



## Minutes of the Faculty Senate

**Presiding:** Reginald L. Green (Leadership)

**Date:** 4-21-15

**Secretary:** R. Jeffery Thieme (Mrktng & Suply Chain Mang)

**Senators Present:** Charles D. Bailey (Accountancy), Thomas E. Banning (Engr Tech), Randel T. Cox (Earth Sci), Charles W. Crawford (History), Jill A. Dapremont (Nursing), Dipankar Dasgupta (Computer Science) Michael R. Duke (Anthropology), Richard D. Evans (Fin, Ins, & Real Estate), Donald R. Franceschetti (Physics), Edwin G. Frank (Univ Libraries), Michail Gkolia (Civil Engr), Reginald L. Green (Leadership), Wade M. Jackson (Mang Info Systems), Donna R. Jones (Law), Benwari Kedia (Management), Erno Lindner (Biomed Engr), J. Harvey Lomax (Political Science), Jeffrey G. Marchetta (Mech Engr), Lorraine Meiners-Lovel (Univ College), Lisa Lucks Mendel (Comm. Sci. Disorders), James C. McCutcheon (Crim & Criminal Justice), Ladrica C. Menson-Furr (English), Sandra J. Sarkela (Communication), Michael Schmidt (Art), Steven D. Schwartzbach (Biology), David W. Spencer (Music), Ronald E. Spielberger (Journalism), R. Jeffery Thieme (Mrktng & Suply Chain Mang), Vania Barraza Toledo (Foreign Lang & Lit), William P. Travis (Health & Sport Sci), Joseph C. Ventimiglia (Sociology), Yongmei Wang (Chemistry), Mate' Wierdl (Math Sci), James F. Williamson (Architecture), Mohammed Yeasin (Elec & Computer Engr), Stephen A. Zanskas (Couns, Ed, Psy & Res)

**Senators Present by Proxy:** Nicole L. Thompson (Instr & Curr Ldrship) DeAnna Owens

**Senators Absent:** Jeffrey S. Berman (Psychology), Lawrence B. Blackwell (Theatre & Dance), M. Elena Delavega (Social Work), George E. Relyea (Public Health), Steven D. Schwartzbach (Biology), Somogy Varga (Philosophy), Economics (Vacant), Military Sciences (vacant), Sch Urb Aff & Pub (vacant)

**TBR Representative:** Wade M. Jackson (Manag Info Systems)

**Faculty Senate Information Officer:** Absent

**Guests:** Joy Stout (Adult & Commuter Student Services & Veterans Resource Center), Christopher (Chris) Honeycutt (Veterans Resource Center), Dr. Richard (Rich) Scott, (Counseling Center)

The four-hundred-and-twenty sixth meeting of the University of Memphis Faculty Senate was held Tuesday, April 21, 2015, in the University Center, room 261 (Senate Chambers).

#### **4.21.15.01**

##### **Call to Order**

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

#### **4.21.15.02 Approval of Agenda**

Senator Schmidt proposed an addition to the agenda of a discussion of the Administration's proposed partnership with Relay and other groups. President-Elect Jackson proposed an addition to the agenda of a discussion of the Coalition on Intercollegiate Athletics (COIA) resolution. The agenda was approved by a voice vote with the addition of these two items added at the end of committee reports.

#### **4.21.15.03 Approval of Minutes**

The minutes of the March 24, 2015 were approved as written by a voice vote.

#### **4.21.15.04 President's Report**

##### Report on the Faculty Compensation Committee Report

President Green reported that the Administration responded to receipt of the report by thanking the Faculty Senate for sharing the report and pledging that the report will be reviewed and responses to the recommendations will be forthcoming.

##### President Rudd's Response to the Faculty Club Motion

President Green reported that President Rudd appreciated the motion and will move forward with the project. He looks forward to meeting with the Senate's ad hoc Faculty Club Committee if they are agreeable. Also, he was invited to the last Executive Committee meeting, but was unable to attend due to scheduling issues.

#### **4.21.15.05 Reports of Standing Committees**

##### Committee on Committees

Senator Evans, committee chair, requested up to three volunteers for beta testing of the MyMemphis Portal in May and June. Senator Wierdl volunteered and was approved without objection. Senator Spencer nominated Dr. Dan Phillips. Senator Sarkela nominated Dr. Craig Stewart subject to his consent. Dr. Stewart was approved without objection subject to his consent.

Note: Subsequent to the meeting, Dr. Stewart (Communication) and Dr. Dan Phillips (Music) have accepted appointment to this effort.

Adopted by voice vote on April 21, 2015.

##### Academic Policies Committee

Senator Benwari Kedia, chair, had no report.

##### Academic Support Committee

Senator Randel Cox, chair, had no report.

### Faculty Policies Committee

Senator Edwin Frank, chair, had no report.

### Research Policies Committee

Senator Donald Franceschetti, chair, reported that the Committee had meet jointly with the Administrative Policies Committee members to discuss Information Technology Services (ITS) Acceptable Use Policy and that the Administrative Policies Committee will present a motion in their report.

### Administrative Policies Committee

1) Senator Jeffrey Marchetta, chair, reported that the proposed joint motion between the Administrative Policies and Research Policies Committees regarding the draft Acceptable Use Policy, could not be brought forward to the Senate at this time because the Committees did not have time to resolve an issue that was raised late in the process. Senator Marchetta stated this issue to be carried forward to the next meeting.

2) 2015 Faculty Handbook changes: Senator Marchetta reported that the Committee met with Provost Weddle-West and Dr. Robert Hetherington (Special Asst. to the President for Strategic Planning), President Green, and President-Elect Jackson concerning revisions of the language in the Faculty Handbook regarding lecturer and instructor ranks, specifically to address issues related to the recent acquisition of the Lambuth Campus. The new language sets up a system where lecturers and instructors can be promoted and the evaluation of all part-time and full time faculty appointments. The Committee moved to adopt this language into the Faculty Handbook:

a) The Faculty Senate Administrative Policies Subcommittee has reviewed the proposed criteria for the appointment and promotion of the Instructor rank faculty members and is recommending that the language in the attached document be added to the 2015 Faculty Handbook

b) The Faculty Senate Administrative Policies Subcommittee has reviewed the proposed criteria for the appointment and promotion of the Lecture rank faculty members and is recommending that the language in the attached document be added to the Faculty 2015 Handbook

c) The Faculty Senate Administrative Policies Subcommittee has reviewed the proposed language for the evaluation of all part-time and full time faculty appointments and is recommending that the revisions to the 2014 faculty handbook which are indicated in the attached document be added to the 2015 Faculty Handbook.

The FS accepts all language changes with no alterations. Adopted by hand vote of 30 for, 1 opposed, and 3 abstentions on April 21, 2015.

President Green to send to the Office of the Provost.

3) Senator Marchetta also reported that Provost Karen Weddle-West has agreed to redo the annual survey of administrators and assured the Committee that the survey would be used in evaluating the deans. The Committee will work with her to improve the instrument.

#### **4.21.15.06 Discussion of Coalition of Intercollegiate Athletics (COIA) Resolution**

President Green reported to the senate that Senator Schwartzbach, Faculty Senate representative to this committee and a member of the Executive Committee, requests that the resolution from COIA be brought before the Senate for its endorsement. President-Elect Jackson presented the resolution on behalf of Senator Schwartzbach. Senator Lomax moved to approve the resolution with the exception of language at the end of the resolution reading, “BE IT FURTHER RESOLVED that individual faculty members consider contacting their respective Congressperson to ask that they co-sponsor the H.R. 275. Current Co-Sponsors of the Bill include: Bobby Rush (D-IL), Joe Barton (R-TX), Charlie Dent (R-PA), Bobby Scott (D-VA).” The motion without this language reads:

WHEREAS, The University of Memphis is a member of the National Collegiate Athletic Association (NCAA); and

WHEREAS, the NCAA’s recent restructuring effort has failed to effectively address critical issues currently confronting intercollegiate athletics: significant lapses of academic integrity, grave threats to the financial stability of athletic programs, the alarming escalation of coaches’ salaries, the escalation of student fees and institutional general fund subsidies to support athletics, excessive athletics time demands that do not allow athletes to devote sufficient time to their academic studies, and ongoing concerns about the health and safety of college athletes, among others; effective reform of intercollegiate athletics is so complex and important to higher education that a blue ribbon commission of faculty, collegiate sports experts and members of Congress should be convened to objectively study these issues and propose solutions.

WHEREAS, the academic integrity and reputation of our higher education institutions and the education, health and welfare of college athletes are too important to allow these questionable practices to continue.

NOW THEREFORE BE IT RESOLVED by the Faculty Senate/Council that the Senate go on record in support of H.R. 275, a bi-partisan bill being considered by the 114th Congress, that would establish a blue-ribbon Presidential Commission “to identify and examine issues of national concern related to the conduct of intercollegiate athletics and to make recommendations for the resolution of such issues.”

Endorsed by a voice vote on April 21, 2015.

The motion has the endorsement of the Faculty Senate and Senator Schwartzbach is directed to relay this endorsement to COIA

#### **4.21.15.07 Discussion of the Administration's Proposed Partnership with Relay/ GSE/TFA/TNTP Committee**

Senator Schmidt reported on a meeting between himself, President Green, and University President Rudd. President Rudd was favorable to creating a committee to investigate the way that agreements were developed with respect to the issue of shared governance. Senator Schmidt proposed the creation of an ad hoc committee. After discussion of timing issues, President Green deferred the issue to the next Executive Committee meeting and asked Senator Schmidt to make a presentation to the Executive Committee directly after Senate elections in the next Faculty Senate meeting.

#### **4.21.15.08 Old Business**

##### Compensation Report Clarification

President-Elect Jackson reported that after discussion in the Executive Committee meeting, it was decided that the best way to deal with the issue of clarifying the Faculty Senate's position on merit pay as it relates to the Compensation Report that was submitted to President Rudd and Provost Weddle-West after the last Faculty Senate meeting was to send a statement of clarification to President Rudd and Provost Weddle-West. After discussion of the issue, President-Elect Jackson offered the motion: "To provide the administration with a clarification of the report indicating that any of the performance issues would be allowed only if we had an agreement on who would make the evaluations on merit pay."

Adopted by a hand vote of 27 for, 2 against, and 5 abstentions on April 21, 2015.

##### Report on the Graduate Council

On behalf of Senator Berman (absent), President-Elect Jackson reported that Senator Berman returned to the Graduate Council with motions from the Faculty Senate. The motions were not seconded, so no further actions were taken by the Graduate Council.

#### **4.21.15.09 New Business**

##### Agreement Regarding Technical Support

President-Elect Jackson reported to the Senate that Ellen Watson, Chief Information Officer/Vice Provost ITS wants the Senate to approve the release of new software/applications before ITS has the opportunity to fully test the software/applications in advance of providing technical support for the campus. Senator Schmidt suggested that language be included to push ITS to do due diligence in supporting new applications in a timely manner. President-Elect Jackson moved: "That ITS may deploy new software and applications on campus but would not be required to provide support until they are completely vetted by ITS. The rollout of new software and

applications should not affect the vetting process of the applications that the faculty are interested in.”

Adopted by a unanimous vote on April 21, 2015.

#### New TN Breach Notification Law Requirements.

Senator Banning informed the Senate of an announcement from Ellen Watson regarding new TN breach notification law requirements. He recommended that the senate pass this announcement on to all faculty. The announcement reads:

On Apr 17, 2015, at 8:54 AM, "Ellen I Watson (eiwatson)" <eiwatson@memphis.edu> wrote:

Jeff and Wade –

The Tennessee Legislature has amended the law related to notification of data breaches in governmental computer information systems. We are now required to inform the comptroller of the treasury within 5 days of any confirmed or suspected unauthorized access to or breach of our data. This may impact faculty: in the past, we have worked with faculty to allow machines suspected of being compromised to be retained by the faculty until critical materials could be migrated to other computers, delaying our forensic investigation. With this new time limit, we will need to retrieve immediately any machines suspected of being compromised, so that we can have sufficient forensic work completed that University Counsel can review and report appropriately within the timeline.

We appreciate the understanding and cooperation of the faculty as we comply with this new law.

Ellen

Ellen I. Watson

Chief Information Officer

University of Memphis

President Green agreed by common consent to send the announcement in an email to all faculty the next day.

President-Elect Jackson also informed the Senate that it is likely that the learning management system used at the University will not be renewed at the end of its contract, but that he has no information regarding its replacement at this time.

#### **4.21.15.10 Information Items**

##### Student Veterans, Green Zone Program

Joy Stout, Director, Adult & Commuter Student Services & Veterans Resource Center introduced Christopher (Chris) Honeycutt (retired Maj., USAF), Coordinator Veterans Resource

Center to discuss the new Green Zone Program. Dr. Richard (Rich) Scott, Assist. Director Counseling Center also joined the presentation as a representative of the Green Zone program. The program is modeled after the Safe Zone Program and provides support for the increasing numbers of student veterans returning to our campus to continue their education. The program offers training for faculty and staff interested in participating directly. For more information, senators and faculty should contact [Veterans@memphis.edu](mailto:Veterans@memphis.edu) or call 901.678.4269.

#### **4.21.15.11 Announcements**

**Faculty Awards for 2014-2015.** Current and former senators: Willard R. Sparks Eminent Faculty Award, Albert Okunade, Professor, Department of Economics; Alumni Association Distinguished Teaching Awards; Thomas Banning, Assoc. Professor, Department of Engineering Technology; These awards will be presented at a luncheon in April.

**Clio's Closet collections.** Please join with the University of Memphis Graduate History Association (GHA) and others in the campus community by donating items to stock Clio's Closet with: non-perishable food items, gently used professional clothes, coats, baby and kids items, and whatever else you think might help a student and their family members in need. Bring items to the History Educational Resource Center, room 130 Mitchell Hall. For more information contact Dr. Chrystal "Chris" Goudsouzian, [cdykes@memphis.edu](mailto:cdykes@memphis.edu) or 678-5339.

**You may bring your items to the meeting for pick up by Clio's Closet students.**

**New TN breach Notification Law requirements.** The Tennessee Legislature has amended the law, TCA Title 8, Chapter 4, related to notification of data breaches in governmental computer information systems. The UofM is required to inform the comptroller of the treasury within 5 days of any confirmed or suspected unauthorized access to or breach of our data. In the past, Information Technology Services (ITS) have worked with faculty to allow machines suspected of being compromised to be retained by the faculty until critical materials could be migrated to other computers, delaying ITS forensic investigation. With this new time limit, ITS will need to retrieve immediately any machines suspected of being compromised, so that they can have sufficient forensic work completed and University Counsel can review and report appropriately within the timeline. Ellen Watson, Chief Information Officer/Vice Provost ITS, appreciate the understanding and cooperation of the faculty as the university comply with this new law.

**Professional Privilege Tax,** State of TN passed legislation permitting a governmental entity to remit the \$400 Professional Privilege Tax on behalf of its eligible, full-time state employees. The University of Memphis will remit the tax for faculty and staff who meet the criteria. To qualify for this payment, complete the form on <http://bf.memphis.edu/hr/workforce/privilege.pdf> Should you have any questions, feel free to contact HR Associate, Armie Williams, at ext. 2604 or via email at [ajwillms@memphis.edu](mailto:ajwillms@memphis.edu). You may refer to <http://www.state.tn.us/revenue/tntaxes/proftax.shtml> for the listing of professional licenses subject to this tax.

**Year of Service**, The University of Memphis, Tuesday, Jan 20 kicked off; involves faculty, staff, students and alumni to perform service both on campus and in the larger community. The goal of the Year of Service is to provide 500,000 combined hours of service to Memphis, Jackson, TN and surrounding communities by the end of the fall semester.

#### **4.21.15.12 Adjourn**

The meeting was adjourned at 4:12 p.m.