



## Minutes of the Faculty Senate

**DRAFT**

**Presiding:** Thomas E. Banning (Engr Tech)

**Date:** 4-18-17

**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), Jill A. Dapremont (Nursing), Donna R. Jones (Law), David M. Kemme (Economics), Henry A. Kurtz (Chemistry), Erno Lindner (Biomed Engr), Jeffrey G. Marchetta (Mech Engr), 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), Sajjan G. Shiva (Computer Science), 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), Brian A. Waldron (Civil Engr), 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 Edu Psy & Res)

**Senators Present by Proxy:** Lorinda B. Cohoon (English) Catherine Martin, Benwari L. Kedia (Management) Robert R. Taylor

**Senators Absent:** Coriana L. Close (Art), Robert A. Hetherington (Theatre & Dance) Michael O'Nele, Tiffany G. Johnson (Univ College), Meghan E. McDevitt-Murphy (Psychology) Elizabeth Meisinger, E. Trey Martindale (Instr & Curr Ldrship), Steven D. Schwartzbach (Bio Sci), 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), Martha D. Robinson (UofM Lambuth Liaison/Budget & Finance Committee), Thomas J. Nenon (Dean, College Arts & Sciences)

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

The four-hundredth and forty-fourth meeting of the University of Memphis Faculty Senate was held Tuesday, April 18, 2017, in the Senate Chambers of the University Center, room 261.

**4.18.16.01 Call to Order**

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

**4.18.16.02 Approval of Agenda**

The agenda was approved as written.

**4.18.16.03 Approval of Minutes**

The minutes for March 28, 2017 was approved as written.

**4.18.16.04 President's Report**

President Banning reported on the April 11 breakfast meeting with University President M. David Rudd. President Banning thanked University President Rudd for hosting the breakfast and lunch meetings. He stated that the meetings will continue, resuming in the fall, starting in August. NOTE: The next and final breakfast meeting for spring 2017 is April 27.

President Banning reported that the National Council for Undergraduate Research (NCUR), April 6-8, 2017 conference hosted by the University of Memphis was very successful. President Banning gave thanks to those who were involved.

President Banning informed the Senate that discussion and voting on the ad hoc Budget and Finance Committee Report on Faculty Compression will take place in Old Business. The Faculty Senate (FS) will continue reviewing faculty pay in the next Senate session. The Senate, at the request of University President Rudd, will tackle equity and merit pay with a larger committee.

President Banning reported that Mike Krause, Executive Director of TN Higher Education Commission (THEC), was unable to visit with the FS on April 4, due to legislative requirements of his office. He will try to reschedule his visit for fall (August or September) timeframe.

President Banning informed the Senate to start considering what standing committee and officer positions that they would like to serve on. The April 25 meeting of the FS is organizational in nature and includes the elections of officers.

President Banning provided an update on the Administrative Policies Committee's (APC) charge on reviewing university contracts. The APC is chaired by Senator McMickle. President Banning reported that the APC is still working on the issues raised and the report is not ready. If the report is completed in the summer, the Executive Committee (EC) will vote on it and the report will need final approval by the full Senate in the Fall.

President Banning thanked the full Senate for all of their work this session. He stated that the Senate must continue to be responsive and take a big picture view of issues and that we (the Senate) are getting positive feedback from faculty at large.

#### **4.18.16.05 Old Business**

NOTE: Dr. Martha Robinson, chair of the FS ad hoc Budget and Finance Committee/ UofM Lambuth Liaison, was present at the meeting in person. President Banning reviewed the process by which the Budget and Finance Committee generated the report on faculty compression and feedback on the report at the last Senate meeting. He reported that the additional data (inclusion of university library faculty and revision of law school faculty) had been updated accordingly. President Banning asked for discussion on a motion to accept the Faculty Salary Compression Report. Discussion ensued. Senator Williamson commented that the report made no distinction between 9-month and 12-month faculty contracts, which skews the data. Provost Karen Weddle-West informed the Senate that those changes have already been factored into the data but that the data could still be disaggregated. She also stated that the data would be revised to show the distinction between clinical and tenure track faculty. Senator Wierdl asked if the report declared specifically how distributions would be made. President Banning clarified that the report highlights the issue of compression, but doesn't address details of how to distribute funds to solve compression issues. After further discussion, President Banning asked for a vote on accepting the report. The report was accepted and approved for adoption and implementation.

**Accepted by hand vote of 35 for, 0 against, and 1 abstention on April 18, 2017.**

President Banning informed the Senate that voting will now take place on the recommendations cited in the report. NOTE: This was later changed to show that the Senate voting was on Action Items, not recommendations.

Motion: Approve Action Item 1: Budget Request: Allocate \$2.5 – \$5 million in the base budget beginning FY 18 to address Faculty Salary Compression.

**Adopted by hand vote of 34 for, 0 against, and 2 abstentions on April 18, 2017.**

Motion: Approve Action Item 2: Allocate 50% of proposed state funding for raises (cost of living, etc.) to address faculty salary compression in FY 18.

**Failed by hand vote of 3 for, 31 against, and 2 abstentions on April 18, 2017.**

Motion: Approve Action Item 3: Conduct an annual audit and report findings of faculty salary compression (data provided by OIR) and update decompression plan accordingly.

**Adopted by hand vote of 35 for, 0 against, and 1 abstention on April 18, 2017.**

NOTE: Office of Institutional Research (OIR)

President Banning yielded the floor to Senator Kurtz, chair of the Faculty Policies Committee, to present two motions. Senator Kurtz provided background information on the first motion, Motion: Move that the Faculty Senate approve removal of the Standing Rules of the Faculty Senate from the Faculty Handbook as an appendix. Essentially, the

committee recognized that the standing rules of the FS should be a stand-alone document, not an appendix in the Faculty Handbook.

**Adopted by hand vote of 36 for, 0 against, and 0 abstentions on April 18, 2017.**

Senator Kurtz provided background on the second motion, Faculty Handbook Revision Motion, Protocol for Updating the Faculty Handbook.

Motion: Move that the Faculty Senate approve the following protocol for making formal changes to the Faculty Senate Standing Rules:

*Proposed Replacement for Article III Section 5 of Senate Rules*

## **Section 5. Submittal Process and Deadlines for Faculty Handbook Changes**

### **1. Proposal Submission:**

Proposed changes to the Faculty Handbook may be submitted by any member of the University faculty to the Faculty Policies Committee of the Faculty Senate. The Faculty Policies Committee may also propose changes to the Faculty Handbook.

Administrative proposals for any change to the Faculty Handbook, other than grammatical, format, or spelling changes, must be submitted for approval to the Faculty Policies Committee prior to the first senate meeting of the spring term preceding the academic year in which the proposed change would take effect.

### **2. Change Recommendations:**

The Faculty Policies Committee will forward their recommendations for changes to the Faculty Senate for debate and approval, including a full list of all submitted ideas for policy change consideration. If approved by the Faculty Senate, the proposal will be forwarded to the Provost as head of Academic Affairs.

### **3. Review:**

(a) If the Provost's office agrees to the changes as passed, then they will be incorporated into the Faculty Handbook.

(b) If Academic Affairs is in disagreement with the approved changes from the Faculty Senate, then the Faculty Policies Committee will reexamine the proposal with input from and cooperation with Academic Affairs and use that review to return a proposal to the Faculty Senate for debate and consideration for approval. The revised proposal must then be approved by three fourths of the Senate to be officially inserted into the Handbook. If there is not a three-fourths approval vote, the proposed changes will not be made in the Handbook until a revised proposal obtains the needed consensus.

### **Effective date for Handbook changes**

All changes to the Faculty Handbook during an academic year will be held and published in a new annual version on July 1 of each year and notification of all changes will be provided to the University Faculty. If there is a modification that the Faculty Senate deems necessary for immediate inclusion, then a motion to that effect can be

approved by the Senate and the change made immediately and the University Faculty be notified of the change.

**Adopted by hand vote 40 for, 0 against, and 1 abstention by April 18, 2017.**

President Banning reported to the Senate that the members of the ad hoc Faculty Handbook Review Committee would be discharged since the Senate session is ending. The committee work will resume next week at the beginning of the next FS session.

President Banning reported the next item of business would be the ad hoc Parental Paid Time-Off Leave Policy Committee, which will include changes in the committee title and charge. Note: The committee was formerly called Paid Family Leave Policy and Working Partnership with the Lipman Center for Early Childcare Services, chaired by Senator Trapp. President Banning cited the list of members to the prior mentioned committee. He introduced the motion to create the committee and charge. Senator Jones was the speaker to the motion on behalf of the Executive Committee (EC).

Motion: ad hoc committee for Paid Family Parental 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. President Banning read the above revised charge, explained the changes, and read the amended slate of committee members.

**Adopted by hand vote on 40 for, 0 against, and 0 abstentions on April 18, 2017.**

President Banning yielded the floor to Senator Berg, FS representative to the Coalition on Intercollegiate Athletics (COIA). Senator Berg gave a verbal report on the COIA 14<sup>th</sup> Annual National meeting, February 17-19, 2017 hosted by Wake Forest University, Winston Salem, NC. Senator Berg stated that COIA is getting bogged down on organizational issues, nonetheless COIA is still worthwhile. Some common issues addressed at the meeting: student athletes getting mandatory activities, but these activities positioned as being voluntary and how well athletes are being integrated into the campus community, for example the trend of having multipurpose buildings for student athletic. Senator Berg encouraged Senators to bring athlete issues to him, and other members of the University Faculty Athletic Committee, Senators Ozdenerol, Wilson and President

Banning so they can pass them on to administration. President Banning and the Senate accepted the report.

#### **4.18.16.06 Report of Committee on Committees**

President Banning reported to the Senate with the approval of Committee on Committees (CoCs) chair, Senator Dapremont, the final composition of the Faculty Ombudsperson Selection Committee with the addition of the three faculty members named by administration. The members are: Drs. Jill A. Dapremont (Nursing), John I. Hochstein (Mechanical Engr), Eddie Jacobs (Electrical and Computer Engr), Suzanne H. Lease (Couns Edu Psy and Res), Albert Okunade (Economics) and Shaum P. Bhagat, (Comm Sci and Disorders). President Banning informed the Senate that Selection Committee member, Eddie Jacobs, was asked and agreed to serve as chair pro-tem for the first meeting until the committee vote on a permanent chair. Then the interviewing of candidates who have applied for the Faculty Ombudsperson position will begin.

#### **4.18.16.07 Report of Standing Committees**

There were no reports of standing committees.

#### **4.18.16.08 Announcements**

President Banning announced: April is Sexual Awareness Assault Month. Office of Institutional Equity (OIR), training to raise awareness and how to prevent it, for more information visit OIR [www.memphis.edu/oie](http://www.memphis.edu/oie)

Faculty Senate Breakfast meeting with President Rudd (Thursday, April 27) hosted by the Office of the President, Holiday Inn (UofM main campus), Medallion Private Dining Room, 7:30 am – 8:30 am.

Board of Trustees (BOT) UofM, next meeting June 6, 2017.

**4.18.16.09 Adjourn:** 4:21 p.m.