



## Minutes of the Faculty Senate

**Presiding:** Jill Dapremont (Nursing)

**Date:** 11-30-2021

**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), 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), Maggie Landry (Social Work), Erno Lindner (Biomed. Engineering), Jeni Loftus (Sociology), Jeff Marchetta (Mechanical Engineering), 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), 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:** David Goodman (Communications), proxy David Appleby, Hal Freeman Jr. (Professional & Lib. Studies), proxy Joanne Gikas, Scott Marler (History), proxy Brad Dixon, Michael Perez (Anthropology), proxy Katherine Mickelson, Stephen J. Watts (Criminal Justice), proxy Shelley Keith, Kris-Stella Trump (Political Science), proxy William D. Madlock.

**Senators Absent:** J. Joaquin Lopez (Economics), Curt Schuletheis (Mil Sci-Naval Sci).

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

**Guests:** Gloria F. Carr (Faculty Ombudsperson), Markia Hilliard (Faculty Senate Admin), Richard Irwin (Dean UM Global Acad Innov), David M. Kemme (Board of Trustees, Faculty Rep.), Thomas Nenon (Provost's Office), James Orr (Academic Affairs), Martha Robinson (Lambuth Liason).

The four-hundred-and-eighty-third meeting of the University of Memphis Faculty Senate was held on Tuesday, November 30, 2021 via the Zoom video conferencing platform due to restrictions imposed in response to the COVID-19 global pandemic.

### 11.30.21.01 CALL TO ORDER (2:40 P.M.)

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

### **11.30.21.02 APPROVAL OF AGENDA**

The agenda was approved as written.

### **11.30.21.03 APPROVAL OF MINUTES**

#### ***Faculty Senate – October 26, 2021***

The minutes of the October 26, 2021, Faculty Senate (FS) meeting were approved as written with the correction that Senator Scott Marler was not in attendance as noted by his proxy, Brad Dixon.

### **11.30.21.04 PRESIDENT’S REPORT**

#### ***President’s Council Update***

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

#### ***Dean’s Council Meeting***

President Dapremont reported that faculty must comply with the January 4 mandate for full vaccination. She directed Senators to the university’s COVID website for more information: <https://www.memphis.edu/coronavirusupdates/communications/november2021.php#mandate>

She also reported that so far, 51% of faculty have submitted documentation for vaccination or exemption requests. She suggested that Senators contact Human Resources (HR) with any questions.

#### ***Provost Nenon’s Meeting with the EC***

President Dapremont reported that Provost Tom Nenon met with the Executive Committee (EC) and stressed that faculty must comply with the January 4 mandate for full vaccination. There was also a discussion on potential salary increases. The EC wants the FS to submit a motion stating the Senate’s priorities on potential salary increases to the Provost and President by March or April before the state government makes final budget decisions in June.

#### ***Canvas Steering Committee***

President Dapremont reported that access to Desire2Learn (D2L) will end for campus users in mid-December (December 17, 2021). Anything that is not updated in courses by that date will not be transferred to Canvas. Canvas Bootcamp will take place between December 13 and December 16, 2021 (link: <https://www.memphis.edu/um3d/canvas/index.php>).

#### ***Preparedness Planning Meeting***

President Dapremont reported that the University of Memphis and University of Tennessee have received an exemption to allow for a vaccination mandate. HR will send messages to faculty who have not complied by submitting proof of vaccination. Vaccination mandate exemptions will be

handled through HR and appeals will go through administration. The Preparedness Planning Committee will convene as needed. Their next scheduled meeting is in January 2022.

### **11.30.21.05 OLD BUSINESS**

President Dapremont reported that the Presidential Search Committee completed their process and Dr. Bill Hardgrave has been selected and approved by the Board of Trustees (BoT) to serve as the 13<sup>th</sup> president of the university. Also, we are awaiting University President M. David Rudd's recommendation to complete the Ombudsperson Search.

### **11.30.21.06 REPORTS**

#### ***Standing Committee Reports***

##### *Academic Policies Committee*

President Dapremont yielded to Senator Brian Janz, Academic Policies Committee Chair, who reported on the ongoing research effort to develop new SETE instruments. He encouraged faculty to encourage students to complete SETEs to help validate the prototype questions. He also asked Senators to recommend any students who might want to help. He asked Provost Nenon to send out an email encouraging students to complete SETEs and noted that the Provost's Office has been very supportive of our efforts in the past.

Senator Fawaz Mzayek asked if students will be completing SETEs with old questions or new questions. Senator Janz responded that it is a revised SETE with new questions. A high response rate will help with statistical analysis.

##### *Academic Support Committee*

President Dapremont yielded to Senator Katherine Mickelson, proxy for Senator Michael V. Perez, Academic Support Committee Chair, who reported that the Committee has no report.

##### *Administrative Policies Committee*

President Dapremont yielded to Senator Ted Burkey, Administrative Policies Committee Chair, who reported that the Committee received a charge from the EC to consider a motion regarding early access of students to online courses. Some Committee members informally polled members of their departments and administrators and reported that responses varied greatly. The Committee thought it would be worthwhile to seek responses from all faculty. Senator Shelley Keith (Administrative Policies Committee member) administered a brief survey regarding faculty preferences for student access before the first day of classes. From 373 faculty responses, 130 (35%) said they would like the students to have early access while 243 (65%) said they would not like the students to have early access. At this point, the Committee will be reaching out to Information Technology Services (ITS) to understand whether they would have any issues with so many requests for early access.

### *Budget and Finance Committee*

President Dapremont yielded to Senator Rezaee, Budget and Finance Committee Chair, who reported that the Committee met on the 17th and invited the EC. He spoke to the Committee's report (See Appendix). The Committee approved the release of Phase 1. The Committee is also working to prepare a motion for the January meeting regarding moving forward with faculty engagement under a different structure and name. He noted that the Committee has approved the report. He also spoke to the structure of the report that was sent to deans. Basically, deans were asked three questions. He noted that Senators can ask their dean for their reports and ask the Provost for other reports. He asked the Senators for their support by approving the Committee's report.

Senator Scott Sundvall asked who the Phase 1 report was released to. Senator Rezaee responded that this is the report the Committee is submitting to the Senate on the completion of Phase 1.

Senator Wierdl noted that his understanding from the meeting was that this report would not be accepted. It would be postponed until January. Also, more Senate leaders were present at the meeting and dominated the meeting. He doesn't think it was a fruitful discussion. He believes that regular Committee members couldn't speak. Senator Rezaee responded that two reports were discussed and that the Committee approved the report that is being put forth in this meeting. The Budget and Finance Committee voted to release this report. Second, the other reports concerning how to proceed with budgetary issues were tabled until January.

Senator Sundvall asked if this is just the formal report reflecting the data gathered by the Senators for deans. Senator Rezaee responded that nothing has changed. All he did was compile the reports from Senators for their units. Strengths and weaknesses come from that report. The Committee added some observations from the reports. President Dapremont added that this report is a summary of the process that was followed. Senator Rezaee added that it includes an example.

Senator Craig Stewart asked if he should request his college's report from his dean. Senator Rezaee clarified that if he wants the department's report, he should ask his Senator. If he wants the college's report, he should ask the dean. If he wants the university's report, he should ask the Provost.

Secretary Jeff Thieme moved to accept the report.

**The report was adopted by a vote of 27 for and 5 against and 5 abstain.**

### *Committee on Committees*

President Dapremont yielded to Senator Daryn Zubke, Committee on Committees Chair, who reported that the Committee has no report.

### *Faculty Policies Committee*

President Dapremont yielded to Past-president Jeff Marchetta, Faculty Policies Chair, who reported that the Committee is continuing with the drafting of the revised faculty handbook, which is about 80% complete. Over the winter break, the Committee will complete its review with input from the Provost. At the January meeting of the Senate, a timeline will be presented for the Senate review process in the spring and drafts will be made available to the Senate for review. The process will conclude with a Senate presentation and recommendation to the Board of Trustees (BoT) at their June 2022 meeting. The presentation and recommendation will include the content for which the BoT has statutory authority to approve.

### *Library Policies Committee*

President Dapremont yielded to Senator Stewart, Libraries Policy Committee Chair, who reported that the Committee has no report.

### *Research Policies Committee*

President Dapremont yielded to Senator Mihalios Golias, Research Policies Committee Chair, who reported that the Committee did not meet. They received some comments from the EC and sent those back to the task force. The task force responded, and the EC has the responses from the task force.

### ***Senate Representative Reports***

#### *Terra Smith – University Undergraduate Council (UUC) Report*

President Dapremont reported that Dr. Terra Smith (College of Health Sciences) submitted a report from the University Undergraduate Council (UUC) (see Appendix) and asked if there were any questions about the report.

**The report was accepted by a vote of 29 yes 0 no and 3 abstain.**

#### *Brian Janz - Information Security Advisory Committee (ISAC) - Report*

President Dapremont yielded to Senator Janz who spoke to a presentation (See Appendix). He noted that faculty response to security awareness training is low and asked the Senate for ideas to foster greater response rates to the training. He noted that there have been some suggestions to withhold access to the system for faculty who have not completed training by the deadline. The Committee was not in favor of this. He noted that Maria Alam (Chief Human Resources Officer) uses completion of the training as part of the performance review. Also, ISAC could send reports to department chairs. The Chief Information Officer (CIO) would like to hear from the Senate on this issue. He asked Senators to email him with suggestions that could be forwarded to the CIO. President Dapremont suggested that a request be posted on MS Teams.

### **11.30.21.07 NEW BUSINESS**

#### ***Motion – Scott Sundvall - Motion to End University Contracting with Upswing***

President Dapremont yielded to Senator Sundvall who read the motion (See Appendix).

The motion was seconded by Senator Rebecca Howard.

**The motion failed with 12 for, 19 against, and 9 abstain.**

Past-president Marchetta recommended that Senators wishing to pursue this further could request that the EC look into this further so they can charge a committee.

***Motion – Scott Sundvall - Motion to Overhaul LMCIS Initiative and Process***

President Dapremont yielded to Senator Sundvall who read the motion (See Appendix).

The motion was seconded by Senator Mike Golias.

**The motion failed by a vote of 9 for, 20 against, and 9 abstain.**

***Ombudsperson Report – Gloria Carr***

President Dapremont yielded to Dr. Gloria Carr, Ombudsperson, who had no report.

***Faculty Trustee Report – David Kemme***

President Dapremont yielded to Dr. David Kemme, Faculty Trustee, who noted that the next BoT meeting is the first Wednesday in December at the Lambuth campus.

**11.30.21.08 ANNOUNCEMENTS**

***Graduation FedEx 12/12/2021***

President Dapremont announced that graduation is December 12, 2021.

**11.30.21.09 ADJOURN**

The meeting adjourned at 4:18 pm.

## **Appendix**

### **A.1 Budget and Finance Committee Report**

#### **Dear Senators,**

The Budget and Finance Committee (B&FC) met on 11/17 and invited the EC to join for input, discussion, and clarification. The B&FC approved the release of phase 1 of the Lean Management and Continuous Improvement Strategies (LMCIS)/SWOTS analysis review process applied to evaluate educational, financial and governance sustainability of all Academic Affairs Units and Colleges. The B&FC is working on the preparation of a motion to present at the January 2022 Faculty Senate meeting regarding moving forward with the faculty engagement, participation, and impact on budgetary issues at the university of Memphis

#### **MEETING AGENDA JOINT MEETING OF EC & FBC November 17, 2021**

1. Attendees were Members of the EC and B&FC.
2. Jill called the virtual meeting to order at 10:00 am.
3. Zabi presented the sample LMCIS/SWOTS Analyses Review Report, which was approved by the B&FC.
4. A plan of action for Phase II was presented, discussed, and tabled.
5. Adjourn before 11:45 am.

#### **Example College**

#### **Working Group of the Budget and Finance Committee The Faculty Senate Report to Deans of Colleges Summer, 2021 I. MEETING AGENDA**

6. Attendees, Dean of the Example College, James Orr of the Provost Office and Senators Jill Dapremont, Jeff Marchetta, and Zabi Rezaee.
7. James will call the virtual meeting to order at 10:30 am.
8. Zabi will present the LMCIS/SWOTS Analyses Review Report.
9. A plan of actions will be presented, discussed, and approved.
10. Adjourn before 11:30 am

#### **II. INTRODUCTION**

The COVID-19 pandemic has caused many challenges for our society and organizations of all types and sizes, including our university. The pandemic has forced the University of Memphis to significantly cut its budget as these budget shortfalls may persist. The University has been able to manage this initial cut with minimum impact on the operating budgets of academic affairs units. It is unknown whether an additional round of cuts will be necessary in the foreseeable future. However, if another cut is necessary, it would be better for all academic units to be proactive and have a clear assessment of their priorities and long-term goals to be able to maintain their educational and financial sustainability. The alternative is to do nothing and accept mandated cuts from the administration, should a new cut be necessary. Many universities are examining their educational sustainability by redesigning their academic programs to ensure their financial sustainability. Sustainability is a process (journey) of achieving shared value for all stakeholders. Our focus is on educational and financial sustainability of all academic units at the University of Memphis. The concept of Lean Management and Continuous Improvement Strategies (LMCIS) encourages colleges to continually monitor spending patterns and constantly looking for ways to conserve without harming productivity. Any savings achieved can be redirected to support new market driven programs. New needs may be new software, new databases, faculty conferences on new technology, faculty release

time to upgrade skills, and possibly develop new courses to meet an ever-changing environment. As a state university, most of our funding is from taxpayers and student tuition. We have an obligation to our stakeholders, including taxpayers and students, to manage our resources efficiently. There is no logic for over-budgeting and unnecessary spending and thus we need to establish the best practices of doing university activities better, stronger, and sustainable (BSS).

Our introductory meeting with academic deans, on November 18, 2020, suggested two major concerns regarding the “expectation, what needs to be done, and timing” of when to complete this report. Based on the deans’ suggestions, insights from faculty and the Faculty Senate, as well as consultation with the Provost Office, the Office of Institutional Research (OIR), the Budget and Finance Committee (BFC), and its working groups, it was decided to conduct the LMCIS reviews in three phases. These phases would take place in Spring 2021, Fall 2021, and Spring 2022.

Phase I of the LMCIS review is conducted as follows in Spring and Summer 2021:

1. The BFC and its working groups developed relevant educational and financial KPIs appropriate for the LMCIS review process following the SRI model.
2. Data for educational and Financial SRI-driven KPIs were collected for five years from 2016-2020 for all academic units and related colleges by the OIR and placed into a “LMCIS Dashboard” accessible to all faculty through the [OIR Academic Unit KPI dashboard \(Appendix A\)](#).
3. Guidelines for all senators were given for scheduling a meeting with faculty in their units to complete the LMCIS Faculty Senate program review and complete a related strengths, weaknesses, opportunities, threats, and safeguards and sustainability (SWOTS) analysis template.
4. Senators were given access to both LMCIS Dashboard through the [OIR Academic Unit KPI dashboard and Strategic Resource Investment through Strategic Resource Investment,   
https://www.memphis.edu/sri/ for 2022](#).
5. Senators were asked to conduct a faculty meeting of individual departments completing the SWOTS analysis template. The LMCIS/SWOTS review is a process of engaging senators/faculty in collecting data relevant to efficiency and effectiveness of administrative faculty, staff support, and productivity of academic programs by assisting the BFC in discharging the following charges in Phase I of the LMCIS review process:
  - To review and evaluate efficiency of administrative faculty and staff support in each unit.
  - To review and evaluate academic programs and identify those programs that may be unsustainable and need improvements, restructuring, downsizing, or consolidation.
6. Senators completed and submitted the LMCIS/SWOTS analysis reports for their units by April 15, 2021(Appendixes B and G).
7. The completed and submitted LMCIS/SWOTS analysis reports were compiled and integrated to a single report for each college (see the below synopsis for the example College). The Collected KPIs from the dashboard and submitted LMCIS/SWOTS reports are measures of productivity in each department rather than representing or measuring efficiency and effectiveness. Further analyses of KPIs relevant to efficiency, effectiveness, and productivity across colleges were conducted by the working groups of the BFC.
8. The integrated LMCIS/SWOTS analyses report for each college and reports for departments within the college were submitted to the dean of each college in May 2021.
9. A meeting with deans of all colleges will be scheduled in May, June, and July 2021 and they are asked to submit their report along with recommendations in addressing SWOTS back to the BFC by August 2021.
10. The working group of the BFC presented the review report first to the BFC and then to the Faculty Senate for review and comments (electronically) in early August 2021 and the final report for approval at the August/September 2021 meeting of the Faculty Senate.
11. The approved LMCIS review report with recommendations was submitted to the provost for further consideration and action in September 2021.

### **III. PHASE I FINAL LMCIS/SWOTS REPORT**



This Phase I final LMCIS/SWOTS report consists of a summary of the reports received from each unit within the college and a comparison across colleges relative to educational and financial sustainability. Effectiveness and efficiency KPIs across departments and colleges are reviewed and recommendations relevant to educational and financial sustainability of colleges, departments, and programs are made to support ongoing and future continuous improvement in the post-pandemic era at the University of Memphis. This report details specific challenges, opportunities, strengths, weaknesses, findings, conclusions, recommendations, and comments relevant to Phase 1 educational and financial sustainability of all colleges, departments, and programs. Below is the synopsis of submitted LMCIS/SWOTS for the example College) and appendixes to this report present LMCIS/SWOTS analysis reports for all units/departments within the college.

### **Synopsis of LMCIS/SWOTS: Example College**

**Strengths:** qualified faculty, innovative curriculum; faculty; research; teaching methods; and program, professional labs, and certifications.

**Evaluation:** The example College has innovative teaching methods, including data analytics and data science, diverse and outstanding faculty, exceptional research with prestigious awards and publishing, and providing high-quality programs and strong chapters of the national professional fraternity in all disciplines. Professional labs provide cross-disciplinary support. Professional certifications are strongly promoted in the example College.

**Weaknesses:** inadequate faculty size, academic integrity issues, loss of academic rigor, MS program, undergraduate program, PhD program, online exams, admission standards, decline in student enrollment in several departments, lack of collegiality, congeniality, diversity culture, external research grants, faculty turnover because of retirement, and market salary-adjustments. The quality and relevance of all programs, undergraduate, graduate, and especially the PhD program need to be reviewed.

**Evaluation:** Some of the reported challenges that could eventually become weakness are short-handed faculty members which could pose a risk that students would not receive the full teaching experience needed. MS and undergraduate programs could use improvement. PhD programs should have more information on the University Catalog. Online exams also need to be updated as the outdated UoM policies cause limited viewing for students to access their material. The current admission standards for MS and PhD programs are perceived to be generally low.

**Opportunities:** Faculty interest; Encourage faculty; Data analytics; analytical technology; MS program; MA programs; internship programs; Leverage data science /analytics.

**Evaluation:** Opportunities for educational sustainability are to identify faculty interest, expansion with data analytics for higher learning, innovative use of analytical technology for students' best interest, and providing outstanding business courses along with the MS and MA programs. Formal internship programs and leverage data science/analytics certification programs should be encouraged and tracked to keep curriculum relevant with business needs and PhD programs need to be reexamined.

**Threats:** Other schools, competitive, executive training, low enrollment, and inadequate data analytics

**Evaluation:** Spending far too much time on "turf wars" by duplicating documents to stay ahead of other schools, competitive nature, executive training could pose a threat, as well as enrollment due to the pandemic travel restrictions, which would decrease foreign exchange students drastically. Developing a niche for data analytics may require new hires with expertise. There is a need for more opportunities and incentives for research grants. Inadequate succession planning for faculty retirement and departure.

**Safeguards and Sustainability:** tenure committee, graduate program data, externally funded research, faculty, enrollments, undergraduate, online, graduate, revenue, student

**Evaluation:** There is a need for a formal mentorship and specific rules (i.e., journals to publish in) for assistant professors to progress to tenure consideration. OIR database is materially inaccurate as to data for the graduate program. The quality faculty research needs to be maintained or increased regarding the lack of staff support and developmental needs for faculty. The undergraduate programs are being revised to increase enrollments and continued support is necessary for marketing to increase recruiting efforts and significantly increase the quality of how online classes are taught as they will be the main source of revenue. There should be more focus on robustness of required courses and fewer elective

course offerings. We need to ensure the adequacy and effectiveness of faculty support due to shared secretary by two departments.

#### IV. PLAN OF ACTION

A careful review of selected KPIs, SRI data, submitted departmental LMCIS/SWOTS review reports and related synopsis suggests several educational and financial sustainability issues relevant to the example College. The Dean of the Example College was asked to

1. Review these reports and address the important and relevant issues identified in the college by focusing on both educational (program results and productivity) and financial (effectiveness and efficiency of administrative faculty and staff support) sustainability. Prepare the self-assessed and faculty driven review report after all data for the college, departments, and degree programs have been reviewed. Be specific and relate conclusions and recommendations to specific findings and objectives.

- Strengths
- Weaknesses
- Opportunities
- Threats
- Safeguards/Sustainability

2. Address important **observations and considerations** where future actions, changes or explanations are needed:

**A. Financial Sustainability (e.g., budget, expenditures)**

**B. Educational Sustainability (e.g., programs, courses)**

**C. Governance Sustainability (e.g., shared governance, diversity)**

#### 3. Procedures

In compliance with the plan of action approved by the faculty senate in the April meeting of the FS, I complied the reports received from senators for each unit/department and prepared a synopsis of these reports for each college without any modifications.

In summer of 2021, Senators Jill Dapremont and Jeff Marchetta, James Orr, and I met with deans of 12 colleges and discuss these reports. We basically, asked deans, having read the reports prepared by your senators in your college, the synopsis of these reports compiled by Zabi, the KPI and SRI dashboards available to you, please address the following issues/questions about your college:

1. What things do concern you as the dean of college pertaining to educational, financial, and governance sustainability?
2. What sustainability mechanisms and measures will you implement in addressing the above concerns?
3. What safeguards will you put in place to ensure doing things better, stronger, and more sustainable (BSS)?

We asked deans to submit one-page report to the B&FC regarding their educational, governance and financial sustainability issued. Deans were encouraged to communicate with the provost regarding their detail responses to many sustainability issues relevant to their college.

You may obtain these LMCIS/SWOTS analysis review reports relevant to:

1. Your department from the senator in your unit,
2. Your college from your dean.
3. The entire university for all 12 colleges from the office of the provost.
4. The Executive Committee of the Faculty Senate can assist in accessing the LMCIS/SWOTS analysis reports for departments, colleges, and the university.

## A.2 University Undergraduate Council (UUC) Report

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.3 Information Security Advisory Committee (ISAC) - Report (PowerPoint)



### Security Awareness Training 2020 -21

#### AY 2020–21 IT Security Awareness Training Compliance

<i>Division (Including Students)</i>	<b>Enrolled</b>	<b>Completed</b>
<i>Academic Affairs</i>	3471	1050 (30%)
<i>Advancement</i>	55	44 (80%)
<i>Athletics</i>	115	67 (58%)
<i>Business and Finance</i>	310	206 (66%)
<i>External Relations</i>	19	19 (100%)
<i>General University</i>	N/A	N/A
<i>Information Technology Services</i>	147	145 (99%)
<i>Operations and Facilities</i>	282	210 (74%)
<i>President Units</i>	29	26 (74%)
<i>Research Services</i>	33	33 (100%)

**Total** **4461** **1800 (40%)**

### Security Awareness Training 2021-22

#### AY 2021–22 IT Security Awareness Training Compliance as of 11/11/21

<i>Division</i>	<b>Enrolled</b>	<b>Completed</b>	<b>In Progress</b>
<i>Academic Affairs</i>	3998	422 (11%)	56 (1%)
<i>Advancement</i>	46	13 (28%)	1 (2%)
<i>Athletics</i>	145	11 (8%)	1 (1%)
<i>Business and Finance</i>	266	81 (30%)	9 (3%)
<i>External Relations</i>	20	7 (35%)	0 (0%)
<i>General University</i>	6	0 (0%)	0 (0%)
<i>Information Technology Services</i>	122	65 (53%)	2 (2%)
<i>Operations and Facilities</i>	263	51 (19%)	5 (2%)
<i>President Units</i>	29	2 (7%)	0 (0%)
<i>Research Services</i>	40	2 (5%)	0 (0%)

**Total** **4935** **652 (13%)** **74 (1%)**

## **A.4 Motion to End University Contracting with Upswing**

### MOTION TO END UNIVERSITY CONTRACTING WITH UPSWING

Submitted to President Dapremont

October 29, 2021

Whereas,

Upswing is a third-party, private sector, online academic support platform that costs upwards of \$23 an hour for their tutors/consultants, while consultants for the Center for Writing and Communication (CWC) make \$17 an hour or less, with tutors in Educational Support Programs (ESP) making even less;

Whereas,

Upswing consultants/tutors often hold only Bachelors degrees from universities less prestigious than our own and often claim expertise in fields outside of their degrees;

Whereas,

Upswing consultants/tutors are not vetted, hired, or trained by the CWC or ESP;

Whereas,

Upswing consultants/tutors are not University of Memphis (UofM) students in need of additional, institutional support;

Whereas,

All CWC consultants are graduate students from the English Department or the Department of Communication;

Whereas,

The UofM has a fiscal and academic responsibility to our students (both CWC/ESP consultants/tutors and the corresponding clients) to provide the best and most cost-effective academic support, of which Upswing provides neither;

Whereas,

Scott Sundvall, previous Director of the CWC, has noted this issue for the past two years in all his semester and annual reports, and has recursively brought it to the attention of Student Academic Success in individual meetings without any reasonable explanation or move to change such contracting in response.

Be it resolved,

Faculty Senate recommends that the UofM cease renewal of contracts with Upswing and provide all academic support (whether face-to-face or in-person) in-house. It further recommends an increase of pay to all UofM consultants/tutors to \$20 an hour for graduate students and \$15 an hour for undergraduate students, as such is still nonetheless well below the demonstrated market price, of which the UofM is otherwise willing to pay to less qualified, non-UofM consultants/tuto