

**Minutes of the Faculty Senate**

**Presiding:**  Thomas E. Banning (Engr T) **Date: 11-19-19**

**Secretary:** R. Jeffrey Thieme

**Senators Present:** Mohd Hasan Ali (Elec & Computer Engr), Reza Banai (City & Regional Planning), Thomas E. Banning (Engr Tech), Brennan K. Berg (KWS), Eugene Buder (Comm. Sci. Disorders), Theodore J. Burkey (Chemistry), Gerald Chaudron (Univ Libraries), Coriana Close (Art), Lorinda B. Cohoon (English), Jill Dapremont (Nursing), Frances Fabian (Management), Hal Freeman Jr. (Professional & Lib. Studies), Michail Gkolias (Civil Engineering), David Goodman (Communication), David Gray (Philosophy), Denis D. Grele (World Lang & Lit), Melissa Hirschi (Social Work), Leigh Falls Holman (CEPR), Donna R. Jones (Law School), Robyn Jones (Music), Erno Lindner (Biomed. Engineering), Jeffrey G. Marchetta (Mech Engr), Scott Marler (History), Melissa Janoske McLean (Jour. & Strategic Media), Peter L. McMickle (Accountancy), Elizabeth B. Meisinger (Psychology), Sanjay Mishra (Physics),Esra Ozdenerol (Earth Sciences), George E. Relyea (Public Health), Sandra Richardson (Business Info. Tech), Brian J. Ruggaber (Theatre & Dance), Steven D. Schwartzbach (Biology), Mark Sunderman (Fin, Ins, & Real Estate), Jeff Thieme (Marketing & Supply Chain Management), Kris-Stella Trump (Political Science), Stephen J. Watts (Criminal Justice), Máté Wierdl (Mathematical Sciences).

**Senator Present by Proxy:** Katherine Hicks (Anthropology); proxy Michael V. Perez, Joseph C. Ventimiglia (Sociology); proxy Jeni Loftus.

**Senators Absent:** J. Joaquin Lopez (Economics), Steven L. Nelson (Leadership), Deanna Owens-Mosby (Instr. & Curr. Leadership), Sajjan G. Shiva (Computer Science)**,** Harley P. Thompson (Mil Sci-Air Force), James F. Williamson (Architecture).

**Faculty Senate Information Officer:** To be determined.

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

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

11.19.19.01 Call to Order

President Thomas Banning called the meeting to order at 2:40pm with a quorum present.

11.19.19.02 Approval of Agenda

The agenda that was updated by email on November 18, 2019 was approved as written.

11.19.19.03 Approval of Minutes

The minutes for the October 29, 2019 Faculty Senate (FS) meeting were approved as written.

**11.19.19.04 President’s Report**

*Faculty Senate Breakfast with President M. David Rudd*

President Banning reported that there was a discussion of differences in the amount and type of communication between deans and chairs with faculty. Both University President M. David Rudd and Provost Thomas Nenon agreed to the concept of a checklist of information for deans and chairs to communicate to faculty on a regular basis.

**11.19.19.05 New Business**

*Information Checklist for the Deans*

President Banning reported that the Executive Committee (EC) developed a motion for an information checklist for deans. He yielded the floor to President-elect Jeff Marchetta who presented the motion to the FS:

Be It Resolved That: Transparency and effective communication of administrative matters by college deans to faculty is an important element of shared governance. The Faculty Senate is requesting that deans use the checklist below to regularly (at a minimum, yearly) update faculty. As much of the information is time sensitive, the information is expected to be delivered in an ongoing basis throughout the year, not in a single report delivered once per year. The checklist is to be viewed as a set of the minimum information items to be communicated and not a complete list of all possible information items to be communicated.

Senator Eugene Buder moved to amend the motion: change “deans use” to “the Provost require deans to use…” in the second sentence.

Amendment adopted by voice vote unanimously.

Senator Pat Travis moved to amend the motion: replace “College” with “College/Schools” in the title and subtitle.

Amendment adopted by voice vote unanimously.

Senator Buder moved to amend the motion: add “Dean’s” in front of the Personal Development and Outreach Activities and University Relations headings and remove “(Dean)” from the end of the Personal Development heading.

During discussion of the amendment, Provost Nenon requested suggestions from the FS for getting higher response rates to evaluations of deans/chairs.

Amendment adopted by voice vote.

Senator Esra Ozdenerol moved to amend the motion: add “Breakdown of race, ethnicity, and gender” under the Faculty Statistics heading.

During discussion, Bridget Decent, Director of Office of Institutional Research (OIR), clarified that the information that would be needed if this amendment passes is available in Banner.

Amendment failed with 4 votes for, 29 votes against, and 3 abstentions.

Modified motion adopted by voice vote unanimously.

See Appendix A for the adopted motion and checklist.

*Faculty Policies Committee Resolutions*

President Banning yielded the floor to Senator Buder who called on Senator Mihalis Golias (ad hoc member of the committee) to deliver a presentation on the background of the committee’s motion (See Appendix B for the presentation). Senator Buder presented the motion:

Motion to Faculty Senate from the University of Memphis Faculty Policies Committee and ad hoc member Mihalis Gohalis:

“Regarding University compensation priorities, we resolve that

* The available salary pool is to be allocated as across the board raises equal to the rate of inflation as measured by the consumer price index so the faculty are not subjected to a de facto decrease in what the salary will buy.
* Any funds remaining in the salary pool are to be allocated to address gender equity and salary compression.
* The Administration develop a strategic plan to increase the salary pool so that sufficient funds are available to address the identified salary inequities.”

Senator Buder yielded the floor to Senator Steven D. Schwartzbach for further explanation of the origins and background on the committee’s motion.

Senator Melissa Janoske McLean moved to amend the motion: add “merit” to the second bullet point after gender equity.

Amendment failed with 11 votes for and 27 votes against.

Senator Buder moved to amend the motion: add “add merit” at the end of the third bullet.

Amendment adopted by voice vote unanimously.

Senator Jill Dapremont moved to amend the motion: In first bullet, add “3%”. In second bullet add “greater than 3%”

Amendment failed by voice vote unanimously.

Senator David Gray moved to amend the motion: to second bullet add: “and equity with respect to diversity at the end and remove gender equity”.

Amendment adopted by voice vote.

Senator Golias called for a hand vote.

Amendment adopted with 23 votes for and 12 votes against.

Modified motion adopted with 32 votes for, 2 votes against, and 1 abstention.

Adopted motion:

“Regarding University compensation priorities, we resolve that

* The available salary pool is to be allocated as across the board raises equal to the rate of inflation as measured by the consumer price index so the faculty are not subjected to a de facto decrease in what the salary will buy.
* Any funds remaining in the salary pool are to be allocated to address salary compression and equity with respect to diversity.
* The Administration develop a strategic plan to increase the salary pool so that sufficient funds are available to address the identified salary inequities and merit.”

*Faculty Incentives Plan*

President Banning yielded the floor to President-elect Marchetta who presented the motion from the EC:

Be it resolved that: Administration did not seek input from or provide advanced notice to the Faculty Senate of the faculty incentive plan. The administration’s decision to offer the faculty incentive plan without faculty involvement disregards the principle of shared governance. These actions are disruptive and create confusion, frustration, and anger for students, faculty, and staff.

During discussion Provost Nenon apologized for sending the announcement out later than he had wished. He noted that the plan originated out of suggestions from a few faculty. The proposal was nearly cost neutral and voluntary. Ten faculty have accepted the offer. Those positions will remain in their college and will be used to hire new faculty.

In response to a question, Provost Nenon indicated that no chairs/deans have requested that faculty lines be moved to a different department.

Senator Buder moved to postpone the motion until the next meeting.

Postponement motion adopted by voice vote.

11.19.19.06 Standing Committees Reports

There were no standing committee reports.

**11.19.19.07 Announcements**

There were no announcements.

**11.19.19.08 Adjourn**

The meeting adjourned at4:30 p.m.

**Appendix A: Information Checklist for the Deans**

**College/Schools Information Dissemination Checklist Motion**

Be It Resolved That: Transparency and effective communication of administrative matters by college deans to faculty is an important element of shared governance. The Faculty Senate is requesting that the Provost require deans to use the checklist below to regularly (at a minimum, yearly) update faculty. As much of the information is time sensitive, the information is expected to be delivered in an ongoing basis throughout the year, not in a single report delivered once per year. The checklist is to be viewed as a set of the minimum information items to be communicated and not a complete list of all possible information items to be communicated.

**College/Schools Information Dissemination Checklist**

Dean’s Personal Development:

* Conferences attended
* Presentations
* Publications
* Awards/Recognition
* Other

Dean’s Outreach Activities:

* Grants
* Fund raising
* Community collaboration
* Other

University Relations:

* Collaboration with other colleges
* Outreach to President and Provost

College Activities:

* College meetings
* Budget information
  + SRI budget request including presentation
  + SRI budget approvals
  + E&G, Foundation, IDCR, etc.
  + Travel budgets and disbursements
  + Major expenditures (Salaries, travel, marketing, advertising, capital investments, etc.)
  + Salary plan
    - Size of the raise pool
    - Rubrics/methods for allocating raises
    - Actual distribution for merit, equity, compression, cola, etc.

State of the College:

* Student statistics:
  + Enrollment
  + Retention
* Faculty statistics:
  + Number of tenured faculty
  + Number of tenure track faculty
  + Number of untenured/clinical faculty
  + Number of instructors
  + Number of new hires
  + Number of tenure track lines converted to clinical or instructor positions
  + Open positions in the college (tenured, tenure track, clinical, instructors, etc.) and hiring plan
  + Summary conclusions from exit interviews of faculty
* College goals:
  + Short term goals
  + Long term goals
* College strengths and weaknesses

**Appendix B: Faculty Policies Committee Motion Presentation by Senator Golias**

