



Minutes of the Faculty Senate

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

Date: 11-12-13

Secretary: Cynthia G. Tucker (English)

Senators Present: Charles D. Bailey (Accountancy), Thomas E. Banning (Engr Tech), Jeffrey S. Berman (Psy), Patti Bradford (Univ College), David C. Burchfield (Public Health), Charles W. Crawford (History), Jill A. Dapremont (Nursing), Dipankar Dasgupta (Computer Sci), Maria E. Delavega (Social Work), Michael R. Duke (Anthropology), Richard D. Evans (Fin, Ins, & Real Estate), Michail Gkolias (Civil Engr), Michael M. Grant (Instr & Curr Ldrship), Reginald L. Green (Leadership), Eddie Jacobs (Elec & Computer Engr), Donna R. Jones (Law), Evan T. Jones (Music), Erno Lindner (Biomedical Engr), J. Harvey Lomax (Political Science), Kevin W. Merriman (Univ Libraries), Cedar L. Nordbye (Art), Larry R. Petersen (Sociology), Sandra J. Sarkela (Comm), Steven D. Schwartzbach (Biology), James C. McCutcheon (Crim & Criminal Justice), R. Jeffrey Thieme (Mrktng & Suply Chain Mang), Roy B. Van Arsdale (Earth Sci), Yongmei Wang (Chemistry), Ryan T. Williams (Couns Ed, Psy & Res), James F. Williamson (Architecture)

Senators Present by Proxy: Benwari Kedia (Management) Robert R. Taylor, Robert Kozma (Math Sci) Roberto Triggiani, Lisa Lucks Mendal (Comm Sci & Disorders) Michael P. Cannito, Timothy D. Roche (Philosophy) Verena Erlenbusch, Donald R. Franceschetti (Physics) Firouzeh Sabri

Senators Absent: Economics (vacant), Mil Sci ROTC (vacant), Sch Urb Aff & Pub Pol (vacant), Lawrence B. Blackwell (Thea & Dance), Michael G. Huffman (Health & Sport Sci), Wade M. Jackson (Manag Info Systems) Sandra Richardson, Jiada Mo (Mech Engr)

TBR Representative: Reginald L. Green (Leadership)

Faculty Senate Information Officer: Jeffrey S. Berman (Psy)

Guests: Tom Smith (UCW), Robert R. Marchini (UMAR), Lawrence A. Pivnick (Faculty Ombudsperson), Thomas E. Banning (Past-President), Various faculty members

The four-hundred-and-twelfth meeting of the University of Memphis Faculty Senate was held Tuesday, November 12, 2013, in the Fountain View Suite, Room 350 of the University Center.

11.12.13.01 Call to Order

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

11.12.13.02 Approval of Agenda

The agenda was approved, with modification to remove under the heading, Guests, Provost M. David Rudd, who was traveling on state business, which prevented him from attending the meeting.

11.12.13.03 Approval of Minutes

The minutes of October 8, 2013 were approved.

11.12.13.04 Comments by Guest

1. President R. Evans informed the Senate that Provost Rudd has requested a meeting with the Faculty Senate to replace his absence from today's meeting. Tentatively senators were asked to consider suggested dates (Nov 19 or 22), time 11:30-12:30, and location to be announced.

Postscript: Informational meeting with Provost Rudd held in Mitchell Hall, room 200, 12 noon-1:30 p.m., Friday, November 22, 2013. The meeting primary focus was on university budget. Information shared in a PowerPoint presentation by the Provost Rudd.

2. Tom Smith, Lead Organizer, United Campus Workers Union: T. Smith gave a PowerPoint presentation explaining the goals of the United Campus Workers, Local 3865. He provided his contact email and phone and web information for those who wish to learn more: smith@ucw-cwa.org; 1(877)-CWA-3865; www.usw-cwa.org

11.12.13.05 Reports

1. University Presidential Search Advisory Committee: President R. Evans report that TN Board of Regents (TBR) Chancellor Morgan informed the search committee, on which he sits, of the timeline the search committee will follow. The members begin work this week and after Thanksgiving will meet with the consulting firm Greenwood & Asher. State law prohibits the publication of applicants names until the 3-4 finalists are chosen around the end of February. This will give the committee just 2 weeks to vet the candidates, whose campus visits will be in March.

2. TBR Faculty Subcouncil Report, Oct 18: Our TBR Subcouncil representative and President-Elect, R. Green distributed his notes on (a) the PowerPoint presentation that was made to the subcommittee on the Governor's "Drive to 55" initiative and (b) Vice Chancellor Tristan Denley's plan, "Creating an Environment Where Students Can Be Successful." As the name suggests, the initiative aims to raise the number of Tennesseans with college degrees to 55% of the state's adult population.

To access T. Denley's presentation, go to: [https://dl.droopboxusercontent.com/u/32572581/Talks/ Subcouncil Presentation.pdf](https://dl.droopboxusercontent.com/u/32572581/Talks/Subcouncil%20Presentation.pdf).

Tennessee Board of Regents Faculty Sub-council Meeting, Friday, October 18, 2013

Comments from Chancellor John Morgan

Drive to 55

- The Governor's Drive to 55 initiative is focused on Higher Education.
- Randy Boyd is assisting the Governor with this initiative. However, he is not likely to continue serving in this role after this year. Mr. Boyd is Chairman, CEO, and majority shareholder of Radio Systems Corporation.
- The outcome of Drive to 55 is still questionable as there are a number of ideas being discussed.

- A series of regional meetings will be held with presidents for the purpose of having a conversation on this initiative. However, there will not be faculty representation in these meetings. The Faculty Sub-Council voted to send a letter to the Chancellor requesting faculty representation at these meetings.
- If an idea cost a lot of money it is not likely to be a part of the initiative.
- One thrust is closing the funding gap of Dual Enrollment.
- There is a surplus in the Lottery Fund.

Legislation

There is a Special Senate Committee on Higher Education. Issues being discussed are:

- **Student Activities Fees:** The thrust is improvement in the process as some people feel that the fees are bias toward conservative issues.
- **Workforce Preparedness:** The conversation on workforce preparedness will be continued. The Chancellor stated that he favors academic freedom.
- **Student Success:** There is interest in identifying what works in regards to initiatives for student success. The idea is to take what we know and use it to improve student success.
- **Enrollment:** Enrollment is down and we need to be as productive as possible. Pricing is a factor in the decline in student enrollment. We are pricing students out of the field.

Last Dollar Scholarship Program

If a student finishes high school (no grade point average was mentioned) there will be certainty of a financial packet to attend post-secondary education. She/he will be assured of money to go to community college or a four year college or university (\$700.00 per student). Students must commit to a full time program (15 Hours).

Comments from Vice Chancellor Tristan Denley on His Plan: "Student Success through Predictive Analytics and Guided Pathway and Purpose: To reduce the failure rate of freshmen students.

- **Process:** Unify around a single vision—a unified sense; nothing can happen in terms of student change unless there is a unified sense. We have to find ways in which all universities can work together. We have to do things that will make a significant difference. For example, A Unified Library Collaborative.

The Vice Chancellor presented the following six step plan:

- **Choice:** Create a more informed process for students to choose a program of studies. Students may choose between 6-10 areas. For example, students may choose between Business, STEM, Humanities, Health Sciences, Social Sciences, Education, and Art. The idea is for students to feel that they are on the correct path.
- **Pathway:** How do you get from here to there? What do you need to get to graduation?
 - List of classes
 - How to take the classes (order)
 - If you change pathways you lose as little as possible
- **System-Wide Course Enrollment**
 - English 1010 and 1020
 - History 2010
 - Mathematics 1530 and 2020
 - A request for proposal (RFP) will be distributed to solicit proposals from teams of faculty for the purpose of redesigning the above listed courses. The purpose is to assist students in enriching their education. Teams of faculty at each university will standardize the courses. There can be collaboration between multi-teams. The grants will be from \$9,000 to \$13,000 for a 2-3 member team. Sixty (60) grants will be awarded. There will also be general research projects (of \$10,000) on processes to reduce the failure rate of freshman students. Dr. Denley wants the redesign process to stay at the institutional level, but he is open to teams at different institutions working together.
- **On and Off the Path**

Technology will be used to determine if students are on the identified path and their location at any given time.

- Intergraded Planning and Advising Services
- Access to Success
- Empowering the Choice - The achievement gap is almost removed when the choice is improved.
- Scheduling to the Paths—Schedule the classes in accordance with the path that students are on. Identify students on a path and schedule classes in accordance with students on the path.
- **Getting on the Path Early**
 - Community and Belonging
 - On-going Coaching
 - Climate and Culture
 - Targeting Conversations

Show Casing Research: There will be \$400,000 to fund research in four (4) project areas:

- Research projects that address access to student success
- Pure research projects in any discipline
- Research projects addressing pedagogy
- Other research areas

Other Items Discussed

Minutes were approved with name corrections

Task Force on the Adjunct Faculty Proposal

- This is an ongoing issue and more information will be presented at the next meeting.

Issues related to Massive Open Online Courses (MOOCs)

- Funded by the Governor's Office
- Randy Boyd has money to explore this initiative
- TBR wants to explore this initiative to determine its benefits
- Are there things that will be of benefit? What are some advantages in the structure? What are some useful tools?
- Cosora Project in Chemistry and Mathematics

Developments with the Associate Science Teaching Degree

- Alignment with Common Core
- New test is rigorous

Grade Point Average (GPA) System Completion Delivery Unit

The GPA System will not include use of transfer credit. A system is being piloted and the University of Memphis is a part of the pilot.

Housing Rule

All rules concerning housing are being converted to policies and will be controlled by the Board of Regents.

Academic Audit

Fifty (50) programs will undergo an academic audit. The focus is on the quality of teaching. There will be performance funding.

New, Proposed Reverse Transfer Policy, SAILS, and Dual Credit are being discussed,

Information on these proposals is on file in the office of the Faculty Senate.

Minutes of the Faculty Sub-Council meetings are on file in the Office of the Faculty Senate. The next meeting of the Faculty Sub-Council is scheduled for January 24, 2014.

3. Policy on Student Absences: Faculty Senate (FS) Amended Version and Faculty Athletic Committee (FAC) Alternate: President R. Evans provided the following: The recommendation approved by the October session of the Senate was forwarded to the Provost's Office, where it was sponsored as a proposed new policy, UM1766 Student Absences from Classes. With the Faculty Senate having served its function on making a recommendation for policy, the executive officers on the Policy Review Board may approve the draft policy, disapprove it, or modify it. The President of the Faculty Senate is a non-voting ex officio member of that Board. President R. Evans discussed reservations that some member of the Faculty Athletic Committee have raised with the chair of that committee, Stanley "Ed" Stevens. It is not clear whether the committee will develop a consensus alternative policy statement, or whether they will seek further Faculty Senate input on the policy. [Background: The trigger to steps that are now being taken to revise the student absences policy came from the university's Faculty Athletic Committee. Its members object to faculty being allowed to refuse letting athletes make up missed work. Faculty senators in the sciences have pointed out that lab work cannot be "made up" any more than a game that an athletes must miss can be made up.]

On hearing that the faculty senate version must be reconciled with the FAC version, senator S. Schwartzbach (Biology) expressed his objections to holding the policy hostage to reconciliation with a FAC version that no one has seen. His concerns, going further, are: a) Confusion as to the role of the FAC in evaluating and making recommendations on policy in academic and closely related areas. Indeed, this is the role of the faculty senate defined in our constitution and in the Faculty handbook; and there is no such charge for the FAC in the Faculty Handbook.

b) Disregard of the fact that by a unanimous voice vote on February 23, 2010 the following resolution was adopted by the Faculty Senate: *"The Faculty Senate respectfully requests the following: 1. One or more faculty representatives the University's Faculty Athletic Committee be appointed by the Faculty Senate; 2. The roles and responsibilities of the Faculty Athletic Committee be included in the Faculty Handbook; and 3. The responsibilities and membership roster of the Faculty Athletic Committee be made readily apparent on the university's website."*

Senator S. Schwartzbach urged that we ask why the administration has ignored this resolution and that the matter be clarified for the senate before we begin discussing changes in the absence policy. It is one thing, he said, to listen to input from FAC in formulating the policy and quite another to be told we need to reconcile our policy with theirs as the implication is that they have equal standing with the faculty senate in making academic recommendations.

4. Responsibility Center Management (RCM) Team: President R. Evans and President-Elect R. Green have been appointed to this special committee. Their work will involve reconfiguring institutional units and departments with an eye to restructuring the university to adjust to lower state funding and the need to fund future growth and improvements. The team has only two faculty members, the others being deans and directors of various sorts. The central question will be whether to continue with budgetary centralization or to move to “the Deans’ Plan,” i.e., a decentralization where the deans are responsible for largely independent units.

11.12.13.06 REPORTS OF STANDING COMMITTEES

1. Academic Policies Committee: C. Crawford acting chair in B. Kedia, chair stead, had no report.
2. Academic Support Committee: P. Bradford, chair had no report.
3. Faculty Policies Committee: E. Jacobs, chair, the committee is still reviewing the tenure and promotion issue for interdisciplinary faculty and will have a report at the next FS meeting.
4. Research Policies Committee: R. Van Arsdale, chair stated that the committee will present a recommendation for the senate to consider regarding the University of Memphis Presidential search.
5. Administrative Policies Committee: L. Petersen, chair plan to reintroduce the committee recommendations on acceptance of policy statement on Space Planning and Utilization and ranking priorities in faculty space allocation.
6. Library Policies Committee: T. Hrach, chair reported that Dean Sylverna Ford (Dean UofM Libraries met with himself and President R. Evans.

11.12.13.07 Old Business

1. Motion by the Administrative Policies Committee:
 - a. Recommend acceptance of policy statement on Space Planning and Utilization Draft University Policy.

Adopted by voice vote on November 12, 2013.

2. Motion by the Administrative Policies Committee:

b. Recommend a ranking of priorities in faculty space allocation: Ranked from highest to lowest priorities, with 1 being the highest priority, on allocation of academic office space, here is Administrative Policies Committee's recommendations.

1--Tenured faculty

2--Tenure track faculty

3--Full-time, non-tenure track faculty

4--Emeritus faculty

5--Graduate assistants

6--Part-time faculty

Adopted by voice vote with 6 abstentions, 1 nay on November 12, 2013.

3. Motion by the Research Policies Committee on recommendations to the Presidential Search Advisory Committee:

The Faculty Senate recommends that the University of Memphis Presidential search be limited to candidates who have full academic credentials and experience, and who have a proven commitment to academic and funded research.

The motion now reads:

The Faculty Senate recommends that the University of Memphis Presidential search be limited to candidates who have full academic credentials and experience, have a proven commitment to academic and funded research, and who have academic pedagogy.

11.12.13.08 New Business

1. Committee on Committees: C. Nordbye, chair presented the following faculty nominations as a slate:

a. Campus Master Plan Committee: Charles Santos (City and Regional Planning)

b. Business & Finance Standing Committees, NOTE: * Indicate returning members:

Facilities & Services: Reza Banai (SUAPP); Lorelei H. Corcoran (Art)*

Fee/Refund Appeals: Gayle H. Shiba (Nursing)*; M. Ruth Williams (Health Sport Sciences)*; Bryna Bobick (Art)*

Public Records: Peter L. McMickle (Accountancy)*; George E. Relyea (Public Health)*

Traffic and Parking Authority: Joy R. Stout (Adult & Commuter Students); Mitchell M. Withers (Center for Earthquake Research and Information)*

NOTE: * Indicate returning members. For information on Business & Finance Committees: <http://bf.memphis.edu/vp/standcom/>

Adopted by voice vote on November 12, 2013.

2. Executive Committee Motion: Support for Initiatives on Competency Based Courses
The Faculty Senate recommends that the departments who see potential merit in proposed Competency Based Education models use all due diligence in developing courses on a trial basis that can be proven reliable and effective.

This motion was tabled due to time constraints until December 3 on November 12, 2013.

3. Procedural Matter of Separating Discussions from Votes: With the absence of the Parliamentarian, the presiding officer's rulings on procedural matters prevail. The President will communicate the options available in an email to all senators. Given that motions were made during the delivery of a report, and given that the group agreed not to make such motions, the motions were "out of order".

11.12.13.09 Forum for the Development of Faculty Opinion. Forum cancelled for lack of time.

11.12.13.10 Announcements:

1. UofM Association of Retirees (UMAR): Dec. 10, 9:00-noon, annual membership meeting, holiday brunch, awards presentation and silent auction. Silent auction proceeds benefit the UMAR Memorial Scholarship fund. For more information on any UMAR events, please contact Alumni Coordinator Brandon Hoyer at bhover@memphis.edu at 901.678.1333
2. Service Award recipients, The deadline for placing your 2013 service award gift order is Tuesday, Dec. 31. To order, go to www.myawardorder.com/UMEM and enter the login and password information provided in your service award packet.
3. Fall Commencement: Saturday, December 14, 10:00 a.m. and 2:00 p.m. in the FedEx Forum. For more information: www.memphis.edu/commencement .
4. The 2013-14 FS Calendar of Meetings: ww.memphis.edu/facultysenate/calendar.php

11.12.13.10 Adjourn: