



## Minutes of the Faculty Senate

**Presiding:** Wade M. Jackson (Business Information Tech)

**Date:** 4-19-16

**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), M. Jerome Bartholomew (Earth Sci), Brennan K. Berg (KWS), 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), 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), David W. Spencer (Music), 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:** Susan L. Neely-Barnes (Social Work) Catherine A. Simmons, Stephen A. Zanskas (Couns, Ed, Psy & Res) Daniel Lustig

**Senators Absent:** 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), Karen Weddle-West (Office of Provost), Linda A. Bennett (UMAR) and Gloria F. Carr (Faculty Ombudsperson), Michael S. Washington and Ceecy J. Reed (Office on Institutional Equity)

The four-hundred-and-thirty fourth meeting of the University of Memphis Faculty Senate (FS) was held Tuesday, April 19, 2016, in the Senate Chambers of the University Center (room 261).

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

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

#### **4.19.16.02 Approval of Agenda**

The agenda was approved as written. Senator Jones requested to add under Old Business: Update on the status of the distribution of the Administrator Surveys (President, Provost and Dean). President Jackson stated he could not provide an update at this time due, but does have a scheduled meeting with the administrators on Wednesday. President-Elect Gkolias will address this issue in the next senate.

#### **4.19.16.03 Approval of Minutes**

The minutes of the March 22, 2016 meeting were approved as written.

#### **4.19.16.04 President's Report**

President Jackson report that his meeting with President Rudd is scheduled for a later date.

President Jackson informed the Senators that when it comes to political issues, such as the recent guns on campus legislation, to not identify themselves as employees of the University of Memphis, but as private citizens.

President Jackson informed the Senate that Senators Donald R. Franceschetti, Department of Physics, and Walter Manning, School of Communication Science & Disorders, were retiring from the university.

#### **4.19.16.05 President-Elect's Report**

President-Elect-Senator Gkolias reported to the Senate that due to unforeseeable circumstances he was unable to attend the Tennessee Board of Regents Faculty Sub-Council quarterly meeting on Friday, April 15, 2016. Therefore, he will distribute subcouncil meeting minutes when available.

Senator Gkolias reported that the April 7 breakfast meeting with university President Rudd and select Senators was very successful. The April 14 breakfast with Senate members was cancelled due to other administrative obligations by the President Rudd. A lot of discussion occurred but the most important discussion was on the governing board. President Rudd stated that the new board will be effective January 2017. Senator Gkolias stated that the Senate needs to establish procedures for electing the faculty representative to the governing board. The faculty representative position will be opened campus-wide, in order to get the most qualified person to represent the faculty. He seeks guidance from the Senate on behalf of the EC regarding its role in serving as the selection committee for the FS. Motion: The Executive Committee to interview the candidates for the governing board and submit recommendation to the FS for selection.

**Adopted by voice vote on April 19, 2016.**

Senator Gkolias discussed the subjects of improving FS Communication and faculty feedback with the Senate. Because there are some changes that he and others would like to make to the Senate Constitution, he has been in contact with Robert Jackson, Information Technology, who stated that setting up an online voting system was doable. Senator Gkolias suggested that he would like to move forward with online voting for the body. Senator Evans stated that when it comes to changes in the constitution, that the voting systems should allow for full discussion (comments, criticisms,

etc.) not just voting. Motion: Move forward with pursuing the process for an online voting system.

Adopted by voice vote on April 19, 2016.

Senator Gkolias opened up the floor for discussion of moving forward with a two-year term of Faculty Senate President. Overall, continuity was cited as the chief factor for the Senate President to serve a 2-year term. The Senate consensus was to continue to investigate the potential for this change in the next Senate session.

Senator Gkolias reported that it had been brought to his attention by several faculty members and administrators that the Faculty Handbook needs to be reviewed as part of the transition to the new governing board. The consensus of a discussion was that reviewing the Faculty Handbook is a tremendous undertaking for a single committee and an ad hoc committee might be necessary. This issue will be taken up by the next Senate.

#### **4.19.16.06 Report of Executive Committees**

The Executive Committee had no report.

#### **4.19.16.07 Reports of Standing Committees**

The Standing Committees had no reports

#### **4.19.16.08 Old Business**

There was no Old Business to discuss.

#### **4.19.16.09 New Business**

President Jackson stated that the current term of the Faculty Ombudsperson, Gloria Carr, ends this summer. Given the requirement to give notice of 90 days for nominations to be received, the next Senate will need to select a new ombudsperson. Also, the next Senate will need to select a new faculty representative to serve on the Faculty Athletics Committee (NOTE: President Jackson is the current representative on the Faculty Athletic Committee, but he does not wish to continue to serve in this position.).

Senator Gkolias reported that he had attended an awards program whereby faculty members received student-voted awards. Motion: Senate send an email to all faculty congratulating the named student award winners.

Adopted by voice vote on April 19, 2016.

Senator Wierdl, Undergraduate Council representative for the Senate updated the Senate on the latest Undergraduate Council meeting and stated that the Alternative Credit Project (ACP) resurfaced at that meeting. During discussion, University President Rudd commented that the University accreditation agency is a driver for ACP. Discussion continued on ACP courses acceptance by various departments. Provost Weddle-West clarified the issue by stating that each department is responsible for deciding whether or not to accept ACP credit for the courses offered in their department.

Graduate Council Meeting update – Dr. Jeffrey Berman, Graduate Council representative for the Senate, reported that nothing was moving forward on the subcommittee that was supposed to be formed to resolve issues related to faculty representation on the council.

Senator Gkolias gave a PowerPoint presentation on First Generation College Students. The strategies for this program apply to all of our students. 43% of the student population falls under the heading of first generation student. Senator Gkolias encouraged the Senators to take the short web survey cited in in the presentation and forward the presentation to department colleagues. Provost Weddle-West informed the Senate that advisors are also being trained in this area. Senator Menson-Furr identified campus resources such as tutoring for those students and reported that Graduate Assistants were also being trained within the English department.

President Jackson informed the body that Senator Wierdl would be reporting on University Salaries. The presentation was delayed due to technical difficulties.

#### **4.19.16.10 New Business continued**

Senator Berg's Report on the Coalition on Intercollegiate Athletics (COIA) meeting. He attended the conference at the NCAA headquarters in Indianapolis, IN. Several NCAA officials engaged in general discussion with COIA senate members on the time demands on student athletics and the benefits that students received from participating in athletics. The officials also discussed Division I athletics coaches' salaries. The NCAA wants a student athlete to be a part of the campus community and be well rounded. Senator Berg encouraged the FS to discuss athletics on campus. He recommended that the Senate invite the Athletic Direct to visit the Senate at least once a year. University President Rudd encouraged Senators and faculty to engage in issues related to athletics given the large expense of these programs and our budget issues. Furthermore, President Rudd stated that the University reduced its obligated debt related to basketball coaches.

#### **4.19.16.11 Guest**

President Jackson introduced Michael S. Washington (Office for Institutional Equity-OIR). Mr. Washington gave a brief overview of his office and its mission. He introduced his assistant, Ceecy Reed, to the FS. OIR has performed mandatory training with faculty. He stated the OIE will offer online Title 9 training via the Learning Curve. His office is developing online resources for faculty by partnering with the Provost's Office. The Office for Institutional Equity is available to provide information and tools to assist faculty. Overall, he expressed a desire to develop a positive relationship with faculty.

#### **4.19.16.12 New Business continued**

Senator Wierdl's reported on University Salaries by presenting several data charts that outlined the comparative salary changes of faculty (in several categories) versus those of administrators. The data was from 2009-2015, obtained from public sources. (Postscript: Senator Wierdl's presentation was emailed to the Senators after the meeting.)

University President Rudd commented on Senator Schwartzbach's email concerning representation on the Faculty Athletic Committee. President Rudd stated that the Senate chooses their own representative and he would publish the committee membership, guidelines, and purpose of the

committee. He also asked Senator Wierdl to email him his presentation on salaries so that he can better understand the data.

In response to a question regarding the allocation of salary increases from Senator Williamson, Architecture, and University President Rudd stated that the University makes those decisions. He suggested that this is an important issue that should be addressed by the new governing board. He wants to work with THEC on a plan to transition from Carnegie II to Carnegie I and if that happens, those funds will be directed towards faculty salaries.

Senator Banning and the Senate acknowledged President Jackson's service to the Senate as President.

#### **4.19.16.13 Announcements**

**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.co1.qualtrics.com/SE/?SID=SV\\_eEPQaFyWPP0FisZ](https://memphis.co1.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 [emprrelations@memphis.edu](mailto:emprrelations@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>

#### **4.19.16.14 Adjournment**

The meeting adjourned at 4:31 pm.