



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engr Tech)

Date: 3-28-17

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

Senators Present: Mohd Hasan Ali (Elec & Compt Engr), Luvell E. Anderson Jr. (Philosophy), Thomas E. Banning (Engr Tech), Brennan K. Berg (Kemmons Wilson Sch) Eugene H. Buder (Comm Sci & Disorders), Gerald Chaudron (Univ Libraries), Lorinda B. Cohoon (English), Coriana L. Close (Art), Jill A. Dapremont (Nursing), Tiffany G. Johnson (Univ College), Donna R. Jones (Law), David M. Kemme (Economics), 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), Sharon L. Stanley (Political Science), Mark Sunderman (Fin, Ins, & Real Estate), 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: Charles W. Crawford (History) James E. Fickle, Meghan E. McDevitt-Murphy (Psychology) Elizabeth Meisinger, Sajjan G. Shiva (Computer Science) Nirman Kumar, Robert A. Hetherington (Theatre & Dance) Michael O'Nele

Senators Absent: Benwari L. Kedia (Management) Robert R. Taylor, Brian A. Waldron (Civil Engr), Military Sciences (vacant)

TBR Representative: Thomas E. Banning (Engr Tech)

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

Guests: M. David Rudd (President Office), Karen Weddle-West (Provost Office), Linda A. Bennett (UMAR) Carolyn Royal-Evans, Martha D. Robinson (UofM Lambert Liaison/Budget & Finance Committee), Kenneth R. Lambert and Genae D. Strong (Budget & Finance Committee)

Board of Trustees Faculty Representative: Katharine (Kate) Traylor Schaffzin

The four-hundredth and forty-third meeting of the University of Memphis Faculty Senate was held Tuesday, March 28, 2017, in the Senate Chambers of the University Center, room 261.

3.28.16.01 Call to Order

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

3.28.16.02 Approval of Agenda

The agenda was approved with the removal of the Faculty Policies Committee motion under the heading of Report of Standing Committees.

3.28.16.03 Approval of Minutes

The minutes for February 21, 2017, were approved as written.

3.28.16.04 President's Report

President Banning reported on the March 14 lunch and March 16 breakfast meetings with University President M. David Rudd. Senator Travis encouraged those who have not attended a meeting to go.

President Banning reported on the Faculty Evaluation software. The software deployment is delayed until next academic year, Fall 2017. The delay will allow for training of the deans and chairs, which was absent in the original deployment timeline. President Banning thanked Information Officer Berman who is the Faculty Senate representative serving as co-chair of the Faculty Evaluation training team, who voiced the need for deans and chairs on the team for a more comprehensive evaluation of the software. As a result, College of Arts & Sciences Dean, Dr. Thomas J. Nenon, would be joining the team.

President Banning reported that the annual Faculty Evaluation of Administrators (President, Provost, and Deans) Spring 2017 surveys was completed and those results were submitted to administration.

President Banning reported that the University of Memphis, Board of Trustees had its first meeting on March 17 at the main campus. In his opinion, the meeting was very informative and he thanked Faculty Representative Katharine (Kate) Traylor Schaffzin for her active participation in the meeting. The next meeting of the Board is June 6, 2017.

President Banning referenced a handout at the request of the Faculty Senators about feedback on issues about faculty compensation. He received two e-mails and two written narratives on the matter. He suggested that Senators read the comments at their leisure.

President Banning reported that Mike Krause, Executive Director of TN Higher Education Commission (THEC), will visit with the FS on Tuesday, April 4, 2017, in Senate Chamber (University Center, room 261). President Banning will solicit written

questions for Mr. Krause from Senators. Those questions submitted in advance of the meeting will be addressed before questions coming from the floor. Postscript: Mr. Krause was unable to visit with the FS, due to legislative requirements of his office. His visit will be rescheduled.

Senator Jones raised a point of order asking President Banning about sending the results of the Faculty Evaluation of Administrators (President, Provost, and Deans) Spring 2017 surveys to faculty. President Banning responded that he would follow up on that tomorrow and get them sent out.

3.28.16.05 Report of Committee on Committees

President Banning informed the Senate that the Committee on Committees (CoCs) would be reporting under the chairmanship of Senator Dapremont. Senator Dapremont informed the Senate that we need to elect three faculty members to serve on the Faculty Ombudsperson Selection Committee. Motion: Move that the Faculty Senate accept the following named faculty to serve as Faculty Senate representatives on the Faculty Ombudsperson Selection Committee: Jill Dapremont (Nursing), John I Hochstein (Mechanical Engr) and Eddie Jacobs (Electrical and Computer Engr).

Adopted by voice vote with 0 nays and 0 Abstentions on March 28, 2017

President Banning informed the senate that University President Rudd will be sent the three named faculty members and the President supplies three more faculty members. Then the interviewing of candidates who have applied for the Faculty Ombudsperson position will begin.

3.28.16.06 Report of Standing Committees

President Banning yield the floor to Senator Kurtz to present the Faculty Policies Committee motion: Faculty Handbook Revision Motion, Protocol for Updating the Faculty Handbook. Senator Kurtz informed President Banning that the committee wishes to postpone presentation of the motion until the FS April 18 meeting. President Banning and the Senate accepted the request for postponement.

3.28.16.07 Old Business

There was no Old Business to discuss.

3.28.16.08 New Business

President Banning reviewed the process by which the ad hoc committee, Budget and Finance, generated their report on compression. President Banning asked the Senators to hold all question until after the presentation, direct their questions to him as chair, and submit any edits to the recommendations contained in the report in writing so they can be forwarded to Dr. Robinson and the committee for consideration. President Banning introduced the FS ad hoc Budget and Finance Committee chair, Dr. Martha D. Robinson, and yielded the floor to her. Dr. Robinson introduced those members of the committee present and began her PowerPoint presentation. The FS had received the Budget and Finance Committee report which was distributed prior to the meeting. Dr. Robinson

cited the labor market and faculty longevity as primary causes of compression at the university. At the conclusion of the presentation, Senate discussion ensued. Some Senators expressed concern that a decision had already been made to allocate the full 3% raise pool as merit pay. University President Rudd responded that a decision had not been made, but when a decision is made he would share it with the campus. President Banning responded to questions about the data by stating that he would post the data on the FS website. Postscript: Instead the data was placed on UMdrive and the senators were provided a link. He also reported that the Senate will have further discussion on compression at the April meeting and thanked Dr. Robinson and the committee.

President Banning yielded the floor to Senator Schwartzbach to present his distributed Resolution on forming an Information Technology Committee. Senator Schwartzbach presented to the FS background on the resolution. At the heart of the resolution is more faculty involvement in Information Technology Services (ITS) decisions. Senate discussion ensued. Provost Karen Weddle-West and University President Rudd responded to various concerns raised by Senator Schwartzbach. President Banning invited Information Officer Berman to give a historical perspective on past FS involvement with ITS related to Senator Schwartzbach's concerns. Information Officer Berman did so. Senate discussion continued.

Motion:

Whereas the University Computing environment has a major impact on the Teaching, Research and Service Mission of the University,
Whereas the computing environment required by Faculty and Students to execute this mission is not always the same as the environment needed by the nonacademic sector of the University,
Whereas the computing environment required by Faculty and Students is highly diverse with different groups having highly different needs necessitating faculty input and customization of provided services,
Whereas it is the faculty members and not the IT staff who have the best understanding of the computer environment needed to support the academic mission of the University,
Be it resolved that the Faculty Senate requests the establishment by President Rudd of a joint IT/faculty committee charged with developing and approving all general policies regarding the academic computing environment as well as approving faculty requests for customized services necessitated by their unique computing environment needs.
And be it resolved that this committee be composed of an equal number of IT staff (appointed by the University President) and faculty (with equal numbers of faculty appointed by the Faculty Senate and by the University President).

Adopted by hand vote on 20 for, 14 nays, 6 abstentions on March 28, 2017.

President Banning introduced the speaker, Senator Trapp, to the distributed motion on forming the ad hoc committee for a paid family leave policy. The ad hoc committee

report will go before the Board of Trustees at its June 6, 2017 meeting for consideration. President Banning yield the floor to Senator Trapp who is seeking Senate support in moving forward with the Family Leave/childcare Working Group formation. Senate discussion ensued. Senator Jones as a point of information informed President Banning that Senator Trapp is speaking on behalf of the Executive Committee of the FS. President Banning acknowledged the clarification and the senate agreed.

Motion:

ad hoc committee for Paid Family Leave Policy and Working Partnership with the Lipman Center for Early Childcare Services.

Nominate Dr. Micah Trapp as the chair with 3-5 additional faculty, along with a representative from HR

The charge is to develop a Paid Family Leave Policy as well as formalizing a working relationship with the Lipman Center for early childcare services.

The result of this effort will be a short (3-page) report that summarizes currently policies, services, deficits, and impact.

The report has a short timeline because this report will go to the Board of Trustees for the June 6th with the intent of having the new policies in place for the Fall 2017 semester.

Adopted by hand vote on 36 for, 0 nays, 0 abstentions on March 28, 2017.

President Banning thanked Senator Trapp and acknowledged Board of Trustees Faculty Representative, Katharine (Kate) Traylor Schaffzin's presence.

President Banning reported the next item of business would be a report from Senator Berg. Senator Berg informed President Banning that he would like to postpone his report on the Coalition on Intercollegiate Athletics (COIA) Annual meeting until the FS April 18 meeting in the interest of time for the Senate to hear Senator Wierdl's presentation. President Banning and the Senate accepted the request for postponement.

President Banning reported that Senator Wierdl would lead an open discussion on salary comparison of administrators and faculty. Senator Wierdl presented a brief PowerPoint presentation summarizing his concerns related to faculty salary increases. At the end of the presentation, Senate discussion ensued. Senator Williamson requested comments from University President Rudd. In general, President Rudd questioned some of the data that drove the presentation and expressed his willingness to continue engagement on these issues with the FS. He also encouraged the Senate to reach out to TN State Senator Dolores Gresham on issues of higher education including this one. NOTE: Republication Sen. Gresham is chair, Education Committee a Senate Standing Committee, District 26, telephone: (615) 741-2368. Senate discussion continued. No action resulted from the discussion.

3.28.16.09 Announcements

President Banning announced: March is Women History Month. 2017. National Theme “Honoring Trailblazing Women in Labor and Business” – UofM Theme “Who Runs the World”. Consider attending an event, visit, whm@memphis.edu.

Intellectual Property Workshop held by Office of Technology Transfer, Thursday, April 13th, 11:30 am FedEx Institute of Technology Classroom #225. Lunch will be provided. Register for this free event, go to: <http://bit.ly/2nFJaQB> or call 678-1041.

During the 2017 National Council for Undergraduate Research (NCUR) at the UofM campus, April 6-8. More than 300 faculty, professional staff and graduate student volunteers are needed to moderate oral presentations sessions. Volunteers can contact Melinda Jones at mljones6@memphis.edu to sign up.

3.28.16.10 Adjourn: 4:30 p.m.