



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engr Tech)

Date: 9-5-17

Secretary: R. Jeffrey Thieme

Senators Present: Mohd Hasan Ali (Elec & Comp Engr), Thomas E. Banning (Engr Tech), Brennan K. Berg (KWS), Eugene H. Buder (Comm. Sci. Disorders), Michael K. Chisamore (Architecture), Charles W. Crawford (History), Gerald Chaudron (Univ Libraries), Coriana L. Close (Art), Lorinda B. Cohoon (English), Jill A. Dapremont (Nursing), 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), Kristen P. Jones (Management), Henry A. Kurtz (Chemistry), Jeffrey G. Marchetta (Mech Engr), Gray Matthews (Communication), James C. McCutcheon (Crim & Criminal Justice), Meghan E. McDevitt-Murphy (Psychology), Sanjay Mishra (Physics), John T. Mueller (Music), 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), R. Jeffery Thieme (Mrktng & Suply Chain Mang), DeAnna N. Owens-Mosby (Instr & Curr Ldrship), Laura C. Taylor (Social Work), William P. Travis (Health & Sport Sci), Joseph C. Ventimiglia (Sociology), Francisco Vivar (Foreign Lang & Lit), Jin Yang (Journalism)

Senator Present by Proxy: Reza Banai (Sch Urb Aff & Pub Pol) Susan L. Roakes, Michael R. Duke (Anthropology) Clare L. Boulanger, Erno Lindner (Biomed Engr) James Williams, Peter L. McMickle (Accountancy) Jeffrey Nevels, Máté Wierdl (Mathematical Sciences) Alistair J. Windsor

Senators Absent: David M. Kemme (Economics), Brian A. Waldron (Civil Engr), to be elected (Leadership), Military Sciences (vacant)

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

Guests: M. David Rudd (President Office), Karen Weddle-West (Provost Office), Katherine Taylor Schaffzin (Board of Trustees Faculty Representative), Lawrence A. Pivnick (UMAR liaison), Martha Robinson (Lambuth liaison)

The four-hundred-and-forty sixth meeting of the University of Memphis Faculty Senate was held Tuesday, September 5, 2017, in E. C. Ball Hall Auditorium, room 124.

9.5.17.01 Call to Order

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

9.5.17.02 Approval of Agenda

The agenda was approved with modifications. Four motions from the Executive Committee (EC) were added under the heading of New Business. The first three motions were adopted by the EC over the summer and were put forth for full Senate approval. The fourth motion addressed issues with the Optional Retirement Plan (ORP).

9.5.17.03 Approval of Minutes

The minutes for April 25, 2017, were approved as written.

9.5.17.04 President's Report

President Banning welcomed the new Senators and requested them to stand individually and introduce themselves. The new Senators (including proxies) proceeded to introduce themselves. In addition, guest, Lawrence (Larry) A. Pivnick (retired, Emeritus Professor, Law School) UofM Association of Retirees (UMAR) liaison introduced himself.

President Banning reported that the EC made some appointments to standing committees within the University over the summer. In general the appointees had served previously and were willing to continue to serve.

President Banning announced that over the summer University President Rudd approved adding the Faculty Senate (FS) President to the President's Council. President Banning commented that he is looking forward to interactions with the council.

President Banning along with President-Elect Kurtz had several meetings with Provost Karen Weddle-West this summer including discussions concerning commencement changes. This fall's commencement will be shorter with three ceremonies instead of two, starting on Sunday. Each ceremony should last approximately 1.5 hours. The three ceremonies will include college hoodings (doctoral and masters). The biggest impact of the change will be on the platform party (i.e. President, Provost, Deans, etc.) as they will have an all-day commitment. Sidebar: Provost Weddle-West commented on the change as a way to begin to educate the broader community on those receiving post graduate degrees.

President Banning reported on the outcome of the Senate ad hoc Paid Paternal Leave Committee actions. The Committee submitted a Paid Parental Leave Report to the UofM Board of Trustees (BOT) at its June 6 meeting whereby the concept of the policy was approved by the board. Bruce Harber, Office of the President, is working with Financial Planning on a detailed financial model of the overall impact of implementing Paid Paternal Leave. This financial analysis will go to the BOT in October for approval. President Banning stated that he will send an email to all faculty soliciting volunteers to serve on an ad hoc committee to establish the policies and procedures.

9.5.17.05 Election of one member to Committee on Committees

President Banning reported that the FS needs to elect a Senator to serve on the Committee on Committees to fill the vacancy created by former Senator E. Trey Martindale (Instr & Curr

Leadership). NOTE: Senator Martindale accepted an academic position at Mississippi State University, as Department Chair and tenured Associate Professor in the department of Instructional Systems and Workforce Development. President Banning stated that Senator Owens-Mosby has self-nominated for the position. President Banning asked for nominations from the floor and there were none. **Senator DeAnna Owens-Mosby (Instr & Curr Leadership) was elected by acclamation on September 5, 2017.**

9.5.17.06 Report of Committee on Committees

President Banning yielded the floor to Senator Dapremont, chair of Committee on Committees, regarding the nominees to serve on University and ad hoc committees. Senator Dapremont put before the body the following nominees to serve:

Faculty Athletic Committee Tracy M. Collins (Nursing)

Senator Collins was elected by acclamation on September 5, 2017.

Research Technology Advisory Committee Genae D. Strong (Nursing)

Senator Banai's proxy, Ms. Roakes, put forth the self-nomination of Senator Banai. Senator Dapremont accepted the nomination of Reza Banai. President Banning called for a request for Tellers Committee. Senator Travis and Berg volunteered to serve as Tellers. Sidebar: President Banning informed the Senate that clickers would be used at the next meeting for voting purposes.

Senator Strong was elected by hand vote on September 5, 2017.

Teaching & Learning Technologies Advisory Committee (TLAC)

Sanjay R. Mishra (Physics)

Senator Mishra was elected by acclamation on September 5, 2017.

Safety Committee

David C. Burchfield (Health Systems Mgmt and Policy)

Senator Burchfield was elected by acclamation on September 5, 2017.

Business and Finance 4 Standing Committees (individually by committee)

Facilities and Services (2 nominees)

Perveen Rustomfram (University Libraries)

Culeta Armstrong (Nursing)

Public Records (2 nominees)

Peter L. McMickle (Accountancy)

George E. Relyea (Public Health)

Traffic and Parking Authority (2 nominees)

Kyle Ferrill (Music)

Sabyasachee Mishra (Civil Engineering)

Fee/Refund Appeals (3 nominees)

DeAnna Owens-Mosby (Instruction Curriculum Leadership)

Joy Goldsmith (Communication)

Glenda Wothers (Nursing)

Slate was elected by acclamation on September 5, 2017.

President Banning reported that the following faculty volunteers responded to the all-faculty email and volunteered to serve on the Alumni and Faculty House Committee and the Information Technology Services (ITS)/Faculty Support Committee. President Banning opened the floor for additional volunteers to serve on both ad hoc committees. Hearing none, the Senate moved forward on the following nominees:

Alumni and Faculty House Committee

Jeffrey Berman (Psychology)
Michael K. Chisamore (Architecture)
Eddie L. Jacobs (Elec and Computer Engr)
Georgette Kearney (Campus Recreation)
Lawrence (Larry) A. Pivnick (UoM Assoc Retirees retired Law School)
William P. (Pat) Travis (Health Care Leadership)
Kathy Tuberville (Management)

Slate was elected by acclamation on September 5, 2017.

Information Technology Services (ITS)/Faculty Support Committee (8)

Daniel Kohn – Engineering Technology
Kenneth Haggerty – University Libraries
Steven Schwartzbach – Biology
Nathan DeYonker – Chemistry
Michelle Baldwin – Nursing (Lambuth)
Jin Yang – Journalism
Peter Bridson – Chemistry
James McGinnis – Engineering Technology

Slate was elected by acclamation on September 5, 2017.

President Banning informed the body about issues the FS will be working on in the future. These tasks include solicitation from the Office of the Faculty Senate for volunteers to begin working on: the Ad hoc Parental Paid Time-Off Leave Policy Committee, the Family Friendly Work Environment Committee, and policies for Paid Paternal Leave. Also, President Banning will send an email calling for additional female faculty to serve on the Alumni Faculty House Committee for gender equity and to ensure a pathway to a more inclusive facility.

9.5.17.7 Old Business

President Banning updated the Senate about additional activities of the ad hoc ITS/Faculty Support and Faculty Handbook Review Committee. The updates are:

Senator Schwartzbach has agreed to serve as chair pro-tem of the ad hoc ITS/Faculty Support Committee until the committee meets. The ITS/Faculty Support Committee will focus on the day-to-day needs of faculty.

The ad hoc Faculty Handbook Review Committee fixed all references to TN Board of Regents (TBR) in its first year. Now the committee's next step is to edit the Faculty Handbook to be more readable. The last task will be to make substantive changes in policies in concert with administration.

9.5.17.8 New Business

President Banning explained to the Senate that the Executive Committee (EC) acts on behalf of the full Senate during the summer. Senator Jones was speaker to the summer motions from the EC:

2017-05-23 EC

Motion: Move that the Executive Committee accept the report of the Paid Parental Leave Committee.

Adopted by voice vote on May 23, 2017.

Adopted by voice vote by the FS on September 5, 2017.

Motion: Move that the Executive Committee endorse the recommendation and all of the provisions of the report.

Adopted by hand vote on May 23, 2017.

Adopted by voice vote by the FS on September 5, 2017.

2017-06-27 EC

Senator Jones brought to the EC's attention that: Article III, Standing Rules, section 7, Representative of The UofM to the Faculty Subcouncil of the Tennessee Board of Regents (TBR) should be deleted since the UofM is no longer governed by TBR. Therefore, the EC brings to the Senate the motion: Move that the Faculty Senate remove in its entirety Article III, Standing Rules, section 7, Representative of the University of Memphis to the Faculty Subcouncil of the TN TBR.

Section 7. REPRESENTATIVE OF THE UNIVERSITY OF MEMPHIS TO THE FACULTY SUBCOUNCIL OF THE TENNESSEE BOARD OF REGENTS

The Representative of The University of Memphis to the Faculty Sub-Council of the Tennessee Board of Regents shall be the President-Elect of the Senate. The Representative of The University of Memphis to the Faculty Sub-Council of the Tennessee Board of Regents shall attend all Sub-Council meetings and represent the views of the Faculty of The University of Memphis and shall report all activities, decisions, and concerns of the Sub-Council to the Faculty Senate.

Adopted by hand vote on June 27, 2017.

Adopted by voice vote by the FS on September 5, 2017.

President Banning informed the body on the initiation of and reasoning for the EC putting forth a resolution on Optional Retirement Plan (ORP) funds. He began by stating that this is simply a symbolic recommendation, specifically for faculty. Senator Kurtz, speaker to the resolution on behalf of the Executive Committee, provided background information on the resolution

regarding restrictions on a retiree's ability to withdraw ORP funds. Faculty Senate Motion on Retiree's Ability to Withdraw Optional Retirement Plan Funds:

Whereas,

Tennessee law restricts state retirees from full access to their ORP funds in retirement: TCA Section 8-25-211. Upon retiring or otherwise terminating employment, an employee participating in an optional retirement program may elect to receive a cash withdrawal of up to fifty percent (50%) of such employee's accumulated account or accounts if permitted by the relevant optional retirement company, and if the employee applies for and begins receiving a lifetime distribution of the remaining portion of such employee's accumulated account or accounts. Any employee who receives a cash withdrawal pursuant to this section shall not be entitled to reestablish the withdrawn amount or any period of service represented by that amount in either the optional retirement program, the retirement system, or any other Tennessee state retirement program.

Whereas,

This restriction is highly unusual and is in direct conflict with the spirit of the optional retirement program that allows employees greater control over their retirement funding.

Be it resolved,

The University of Memphis Faculty Senate respectfully requests that University President M. David Rudd and the University of Memphis Board of Trustees engage with the State of Tennessee General Assembly to exempt higher education faculty from TCA Section 8-25-211 or repeal this section of Tennessee Code."

Adopted by voice vote by the FS on September 5, 2017.

Senator Jones reaffirmed that this is simply a symbolic recommendation specifically for faculty.

9.5.17.9 Guest Speaker University President M. David Rudd

President Banning yielded the floor to University President M. David Rudd to speak on the University Budget and Freedom of Speech. In his opening statement to the Senate, University President Rudd stated that after previous communication with President Banning he was happy to come and speak to the FS on an annual basis about the University budget. University President Rudd expressed to the body that it was nice having President Banning on the President's Council. University President Rudd hopes the Faculty Senate President's direct access to senior leadership of the University will be helpful and aid in transparency. NOTE: The month of September starts the budget review process (University level) lead by University President Rudd. University President Rudd made a couple of general comments about the budget using three power point slides. University President Rudd referenced the Powerpoint slides from his fall 2017 General Faculty Meeting, August 25

[\[http://www.memphis.edu/presweb/communications/201708generalfacultymeetingmdr.pdf\]](http://www.memphis.edu/presweb/communications/201708generalfacultymeetingmdr.pdf).

University President Rudd showed in a slide indicating that the UofM's budget is currently at \$500M and compared that figure to that of other *locally governed institutions* (LGI's) in the state of TN. He stated that the University grew a little last year but emphasized that "growth" of the University is not measured in just numbers (students). For example, the 3+3 Program created two years ago cut the cost of summer school by 50% for first time freshman and reduced the

number of students taking courses at Southwest TN Community College. This program solved our summer school problem and added to the University budget as well increasing student retention. The University may expand the 3+3 Program into a pilot program to sophomore students next year. University President Rudd reported that our head count consists of a number of programs (e.g. dual enrollment students) which can skew the overall head count figures. Also, the largest growth for the University was in online programs. The continuing student (i.e. full-time, residential) count is up, too. He also commented that the discount rate, defined as the net scholarship amount we spend on students, is getting better. Even with this growth, the mean ACT score is up, freshmen GPA is up, and our yield rate is up.

University President Rudd stated that three years ago the University spent \$20M more than it brought in, partly because the University was budgeting for growth that was not being realized. Therefore, moving forward, the University will only budget growth numbers after realizing three consecutive years of growth. University President Rudd reported that we are in good shape this year and that it is critical to recognize that our focus should be on revenue growth. The Strategic Resources Investment (SRI) budgeting model is fully operational this year and he encouraged Senators to engage with their deans in the budgeting process. He reported that extending the border state enrollment from a 250 mile radius to a 650 mile radius will be discussed at the BOT meeting in October. Also, the University has raised \$96M over the last three years and expects to raise around \$30M each year in the short term. Our current endowment is about \$210M and it should be \$500M. At this point, University President Rudd opened the floor for questions.

University President Rudd brought to the Senate's attention the document, AGB Freedom of Speech on Campus 2017, that he asked President Banning to distribute to Senators prior to the meeting. He stated that he was committed to free speech and informed the body that a speaker is coming to campus in October that may be controversial. University President Rudd feels that this is a great opportunity for students. His position is that we don't need to protect students from speech that they object to as long as it's not hate or violence speech. He encouraged faculty not to overreact to the speaker and to read the document on freedom of speech. Provost Weddle-West also informed the Senators that they could join in the critical conversation initiative at various meetings throughout the year. University President Rudd commented on the University's use of state diversity funds and the open letter on Deferred Action for Childhood Arrivals (DACA) program that he sent via email. Postscript: the AGB Freedom of Speech on Campus 2017 document, three power point slides, and a link to the General Faculty Meeting power point located on the University President's homepage were distributed to the Senators electronically after the meeting.

In closing, University President Rudd discussed the various upcoming construction projects including the student recreation center (also known as the Student Wellness Center), and how these projects affect the University budget. He explained that the major reason he decided to restructure the recreation center project was to make it more fiscally responsible. Provost Weddle-West informed the body that University salary information remains in the TN Higher Education Commission (THEC) data base.

President Banning asked that all members of standing committees meet and select a chair or chair pro-tem. The Standing Committees met after adjournment.

9.5.17.10 Announcements

United Campus Workers Pamphlet was distributed by Senator Coriana Close (Art). The only union in the state of TN for higher education employees.

Tigers: Support Hurricane Harvey Relief. Join the UofM Student Government Association in helping University of Houston students. Simply visit: memphis.edu/harvey to donate directly to their aid.

Board of Trustees (BOT) UofM, next meeting October 4, 2017. Email: trustees@memphis.edu
For more information visit: www.memphis.edu/bot/ .

9.5.17.11 Adjourn

The meeting adjourned at 4:15 p.m.