



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engr Tech)

Date: 3-27-18

Secretary: R. Jeffrey Thieme

Senators Present: Mohd Hasan Ali (Elec & Comp Engr), Thomas E. Banning (Engr Tech), Reza Banai (Sch Urb Aff & Pub Pol), Brennan K. Berg (KWS) Mary K. Boudreaux (Leadership), Eugene H. Buder (Comm. Sci. Disorders), Gerald Chaudron (Univ Libraries), Michael K. Chisamore (Architecture), Coriana L. Close (Art), Lorinda B. Cohoon (English), Charles W. Crawford (History), Jill A. Dapremont (Nursing), Michael R. Duke (Anthropology), Frances Fabian (Management), Leigh Falls Holman (Couns, Ed, Psy & Res), David M. Gray (Philosophy), 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), Meghan E. McDevitt-Murphy (Psychology) 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), Jin Yang (Journalism),

Senator Present by Proxy: Joseph C. Ventimiglia (Sociology) Graves E. Enck

Senators Absent: Brian A. Waldron (Civil Engr), Military Sciences (vacant)

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

Guests: University President M. David Rudd (President), Provost Karen Weddle-West (Provost), Melanie Murry (University Counsel), Absent Lawrence Pivnick (UMAR liaison), Martha Robinson (Lambuth liaison), Katharine Traylor Schaffzin (Board of Trustees Faculty Representative), and Gloria Fulton Carr (Faculty Ombudsperson)

The four-hundred-and-fifth second meeting of the University of Memphis Faculty Senate was held Tuesday, March 27, 2018, in Senate Chambers of the University Center, room 261.

3.27.18.01 Call to Order

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

3.27.18.02 Approval of Agenda

The agenda was approved as written.

3.27.18.03 Approval of Minutes

The minutes for February 20, 2018 were approved as written.

3.27.18.04 President's Report

President Banning reported on his meeting with Maria Alam, Vice President/Chief Human Resources (HR), to foster a better working relationship. Ms. Alam informed him that HR is creating process improvement teams to engage with faculty and staff on improvement areas. President Banning will seek faculty involvement on these teams and will follow through with an all-faculty email seeking volunteers.

President Banning reported that beginning this week he will send all Senators legislative compilations for those interested in the legislative actions affecting universities in TN: Weekly Legislative Wrap Up from Stones River Group and Ear to the Ground, Memphis to Mountain City from Farris Bobango PLC - Public Strategies Group (monthly). President Banning stated that the weekly report might overlap with the monthly report, but the weekly report has timely news articles and the monthly is more in-depth. Stephanie S. Beasley, at the behest of University President Rudd, sends out these compilations electronically to the Faculty Senate (FS) President.

President Banning reported that University President Rudd selected Raajkumar "Raaj" S. Kurapati as Chief Financial Officer (CFO). Mr. Kurapati is currently employed as Vice President for Finance and Chief Financial Officer for Texas A & M University-Kingsville. NOTE: Mr. Kurapati will be joining the UofM as CFO in May.

3.27.18.05 Report of Committee on Committees

President Banning yielded the floor to Senator Dapremont, Chair Committee on Committees. Senator Dapremont put before the Senate the nomination of the following faculty nominee to serve on the Fee Structure Committee (working name), Office of Business and Finance:

Fee Structure Committee (faculty nominee):

Carolyn Ransford Kaldon, Center for Research in Educational Policy

Adopted by voice vote with 1 abstention March 27, 2018.

3.27.18.06 Old Business

President Banning reported that the TN State Legislature approved the Optional Retirement Program (ORP) legislation on March 16. President Banning expressed thanks to former Senator Harvey Lomax (Political Science-retired), University President M David Rudd, and UT-Knoxville. University President Rudd suggested thank you is in order for TN State Treasurer, David H. Lillard, Jr., email: David.Lillard@tn.gov. Senator Hetherington asked whether or not faculty be grandfathered in. As a point of information, Information Officer Berman responded that those persons who have already agreed to annuity are not grandfather in.

3.27.18.07 New Business

President Banning reported that the Executive Committee (EC) is putting forth a motion from the Administrative Policies Committee from January 2018 that was accepted by the Faculty Senate. President Banning put forth the motion from the EC:

“Charge the Senate’s Research Policies Committee and the Research Administration services, with the task of developing the post grant review process.

Implement a ‘Post-Grant PI Review of the effectiveness of Research Administration services’ as a required part of the grant/contract proposal, review and administration process.”

Adopted unanimously by voice vote with 1 nay on March 27, 2018.

President Banning reported that the Annual Evaluation of Administrators (President, Provost, and Dean) closes this Friday, March 30, 2018.

President Banning informed the body that the EC has completed its initial review of the selection process for the UofM Board of Trustees (BOT) Faculty Representative, resulting in a marked-up draft document. Hard copies of the marked-up document were distributed to the body prior to the meeting for review. President Banning stated that today marked the beginning of the discussion on the potential changes to the selection process. President Banning stated that the policy and process for the selection process is not in the current FS By-Laws or the Faculty Handbook. President Banning also informed the body that the current faculty representative’s term of office ends in June 2019 and the Faculty Senate (FS) should begin the selection process in August.

Senator Kurtz, on behalf of the EC, made a motion to begin the review process of the marked-up document, Faculty Senate Documentation (Approved by Faculty Senate September 6, 2016).

The marked-up document consists of four major headings:

- (1) Criteria for Faculty Trustee
- (2) Procedure for Faculty Trustee Selection
- (3) Procedure for Replacement in Case of Vacancy in Term (new heading)
- (4) Selection Time Line (new heading)

Adopted by voice vote on March 27, 2018.

President Banning yielded the floor to Board of Trustees (BOT) Faculty Representative, Katharine Traylor Schaffzin. BOT Faculty Representative Schaffzin stated that she had received a copy of the marked-up document prior to the Senate meeting. BOT Faculty Representative Schaffzin recommended rejection of many of the suggested changes, focusing on eligibility and replacement procedures. (NOTE: Senator Lindner requested that BOT Faculty Representative Schaffzin to provide her comments in writing to the body and she agreed.)

After vigorous discussion, President Banning suggested that Senator Kurtz will make changes to the draft to reflect many of the points made in the discussion and the new draft will be distributed to Senators before the next FS meeting for review. Senator Kurtz moved to postpone voting on the proposed changes until the next FS meeting.

Adopted by voice vote on March 27, 2018.

President Banning requested that all Senators send suggestions for changes to the marked-up document to Senator Kurtz at email: hkurtz@memphis.edu .

President Banning reported a total of 19 responses were received on the FS Survey on faculty raises (including salary caps). NOTE: University President Rudd requested Senate feedback due to a potential funding from the state for a small pay raise. The survey results will be taken to a committee. President Banning noted that the focus of the survey was to report to University President Rudd on the salary cap issue. The rest of the issues raised in the discussion will be forwarded to a committee working on salary/raise issues.

3.27.18.8 Forum for the Development of Faculty Opinion

President Banning yielded the floor to Senator Matthews. The purpose of his briefing was “*to encourage reaffirmation of the vitality of discussion, debate and dialogue for improving understanding, collegiality and decision-making.*”

3.27.18.9 Announcements

President Banning announced March is Women History Month and the Office of Diversity, Title 9 part 2, mandatory training deadline is April 20, 2018. .

3.27.18.10 Adjourn

The meeting adjourned at 4:30 p.m.

March 27, 2018
Gray Matthews, Senator
Department of Communication
matthews@memphis.edu

Purpose for Remarks:

To encourage reaffirmation

of the *vitality* of discussion, debate and dialogue

for improving understanding, collegiality and decision-making.

Things that Contribute to “Communication Knots”

1. Rapid restructuring |
| stress

2. Pressure to comply |

3. State legislative activity |
| haste

4. Rush to vote/decide |

5. Motion fog |
| confusion

6. Chilly climate at times |

Recommendation:

Revise Senate Agenda for Better Flow

Four Suggestions:

1. State: “Unfinished Business” instead of “Old Business”

2. “Unfinished Business” should precede “New Business”

(“New business” can also be introduced from the floor during forum)

3. All “Reports” should precede unfinished business

i.e. *Flow* = Reports → Unfinished Business → New Business

4. Enable more satisfactory discussions of motions by:

a. Not confining “discussion” to wording-issues only

b. Not permitting informal discussion while motion
is pending (i.e. do not rush to vote)

c. Not immediately voting on a “call to question”

d. Not viewing motions as final statements on issues