



## Minutes of the Faculty Senate

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

**Date:** 12-04-18

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

**Senators Present:** Mohd Hasan Ali (Elec & Comp Engr), Reza Banai (Sch Urb Aff & Pub Pol), Brennan K. Berg (KWS), Mary K. Boudreaux (Leadership), 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), Leigh Falls Holman (Couns, Ed, Psy & Res), 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), 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:** Katherine Hicks (Anthropology) Michael V. Perez, Joseph C. Ventimiglia (Social Work) Joseph Lariscy

**Senators Absent:** Thomas E. Banning (Engr Tech), J. Joaquin Lopez (Economics), DeAnna N. Owens (Instr & Curr Ldrshp), 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, absent (Faculty Ombudsperson), David M. Kemme (Board of Trustees, Faculty Rep.), Deborah A. Becker and Aaron Brugere (Financial Planning), Meghan Cullen (President, Staff Senate), Kara Bowen (Senator Staff Senate)

The four-hundred-and-fifty eighth meeting of the University of Memphis Faculty Senate was held Tuesday, December 4, 2018, in Senate Chambers of the University Center, room 261.

### 12.04.18.01 Call to Order

The meeting was called to order at 2:44 p.m. with a quorum present.

#### **12.04.18.02 Approval of Agenda**

The agenda was modified and approved to add Administrative Policies Committee report after the report of the Committee on Committees and correct the spelling of the first name of the Guest Speaker.

#### **12.04.18.03 Approval of Minutes**

The minutes for November 6, 2018, were approved with modifications: under the heading of President's Council Meetings (month of October), show the bid for the Law School failed by a vote of 8-5 and to show Leigh Falls Holman (Couns, Ed, Psy & Res) as present.

#### **12.04.18.04 President's Report**

1. Information Technology (IT) Motion. President Kurtz reported that he received a response from University President M. David Rudd regarding the adopted motion on IT. President Kurtz shared with the Senate the University President Rudd response to the motion.

2. Deans Meeting (month of November). President Kurtz reported that the Provost's Deans meeting was convened but was immediately adjourned due to the University closing for inclement weather on November 14. Therefore, essentially nothing was covered.

3. President's Council Meetings (month of November). President Kurtz reported that there were several meetings of the Council. Some were impacted (cut short) due to the University President's travel schedule and the last meeting's focus was on preparing for tomorrow's UofM Board of Trustees (BOT) meeting.

4. Focus Group on Dining Services Request for Proposal (RFP). President Kurtz reported that the focus group would be meeting December 3, 4, and 12, 2018. Hopefully we will get some feedback. NOTE: The UofM department of Procurement Contract Services (Mr. William (Bill) Mueller) requested faculty volunteers to serve on the Focus Group for dining services.

5. Presentation to the UofM Board of Trustees (BOT) on tenure. President Kurtz reported that UofM Board of Trustees (BOT) meeting is tomorrow, December 5, at the UofM Lambuth Campus, Jackson, TN. President Kurtz stated that his presentation on tenure will be five minutes long and is educational in nature. President Kurtz's presentation should occur after 9 am and he invited the Senate to attend the BOT meeting.

6. Faculty Trustee update. President Kurtz reported that the search for the Faculty Trustee will start in Spring 2019. President Kurtz outlined the major dates surrounding filling the position: the campus-wide announcement (email) for candidates to be sent January 14 or the second day of class in January; deadline for applications January 28; and the short list of candidates presented to Senate at its February 19 meeting. The Senate March 26 meeting will include candidate presentations and discussions.

7. Demonstration of a draft of the Raises. President Kurtz reported that the dashboard is an effort to make the results of the raises more transparent. The Financial Planning Division of Business and Finance, Executive Director, Deborah Becker and her staff were tasked with this project. President Kurtz yielded the floor to Mrs. Deborah A. Becker and Aaron Brugere, financial analyst, to demo the dashboard. Mrs. Becker explained that the Dashboard is located on the Provost's website (accessed by using your university User ID and Password). Financial Planning is striving to bring out the details on how the raises were distributed by college and department and subgroups: merit, equity, and compression. There is a separation of faculty and staff salary data, via separate tabs. The Deans, Associate and Assistant Deans salary information are shown on the staff tab due to classification, E01. Staff raises are further separated by annual salaries: under \$30,000 and over \$30,000; only drilled down to the Division level which is one tab, (division defined as President, Academic Affairs (due to size drill down is by college), Student Affairs, etc.). The salary Dashboard will be accessible to all employees of the University. Target date to move into production is before the University's holiday break (calendar year ending December 2018). Currently the dashboard is in a test phase.

#### **12.04.18.05 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. Andrew A. Tawfik as faculty representative on the ad hoc Benefits Processes Review Committee.

**Adopted by voice vote unanimously on December 4, 2018.**

#### **12.04.18.06 Report of Administrative Policies Committee**

President Kurtz yielded the floor to Senator Close, chair of the Administrative Policies Committee. Senator Close reported that she, President Kurtz, and former committee chair, Senator McMickle met with University President Rudd to hear his response to the motions in the Final Report of the Administrative Policies Committee (2016-2017) regarding accountability issues of the Office of the President. Senator McMickle pointed out that motion 1 has actually not been addressed and motion 2 will need to be verified. Senator Close reported that progress was made in several of the motions in the report and hopefully next year the committee will be working with to bring closure to other motions.

#### **12.04.18.07 Old Business**

President Kurtz reported that there was no Old Business.

#### **12.04.18.08 New Business**

President Kurtz reported that there was no New Business.

#### **11.06.18.09 Guest Speaker**

President Kurtz yielded the floor to Mrs. Meghan Cullen, President, Staff Senate, Topic: Living Wage. President Cullen was joined in her presentation with Kara Bowen, chair, Wage and Benefits Issues Committee of the Staff Senate. Specifically, they addressed the demographic of

people the proposed raise will affect. Ms. Bowen also discussed the federal subsidies needed by our employees.

Their proposed resolution, Resolution for a \$15/hour Wage Floor follows:

**Whereas**, every person employed by the University of Memphis, regardless of position, deserves to earn enough money to provide for themselves and their families without the use of public assistance; and

**Whereas**, “our limited public dollars should not be subsidizing poverty-wage work. When subsidized employers are allowed to pay their workers less than a living wage, tax payers end up footing a double bill: the initial subsidy and then the food stamps, emergency medical, housing and other social services low wage workers may require to support themselves and their families even minimally;”<sup>1</sup> and

**Whereas**, the current minimum wage at the University of Memphis is \$10.60/hour or \$20,670/year; and

**Whereas**, the City of Memphis, the Shelby County Government and Shelby County Schools have already committed to raising their minimum wage to \$15/hour; and

**Whereas**, approximately 335 staff members working for the University of Memphis currently make under \$15/hour or \$29,250/year; therefore,

**Be it resolved that,**

1. The Chief Financial Officer be empowered to develop several possible compensation plans for raising the wage floor at the University of Memphis to \$15/hour or \$29,250/year and that those plans be presented to a joint meeting of both the Faculty and Staff Senate for discussion and determination of further action.
2. The University of Memphis commit to raising the minimum wage for all workers to \$15/hour or \$29,250/year and make a long-term commitment to improving the wages of its lowest paid workers to address remaining issues of compression.

At the conclusion of the presentation, President Kurtz opened the floor for discussion. President Kurtz reported that he and President Cullen had several conversations regarding the resolution and urged the Faculty Senate to support this resolution. On behalf of the Executive Committee of the Faculty Senate, Senator Travis made the following motion: Move that the Faculty Senate approve the Staff Senate Resolution for a \$15/hour Wage Floor.

**Adopted by hand vote with 2 abstentions on December 4, 2018.**

#### **12.04.18.11 Announcements**

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

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

**Faculty & Staff Holiday Lunch**, hosted by University President M. David Rudd, Wednesday, December 12, 11:30 am-1:30 pm, University Center, 3<sup>rd</sup> floor, bring current Faculty and Staff ID for admittance.

**Faculty Senate Election**, Notification to current senator and department chair or head of independent units and areas. Election to take place no later than March.

**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)

**12.04.18.12 Adjourn: 3:48 p.m.**