



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engr Tech)

Date: 1-31-16

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

Senators Present: Luvell E. Anderson Jr. (Philosophy), Thomas E. Banning (Engr Tech), Eugene H. Buder (Comm. Sci. Disorders) Coriana L. Close (Art), Gerald Chaudron (Univ Libraries), Mark Sunderman (Fin, Ins, & Real Estate), Tiffany G. Johnson (Univ College), Donna R. Jones (Law), Henry A. Kurtz (Chemistry), Erno Lindner (Biomed Engr), Jeffrey G. Marchetta (Mech Engr), E. Trey Martindale (Instr & Curr Ldrship), James C. McCutcheon (Crim & Criminal Justice), Peter L. McMickle (Accountancy), Gray Matthews (Communication), Sanjay Mishra (Physics), John T. Mueller (Music), Esra Ozdenerol (Earth Sci), George E. Relyea (Public Health), Sandra Richardson (Bus Info Tech), Steven D. Schwartzbach (Bio Sci), Lamont D. Simmons (Social Work), David M. Kemme (Economics), R. Jeffery Thieme (Mrktng & Supply Chain Mang), Micah M. Trapp (Anthropology), William P. Travis (Health & Sport Sci), Joseph C. Ventimiglia (Sociology), Francisco Vivar (Foreign Lang & Lit), Máté Wierdl (Mathematical Sciences), James F. Williamson (Architecture), Jeffery L. Wilson (Leadership), Sharon Wrobel (Sch Urb Aff & Pub Pol), Jin Yang (Journalism), Stephen A. Zanskas (Couns, Ed, Psy & Res)

Senators Present by Proxy: Brennan K. Berg (Kemmons Wilson Sch) Michael D. Hutchinson, Lorinda B. Cohoon (English) John D. Miles, Jill A. Dapremont (Nursing) Genae D. Strong, Benwari L. Kedia (Management) Robert R. Taylor, Meghan E. McDevitt-Murphy (Psychology) Elizabeth Meisinger, Sajjan G. Shiva (Computer Science) Mohd Hasan Ali, Sharon L. Stanley (Political Science) William D. Madlock, Robert A. Hetherington (Theatre & Dance) Michael O'Nele

Senators Absent: Charles W. Crawford (History), Brian A. Waldron (Civil Engr), Military Sciences (vacant)

TBR Representative: Thomas E. Banning (Engr Tech)

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

Guests: Karen Weddle-West and Richard Irwin (Provost Office), Linda A. Bennett (UMAR), Martha D. Robinson (UofM Lambert Liaison)

The four-hundredth and forty-first meeting of the University of Memphis Faculty Senate was held Tuesday, January 31, 2017, in the Senate Chambers of the University Center, room 261.

1.31.16.01 Call to Order

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

1.31.16.02 Approval of Agenda

The agenda was approved as written.

1.31.16.03 Approval of Minutes

The minutes for December 6, 2016, were approved modification to show Senator David M. Kemme present by proxy Cyril Chang.

1.31.16.04 President's Report

President Banning reported on a discussion with University President M. David Rudd on outsourcing in the state of TN. The TN Governor and some state legislators held a closed door meeting on outsourcing. The presidents of the TN universities newly separated from TN Board of Regents have discussed outsourcing of janitorial services, including maintenance personnel. University President Rudd stated that wages for UofM janitorial staff are so low that outsourcing would not be feasible and offers no cost effective savings. He considers this a closed subject. However, UTK was the predominate player looking at outsourcing and they are in the news regarding this subject.

President Banning reported that the annual Faculty Evaluation of Administrators (President, Provost, and Deans) surveys are targeted for release on February 7, 2017. The survey will close on Feb 27, 2017. The university president and provost were asked to send out a faculty participation letter to increase the response rate. Note: Interim Deans/Directors (Communication and Fine Arts, Public Health, Education, and Communication Science and Disorders), will not have a survey evaluation but faculty members will be able to provide feedback in the format of comments on what they expect out of a permanent replacement.

President Banning reported that Mike Krause, Executive Director of TN Higher Education Commission (THEC), is not in attendance in the current meeting as scheduled due to his required attendance at the TN legislative session. His visit has been rescheduled for Tuesday, April 4, 2017. NOTE: The THEC invitation was a result of a suggestion by University President Rudd delivered at a FS/President Breakfast meeting. Mr. Krause's rescheduled visit will be held in a special session during the normal FS standing committees meeting time. However, in lieu of Mr. Krause as Senate guest, the Executive Committee invited Vice Provost Richard Irwin and joining him will be Provost Weddle-West to discuss the UofM Global Initiative.

President Banning reported that the FS ad hoc Budget & Finance Committee will review salary compression issues and he read the charge distributed to Senators: "The Executive Committee of the Faculty Senate is requesting that the ad hoc Faculty Senate Budget and Finance Committee coordinate with The Office of Institutional Research (OIR) to have 'compression' reports produced for each college and department. The ad hoc Budget and Finance committee will then use the reports to create a plan to raise the bottom end of the salaries while still giving normal pay raises whenever possible. The data from OIR is to be included in the plan for transparency.

The plan is to have a long-term goal of 5-10 years to accomplish the salary adjustment. Use practical pay raises for the planning (2%, 3% or 4%). The ad hoc Budget & Finance committee will present the plan to the Executive Committee of the Faculty Senate by March 21 for inclusion into the Senate March 28, 2017 meeting for approval.” President Banning is seeking the full Senate approval of the prior mentioned charge. Senator DR Jones moved to approve the charge.

President Banning stated that Dr. Rudd was not at today’s meeting due to his meeting in Nashville regarding the governing board. President Banning stated that the Senate will still have to address the merit and equity issues of salary in the future. President Banning again stated that he would like to have an approval on the charge by the FS. The Senate entered into discussion on the other aspects of the faculty salaries. President Banning stated that all three issues are on radar and he received encouragement by the University President and Provost to address all three aspects.

The senate voted on approving the charge.

Adopted by voice vote, with 1 nay and 0 abstentions on January 31, 2017.

1.31.16.05 Report of Standing Committees

President Banning informed the Senate that the only committee reporting would be the Committee on Committees (CoCs). In the absence of CoC chair, Senator Dapremont, committee member Senator Travis informed the Senate that the Office of Vice Provost for Academic Innovation and Support Services is seeking four faculty members to serve on the Undergraduate Grade Appeals Committee. The faculty is composed in part with two faculty members and two alternates designated by the Faculty Senate. Motion: Move that the Faculty Senate accept the following named faculty to serve as primary members on the Undergraduate Grades Appeal Committee: Guiomar Duenas-Vargas (History) and Kevin D. Richmond (Music).

Adopted by hand vote with 0 nays and 0 Abstentions on January 31, 2017

The above information will be provided to the Office of Vice Provost for Academic Innovation and Support Services. Senator Travis stated that the Committee on Committees is still asking assistance in identifying two alternate faculty members to serve on the Undergraduate Grades Appeal Committee and requested that nominations be sent to Senator Dapremont.

Senator Travis informed the Senate that the Office of the Provost is seeking faculty members to serve on the President Panel Hearing (see also the procedures set forth in the Faculty Handbook, Chapter 4, Procedures for Termination for Adequate Cause). The President shall choose from the Faculty Senate list of twenty (20) faculty members, with at least two (2) from each of the following colleges or schools representing the breath of the faculty:

Arts & Sciences: *Heike Polster, *Jose M. Pujol, and *~~Junmin Wang~~

Business & Economics: Sandra Richardson and Mark Sunderman

Communications & Fine Arts: *Cedar L. Nordbye

Communication Sciences and Disorders: Shaum P. Bhagat

Education: *Yonghong (Jade) Xu and Daniel C. Lustig

Engineering:

Health Studies: Robin R. Roach and Ruth Williams-Hooker

KWS Hospitality & Resort Management: Brennan K. Berg and Carol Silkes
Law: Alena Allen and Steve Mulroy
Nursing: *Gloria F. Carr and **Genae D. Strong
Public Health: *David C. Burchfield, Fawaz Mzayek, and Latrice C. Pichon
University College:
University Libraries: *Margaret (Bess) E. Robinson

Legend: *Continued service

NOTE: Senator Ventimiglia informed the body that faculty member, *Junmin Wang asked to withdraw her name from the list; **nomination from the floor, Gloria Carr put forth the name of faculty member

Adopted by hand vote with 0 nays and 1 abstention on January 31, 2017.

Senator Travis accepted Gloria Carr's nomination from the floor of faculty member, Genae D. Strong to serve on the President Panel Hearing. Senator Travis put forth to the Senate the nomination of Prof. Strong and the President Panel Hearing list was revised.

Adopted by hand vote with 0 nays and 0 Abstentions on January 31, 2017.

1.31.16.06 Old Business

Faculty Ombudsperson Position Update. President Banning reported that the EC has been reviewing the reporting and funding structure regarding the Faculty Ombudsperson. Instead of reporting to the university president or provost, the Administration and the EC determined that the Ombudsperson should report to the Office of Legal Counsel. The administration agreed that at the end of the current term and beginning of new term the Faculty Ombudsperson would report to Office of Legal Counsel, Melanie Murry. President Banning stated that the current Faculty Ombudsperson has had two extensions and he has again asked Ombudsperson, Gloria F. Carr to extend her stay in the position until April 2017. He is still working with administration (Offices of the President, Provost, and Legal) on funding. President Banning thanked Ombudsperson Carr for her service to the faculty including handling cases in the summer. President Banning reported that the call for applications for the Faculty Ombudsperson position will be released in February, after which the Ombudsperson selection committee will convene. President Banning anticipates that all necessary approvals will be completed by April.

1.31.16.07 New Business

Faculty Handbook Review Committee Update – Henry Kurtz. President Banning thanked the FS Faculty Policies Committee chair, Senator Kurtz, for agreeing to serve as chair of the FS ad hoc Faculty Handbook Review Committee. In addition, he invited Senator Kurtz to provide to the Senate an update on the Faculty Handbook Review Committee activities to date. Senator Kurtz stated that the ad hoc committee met on January 17 and is composed of 30 faculty volunteers. The committee is divided into four teams that are responsible for different sections of the handbook and the teams have already begun to work. He will report back as progress is made. The Teams priorities of tasks have been divided into both short term (easy corrections) and long term (substantial changes) goals. Senator Kurtz stated that the teams are also looking for

anything that needs to be updated or is missing. The long term goals may take a year or so to address.

Changes to Standing Rules and Special Rules – Executive Committee. President Banning introduced Senator Jones to speak to the motion on behalf of the Executive Committee. Senator Jones provided background on the motion: Article III, Standing Rules, Section 4. Guidelines For Faculty Senate Elections. Senator Jones made the motion to adopt the changes to the rules.

Senator Schwartzbach offered an amendment to the motion: “Strike that the FS oversees election of senators. Also, if the current senator is to run for reelection, the department chair of independent unit area head will designate a faculty member to conduct the election.” Discussion ensued on the reason for the change to the current language regarding election. Senator Jones responded on behalf of the EC regarding the reason for the motion. Discussion continued on the amendment and a possible additional amendment. After technical issues that prohibited the editing of the motion on the screen, President Banning expressed the possibility that the motion would be moved to a later time for Senate consideration. Senator Jones made a motion to postpone the motion and amendment until the next session (FS meeting of February 21).

Adopted by voice vote with 1 abstention and 0 nay on January 31, 2017.

The motion and amendment were postponed to the next session, February 21, 2017.

Senator Jones brought to the Senate the distributed new language on the Special Rules of Order - Committee Reports and Motions. Senator Jones provided background on the entirely new section to be added to the Special Rules of Orders section including its purpose. Senator Jones made a motion for approval. Senator Schwartzbach offered an amendment to the motion to replace the words: “Executive Committee” with the words “entire Faculty Senate.” Senator Kemme offered a friendly amendment to Senator Schwartzbach’s amendment to strike the words:” and Motions” which was accepted by Senator Schwartzbach. Senator Jones made a motion to postpone the motion and amendment until the next session (FS meeting of February 21).

Adopted by voice vote with 0 abstention and 1 nay on January 31, 2017.

The motion and amendment were postponed to the next session, February 21, 2017.

UofM Global – Dr. Richard Irwin, Vice Provost

President Banning introduced guests Provost Karen Weddle-West and Vice Provost Richard (Dick) Irwin and yield the floor for discussion of UofM Global, a pilot program started Fall 2016. Provost Karen Weddle-West provided a brief overview of the transition from RODP to UofM Global. She also noted that Arizona State has emerged as a new major competitor in the online course market. NOTE: the intent of the UofM Global branding is to create a larger online presence for the online programs at the university. The Executive Committee met with several administrators regarding UofM Global.

Richard Irwin presented preliminary results of the pilot program. He cited his power point that was distributed to the senators prior to the meeting (see attached). Discussion ensued. Provost Weddle-West stated that enrollment caps will be in place for on online courses. Furthermore,

Senator Kemme asked Provost Weddle-West about best practices for course content, degree programs, class sizes, who hires faculty for online teaching, who evaluates faculty teaching online, what tenure expectations are for faculty teaching online, etc. Provost Weddle-West responded that faculty will make all of those decisions at the department and college level, not administrators of the UofM Global branding program. Whatever is already in place is what will be followed. President Banning thanked the guests for their attendance and sharing of information.

President Banning introduced Alissa Campbell Shaw, Director Annual Giving, who presented a power point presentation on the crowdfunding platform, MomentUM (see attached). This method raised over \$100,000 fall 2016. Contact Ms. Shaw at email: acshaw1@memphis.edu for a MomentUM presentation to your department or smaller groups. NOTE: The next deadline to apply is February 13, 2017.

1.31.16.08 Announcements

President Banning announced that the MomentUM online crowdfunding web site is: <https://momentum.memphis.edu>

Women's History Month

Host National Council for Undergraduate Research (NCUR) Open House during the 2017 NCUR at the University of Memphis campus April 6-8. Open house sessions are scheduled for Thursday, April 6, from 4-6 pm, contact Melinda Jones at mljones6@memphis.edu

1.31.16.09 Adjourn: 4:30 p.m.