



Minutes of the Faculty Senate

Presiding: Wade M. Jackson (Business Information Tech)

Date: 3-22-16

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

Senators Present: Charles D. Bailey (Accountancy), Thomas E. Banning (Engr Tech), M. Jerome Bartholomew (Earth Sci), Brennan K. Berg (KWS), Gerald Chaudron (Univ Libraries), Charles W. Crawford (History), 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), Benwari Kedia (Management), Henry A. Kurtz (Chemistry), Erno Lindner (Biomed Engr), Walter H. Manning (Comm. Sci. Disorders), Jeffrey G. Marchetta (Mech Engr), Gray Matthews (Communication), James C. McCutcheon (Crim & Criminal Justice), Lorraine Meiners-Lovel (Univ College), Mitsunori Misawa (Leadership), Dursun Peksen (Political Science), George E. Relyea (Public Health), Aaron L. Robinson (Elec & Computer Engr), Michael Schmidt (Art), Micah M. Trapp (Anthropology), Steven D. Schwartzbach (Biology), R. Jeffery Thieme (Mrktng & Suply Chain Mang), Nicole Thompson (Instr & Curr Ldrship), William P. Travis (Health & Sport Sci), Somogy Varga (Philosophy), Joseph C. Ventimiglia (Sociology), Máté Wierdl (Mathematical Sciences), James F. Williamson (Architecture), Jin Yang (Journalism)

Senators Present by Proxy: Vania Barraza Toledo (Foreign Lang & Lit) Inmaculada Gomez Soler, Jill A. Dapremont (Nursing) Annapoorna Mary, Susan L. Neely-Barnes (Social Work) Catherine A. Simmons, Stephen A. Zanskas (Couns, Ed, Psy & Res) Suzanne H. Lease

Senators Absent: Donna R. Jones (Law), David W. Spencer (Music), Economics (vacant), Military Sciences (vacant), Sch Urb Aff & Pub (vacant)

TBR Representative: Michail Gkolias (Civil Engr)

Faculty Senate Information Officer: Jeffrey S. Berman

Guests: M. David Rudd (Office of President), vacant (Office of Provost), Linda A. Bennett (UMAR) and Gloria F. Carr (Faculty Ombudsperson) and other faculty

Media Guest: Daily Helmsman

The four-hundred-and-thirty fourth meeting of the University of Memphis Faculty Senate (FS) was held Tuesday, March 22, 2016, in the Senate Chambers of the University Center (room 261).

3.22.16.01 Call to Order

The meeting was called to order at 2:43 p.m. with a quorum present.

3.22.16.02 Approval of Agenda

The agenda was approved as written. President Jackson stated that if time permits Senators Berg and Wierdl would speak on the COIA and University salaries.

3.22.16.03 Approval of Minutes

Senator Williamson raised the issue that the February 16 minutes should reflect the University President's comments on compensation as it relates to faculty salaries. The Faculty Senate (FS) agreed to the insertion. The minutes of the February 16, 2016 meeting were modified to include the following statement under the heading, 2.16.16.09 Guest Speaker: M. David Rudd, University President: "University President Rudd agreed UofM faculty salaries are at least 10% to 20% below peer institutions on average. President Rudd is committed to long-term incremental plan for salary increases. Increases will address both compression and overall parity." With that modification the minutes were approved.

3.22.16.04 President's Report

President Jackson welcomed new Senators Mitsunori Misawa, department of Leadership replacing Reginald L. Green and Catherine A. Simmons, department of Social Work, serving spring semester only for Senator Neely-Barnes. NOTE: Senator Green is serving as Interim Chair of the Leadership Department and therefore cannot serve as the department senator.

President Jackson informed the Senate that University President Rudd has agreed to work with the FS to increase the FS travel budget. Discussion on the budget line items is in the initial stage. President Jackson informed the Senate that he is scheduled to meet with Provost Karen Weddle-West tomorrow.

President Jackson informed the Senate that University President Rudd has initiated a breakfast meeting with seven Faculty Senators beginning Thursday, April 7, and April 14, 2016. Let the FS Office know if you are interested in attending. President Rudd replied that he will be doing this on a monthly basis, twice a month for the rest of the year. Senator Lindner inquired if this was for general faculty or Senators only and was informed that these meeting are for Senators only.

3.22.16.05 President Elect's Report

President-Elect/Senator Gkolias reported on the Office of the Provost initiative to accommodate pregnant and lactating mothers. There have been discussions on identifying additional campus locations. The initiative is still active, but Senator Gkolias will bring to the administrators' attention that conflicting procedures exist in current policy (UM 1645, Children on Campus).

3.22.16.06 Report of Executive Committees

President Jackson, on behalf of the Executive Committee, presented the final draft of the new policy, UofM Social Media policy. Motion: Move that the Faculty Senate approve the UofM Social Media Policy (2.16.16) as written. (see attached)

Adopted by unanimous voice vote on March 22, 2016.

3.22.16.06 Reports of Standing Committees

Jointly Administrative Policies Committee (Senator Marchetta) and Research Policies Committee (Senator Gkolias). Senator Marchetta, speaker to the motion. Senator Marchetta provided a brief background about the revision of the policy and the TN Board of Regents (TBR) change to their policy and UofM proposed changes to its policy. Both committees recommend adopting the revised UofM policy.

Motion: The Administrative and Research Policies Committees recommend that the Faculty Senate approved the draft policy, Acceptable Use of Information Technology Resources , dated 3.3.16 as written.

Adopted by voice vote on March 22, 2016

Faculty Policies Committees, Senator Kurtz, chair, presented the final draft of the PIP Faculty Sick Leave Policy. NOTE: Eddie Jacobs, chair of the process improvement team (PIP) for Faculty Sick Leave was present at the meeting by invitation of President Jackson to answer any concerns or questions raised by the FS. Senator Evans objected to the language on fraud for termination for employment and made a motion to amend item #6 of the policy, to add at the end of the sentence the phrase: “if full legal requirements are met to prove fraud.”

Amendment on item #6 adopted by voice voted by the Senate.

Discussion ensued on reporting of leave if the individual is incapacitated and thus unable to report sick leave. Questions arose on self-reporting, how to report, and who reports the sick leave. Several amendments were offered by Senator Schmidt and approved by the FS on individual responsibility to report sick leave.

The proposed policy was adopted with amendments by voice vote on March 22, 2016. (See attached)

3.22.16.07 Ad Hoc FOCUS Act Feedback Committee

Senators Henry Kurtz, chair, along with Gray Matthews and Máté Wierdl of the ad hoc committee to look at the FOCUS Act (<http://www.capitol.tn.gov/Bills/109/Bill/HB2578.pdf>) presented the committee’s findings. He encouraged the full senate to review the Act and related bills that will impact faculty. The Faculty Handbook will require extensive review due to the Act and related bills. The committee findings will be shared with University President Rudd on behalf of the Senate. The committee’s report is attached.

3.22.16.08 Old Business

President Jackson informed the Senate that survey results /reports (containing item statistics, but not comments) of the spring 2016 Administrator Surveys (President, Provost, and Dean) were received. In summary, the overall faculty response rate for all three surveys was low. NOTE: A hardcopy of the results are on file in the Senate Office, Administration Building, room 154. There is a pending request to the Center for Research in Educational Policy (CREP) to provide an electronic copy of the results and the comments for the administrators.

3.22.16.09 New Business

Undergraduate Council Meeting update – Senator Wierdl, Undergraduate Council representative for the Senate had no report.

Graduate Council Meeting update – Dr. Jeffrey Berman, Graduate Council representative for the Senate reported that the FS is supposed to be in control of the curriculum. However, under the current administrative structure, the FS has little to no role in what happens at the undergraduate and graduate councils. After many efforts to resolve the issue, the graduate council has agreed to form a subcommittee composed of two members appointed by the FS and two members of the graduate council to work out new procedures for increased FS involvement in the graduate council.

3.22.16.10 Announcements

Women’s History Month. The theme for 2016 is “We Can Do It”, which was chosen because it aligns with the U of M’s new “Driven by Doing” motto while calling to mind the “Rosie the Riveters” of the past and present. A master calendar of events is available at www.memphis.edu/whm. UofM will be collecting goods for Clio’s Closet, an on-campus (housed in Mitchell Hall) food pantry and clothing closet. The list of needed items is found here: <http://www.memphis.edu/history/herc/cliosfeb9.docx> The drop off boxes will travel to some key events around campus during the month.

2016-17 Faculty Senate Election, elections are to take place in March. Current senator will serve as the election official unless the current senator is a nominee for election. Nominations may be by written petition signed by at least three faculty members and by open nomination from the floor. Voting shall be by secret ballot unless a nominee is uncontested.

TN Universities Faculty Senates (TUFS), semi-annual general meeting, April 8-10, 2016, will take place at UT Knoxville. Theme: Higher Education in Tennessee: An Endangered Species?

Annual Take Our Daughters and Sons to Work Day, Thursday, April 28, 2016, The University of Memphis invites you to bring your child(ren) who are between the ages of 10 and 18 to this event. The theme for the 2016 event is, Sparking Aha! Moments. If you plan to participate in the 2016 program, your child(ren) must be registered no later than Friday, April 1, 2016 by 4:30 p.m. Registration must be completed via the following link: https://memphis.col.qualtrics.com/SE/?SID=SV_eEPQaFyWPP0FisZ.

For additional information on the Take Our Daughters and Sons to Work Day, visit: <http://www.daughtersandsonstowork.org> or contact the Office of Employee Relations and Engagement at X-2603 or X-3540 or via email at emrelations@memphis.edu.

FOCUS ACT, the proposed legislation (SB2569/HB2578) allowing the University of Memphis to establish its own governing board in 2017. UofM Office of the President has established a website to provide up-to-date information on the progression and details of the transition. The site also includes links to the progression and details of the bill and Governor Haslam’s website, along with a listing of frequently asked questions and a form for submitting questions about the UofM transition to self-governance. Please don’t hesitate to reach out with questions or concerns.

FOCUS Act Website: <http://www.memphis.edu/focusact/>

TN General Assembly Website SB2569/HB2578:

<http://wapp.capitol.tn.gov/apps/BillInfo/default.aspx?BillNumber=HB2578&GA=109>

Faculty Sub-Council, quarterly meeting, Friday, April 15, 2016 at 9:00 a.m. CST. Meeting will take place at the Tennessee Board of Regents Office in the Genesco Building, TBR Board Room.

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.

3.22.16.11 Adjournment

The meeting adjourned at 4:20 pm.