U of M's redesigned website. (b) An update on tutoring services from Barbara Bekis, Coord. Educational Support Program who, in response to a question, conceded that the needs of our evening students have yet to be served. (c) A presentation by Catherine "Cathy" Serex and Teresa Hartnett, Director Admin. Business Analysis, on the Six-Year Cohort window of time for the U of M to see how well it's doing on graduation rates.

### **2.19.13.05 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: Kenneth R. Lambert, (Fogelman College of Bus & Eco, Accountancy), Gladius Lewis, (Herff College of Engineering, Mechanical Engineering), and Cynthia G. Tucker, (College of Arts & Sciences, English) to serve on the 2013-2014 Tenure and Promotion Appeals Committee.

**Adopted by unanimously by voice vote on February 19, 2013.**

### **2.19.13.06 Old Business**

1. Domestic 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 a modified resolution that was brought to the floor on January 29, 2013. The resolution expanded the focus from same-sex to all financially interdependent domestic partners. After lengthy discussion, the body agreed to return the document to committee for further refinement.]*

Faculty Policies Committee chair, E. Jacobs brought the following resolution to the floor for the senators' vote:

### **Proposed Resolution to the University of Memphis Faculty Senate**

#### **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 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 faculty,

Whereas, we accept the definition of a domestic partnership given by the Employee Benefits Research Institute<sup>1</sup>,

Whereas, we believe that fairness dictates that gender of the domestic partner not be a consideration in the granting of these benefits and encourage benefit policies that are blind in this regard,

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. (<http://www.ebri.org/pdf/publications/facts/0209fact.pdf>)

#### **Motion:**

Therefore, be it resolved, that

The Faculty Senate of the University of Memphis supports benefit equality and requests that President Raines, acting on behalf of all University 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.

The Faculty Senate requests a written response from President Raines regarding her plans to act on this resolution.

**Adopted by voice vote on February 19, 2012**

Discussion centered on whether we ought to be advocating for staff as well as for faculty, some present believing that it would be presumptuous of us to do so, others taking the broader view that we were all part of the same community and had an obligation to advocate on behalf of all employees.

A vote to cut off all further discussion prevailed, frustrating those who had thought they were voting only to end the discussion of whether to keep the words “staff” and “employees” in the text. More concerned with the shift away from the focus on same-sex partners’ rights, these senators felt that this issue deserved more attention. With nothing more on the agenda to keep the meeting from ending an hour early, they wondered whether there ought to be procedural adjustments to enhance a spirit of democratic exchange among fellow senators.

#### **2.19.13.07 New Business**

1. C. Nordbye suggested we invite a reporter from the student newspaper, *The Daily Helmsman* to our meetings. No objections were voiced, and President T. Banning agreed to let them know that they’re welcome.
2. President T. Banning will also ask President Raines to come and brief us on university finances after Spring Break, March 11-17, 2013.

#### **2.19.13.09 Announcements**

1. Black History Month: With the theme, “The Fight for Freedom Continues,” A full schedule of programs, music and lectures are taking place this month. The calendar is available online at [www.memphis.edu/multiculturalaffairs/PDF/2013-black-history-month.pdf](http://www.memphis.edu/multiculturalaffairs/PDF/2013-black-history-month.pdf), and interested parties may contact the U of M Office of Multicultural Affairs at 901-678-2054 for more information. Actor, author and Harvard Law School graduate, Hill Harper will speak Friday, February 22, at 1:30 pm at the Cecil C. Humphreys School of Law. The closing ceremony featuring Rev. LaSimba Gray will take place at 1:00 pm in the University Center Bluff Room on Thursday, February 28, 2013.
2. William H. N. Gutzke Seminar Series: The Ecological Research Center in collaboration with The Department of Biological Sciences will have Dan Warner from the University of Alabama’s Department of Biology as featured speaker on February 21, 2013. The event will take place in Ellington Hall Auditorium at 4:00 pm, and refreshments will be served at 3:30 pm. For more information call: 901-678-3749.
3. 2013 U of M Research Celebration & PI/Author Reception: This event will take place on Tuesday, February 26, 2013, from 2:30 to 4: 00 p.m. in the University Center Ballroom C. The reception will highlight FY 2012 research achievements, honoring the first-time PIs and PI Millionaires; recognizing faculty currently serving as PI’s on sponsored projects; and recognizing faculty who authored or edited a book in FY 2012. For more information contact Deborah Hernandez at 678-2648.
4. Women's History Month Opening Luncheon: “A Personal Journey Through Women’s History” Honoring Dr. Janann Sherman, Chair, History Department, Friday, March 1, noon-2:00 pm, RSVP to [crow@memphis.edu](mailto:crow@memphis.edu) by Feb 25 (limited space available)

5. TAF Software Requests for Fall 2013: The deadline for submitting requests to the Technology Access Fees (TAF) Committee is March, 8, 2013. Requests can be by clicking on the TAF Requests link found at <http://www.memphis.edu/umtech/software/facultystaff.php>.
6. Faculty Senate's Next Meeting: March 26, 2013.

#### **2.19.13.10 Adjournment**

The meeting was adjourned at 3:30 p.m.