



Minutes of the Faculty Senate

Presiding: Jill Dapremont (Nursing)

Date: 01-25-2022

Secretary: R. Jeffrey Thieme (Marketing & Supply Chain Management)

Senators Present: Reza Banai (City & Regional Planning), Brennan K. Berg (KWS), Eugene Buder (Comm. Sci. Disorders), Theodore J. Burkey (Chemistry), Gerald Chaudron (Univ Libraries), Jill Dapremont (Nursing), Frances Fabian (Management), Hal Freeman Jr. (Professional & Lib. Studies), Michail Gkolias (Civil Engineering), David Gray (Philosophy), Denis D. Grélé (World Lang & Lit), Rebecca Howard (Art), Stephanie Huette (Psychology), Eddie Jacobs (Electrical & Computer Engineering), Brian Janz (Business Info. Tech), Amber Jennings (Biomedical Engineering), Shelley Keith (Criminology & Criminal Justice), Maggie Landry (Social Work), Erno Lindner (Biomed. Engineering), Jeni Loftus (Sociology), Joaquin Lopez (Economics), Jeff Marchetta (Mechanical Engineering), Scott Marler (History), Jim McGinnis (Engineer & Tech), Sanjay Mishra (Physics), Debbie Moncrief (Comm Sciences & Disorder), Deanna Owens-Mosby (Instr. & Curr. Leadership), Patrick Murphy (CEPR), Fawaz Mzayek (Public Health), Steven L. Nelson (Leadership), Esra Ozdenerol (Earth Sciences), Matthew Parris (Bio Sciences), Michael Perez (Anthropology), Zabiholah Rezaee (Accountancy), David Romantz (Law), Terri Del Rosso (Jour. & Strategic Media), Brian Ruggaber (Theatre & Dance), Steven Schwartzbach (Biology), Sajjan G. Shiva (Computer Science), Craig Stewart (Comm Film), Mark Sunderman (Fin, Ins, & Real Estate), Scott Sundvall (English), Jeff Thieme (Marketing & Supply Chain Management), Jennifer Thompson (Architecture), Carolyn Hull-Toye (Information Technology), William P. Travis (Health Studies), & Máté Wierdl (Mathematical Sciences), and Daryn Zubke (Music).

Senator Present by Proxy:

Senators Absent: David Goodman (Communications), proxy David Appleby, Curt Schuletheis (Mil Sci-Naval Sci), Kris-Stella Trump (Political Science), proxy William D. Madlock.

Faculty Senate Information Officer: To be determined

Guests: Gloria F. Carr (Faculty Ombudsperson), David Cox (UMAR Rep), Markia Hilliard (Faculty Senate Admin), Robert Jackson (Chief Information Officer), Thomas Nenon (Provost), Martha Robinson (Lambuth Liaison), Karen Weddle-West (Student Academic Success)

The four-hundred-and-eighty-fourth meeting of the University of Memphis Faculty Senate was held on Tuesday, January 25, 2022, via the Zoom video conferencing platform due to restrictions imposed in response to the COVID-19 global pandemic.

01.25.22.01 CALL TO ORDER (2:40 P.M.)

President Jill Dapremont called the virtual meeting to order at 2:40 pm with a quorum present.

01.25.22.02 APPROVAL OF AGENDA

The agenda was approved as written with the following changes: Correct language under the heading Canvas Steering Committee to read “All students now have access to the Passport to Canvas course without charge” and Senator Ted Burkey, Administrative Policies Committee Chair, withdrew the Committee’s motion.

01.25.22.03 APPROVAL OF MINUTES

Faculty Senate – November 30, 2021

The minutes of the November 30, 2021, Faculty Senate (FS) meeting were approved as written.

01.25.22.04 PRESIDENT’S REPORT

President’s Council Update

President Dapremont reported that President’s Council meetings have been cancelled for the remainder of the year.

Provost Nemon’s Meeting with the EC

President Dapremont reported that Provost Tom Nemon met with the Executive Committee (EC) and discussed the return to campus for the spring semester. She referred Senators to the university’s [COVID website](#). The university is observing state law with respect to any vaccine or mask mandate. Approximately 65% of faculty and 55% of staff have uploaded vaccine documentation and around 2% requested accommodations. She yielded to Dr. Karen Weddle-West, VP Student Academic Success, who updated the FS on diversity initiatives and the decision to not move forward with the summer grant course redesign project. At the time of the creation of the program, there was support for such initiatives. Further, the summer grant program recommendation was similar to previous initiatives at the university. Her office heard dissenting views from some constituents and the program was paused. It has since been decided to not move forward with the program.

Senator Scott Sundvall thanked Dr. Weddle-West for all the work she has done on these initiatives. He noted that it seems as though this comes on the heels of right-wing media attacks. He is concerned about the precedent that this sets. He is also concerned that faculty involved in the initiative found out from right wing media outlets about the cancellation, not from the university. Dr. Weddle-West thanked faculty for their efforts and recounted many diversity initiatives at the university that have been successful.

Senator Rebecca Howard thanked Senator Sundvall for his comments and conveyed her department’s concerns that this kind of thing can happen in Memphis. She asked Dr. Weddle-West if she would reassess and possibly return to this in the future. Dr. Weddle-West responded that it’s one particular project that has been cancelled, but all of the other initiatives in the program are continuing as planned.

Senator Debbie Moncrieff applauded Dr. Weddle-West's grace and dignity in how she's handled this issue. She asked if Dr. Weddle-West would share the concerns that she heard from the dissenting groups. Dr. Weddle-West thanked Senator Moncrieff for the kind words. But she doesn't want to repeat the concerns because many of them were misunderstandings about the program.

Senator Sundvall asked Dr. Weddle-West if administration would be supportive if a faculty member was able to find a grant or if the UofM could find a donor to fund the initiative. Dr. Weddle-West responded that she couldn't speak to a hypothetical but mentioned that some faculty already have grants that fund similar initiatives.

Senator Martha Robinson thanked Dr. Weddle-West for her and the Committee's work on diversity.

Dean's Council Meeting 1.12.2022

President Dapremont reported that masking and encouraging masks on campus was discussed at the Dean's Council meeting. The university can't mandate masks. There have been no reported cases of COVID transmission in the classroom. Over 1,000 faculty participated in Canvas Bootcamp training. In-state enrollment is up. An SRI budget hearing will be presented to incoming University President Bill Hardgrave and deans were asked to share proposed budgetary priorities and last year's goal attainments with faculty for input.

Senator David Romantz noted that we cannot discipline students for not wearing a mask. He asked if faculty could dismiss them from class if they can watch a video of the lecture. Provost Nenon responded that dismissing students from class for not wearing a mask would be a sanction and sanctions are not allowed by law. The university acknowledges and abides by state law. Faculty cannot discipline or sanction for not wearing a mask. He instead suggested that faculty stress in class that many people are vulnerable and ask students to be respectful of those who are vulnerable.

Senator Sundvall asked about the status of ongoing court issues. Provost Nenon responded that this is a state law. We can't predict what courts will do. He has no inside information. He's hoping that the omicron variant does recede as quickly as people think it will.

Preparedness Planning Meeting

President Dapremont reported that the Preparedness Planning Committee had several meetings (January 4, 7, 11, and 18). Their only action is to encourage masks and social distancing.

Center for Research in Educational Policy (CREP) – Meeting 1.06.2022

President Dapremont reported that CREP met on January 6. Administrator surveys will open on January 31. She asked Senators to resend the link to faculty in their department. The survey will be open for two weeks and she is hoping for as much participation as possible.

Senator Romantz asked if two weeks is the normal window for the survey. President Dapremont responded that it was, but we can ask for an extension if needed. Senator Romantz also noted that the Law School has academic deans and asked if they could be part of the survey. President Dapremont responded that the survey includes the University President, Provost, Deans, and Associate Deans. Senator Romantz asked if we can survey all senior leadership. Past-President Jeff Marchetta responded that there is no formal tool to evaluate Associate or Assistant Deans. He suggested that faculty could include feedback on Associate or Assistant Deans in the comment section of the Dean's evaluation. Provost Nenon added that administration is open to using the instrument to evaluate Associate/Assistant Deans if the Senate recommends such an action.

Canvas Steering Committee 12.2.2021

President Dapremont reported that the Canvas Steering Committee discussed training and support for students. Students who receive incompletes will have access to courses in Canvas to complete work but not prior submitted assignments. Cross-listed sections in Banner will be automatically combined into one course shell in Canvas. An email was sent out to all department course schedulers. All students now have access to the Passport to Canvas course without charge. Campus-wide training will start back Jan 4. The Canvas Steering Committee has been dissolved.

01.25.22.05 OLD BUSINESS

Standing Committee Reports

Academic Policies Committee

President Dapremont yielded to Senator Brian Janz, Academic Policies Committee Chair, who reported that the Academic Policies Committee is still working on the updated SETE surveys. They recently received data from last semester and the research team is validating the data. Once the validation is completed, the Committee may then make edits to the current survey instrument for one more round of validation.

Academic Support Committee

President Dapremont yielded to Senator Michael V. Perez, Academic Support Committee Chair, who reported that the university will be running some desktop security initiatives that are supposed to bring all academic units into the same fold as the practices in the business units. This includes using encrypted hard drives and advanced threat protection antivirus. They will also be implementing some internal phishing campaigns to generate data for training purposes. He reminded Senators to complete security awareness training by the February 28 deadline. There will be a full completion of implementation of a network access control system. The system is designed to ensure that all devices that try to join the university's network have acceptable thresholds for hardware, software, and security policies. They expect the system to be rolled out by summer. Canvas training is ongoing and ITS is working to fix any issues that arise with the transition. Contact UM3D if you are interested in additional training. Mimecast will be replaced with 0365 for email security and the spam filter in email. There will also be changes in the embedding of URL formats.

Administrative Policies Committee

President Dapremont yielded to Senator Burkey, Administrative Policies Committee Chair, who reported that the Administrative Policies Committee is investigating options for faculty who do not complete security awareness training. The Committee will have a motion regarding the online learning system in the next meeting.

Budget and Finance Committee

President Dapremont yielded to Senator Rezaee, chair of the Budget and Finance Committee, who reported that the Budget and Finance Committee met on January 14. They prepared and approved two motions that he will present later in the meeting.

Committee on Committees

President Dapremont yielded to Senator Daryn Zubke, Committee on Committees Chair, who reported that the Committee has nothing to report.

Faculty Policies Committee

President Dapremont yielded to Past-President Marchetta, Faculty Policies Chair, who reported that the Provost and the Faculty Policies Committee worked collaboratively over the past couple months to draft the 2022 Faculty Handbook. The Committee has approved the draft for review by the Faculty Senate. The Committee has drafted a timeline for the Faculty Senate review process of the Handbook which will be presented as a motion for the Senate to consider. If the motion is approved, the draft will be available for review in Microsoft Teams and the review process will be conducted in Microsoft Teams. An additional document which highlights the Handbook sections which have significant changes with respect to the current handbook and/or policies will be included as a reference in Microsoft Teams. Senators are encouraged to share the draft with their departments to solicit input. Each Senator will be responsible for posting the input and suggestions received from their department in Microsoft Teams. The input can be debated through posts in Microsoft Teams. The Committee will review the input and discussion posted in Microsoft Teams in considering any revisions.

Senator Romantz asked about the approval process for the Handbook. Specifically, he asked if the Board of Trustees (BoT) is the ultimately the body that approves it. Past-President Marchetta responded that there are parts of the Handbook related to tenure and promotion that, under law, the BoT is responsible for. Anything outside of those sections needs to be in agreement between the Senate and the Provost. Generally, the FS could propose a change to the Handbook or the Provost could propose a change. Any proposed changes would go through the Faculty Policies Committee. To make it into the Handbook, the proposal would need to be approved by both parties. Any changes to tenure and promotion would also need BoT approval.

Library Policies Committee

President Dapremont yielded to Senator Craig Stewart, Libraries Policy Committee Chair, who reported that the Committee has nothing to report.

Research Policies Committee

The Research Policies Committee had no report.

Senate Representative Reports

University Undergraduate Council (UUC) Report, see attached, Terra Smith

President Dapremont referred Senators to the University Undergraduate Council report (See Appendix A.1).

Information Security Advisory Committee (ISAC) – Brain Janz

President Dapremont yielded to Senator Janz who reported on security awareness training. He asked the ISAC Committee to provide reasons why a policy on security awareness training is important. They responded with four basic reasons. First, it's good to know as we use data on computer networks. Second, the university needs full compliance to obtain security accreditation. Third, evidence of training success is required for insurance. Fourth, this type of training is often required by funding agencies for grant-based research. He also added that the new training platform is an improvement over what the university has been using in past years.

Ombudsperson Report – Gloria Carr

President Dapremont yielded to Ombudsperson Gloria Carr who had no report but thanked everyone. She has had the distinct honor to serve as Ombudsperson for seven years and it has been one of the most extreme joys she has had as a faculty member at the UofM. She acknowledged that at times it was rough while in the thick of investigations. She partnered with every department to seek resolutions. She believes she has been successful because of her compassion. Her final Ombudsperson report is forthcoming. President Dapremont thanked Ombudsperson Carr for her service.

01.25.22.06 NEW BUSINESS

President Dapremont moved to vote on the Ombudsperson position. She noted that the candidate, Dr. Sara K. Bridges, Associate Professor, Counseling, Education Psychology & Research, has been recommended by the Ombudsperson Search Committee and that nomination has been approved by the University President.

The motion is adopted by a vote of 32 for, 0 against, and 2 abstain.

Dr. Bridges is selected as the next Ombudsperson.

Motion to Approve Timeline for Faculty Senate Review of 2022 Faculty Handbook, Chair, Jeffery Marchetta

President Dapremont yielded to Past-president Marchetta who read the motion (See Appendix A.2).

The motion is adopted by a vote of 36 for, 0 against, and 1 abstain.

Motion to Recommend Salary Raise Distribution Guiding Principles for FY 2023 – Budget and Finance Committee, Chair Zabiholah (Zabi) Rezaee

President Dapremont yielded to Senator Rezaee who read the motion (See Appendix A.3).

Secretary Jeff Thieme moved to amend the motion. The amendment strikes everything in section 3.1 except for the first sentence.

The motion to amend was seconded by Senator Sundvall.

The motion to amend fails by a vote of 7 for, 29 against, and 3 abstain.

Senator Scott Marler moved to amend the motion to change the wording in sections 3.2 and 3.3 to “One half of the remaining approved salary raise pool ...”

The motion to amend was seconded by Senator Gray.

The motion to amend is adopted by a vote of 31 for, 4 against, and 0 abstain.

Senator Sundvall moved to amend the amended motion such that section 3.1 would read:

An across-the-board raise for faculty in the amounts of 7%, 5%, 2%, and 1% respectively:

- o below \$75,000 annual salary,
- o between \$75,000-\$110,000 annual salary,
- o \$110,001 to 140,000 annual salary, and
- o above \$140,000 annual salary;

The motion to amend was seconded by Senator Rebecca Howard.

The motion to amend the amended motion fails by a vote of 7 for, 30 against, and 0 abstain.

The amended motion failed by a vote of 13 for, 21 against, and 3 abstain.

Motion to continue Sustainability Review Process, Budget and Finance Committee, Chair Zabiholah (Zabi) Rezaee

President Dapremont yielded to Senator Rezaee who read the motion (See Appendix A.4).

The motion is adopted by a vote of 26 for, 3 against, and 3 abstain.

Faculty Trustee Report – David Kemme

President Dapremont yielded to Faculty Trustee David Kemme who reported that the next BoT meeting is the first Wednesday in March. This time the committee meetings will meet the day before the full meeting. He noted that this will be University President M. David Rudd’s last BoT meeting and there will be recognition of his service. He believes that incoming University

President Hardgrave will be in attendance as a guest. He believes that the issues that the BoT will address will be mostly routine. We might get a preview of the budget depending on how much information we get from the state. Raaj Kurapati, Executive Vice President for Business & Finance and Chief Financial Officer, will make a presentation on the existing budget and a possibly on the outlook for next year's budget.

01.25.22.07 ANNOUNCEMENTS

CREP surveys for Deans, Provost and President Open - 1/31/2022 – 2/14/2022

Please complete your Security Awareness Training by February 28, 2022

Senate Elections will be held in March

01.25.22.08 ADJOURN

The meeting adjourned at 5:03 pm.

Appendix

A.1 University Undergraduate Council (UUC) Report, Terra Smith

UUC January 14, 2022 Meeting **Essential Minutes** Prepared by Dr. T.L. Smith

Old Business:

Faculty Representation Committee Meeting: January 24, 2022

Fogelman College of Business & Economics

FCBE – BBA program requirements

All majors in the BBA program take a set of lower division courses and a set of upper division courses comprising the fundamentals of business administration.

Program Revision. This proposal includes a name change of one lower core ACCT course; removing basic accounting course from lower core for ACCT majors (to accompany revision of content in the ACCT major); new MGMT course to replace another in the upper core to update communication and professionalism-readiness of all students.

FCBE - Accountancy

Program Revisions

- **BBA ACCT** – Program overhaul to improve experience preparation of students and to increase # of majors, including aligning curriculum more closely with AICPA (American Institute of Certified Public Accountants) guidelines. Closing out courses, creating new courses, revising course names and pre-reqs and some course sequencing. **Pass**
- **ACCT Minor** -revision to include changes mentioned in major **Pass**

Course Revisions (names, pre-reqs, both) Pass

ACCT 2010 - Fundamentals of Acct I name change to Financial Accounting

ACCT 2020 - Fundamentals of Acct II name change to Managerial Accounting for Non-ACCT Majors

ACCT 3110 - Intermediate Accounting I

ACCT 3120 - Intermediate Accounting II

ACCT 3310 - Cost Accounting name change to Intermediate Managerial Accounting

ACCT 3510 - Federal Income Tax I name change to Individual Income Tax Compliance/Planning

ACCT 4020 - Accounting Info Technology

ACCT 4240 - Audit/Assurance Services

ACCT 4310 - Data Analytics for Accountants
UUC January 2022
Fogelman College of Business & Economics

New Courses **Pass**

ACCT 3100 - Foundations of Accounting
ACCT 4030 - Systems Assurance/Advisory
ACCT 4531 - Personal Tax Advisory

Course Close Outs **Pass**

ACCT 3000 - Career Development for ACCT
ACCT 4130 - Intermediate Accounting III
ACCT 4250 - Accounting Ethics/Regulation
ACCT 4320 - Managerial Decision Making/Accounting

FCBE – Finance, Insurance, Real Estate

New Course. FIR 4330 - Principles of Property Management
Financial Planning

Two New Minors. Property Management (**Pass**); Financial Planning (**Pass**)

FCBE – Management BBA Degree Core **Pass**

New Course. MGMT 3032 Communication and Career Readiness for Business
Professionals

Course Close-Out. MGMT 3510 Business Communication

College of Communication and Fine Arts - Music

New Courses

MUST 1001 – Introduction to Music Therapy
MUST 1002– Music Therapy Treatment Process
MUST 2001– Music Therapy Techniques
MUST 2010 -Music Therapy Clinical Practicum I
MUST 2020 -Music Therapy Clinical Practicum II
MUST 2022 – Music Therapy with Children
MUST 4010 - Music Therapy Clinical Practicum III
MUST 4020 - Music Therapy Clinical Practicum IV
MUST 4021– Psychology of Music
MUST 4022– Music Therapy with Adults
MUST 4030 – Music Therapy Professional Practice

College of Arts and Sciences

- **Course Revisions:**
- **HIST 4070** Conspiracy [sic] Theories in America; **Pass**
- **COMP 4270** Operating Systems (carry over from 12/21 UUC) **Pass**
- **Note: COMP 1900** from 12/21 UUC **not** moving forward, more discussion needed

College of Education

- **Program Revisions**
 - **Integrative Studies, Concentration in Educational Careers** **Pass**
 - **Integrative Studies, Concentration in Youth Development** **Pass**

College of Professional and Liberal Studies

- **2 New courses: CPLS 4400** Leadership and Management in Early Care and Learning Administration; **CPLS 4500** Marketing and PR in Early Care and Learning Administration
- **Program Revisions**
 - **BPS, Child Life Specialist** **Pass**
 - **BPS, Pre-School and Child Care Administration-** Name change to **Early Care and Learning Administration**;_adding new courses, reorganizing course groupings **Pass**
- **Terminations of BPS Concentrations:** Fashion Design, Fashion Merchandising **Pass**

Kemmons Wilson School

New course. HPRM 3730 Culinary Science **Pass**

EECE 4011 **Pass**

A.2 Motion to Approve Timeline for Faculty Senate Review of 2022 Faculty Handbook, Chair Jeffrey Marchetta

Motion to Approve Timeline for Faculty Senate Review of 2022 Faculty Handbook Originator: Faculty Policies Committee

Whereas,

The Faculty Policies Committee was charged by the Executive Committee to improve the Faculty Handbook using best practices at other R-1 institutions and develop modern tenure policies for consideration by the Board of Trustees.

Be it resolved that,

The Faculty Senate approves the attached timeline for Faculty Senate review of the 2022 Faculty Handbook:

January 25th, 2022 – Release of New Faculty Handbook in Teams for Faculty Senate Review

March 25th, 2022 – Deadline for Faculty Senator input to Faculty Policies Standing Committee through Teams

April 5th, 2022 – Release of Revised Handbook in Teams for Final Viewing Before Vote

April 19th, 2022 – Vote in Faculty Senate on 2022 Faculty Handbook

June 2022 – Presentation to the Board of Trustees

Recipients: Faculty Senate

Tom Nenon, Provost Helen Johnson, Office of the Provost

A.3 Motion to Recommend Salary Raise Distribution Guiding Principles for FY 2023 – Budget and Finance Committee, Chair Zabiholah (Zabi) Rezaee

M 2022??: Motion to Recommend Salary Raise Distribution Guiding Principles for FY 2023 Originator: Budget and Finance Committee

Whereas,

The sustainability of the human capital (staff, faculty, and administrators) at The University of Memphis is crucial to the continuous growth and maintaining of R1 status.

Whereas,

Inflation is high: ending in December of 2021, the Consumer Price all-items Index (CPI) had an annual increase of 7%¹ with forecasts that it will be higher in the spring.

Whereas,

The final state budget and suggested overall salary raise will be determined in the spring of 2022, and the budget is expected to include a salary raise pool equal to the rate of inflation.

Whereas,

The Faculty Senate passed a compensation motion in 2019 (attached) recommending the following priority list for annual salary raise distributions: across the board raises equal to the rate of inflation, salary compression, equity, and merit raise—in this order.

Whereas,

The increase in the salary pool authorized by the Legislature and Governor last year was not fully funded and faculty and staff salaries were not increased as much as authorized.

Whereas,

The Budget and Finance Committee (B&FC) of the Faculty Senate is anticipating a substantial salary raise for the academic year of 2022-23—given university growth, a CPI of 7%, expected state approval of salary increase, and not fully funded salary increases in 2020-2021, and the expectation of an adequate response from The University of Memphis.

Be it resolved that,

The B&FC, in line with the compensation motion approved by the Faculty Senate in 2019, makes the following guiding principle recommendations for the distribution of the expected and approved salary raise pool as follows:

1. The University of Memphis should fully fund and allocate the entirety of the approved salary pool. The portion not completely funded by the state should be funded from internal resources/funds.
2. The total wage/salary pool for the entire university should be allocated into three distinct pools for administrators, faculty, and staff. Salary increases within each group should be funded only from that pool, and funds from one segment should not be reallocated to another without clear reasons and justifications. (Note: although the Faculty Senate focuses on faculty budgetary issues, it also focuses on university budgetary matters insofar as they affect faculty.); and
3. Of any given increase in the salary pool (either as a percentage or a dollar amount) the distribution of the pool for faculty salary increases should be:
 1. An across-the-board raise for Cost-of-Living Adjustment (COLA) of 70% of the pool (or a lesser dollar amount sufficient to cover the increase in the CPI if the increase in the CPI is less than the 70% portion). The COLA component should not be distributed as a specific uniform percentage of salary but based on three

¹ “The all items index rose 7.0 percent for the 12 months ending December, the largest 12-month increase since the period ending June 1982.” (US Bureau of Labor Statistics, 2022)

URL=<<https://www.bls.gov/news.release/cpi.nr0.htm>>

salary categories biased toward the greater cost of living adjustments (in percent of salary terms) for lower-wage/salary individuals. The different percentages can be applied to the four salary ranges:

- below \$75,000 annual salary,
 - between \$75,000-\$110,000 annual salary,
 - \$110,001 to 140,000 annual salary, and
 - above \$140,000 annual salary;
2. 15% of the approved salary raise pool should be allocated to the faculty for compression and equity adjustment raises; and
 3. 15% of the approved salary raise pool should be allocated to the faculty for merit/market compensation raise to eligible faculty. Faculty with an annual Overall Faculty Performance Evaluation of greater than 4.00 (very good /exceptional performance) may be eligible for merit increases. Any merit raise should be specific to the concerned academic unit and developed with the full participation of the faculty of the unit and based on the past three years of evaluated faculty performance, or whatever years are available for new appointments.

Recipients:

M. D. Rudd, President

Tom Nenon, Provost and EVP

Raaj Kurapati, CFO and EVP

Motion ### 1//25/2021

Vote: # For, # Against, # Abstain

A.4 Motion to continue Sustainability Review Process, Budget and Finance Committee, Chair Zabiholah (Zabi) Rezaee

Faculty Senate

M 2022??: Motion to continue Sustainability Review Process

Originator: Budget and Finance Committee

Whereas,

The Budget and Finance Committee (B&FC) of the Faculty Senate at the University of Memphis will support the educational, governance, and financial sustainability of all academic affairs units at the University of Memphis in the academic year 2021-2022.

Whereas,

Based on suggestions received from administrators and faculty, the decision was made to conduct the Lean Management and Continuous Improvement LMCI analysis review to ensure that the university's educational, financial, and governance activities performed better, stronger, and more sustainably; the LMCI review was completed in the summer of 2021 and the related report was submitted to the Faculty Senate in November 2021 and was accepted in the November 2021 meeting of the Faculty Senate.

Whereas,

There was a motion to discontinue the educational, financial, and governance sustainability/ LMCI review process in the November 2021 meeting of the Faculty Senate; while the motion failed, there is concern about whether the LMCI would be the best way for the B&FC, the Faculty Senate, and The University of Memphis to move forward in supporting the educational, governance, and financial sustainability of all academic affairs units.

Be it resolved that,

The B&FC recommends the LMCI review process be replaced with a Sustainability Review Process.

1. The Sustainability Review Process will develop a transparent and flexible analysis that is both sensitive to the needs of different departments and is conducted by faculty.
2. The B&FC will develop a more comprehensive, detailed, material, and relevant financial/quantitative and non-financial qualitative key performance indicators (KPIs) pertaining to educational, financial, and governance sustainability of all academic affairs units.
3. the Office of Instructional Research (OIR) will collect the KPIs in Spring 2022 and develop the OIR Academic Unit KPI dashboard, which will be made accessible to all senators, faculty, and administrators.
4. Senators will participate in the sustainability review process and the preparation of the sustainability report for their department/unit and college

Recipients:

M. D. Rudd, President

Tom Nenon, Provost and EVP

Raaj Kurapati, CFO and EVP

Motion ### 1/25/2021

Vote: # For, # Against, # Abstain