



## Minutes of the Faculty Senate

**Presiding:** Henry A. Kurtz (Chemistry)

**Date:** 11-06-18

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

**Senators Present:** Mohd Hasan Ali (Elec & Comp Engr), 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), Hal Freeman, Jr. (Univ College), David M. Gray (Philosophy), Denis D. Gr  l   (World Lang & Lit), Donna R. Jones (Law), 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), 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), Harley P. Thompson (Mil Sci ROTC-Air Force), Harley P. Thompson (Mil Sci ROTC-Air Force), William P. Travis (Health & Sport Sci), Stephen J. Watts (Crim & Criminal Justice), M  t   Wierdl (Mathematical Sciences), Jin Yang (Journalism)

**Senator Present by Proxy:** Mary K. Boudreaux (Leadership), Francis Fabian (Management), Robert R. Wiggins, Katherine Hicks (Anthropology), Clare L. Boulanger, Robyn L. Jones (Music), Kenneth R. Kreitner, DeAnna N. Owens (Instr & Curr Ldrshp), Joseph C. Ventimiglia (Social Work), Jennifer M. Loftus

**Senators Absent:** Leigh Falls Holman (Couns, Ed, Psy & Res), Brian A. Waldron (Civil Engr)

**Faculty Senate Information Officer:** To be Appointed (vacant)

**Guests:** M. David Rudd, absent (President Office), Karen Weddle-West and Robert Jackson, Chief Information Officer (Provost Office), Lawrence A. Pivnick and Linda A. Bennett absent (UMAR), Martha D. Robinson (ad hoc Budget & Finance Committee/Lambuth Liaison), Gloria F. Carr (Faculty Ombudsperson), David M. Kemme (Board of Trustees, Faculty Rep.), Genae Strong and Carolyn Ransford Kaldon (co-chairs Family Friendly Campus Committee), Lynda Wray Black (Law, Faculty Athletics Rep.), Meghan Cullen (President, Staff Senate)

The four-hundred-and-fifty sixth meeting of the University of Memphis Faculty Senate was held Tuesday, November 6, 2018, in Senate Chambers of the University Center, room 261.

#### **11.06.18.01 Call to Order**

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

#### **11.06.18.02 Approval of Agenda**

The agenda was approved with a modification: addition under the heading of New Business, Senator Wierdl making a short report.

#### **11.06.18.03 Approval of Minutes**

The minutes for October 2, 2018, were approved as written.

#### **11.06.18.04 President's Report**

1. Family Friendly Campus Committee (FFC) report update. President Kurtz reported that he and Drs. Genae D. Strong and Carolyn Ransford Kaldon, co-chairs of the Family Friendly Campus (FFC) Committee met with University President M. David Rudd regarding the Committee's Final Report and Executive Summary. NOTE: Senator Elizabeth (Beth) Benton Meisinger, a member of the committee was unable to attend the meeting. President Kurtz reported that the Committee on Campus Support for Child Care and Early Childhood Education has started and will take over two major recommendations cited by the FFC: early Child Care (1-3 years) and Early Childhood Education. However, two pieces were not covered by the new committee, Lactation Support (including rooms on campus) and Family-Friendly Website. The Lactation Support issue resulted in a meeting with Mr. Bruce Harber, Chief Operations, and he is putting together a group to put forth an implementation plan. The last piece, the Family-Friendly Website, is being spearheaded by the Office of Tammy L. Hedges, Vice President of External Relations. President Kurtz thanked the three members of the Family Friendly Campus Committee who were present for their hard work.

2. Deans Meeting (Oct 17). President Kurtz reported on an announcement from the Deans Meeting that the federal government has changed some of the ways it handles federal aid. Students getting federal aid must take courses that count toward a program of study. The Office of Student Affairs (Advising Center) will educate our students and advisors (faculty and staff) on the changes.

3. President's Council. President Kurtz reported that Middle TN State University requested to the TN Higher Education Commission (THEC) to establish a law school. In turn, THEC commissioned an outside study on the matter which resulted in a negative report. At the state hearing for the acquisition, University President Rudd and Interim UofM Law School Dean Katharine Traylor Schaffzin attended and advocated against the acquisition. The bid for the law school failed by a vote of 8-4. President Kurtz reported that University President Rudd emphasized to his Vice Presidents the importance of this matter in the competitiveness between the institutions and its relationship to budgets. A comparison budget of former TBR schools was provided to the Council to show what everyone is doing.

President Kurtz discussed and displayed the pocket card summarizing each of the elements (vision, mission, values, and priorities) of our updated university Strategic Plan (2019-2023).

President Kurtz stated that pocket cards were distributed campus-wide. Next, the academic units are being asked to develop specific and measurable unit level strategic plans.

4. Presentation to the UofM Board of Trustees (BOT) on tenure. President Kurtz reported that he received a request from the Office of the President to present a tenure report at the UofM Board of Trustees December 5, 2018 meeting. President Kurtz stated that his intent is to discuss the history of tenure, a national perspective or review, and how we get tenure. President Kurtz invited the Senate to attend the BOT meeting held at the UofM Lambuth Campus, Jackson, TN.

5. Report on Results of Raises. President Kurtz reported that he is making the results of the raises more transparent with the assistance of Mr. Raajkumar (Raaj) Kurapati, Chief Financial Officer (CFO), and the Financial Planning Division of Business and Finance. President Kurtz is striving to bring out the details on how the raises were distributed by college and department and subgroups: merit, equity and compression. President Kurtz is hopeful that the report will be useful once it is finished.

#### **11.06.18.05 Standing Committees Charges**

President Kurtz presented a powerpoint presentation on the six Faculty Senate (FS) standing committees detailing the committees' general standing charges and specific charge or charges as well as the current charges for the Committee on Committees. The standing committees' chairs were also listed. He also challenged each committee to be more proactive.

#### **Academic Policies** (Denis D. Gr  le, [ddgrele@memphis.edu](mailto:ddgrele@memphis.edu))

General Charge:

The Academic Policies Committee shall review and make recommendations to the Senate on admission and retention standards, curriculum, transfer requirements, academic advising, academic discipline, high school relations, residence requirements, non-credit academic programs, and related matters.

Specific Charges:

None currently

#### **Academic Support** (George E. Relyea, [grelyea@memphis.edu](mailto:grelyea@memphis.edu))

General Charge:

The Academic Support Committee shall review and make recommendations to the Senate on the academic aspects of support activities such as Computer Services, centers for teaching excellence, writing laboratories, other similar support activities and the allocation of fiscal resources for these activities.

Specific Charges:

Develop process with IT to get information as any new initiative is started and to setup communication what keeps this committee informed and involved. (Due: January meeting)

#### **Faculty Policies** (Eugene H. Buder, [ehbuder@memphis.edu](mailto:ehbuder@memphis.edu))

General Charge:

The Faculty Policies Committee shall review and make recommendations to the Senate on academic freedom and responsibility, the Faculty Handbook, faculty salaries and benefits and on all policies and procedures, including appeals, pertaining to faculty appointment, dismissal, promotion, and tenure.

Specific Charges:

Continue to update handbook. Specific items to look at are 1) changes to university job titles and organization, 2) procedures for termination with cause of non-tenure faculty categories, 3) consistent content for committee descriptions in Appendix, and 4) general improvements and other items the committee feels important. (Due: as developed)

Bring to the Senate a discussion of issues around faculty raises, such as a potential cap on across-the-board raises, framework for allocation of raises into different pools (cola, merit, equity, compression...), annual process for getting faculty senate input as decisions are made, and other issues that the committee deems appropriate. (Due: January meeting)

**Research Policies** (Brian A. Waldron, [bwaldron@memphis.edu](mailto:bwaldron@memphis.edu))

General Charge:

The Research Policies Committee shall conduct a continuous review of faculty research opportunities, the award and administration of University supported grants, administration and support of grant and contract research, computer applications and utilization, and allocation and use of over-head funds.

Specific Charge:

Report on developments with the new Research Council and ways the Senate can be involved and informed as it goes forward. (Due: January meeting)

**Administrative Policies** (Coriana L. Close, [clclose@memphis.edu](mailto:clclose@memphis.edu))

General Charge

The Administrative Policies Committee shall conduct a continuous review of policies, procedures and practices associated with buildings and grounds, parking, campus security, faculty use of facilities, staff services to the academic programs of the University, the University Calendar, areas of student life that are of academic concern and matters of joint interest to faculty and students. Students may appear before the Administrative Policies Committee by invitation of that Committee or at the request of the Student Government Association.

Specific Charges:

Meet with President to discuss motions from last year. Follow-up on charges to this committee contained in those motions. (Due: December meeting)

Provide report to Senate on the level of support and issues around proposing the University divest in fossil fuel companies. (Due: February meeting)

**Library Policies** (\*To be determined)

General Charge:

The Library Policies Committee shall conduct a continuous review of policies, procedures and practices associated with the libraries including support personnel, facilities, acquisitions and related activities along with the allocation of fiscal resources.

Specific Charge:

Report to Senate on future leadership plans for the Library. In addition, develop a summary for discussion of issues facing the library. (Due: January meeting)

\*Library Policies Committee (Brian J. Ruggaber, [bjrggber@memphis.edu](mailto:bjrggber@memphis.edu)). NOTE: Senator Ruggaber announced to President Kurtz and the body that he would accept the Library Policies Committee members' nomination to serve as chair.

**Committee on Committees** (Jill A. Dapremont, [jdapremont@memphis.edu](mailto:jdapremont@memphis.edu))

General Charge:

The duties of The Committee on Committees are:

To make appointments to non elective Senate Committees.

To prepare a list of all eligible members of the Faculty Senate who have expressed a willingness to serve as an officer for the forthcoming year. The list shall be presented at least five working days prior to the first meeting of the new Senate. The list shall note those capacities in which the member has expressed a willingness to serve.

To make nominations to the Faculty Senate for University Standing Committees and other University committees.

Specific Charge

Repopulate the Grievance Committee

In response to a question from the floor, President Kurtz informed the body that he met with Dr. Robert Jackson, CIO, and IT has agreed to inform the Academic Support Committee of issues being considered in IT.

In addition, President Kurtz reported that the Administrative Policies Committee chair set up meeting with the past committee chair to get feedback and possible implementation on the past year committee's report. They will also re-examine or follow up on the previous year's report and look at university financial investments.

President Kurtz reported on what he thinks will be the Senate's direction for possible future charges in the next few months in his last slide.

- Faculty Code of Conduct (Faculty Policies/ad hoc)
- Shared Governance (Academic Policies)
- Tenure Track for "Faculty whose primary responsibility is teaching" (Faculty Policies)
- Post-Tenure Review Policies (ad hoc – joint admin/Senate)

President Kurtz invited the body to contact him with any questions or concerns at [hkurtz@memphis.edu](mailto:hkurtz@memphis.edu) or [presfacultysenate@memphis.edu](mailto:presfacultysenate@memphis.edu) .

### **11.06.18.06 Report of Committee on Committees**

President Kurtz yielded the floor to Senator Dapremont, chair of Committee on Committees.

Senator Dapremont: Move that the Faculty Senate ratify the nomination of Dr. Perveen K.

Rustomfram (University Libraries) for the President's Committee (President's Panel Hearing).

Adopted by voice vote unanimously on November 6, 2018.

Senator Dapremont: Move that the Faculty Senate ratify the nomination of Drs. D. Grey Matthews (Communication) and J. Helen Perkins (Instruction and Curriculum Leadership) Committee on Campus Support for Child Care and Early Childhood Education.

Adopted by voice vote unanimously on November 6, 2018.

At the conclusion of her report, Senator Dapremont requested nominations from the floor for the one remaining vacancy on the Business and Finance Standing Committee, Fee/Refund Appeals Committee. Senator Banning self-nominated for the position. Senator Dapremont: Move that the Senate elected Thomas E. Banning (Engr Tech) to serve as the Faculty Senate representative on the Fee/Refund Appeals Committee for academic year 2018-2019, for a 1-year term.

Adopted by voice vote unanimously on November 6, 2018.

Additionally, Senator Dapremont requested nominations from the floor for a faculty representative to serve on the ad hoc Benefits Processes Committee, formed by the CFO, tasked to review Human Resources University Benefits Administration processes (i.e., FMLA, medical leaves, insurance enrollment). Senator Dapremont, as a point of information, informed the body that Dr. Gloria F. Carr is on the Benefits Processes Committee. No nominations were received and Senator Dapremont stated that a call for nominees would be sent to the Senators via email and asked that Senators canvass their colleagues about the committee.

#### **11.06.18.07 Report of Research Policies Committee**

President Kurtz, in the absence of Research Policies Committee chair, Senator Waldron, gave the committee report. President Kurtz put forth the motion: Move that the Faculty Senate ratify the nomination of Drs. Erno I. Lindner (Bio-Med Engr), Sajjan G. Shiva (Computer Science) and Brian A. Waldron (Civil Engr) to serve on the University of Memphis Research Council (UMRC) for 2-year terms.

Adopted by hand vote on November 6, 2018.

#### **11.06.18.07 Old Business**

President Kurtz reported that there was no Old Business.

#### **11.06.18.08 New Business**

President Kurtz reported that Senator Wierdl would like to bring two motions before the body. President Kurtz yielded the floor to Senator Wierdl. Senator Wierdl presented the following motion, Faculty Senate motion on Information Technology(IT) information:

The senate moves to find out, why the senate didn't take part in the planning of the recent changes in the computer networks, computer security arrangements, and other computer related proposals, such as the banning of in office switches, multiple computers.

The senate also moves to postpone any deadlines regarding mandatory implementation of 2 factor authorizations and other security and computer arrangements, until the senate obtains better

information on the proposed changes, and is given a chance to provide input as required by shared governance

The motion was second by Senator Schwartzbach.

**Adopted by hand vote of 22 for, and 11 nays, 4 abstentions on November 6, 2018.**

At this point in the meeting a discussion ensued on faculty involvement. Dr. Robert J. Jackson, Chief Information Officer (CIO), Information Technology Services, commented on erroneous statements in the previous motion referencing the ad hoc committee's second meeting not being set up and pointed out various faculty involvement in the IT governance committees. President Kurtz reported that he will forward the adopted motion to the appropriate source. Dr. David Kemme, Faculty Representative to the BOT, addressed the body giving the point of view of the UofM BOT directing the CIO to secure the system with two factor authentication.

Senator Wierdl withdrew his second motion.

#### **11.06.18.09 GUEST SPEAKER**

President Kurtz yield the floor to Dr. Lynda Wray Black, Esq., Chair, Faculty Athletics Committee, Topic: Faculty Athletics Representative Annual Address.

Dr. Black reported that the Faculty Athletics Representative (FAR) is a NCAA mandated position. There are four members of the FS that serve on the committee. Senators Banning and Berg are appointed by University President Rudd. Drs. Tracy Collins (Nursing) and Senator Ozdenrol are elected by the FS. Dr. Black asked the Senators to feel free to reach out to her or the faculty representatives previously cited. Dr. Black provided statistical data on student athletics. 69% of student athletes qualified for the 3.0 club. 39 student athletes in the Fall and 44 in the Spring had 4.0 GPA and 42% made the Dean's list. The graduation success rate is 90% for last academic year. A new milestone was five former student athletes that did not graduate returned to campus to complete their degree. The biggest problem currently faced this academic year was the untimely receipt of text books for student athletes. This was brought to the attention of the athletic department after a compliance review. The Athletic Department in resolving the issue with assistance from Provost Karen Weddle-West, Athletic Compliance, Campus Bookstore Manager, and FAC.

**11.06.18.10 AAUP Update.** President Kurtz yielded the floor to Senator Wierdl. Senator Wierdl (AAUP/Tennessee Conference, Vice President for Public Universities) as a point of information shared the following with the body:

There were two main issues: the post tenure review at UT and the "Koch libertarian (antidemocratic) center" at MTSU. He argued that both may have relevance to us.

On post tenure review, He reported that last year the UT board, despite heavy objections by the UT the faculty, implemented a post tenure review. The meeting where they decided this was here in Memphis and was not pretty. Senator Wierdl shared his belief that the passing of post tenure review happened because the UT faculty was not proactive enough. He also suggested that the

FS needs to discuss the significance of tenure and ways to educate board members (and our own faculty) about the issues.

On the libertarian (antidemocratic) center, The Koch foundation gave \$3.5 million to MTSU this year to establish the so called Political Economy Research Institute (PERI). The Kochs have donated to over 300 public universities, usually get to choose the professors at their institutes, decide on curriculum, and on which students should be supported. The leader of PERI is Dan Smith who came from the Koch center at Troy University, the leader of which boasted that Smith was trying to bring down the Alabama retirement system.

President Kurtz asked if there were any questions regarding the AAUP Update provided by Senator Wierdl. There were none. NOTE: Assembly of State Conferences. A state conference is formed when several chapters in a state decide to work together to advance AAUP policies and goals. Through a state conference, existing chapters are able to have more influence statewide and new chapters can find the support and guidance they need closer to home. The Assembly of State Conferences (ASC) is the umbrella organization for individual state AAUP conferences. The ASC provides training and helps to coordinate state activities in areas such as government relations, academic freedom and tenure, membership development, and communications. The ASC also supports the work of state conferences.

**11.06.18.11 Faculty Representative, BOT.** President Kurtz yield the floor to Dr. David Kemme, Faculty Representative to the UofM Board of Trustees. Dr. Kemme spoke on several faculty issues and concerns. Such as, support for the university goal to reach Carnegie Level 1. Encourage greater support for the Faculty Senate. Dr. Kemme asked the body to communicate with him if desired and he is willing to come to the individual departments, and or areas. Contact Information for UofM Board of Trustees (BOT), Faculty Representative Dr. David M. Kemme, (O) 678-5408, email: [dmkemme@memphis.edu](mailto:dmkemme@memphis.edu) , Office: Fogelman College of Business & Economics, 405 Fogelman Admin. Bldg., BOT on the web: <https://www.memphis.edu/bot/>

#### **11.06.18.12 Announcements**

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

**Career Milestone Awards Ceremony**, 10 a.m., Thursday, Nov 8, University Center Ballroom

**Board of Trustees Meeting**, Dec 5, 2018, Wilder Student Union, UofM Lambuth Campus, Jackson, TN

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

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