



Minutes of the Faculty Senate

Presiding: Henry A. Kurtz (Chemistry)

Date: 02-19-19

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

Senators Present: Reza Banai (Sch Urb Aff & Pub Pol), Thomas E. Banning (Engr Tech), Brennan K. Berg (KWS), Eugene Buder (Comm. Sci. Disorders), Gerald Chaudron (Univ Libraries), Michael K. Chisamore (Architecture), Coriana L. Close (Art), Lorinda B. Cohoon (English), Jill A. Dapremont (Nursing), Francis Fabian (Management), Hal Freeman, Jr. (Univ College), David M. Gray (Philosophy), Denis D. Gr  l   (World Lang & Lit), Donna R. Jones (Law), Robyn L. Jones (Music), Erno Lindner (Biomed Engr), J. Joaquin Lopez (Economics), Jeffrey G. Marchetta (Mech Engr), Gray Matthews (Communication), Peter L. McMickle (Accountancy), Elizabeth B. Meisinger (Psychology), Sanjay Mishra (Physics), DeAnna N. Owens (Instr & Curr Ldrshp), Esra Ozdenerol (Earth Sci), George E. Relyea (Public Health), Sandra Richardson (Bus Info Tech), Brian J. Ruggaber (Theatre & Dance), 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 & Sport Sci), Stephen J. Watts (Crim & Criminal Justice), M  t   Wierdl (Mathematical Sciences), Jin Yang (Journalism)

Senator Present by Proxy: Katherine Hicks (Anthropology) Michael V. Perez, Leigh Falls Holman (Couns, Ed, Psy & Res), Stephen A. Zanskas, Erno Lindner (Biomed Engr) John L. Williams, Harley P. Thompson (Mil Sci ROTC-Air Force), Joseph C. Ventimiglia (Social Work) Jennifer M. Loftus

Senators Absent: Mohd Hasan Ali (Elec & Comp Engr), Mary K. Boudreaux (Leadership), Charles W. Crawford (History), Sanjay Mishra (Physics), Brian A. Waldron (Civil Engr)

Faculty Senate Information Officer: To be Appointed (vacant)

Guests: M. David Rudd, absent (President Office), Thomas Nenon (Provost Office), Edward Ordman and Linda A. Bennett absent (UMAR), Martha D. Robinson (ad hoc Budget & Finance Committee/Lambuth Liaison), Gloria F. Carr, absent (Faculty Ombudsperson), David M. Kemme (Board of Trustees, Faculty Rep.), Meghan Cullen (President, Staff Senate)

The four-hundred-and-fifty eighth meeting of the University of Memphis Faculty Senate was held Tuesday, February 19, 2019, in Senate Chambers of the University Center, room 261.

02.19.19.01 Call to Order

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

02.19.19.02 Approval of Agenda

The agenda was approved with a modification: addition under the heading of Committee on Committees amend to show Faculty Appeals Advocate and under the heading New Business, add a short report by Senator Wierdl.

02.19.19.03 Approval of Minutes

The minutes for January 29, 2019, were approved with modification to show Senator Lopez and Edward Ordmon, UMAR representative, as present.

02.19.19.04 President's Report

1. Update on Guest Speaker, Dr. Richard Irwin, Topic: UofM Global. President Kurtz reported that Dr. Richard (Dick) Irwin Topic: UofM Global meeting with the Senate is canceled. Dr. Irwin will reschedule.

2. Faculty Senate President's Lunch. President Kurtz reminded the Senators of the February 22 meeting with University President M. David Rudd for lunch. President Kurtz encouraged Senators to sign up for the meeting.

3. New Charge to Faculty Policies Committee. President Kurtz reported that a charge regarding retreat salaries would be given to the Faculty Policies Committee.

4. Focus Group on UofM web Redesign Volunteers. President Kurtz made a request for volunteers to serve on a Focus Group on the UofM web redesign at the request of Ms. Tammy Hedges, Vice President, External Relations, via Ms. Holly Synder, Asst Director, Marketing and Communication. If you have any questions regarding web redesign, please contact the contact the Office of the Faculty Senate to sign up.

5. Updates from Dean's Council and President's Council. President Kurtz reported that Enterprise Resource Planning (ERP) issues (Banner applications, i.e. Student, Financial Aid, Finance, Human Resources, and Advancement, etc.) will be discussed over the next 3-4 years. Student Success will be a major area of focus. Currently the Chief Financial Officer is exploring options for getting textbooks to students in a timely manner. The administration will begin by focusing on 1000 and 2000 level courses. For those courses, faculty will need to have Fall textbook orders by done yearly, by March 15. Sidebar: Dr. Nenon, Interim Provost, stated that there is a team working with the University campus bookstore on this issue and considering a flat fee for all 1000-2000 level courses. These fees will only cover books, not other materials. The goal is to ensure that all students would have textbooks by the first day of class. Students may opt out if they want.

6. 2017-18 Report of the Administrative Policies Committee, follow up: Contracts, UofM Foundation Web site, and President's Expense Report. President Kurtz reported that all University contracts are now online. President Kurtz showed the University web site with contracts. UofM contracts (institutional only) and systems-wide contracts can be viewed at https://umwa.memphis.edu/forms/index.php/uofm_contracts.

The UofM Foundation web site (uofmfoundation.org) has been revised and is a separate entity from the UofM's web site. Lastly, the Foundation has elected a new Board of Directors.

President Kurtz also reported that the University of Memphis President's Expense Report is acceptable to the Audit Committee of the UofM Board of Trustees (BOT). Sidebar: Senator McMickle stated that the details are lacking, which does not meet the requirements of the state law. President Kurtz along with Senator McMickle plans to meet with the Chief Financial Officer (CFO) to set up a series of meeting for more itemization of the President's Expense Report.

7. Demonstration of a draft of the Raises. President Kurtz reported that the FY 19 Faculty and Staff Salary information can be found at the Business & Finance Web site, <https://www.memphis.edu/bf/facultystaff.php>, under the heading of B&F Areas of Interest for Faculty and Staff. President Kurtz demonstrated the FY19 Faculty & Staff Salary Increase Dashboard (which requires a UofM login) showing the distribution of FY19 raises for faculty at the college and department level. Staff salary data at the division level will be available in the future.

02.19.19.05 Report of Executive Committee

President Kurtz reported that Senator Banning would be speaker to the motions on the Confucius Institute and the Faculty Trustee (short list) on behalf of the Executive Committee. President Kurtz yielded the floor to Senator Banning. Senator Banning provided background and made the following motions:

Motion 1, Confucius Institute:

The Faculty Senate believes that the Confucius Institute at the University of Memphis plays an important role at the University of Memphis and the surrounding community and does not support efforts for its closure.

Adopted by unanimous hand vote on February 19, 2019.

President Kurtz yield the floor to Senator Banning who presented the slate of nominees.

Motion 2, Short list of candidates:

Move that the Faculty Senate accept the slate of candidates (Thomas J. Hrach and David M. Kemme) for Faculty Trustee to UofM Board of Trustees.

Adopted by unanimous hand vote on February 19, 2019

02.19.19.06 Report of Committee on Committees

President Kurtz yielded the floor to Senator Dapremont, chair of Committee on Committees. Senator Dapremont reported the Committee on Committees is filling a need to have an Appeals Advocate who is from a STEM discipline to serve as a Faculty Appeals Advocate.

Motion: Move that the FS elect Eddie Jacobs, Professor, Herff College of Engr (Electrical & Computer Engr), to serve as a Faculty Appeals Advocate for Spring 2019 only.

Adopted by unanimous hand vote on February 19, 2019.

02.19.19.07 Reports of Standing Committees

President Kurtz reported on behalf of Senator Holman, Interim Chair of the Research Policies Committee, who was ill. President Kurtz reported that the Research Policies Committee reviewed the draft policy, RE7003, Disclosure of Financial Interests Related to Sponsored Research, and recommends that the Senate accept the revised policy. In summary, the changes were made in response to feedback from an external audit and the committee did not find any concerns with the changes. President Kurtz moved that the Research Policies Committee report be accepted by the Senate.

Adopted with one abstention on February 19, 2019.

President Kurtz yielded the floor to Senator Relyea. Senator Relyea reported that the Academic Support Committee continues to work on their charges. Senator Relyea reported that Microsoft Windows 7 must be migrated to Windows 10 because Microsoft is going to drop support for Windows 7. Senator Relyea will report on other issues at the next FS meeting.

President Kurtz yielded the floor to Senator Lopez, chair of the subcommittee of the Faculty Policies Committee on Salary Analysis (NOTE: Due to technical difficulties, Senator Lopez presentation was delayed later in the meeting after Senator Matthew's report).

02.19.19.08 Old Business

President Kurtz reported that there was no Old Business.

02.19.19.09 New Business

President Kurtz reported that Senator Matthews will give a brief report on the Committee on Campus Support for Child Care and Early Childhood Education. President Kurtz yielded the floor to Senator Matthews. Senator Matthews reported on how the University is aligning all preK-12 services. A middle school and possibly a high school are being planned. This may enable more faculty research in these schools and may be beneficial in our drive to Carnegie R1 status.

President Kurtz yielded the floor to Senator Lopez, chair subcommittee on Salary Analysis, of the Faculty Policies Committee. Senator Lopez presented a report on faculty salary analysis. Senator Lopez's report is attached.

President Kurtz yield the floor to Senator Wierdl to discuss his salary observations. Due to time concerns, Senator Wierdl agreed to postpone the presentation until the next meeting.

02.19.19.10 Announcements

President Kurtz brought to the attention of the body the following announcements:

Black History Month, Feb 1-28, 2019, theme, Black Migrations, Memphis, Memories, Millennials. Calendar of Events visit: <https://www.memphis.edu/multiculturalaffairs/pdfs/bhm->

[calendar.pdf](#), closing ceremony, Speaker: Ms. Cynthia Daniels, 1 pm Thursday, February 28, UC Ballroom

Town Hall Meeting, Office of the President, February 26, 3-4:30 pm, University Center Theatre

Annual Title VI and Title IX Training, any questions about the course, contact the Office for Institutional Equity at 901.678.1585 or via email at preventiontraining@memphis.edu

Auto Accident Reporting, TN Department of Treasury, effective July 2018, visit: www.memphis.edu/vehicles or Auto Accident Reporting Training available on line at Learning Curve. Any questions should be directed to the Finance Office

Board of Trustees Meeting, Wednesday, March 6, 2019, University Center, UofM Main Campus

02.19.19.11 Adjourn: 4:29 p.m.

Faculty Salary Analysis Report

José Joaquín López

Department of Economics

February 19, 2019

Issues to be covered

- ▶ Compression.
- ▶ Can a cap on cost-of-living raises generate significant resources for other types of raises?
- ▶ Equality
 - ▶ Across race (by gender).
 - ▶ Across gender (by race).
- ▶ What this report does not discuss:
 - ▶ What determines the amount of resources allocated to faculty raises.
 - ▶ Comparisons across departments.

Compression

Percentage differences across ranks

	Percentage gaps across ranks					
	Professor	Associate	Assistant	Instructor	Other	
Professor			-25	-33	-52	-59
Associate	-31			-11	-36	-45
Assistant	-39	-12			-28	-38
Instructor	-57	-38	-29			-15
Other	-60	-42	-34	-7		

Raw

Controlling for department and time in rank

José Joaquín López

Faculty Salary Analysis

Compression

- ▶ In general, compression does not seem to be an issue.
 - ▶ Similar to our peer institutions (we do lag behind in pay, by about 15%).
 - ▶ Smaller pay gap occurs between Associate and Assistant ranks.
- ▶ Compression arises across time, not in a single snapshot.
 - ▶ The only way to reduce compression is to make sure promotions are accompanied by “appropriate” raises.
 - ▶ Salary increases based on differences across ranks does not solve the issue in the long run.

José Joaquín López

Faculty Salary Analysis

Caps on raises

- ▶ Last year's total salaries: \$164.5M.
- ▶ Scenario 1: A 2% raise across the board (faculty and staff), capped at \$3,000 (2% of \$150,000).
 - ▶ Total savings: \$125,000
- ▶ Scenario 2: A 2% raise across the board, capped at \$2,000 (2% of \$100,000).
 - ▶ Total savings: \$309,000
- ▶ This calculation includes all university employees (excluding head coaches).

Gender equality

Controlling for rank, department, and age

- ▶ Among Whites
 - ▶ White females have a median salary 14% lower than their male counterparts.
- ▶ Among Blacks
 - ▶ Black females have a median salary 5% lower than their male counterparts.
- ▶ Among Asians
 - ▶ Asian females have a median salary 14% lower than their male counterparts.

Race equality

Controlling for rank, department, and age

- ▶ Among males
 - ▶ Black males have a median salary 9% lower than their white counterparts.
 - ▶ Asian males have a median salary 9% higher than their white counterparts.
- ▶ Among females
 - ▶ Black females have a median salary less than 1% lower than their white counterparts.
 - ▶ Asian females have a median salary 7% higher than their white counterparts.



Discussion

- ▶ About 40% of the median premium experienced by Asians can be explained by department membership.
- ▶ The median penalty experienced by African Americans (about 5% overall) cannot be explained by department membership.
- ▶ The gender gap is 66% smaller for Blacks than for Whites and Asians. In other words, Black men and women are paid more equally than Whites or Asians.
- ▶ Observation #1: 9% percent African American faculty, in a university with a 35% overall African American undergraduate enrollment, and a 33% African American freshmen enrollment.
- ▶ Observation #2: less than 1% Hispanic faculty, in a university with a 6% overall Hispanic undergraduate enrollment, and a 7% Hispanic freshmen enrollment.

