



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engr Tech)

Date: 2-20-18

Secretary: R. Jeffrey Thieme

Senators Present: Mohd Hasan Ali (Elec & Comp Engr), Thomas E. Banning (Engr Tech), Reza Banai (Sch Urb Aff & Pub Pol), Eugene H. Buder (Comm. Sci. Disorders), Gerald Chaudron (Univ Libraries), Coriana L. Close (Art), Lorinda B. Cohoon (English), Charles W. Crawford (History), Jill A. Dapremont (Nursing), Michael R. Duke (Anthropology), Frances Fabian (Management), Robert A. Hetherington (Theatre & Dance), 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), Gray Matthews (Communication), James C. McCutcheon (Crim & Criminal Justice), Peter L. McMickle (Accountancy), Sanjay Mishra (Physics), John T. Mueller (Music), DeAnna N. Owens-Mosby (Instr & Curr Ldrship), Esra Ozdenerol (Earth Sci), George E. Relyea (Public Health), Sandra Richardson (Bus Info Tech), Michael Sances (Political Science), Steven D. Schwartzbach (Biology), Sajjan G. Shiva (Computer Science), Mark Sunderman (Fin, Ins, & Real Estate), Laura C. Taylor (Social Work), R. Jeffery Thieme (Mrktng & Suply Chain Mang), William P. Travis (Health Studies), Francisco Vivar (Foreign Lang & Lit), Máté Wierdl (Mathematical Sciences)

Senator Present by Proxy: Brennan K. Berg (KWS), Carol Silkes), Meghan E. McDevitt-Murphy (Psychology) Jeffrey S. Berman, Joseph C. Ventimiglia (Sociology) Graves E. Enck

Senators Absent: Mary K. Boudreaux (Leadership), Michael K. Chisamore (Architecture), David M. Gray (Philosophy), Leigh Falls Holman (Couns, Ed, Psy & Res), Brian A. Waldron (Civil Engr) Jin Yang (Journalism), Military Sciences (vacant)

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

Guests: Robert Jackson (ITS/CIO), Jeanine Smith (Business & Finance), Lawrence A. Pivnick (UMAR liaison), Martha Robinson (Lambuth liaison), Katharine Traylor Schaffzin (Board of Trustees Faculty Representative), and Gloria Fulton Carr (Faculty Ombudsperson) NOTE: University President M. David Rudd and Provost Karen Weddle-West was absent due to university business in Washington, D.C.

The four-hundred-and-fifth first meeting of the University of Memphis Faculty Senate was held Tuesday, February 20, 2018, in Senate Chambers of the University Center, room 261.

2.20.18.01 Call to Order

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

2.20.18.02 Approval of Agenda

The agenda was approved as written.

2.20.18.03 Approval of Minutes

The minutes for January 30, 2018 were approved as written.

2.20.18.04 President's Report

President Banning reported that the search for the Chief Financial Officer (CFO) has been completed and the decision by University President M. David Rudd is forthcoming. The original pool of sixty-two applicants was narrowed to three finalists.

President Banning reported that University President Rudd is suggesting that there is potential funding from the state for a small pay raise. University President Rudd wants to know the Senate's thoughts on a potential cap on raises for faculty with the highest pay. President Banning requested that Senators begin thinking about this issue.

President Banning reported that the Executive Committee (EC) is reviewing the selection process for the UofM Board of Trustees (BOT) Faculty Representative. He stated that the EC is targeting the March Faculty Senate (FS) meeting as a discussion item, on the selection process. Any modification of the document will be a review of the process by the Senate, including a replacement process. Discussion ensued. President Banning stated that part of the review of the position qualifications is up to the Faculty Senate. The intent is to make the final selection for the BOT Faculty Representative in the December FS meeting.

2.20.18.06 New Business

President Banning yielded the floor to Senator Kurtz to put forth the EC motion on Fixed-fee contracts and/or grants. Senator Kurtz, member of the EC, was speaker to the following motion:

After reviewing the findings for the Research Policies Committee in their recent report accepted by the Faculty Senate, the Executive Committee makes the following motion:

“Based on the findings of the Research Policies Committee of the Faculty Senate, it is moved that the Vice President for Research work with his office and faculty members to establish and publish guidelines for the process of deciding whether or not to accept fixed-fee contracts and/or grants.”

The findings show that this process is currently not well developed or communicated. Having a clear set of guidelines would be helpful for faculty members to plan as contracts and/or grants are developed and know what the relative issues are that they must address.

Adopted unanimously by voice vote on February 20, 2018.

President Banning yielded the floor to Senator Wierdl to present his motion on private contracts. The motion along with its rationale was distributed to the Senators prior to the meeting. Senator Wierdl's defined private contracts for the purpose of this motion as: A contract between the University (or its employees) and a private company (or private individual).

Motion: The senate will create an ad hoc committee to find the best way to make sure, the so called Private financing motion of the Senate is fulfilled. This committee is tasked to answer, as a minimum, the following questions

How can the Senate obtain comprehensive and comprehensible information on all private contracts for the last 5 academic years starting with 2013/14?

How can the Senate make sure that private contracts are and will be transparently handled? In particular:

Is a special audit needed for private contracts?

Should a separate webpage be set up where all private contract information can be readily accessed in comprehensible form?

The deadline for the ad hoc committee: the next meeting of the senate in March, 2018

Discussion ensued and after several amendments, the amended motion reads:

The Private Financing motion of 2015 stated, "We (the Faculty Senate) request that the administration give us detailed information about all private companies that received contracts resulting in receiving significant compensation from the University in the past two years and the present academic year. Significant compensation means that the company received at least \$100,000 in a given contract year. The request includes disclosure of whether the contract was awarded after an open bidding process. The deadline for which we wish to see the requested information is by the end of January, 2016, the beginning of the spring semester of the 2015 -16 academic year." The senate will create an ad hoc committee to find the best way to make sure, the spirit of this motion is fulfilled.

Adopted by voice vote with four nays and one abstention on February 20, 2018.

President Banning reported that a charge from the EC will be given to the Faculty Policies Committee to develop the compensation pool distribution report. Senator Travis, member of the EC, was speaker to the following motion:

Charge to the Faculty Policies Committee:

Because the Board of Trustees has approved the concept of a Compensation Pool to work on addressing wage increases as well as addressing wage inequities and because the budget funding for this pool is being developed for implementation in the next year's budget the Faculty Policies Committee is directed to appoint an ad hoc subcommittee to:

- 1) Develop metrics that can be gathered yearly for analysis and decision-making purposes.
- 2) Report yearly to the senate the results/outcomes of the previous year's raise pool distributions (i.e., how did the actual distributions affect compression, inversion, merit, and...?)
- 3) Develop recommendations yearly for distribution of potential raise pools (compression, inversion, merit, policies for negotiating wage increases, and...?).

These recommendations will be developed with inputs from Business and Finance and the Office of Institutional Research (OIR) to address the financial needs, the Deans to ensure that they have effective guidance and develop the priorities for the recommendations.

This report is due to the Executive Committee no later than April 10, 2018.

Adopted by voice vote on February 20, 2018.

2.20.18.07 Report of Committee on Committees

President Banning yielded the floor to Senator Dapremont, Chair Committee on Committees. Senator Dapremont put before the Senate the ratification of the following faculty nominee to serve on the Student Activity Fee Committee, Office of Student Affairs:

Student Activity Fee Committee (faculty nominee):

Shemeka Hamlin-Palmer, School of Health Studies (Healthcare Leadership)

Adopted by voice vote on February 20, 2018.

2.20.18.08 Guest Speaker

President Banning yielded the floor to Guest Speaker Dr. Robert J. Jackson, Chief Information Officer (CIO)/Information Technology Services (ITS) to brief the Faculty Senate on upcoming major projects via a PowerPoint presentation (see attached). Dr. Jackson's PowerPoint was distributed to the body prior to the meeting.

2.20.18.9 Forum for the Development of Faculty Opinion

Due to time constraints the forum speaker, Senator Matthews, was unable to address the Senate. President Banning stated that the speaker will be scheduled for the next meeting.

2.20.18.10 Announcements

President Banning announced the Faculty Senators lunch meeting with University President M. David Rudd, February 27, 2018. President's Town Hall Meeting, University Center (UC) Theatre, 3-4:30 pm, February 27, 2018 and UofM Broad of Trustees meeting, March 7, 2018, on the main campus at the UC.

2.20.18.11 Adjourn

The meeting adjourned at 4:30 p.m.