



Minutes of the Faculty Senate

Presiding: Wade M. Jackson (Business Information Tech)

Date: 1-26-16

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

Senators Present: Charles D. Bailey (Accountancy), Thomas E. Banning (Engr Tech), Vania Barraza Toledo (Foreign Lang & Lit), Gerald Chaudron (Univ Libraries), Charles W. Crawford (History), Jill A. Dapremont (Nursing), Richard D. Evans (Fin, Ins, & Real Estate), Ladrica C. Menson-Furr (English), Donald R. Franceschetti (Physics), Max Garzon (Computer Science), Michail Gkolias (Civil Engr), Robert A. Hetherington (Theatre & Dance), Meghan E. McDevitt-Murphy (Psychology), Wade M. Jackson (Business Information Tech), Donna R. Jones (Law), Benwari Kedia (Management), Henry A. Kurtz (Chemistry), Erno Lindner (Biomed Engr), Gray Matthews (Communication), James C. McCutcheon (Crim & Criminal Justice), Lorraine Meiners-Lovel (Univ College), R. Jeffery Thieme (Mrktng & Suply Chain Mang), Joseph C. Ventimiglia (Sociology), David W. Spencer (Music), Micah M. Trapp (Anthropology), Walter H. Manning (Comm. Sci. Disorders), Dursun Peksen (Political Science) George E. Relyea (Public Health), Aaron L. Robinson (Elec & Computer Engr), Steven D. Schwartzbach (Biology), Nicole Thompson (Instr & Curr Ldrship), William P. Travis (Health & Sport Sci), Somogy Varga (Philosophy), Máté Wierdl (Mathematical Sciences), James F. Williamson (Architecture), Jin Yang (Journalism), Stephen A. Zanskas (Couns, Ed, Psy & Res)

Senators Present by Proxy: Susan L. Neely-Barnes (Social Work) Catherine A. Simmons

Senators Absent: M. Jerome Bartholomew (Earth Sci), Reginald L. Green (Leadership), Jeffrey G. Marchetta (Mech Engr), Michael Schmidt (Art) Economics (vacant), Military Sciences (vacant), Sch Urb Aff & Pub (vacant)

TBR Representative: Michail Gkolias (Civil Engr)

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

Guest: Linda Bennett (UMAR) Dean Franklin (Provost), and other faculty

Media Guests: Daily Helmsman, local media

The four-hundred-and-thirty second meeting of the University of Memphis Faculty Senate (FS) was held Tuesday, January 26, 2015, in the Senate Chambers of the University Center (room 261).

1.26.16.01 Call to Order

The meeting was called to order at 2:42 p.m. with a quorum present.

1.26.16.02 Approval of Agenda

The agenda was approved as written.

1.26.16.03 Approval of Minutes

The minutes of the December 1, 2015 meeting were approved as written.

1.26.16.04 President's Report

President Jackson informed the Senate about the passing of faculty members Ron Spielberger (Journalism) and Bill Simco (Biology) this month.

President Jackson reported that his meeting with University President M. David Rudd is scheduled for Friday, January 29.

President Jackson reported on his meeting with Provost Karen Weddle-West. The Provost wants to be sure we move forward with her responses from the undergraduate and graduate councils.

Senator Williamson inquired again about whether any action was going to be taken on the proposals of the Faculty Senate (FS) ad hoc Faculty Compensation Committee Report made last spring. President Jackson stated that he has yet to receive a response from the Provost, but will follow up with a communication to the Provost on the subject.

President Jackson reported that he has accepted an appointment to serve on the Honorary Degree Committee (president level committee). No activity at this time.

President Jackson reported that he received a response from Vice Provost Richard Irwin about the Alternative Credit Project (ACP). Dr. Irwin stated that he thinks he covered all bases regarding the ACP program. However, Senator Schwartzbach disagreed and voiced his concern with the vetting process the program. Senator Schwartzbach cited several e-mail communications between himself, Dr. Irwin, and University President M. David Rudd on the matter. In December 2015, he referenced an e-mail to "suspend the program." The communication of January 13, 2016 from University President to Dr. Irwin included: "let's get this corrected." Senator Schwartzbach stated that he has prepared a resolution on this issue. President Jackson offered his opinion that Dr. Irwin may have been under the assumption that the matter was closed due to his visit with the Academic Policies Committee where himself and Provost Karen Weddle-West were present. President Jackson asked if Senator Schwartzbach would like to offer a motion to amend the agenda and address this issue later in the meeting under the heading of New Business. Senator Schwartzbach answered yes and the Senate accepted the modification to the agenda by voice vote.

President Jackson reported that he met with Robert Jackson, Interim Chief Information Officer for Information Technology Services. At the meeting Mr. Jackson stated that new versions of the Data Breach and Acceptable Use Policy will be forthcoming.

President Jackson announced that Governor Haslam announced that TN Board of Regents (TBR) is splitting. NOTE: The Governor is recommending legislation that would provide for a local governing board for the UofM as well as the other 4-year institutions under the TBR.

President Jackson announced that David Gregory was appointed Acting Chancellor effective Feb. 1, 2016 after former Chancellor Morgan resignation. NOTE: Previously, Mr. Gregory served as Vice Chancellor for Administration and Facilities Development for TBR from May 1998 until his assignment as Acting Chancellor.

President Jackson reported that University Counsel, Melanie Murry (Office of Legal Counsel), spoke to the Executive Committee (EC) about sexual relationships between faculty members and students and stated that she was pursuing a new policy. After her visit, the EC members agreed that the proposed policy should be broadened in scope by adding administrators and staff members. To that effect the EC has prepared a resolution/motion for the full Senate to consider. The speaker to the resolution/motion is Senator Schwartzbach. The resolution/motion is as follows:

Title 9 Sexual Misconduct Resolution Faculty Senate Meeting (broader scope)

Whereas, Sexual harassment by any member (faculty, staff, students, applicants) of the University community is a violation of federal and state laws including Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Tennessee law; and

Whereas, Sexual harassment is an issue that may affect any member of the University community and will be dealt with promptly by the university administration; and

Whereas, Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment; therefore

Be it resolved that in developing policies regarding sexual harassment including but not limited to sexual relations, policies should apply equally to all members of the University community and never to a subset of the University community such as only to faculty.

Be it further resolved that any policy applicable to faculty as members of the University community must be developed with the participation of the Faculty Senate and the first step for approval of the policy will be a vote of the Faculty Senate.

Discussion ensued on the resolution/motion. After a number of concerns were discussed, Senator Thieme, a member of the EC, made a motion to return the resolution/motion to the EC for revision and to seek clarification from Counsel Murry on the concerns raised by Senate. The motion to return the resolution to the committee was approved by voice vote.

President Jackson informed the Senate that Faculty Ombudsperson, Gloria F. Carr (Nursing) is back in her office. NOTE: Dr. Carr was in attendance at the meeting. Contact information for Dr. Carr: Browning Hall, Room 121, Office: (901) 678-8225, Cell: (901) 283-0532
Email: gcarr@memphis.edu.

President Jackson stated that our National Undergraduate Research Conference (NCUR) representative, Dr. Berman, offered to coordinate the faculty evaluation of student abstracts for the conference. This offer was rejected by UofM NCUR co-chair Dr. Malinda Jones. Dr. Jones stated that no assistance was needed. The conference other co-chair is Dr. Richard Irwin. President Jackson stated that the NCUR will be held on our campus, University of Memphis in 2017 (April 5 – 8).

1.26.16.05 Reports of Standing Committees

Administrative Policies Committee, Senator McCutcheon, in the absence of committee chair Senator Marchetta, reported on the FS annual Administrators surveys on the President, Provost, and Deans. The two items for changes that were distributed to the senators prior to the meeting were referenced by Senator McCutcheon. Senator McCutcheon pointed out the Provost's recommendation; the submission of the President's survey results to the TBR Chancellor; and consideration of including demographic information about the faculty member who completes it. It was noted that the Provost agreed to cover the costs of administering, analyzing, and reporting the survey results.

Motion: The Administrative Policies Subcommittee would like to have the proposed Administrator Surveys (President, Provost, and Dean) and the timeline for the administration of the survey be accepted by the Faculty Senate, and that they be sent to the Provost and President for review.

President Jackson raised the concern that gender might be an issue.

Senator Berg made a clarification statement to the Senate informing the body that the Kemmons Wilson School of Hospitality and Resort Management (also called KWS) is no longer a part of Fogelman College of Business, but a complete and separate entity into itself. And therefore, should receive a separate survey of administrators.

Discussion continued on the demographics being required, i.e. gender, including tenure, tenured-track, untenured, etc. As a result of the discussion, President Jackson made a motion that a note be added on the surveys stating that demographics are not required and the Senate agreed.

Approved by voice vote on January 26, 2016

1.26.16.06 President Elect's Report

President-Elect Gkolias spoke on the document (distributed to senators) about the split from TBR, but he stated that the term "split" is not correct. He stated two main points regarding the governing board. First, one faculty member will be a voting member on the governing board and members of the governing board will serve at the will of the governor. Second, TBR and the board of each state university will define how tenured faculty will be evaluated and terminated. At this time these issues are not on the TBR Faculty Sub-council meeting agenda for discussion. In his stead, Senator Wierdl has volunteered to attend. The offer to attend the subcouncil meeting was extended to the Senate membership. Senator Gkolias will not be able to attend the quarterly Faculty Subcouncil meeting Friday, January 29 in Nashville, TN because of his teaching schedule.

There will be changes defining how tenured faculty and post review is done. In his college, Engineering, there is a review of the faculty annual evaluation and merit review going on now

and the Faculty Senators are involved. Senator Dapremont questioned whether or not there exists a compensation and salary rubric for common use. President Jackson informed the Senate that Provost Weddle-West informed the College Deans and Chairs to involve the faculty, not the Faculty Senators. Senator Menson-Furr stated that the Dean of Arts and Sciences involved the college FS representative in this matter. Senator Wierdl echoed the statement. Senator Banning asked President Jackson to seek clarification from the Provost for the Senate on this issue because of the variance in responses on involvement and the Senate agreed. President Jackson agreed to communicate this concern to the Provost.

Sidebar: Senator Matthews voiced his concern regarding the change in TBR structure. Questions included: Where can you send an objection to this action or are we (faculty) left with no option? Is there place for an objection prior to the July 2016 date? He suggested that the EC look into this issue. Other senators voiced similar sentiments. Senator Gkolias stated that he will speak to these issues at the scheduled meeting with University President Rudd.

1.26.16.07 New Business

President Jackson informed the Senate that the Undergraduate Council is ready to relinquish its authority over degree requirements and general education, but the EC rejected this proposal. President Jackson restated that the Senate motion of adding four representatives per council and oversight over elections was met with resistance and neither council has agreed to this.

Therefore the Senate is moving forward with an alternate proposal. At this point Dr. Berman, Graduate Council representative for the Senate, spoke to the issue and stated that the EC would like the FS to consider the Provost's alternative: faculty involvement at the college level and the formation of a taskforce composed of administrators and faculty.

Dr. Berman informed the group that the Provost felt that each Senator should be involved at the college level not the university level councils. Some EC members feel the Senate should have final approval. Dr. Berman expressed that currently under TBR rules, the timeline for review and submission is within a 10 day deadline is an issue. Dr. Berman stated that the Provost reminded the Graduate Council that the election process should be more transparent. President Jackson gave a brief history background on how the curriculum was removed from the Senate. Dr. Berman added a history on the motion that the Senate passed last year that was voted down by the Graduate Council. He also stated his opinion that President Rudd thought the Senate proposal was valid and asked the Provost to present it to the council for consideration. Discussion ensued. Senator Matthews asked for a way to formulate an objection within the Senate about the pending higher education changes. President Jackson asked the parliamentarian to check on this and he Senator Banning agreed. No resolution on this issue.

1.26.16.08 Additional New Business

President Jackson stated that Senator Schwartzbach could now present his motion on the Alternative Credit Project (ACP). Senator Schwartzbach introduced the following resolution/motion on the Alternative Credit Project (ACP):

Whereas the President has informed Faculty Senators on multiple occasions that the Alternative Credit Project will be suspended until such time as the program can be properly vetted by the faculty

Whereas the President has informed the Provost and Vice Provost Richard Irwin, at least once in writing, that the University Participation in the Alternative Credit project is to be suspended and University Participation of the web site removed until the program is vetted

Whereas Vice Provost Irwin has refused to suspend participation as evidenced by the active ACP website in spite of the Presidents directive

Whereas Vice Provost Irwin has being kind disingenuously represented to the President “As per the agreement between Faculty Senate leadership and the Provost at the conclusion of last term the following changes have been made:” although no faculty senate leader knows of such an agreement

Whereas Vice Provost Irwin did not even have the courtesy of a response to a member of the Executive committee asking that the parties to this agreement be identified

And Whereas the Senate has passed a resolution outlining how the vetting of ACP courses should be done

Be it resolved that the President immediately suspend all University involvement with the ACP including inactivating the national website

Be it further resolved that Richard Irwin be removed in his role of implementing the ACP program and a new President level faculty committee be charged with vetting and implementing the ACP program

Discussion ensued on the above resolution. Senator Thieme moved to table the resolution/motion until the next FS meeting and invite University President M. David Rudd, Provost Karen Weddle-West, and Vice Provost Richard Irwin to our next meeting to resolve the issues with the ACP. The Senate agreed.

Adopted by voice vote two opposed and four abstentions on January 26, 2016.

1.26.16.09 Old Business

There was no old business to be discussed.

1.26.16.10 Announcements

Dr. Ron Spielberg, Journalism Professor, graduate from what was then called Memphis State in 1964. Dr. Spielberg taught for nearly 5 decades at the UofM. The Department of Journalism, has established the Professor Ron Spielberg Memorial Journalism Scholarship. To donate, go to www.memphis.edu/give and designate the gift to the “Professor Ron Spielberg Memorial Journalism Scholarship” fund.

Faculty Sub-Council, quarterly meeting, Friday, January 29, 2016 at 9:00 a.m. CST. Meeting will take place at the Tennessee Board of Regents Office in the Genesco Training Center (room #204).

Retirement and Estate Planning, reduce risks contact our campus partner, Dan Murrell, Director of Planned Giving at tel: 678-2732 or email dhmurrell@memphis.edu. Dan is reaching out to the campus community to offer a seminar on Basics of Estate Planning and through the UofM an attorney who comes to the campus once a month and provides estate planning consultations from the law firm of Thompson & Associates. This service is confidential and completely free.

Women's History Month, interested (individually or organization) in participating in this campus-wide event. With deadlines quickly approaching contact Stephanie Blaisdell (sblsdell@memphis.edu). More information visit www.memphis.edu/whm

Offensive E-Mail Communications Reminder, if you receive an electronic communication that you regard as offensive, threatening or suspicious, please forward it to abuse@memphis.edu.

Wang Center, book by Senator Kedia about the Wang Center at the UofM was distributed to all members.

1.26.16.11 Adjournment

The meeting adjourned at 4:09 pm.