



Minutes of the Faculty Senate

Presiding: Jill Dapremont (Nursing)

Date: 03-29-2022

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

Senators Present: Reza Banai (City & Regional Planning), Brennan K. Berg (KWS), Theodore J. Burkey (Chemistry), Gerald Chaudron (Univ Libraries), Jill Dapremont (Nursing), Frances Fabian (Management), Hal Freeman Jr. (Professional & Lib.Studies), David Gray (Philosophy), Eddie Jacobs (Electrical & Computer Engineering), Brian Janz (Business Info. Tech), Amber Jennings (Biomedical Engineering), Shelley Keith (Criminology & Criminal Justice), Maggie Landry (Social Work), Jeni Loftus (Sociology), Joaquin Lopez (Economics), Jeff Marchetta (Mechanical Engineering), Scott Marler (History), Jim McGinnis (Engineer & Tech), Debbie Moncrief (Comm Sciences & Disorder), Deanna Owens-Mosby (Instr. & Curr. Leadership), Patrick Murphy (CEPR), Fawaz Mzayek (Public Health), Esra Ozdenerol (Earth Sciences), Matthew Parris (Bio Sciences), Dursun Peksen (Political Science) Michael Perez (Anthropology), Zabiholah Rezaee (Accountancy), David Romantz (Law), Terri Del Rosso (Jour. & Strategic Media), Brian Ruggaber (Theatre & Dance), 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), William p. Travis (Health Studies), Mate Wierdl (Mathematical Sciences), and Daryn Zubke (Music)

Senator Present by Proxy:

Senators Absent: Michail Gkolas (Civil Engineering), Sanjay Mishra (Physics), Steven L. Nelson (Leadership), Curt Schuletheis (Mil Sci-Naval Sci)

Faculty Senate Information Officer: To be determined

Guests: David Cox (UMAR Rep), Tammy Hedges (Exec VP University Relations), Markia Hilliard (Faculty Senate Admin), David Kemme (Economics), Thomas Nenon (Provost), James Orr Jr. (Management Administration), Martha Robinson (Lambuth Liaison), Beverly Tsacoyianis (Assoc Pro. History), Scott Vann (Academic Learning), Katie VanLandingham (Government and Community Relations), Fernandez West (Assoc. Athletic Director)

The four-hundred-and-eighty-sixth meeting of the University of Memphis Faculty Senate was held on Tuesday, March 29, 2022, via the Zoom video conferencing platform due to restrictions imposed in response to the COVID-19 global pandemic.

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

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

03.29.22.02 APPROVAL OF AGENDA

The agenda was approved as written.

03.29.22.03 APPROVAL OF MINUTES

Faculty Senate – February 22, 2021

The minutes of the February 22, 2021, Faculty Senate (FS) meeting were approved as written.

03.29.22.04 PRESIDENT'S REPORT

President's Council Update

President Dapremont reported that the President's Council met on 3/28/22. Katie VanLandingham (Chief Government Relations and Policy Officer) provided an update on government relations. The President's Council will meet with incoming University President Bill Hardgrave on April 4. The FS Executive Committee (EC) will meet with incoming University President Hardgrave on April 5.

Provost Meeting with the EC – March 15, 2022

President Dapremont reported that the following issues were discussed in the meeting: COVID cases on campus continue to fall, the Department of History hosted a series of presentations by experts on Ukraine, and the EC is interested in greater faculty participation in the university budgeting process.

Dean's Council Meeting – March 23, 2022

President Dapremont reported that Provost Tom Nenon announced that he is returning to a faculty role and Dr. Abby Parrill-Baker (Dean, College of Arts & Sciences (CAS)) will be Interim Provost effective July 1.

Provost Nenon expressed gratitude for all those who contributed to the progress the university has made. Also, he is pleased to have someone who will keep progress going and provide continuity during the university's leadership transition.

Senatore Máté Wierdl asked if the university will still offer free vaccinations, specifically for the fourth dose? Provost Nenon responded that the university hasn't decided yet. The team will consult with its partners before making any changes.

Center for Research in Educational Policy (CREP)

President Dapremont reported that the CREP 2021 survey results for the President, Provost, and Deans were posted on FS website under Resources.

Governor's Relation update – Katie VanLandingham, UofM Chief Government Relations, and Policy Officer

President Dapremont yielded to Ms. VanLandingham who provided an overview of her office's work with the state legislature (See Appendix A.1 for a summary). She stressed that the university doesn't do anything that the bill addresses. The bill has passed the state senate and house and is on the way to the Governor's office for signing. She requested that faculty reach out with any concerns with their personal email, so it is not perceived as using government resources for advocacy. She also reported on two other bills failed in committee. These bills were potentially for more disruptive. Regarding tenure, her office hasn't seen language on any bills related to tenure and things are winding down. She doesn't believe tenure will be an issue in this legislative session. The preferential treatment bill was defeated last week in the state senate education committee. Her office had a large influence on its defeat. There is a growing fear of threats to academic freedom, given the trends across the nation. Finally, she reported that the legislature is placing more focus on higher education in this legislative cycle because the Governor's budget request included \$5.1B in higher education spending.

Senator Wierdl asked, 1) what is intellectual diversity? and 2) there is concern about a bill that is about controversial subjects discussed in classes – can faculty be personally sued? Ms. VanLandingham responded that 1) we have a couple positions with diversity in title. When speaking of diversity, we are speaking of all kinds of diversity. If diversity is not in your title, the bill doesn't apply to you. 2) faculty are still allowed to teach course materials as written. Students must participate in the class, but students are not required to say that they adopt or agree with your personal beliefs. Provost Nenon added that there are other states where there are attempts to suppress what faculty can say in class. This is true in K12. It's different in higher education. Those topics that are relevant to your class are protected in higher education.

Senator Stephanie Huetter asked what kind of changes would we see as a result of the bill passing? Ms. VanLandingham responded that administration is required to look into any complaint that comes forward. We do this already. Also, the university can't make diversity, equity, and inclusion (DEI) training mandatory in the hiring process. The university can only do optional training in cases as they arise to resolve concerns. Also, we have control over the process of investigating complaints.

Senator Rebecca Howard responded to the comment that students are not required to say that they adopt or agree with your personal beliefs. She asked, what if they say they don't believe the holocaust happened? Ms. VanLandingham responded that students don't have to adopt it as their personal belief, but that's how it's being taught in the course. Students can file a complaint within the university or seek legal remedy against the university and the state would defend the university (section 7 of the bill). Provost Nenon confirmed that the complaint processes is internal to the university and legal actions would be against the university, not individual faculty.

Senator Patrick Murphy asked about dealing with unique accreditations. Some accreditation processes require the university to teach multicultural classes and adhere to ethical codes when conducting therapy with clients. He wanted to know how the bill deals with these issues. Ms.

VanLandingham responded that students will still have to fulfill any requirements that faculty deem necessary to receive their degree.

Senator Michael Perez commented that he sees the bill as a cynical attempt to do something to prevent speech rather than empower it. He believes that we need to think critically about how to respond. He's worried about what might be next and that we might not be as lucky with future bills. Ms. VanLandingham responded that she understands the concerns and that's why the university has a Government Relations Office. That's what her job is all about. She encouraged faculty to be mindful about how they might respond because there might be more bills and we don't want to incite more serious responses. She wants to partner with faculty so she can have the greatest influence over bills.

Senator Scott Sundvall thanked Ms. VanLandingham for her work. But he doesn't see how these efforts are wins. He's thankful that legislation was watered down, and it isn't as bad as other states. He asked if there is any legislation that she and her team are pushing that would be a win and not just a defeat. He also expressed concern that she believes we shouldn't respond as an institution because if the FS passed a motion that simply reaffirmed the status quo it would be seen as being provocative and possibly incite additional legislation or weaken her ability to influence legislation. Ms. VanLandingham responded that faculty are more than welcome to respond. But there needs to be an understanding that a university response is different from a FS response. A FS motion is very different from asking her to take a letter to any legislative members. She noted that her office was able to keep tenure conversations as well as other bills that affect faculty at bay this year. She asked that if the FS passes a motion, it should be made clear that the motion represented faculty and not the university. She also noted that the university is in a transition, and we are considering what it means to be an R1 institution. She pointed out that her office has had wins in this legislative session. Those wins have been mostly financial. Some examples include renovations to Mynders Hall, renovations to the Fogelman College of Business & Economics (FCBE), and a \$50M R1 endowment. Her office played a lot of defense and was successful. This is one bill of over 300 that they track. Part of her job is getting wins on defense. She respectfully disagrees that defense isn't part of being positive. She sees more legislation being pushed in the future. Her view is that her job is to keep freedoms we have internal so that we can continue to manage them internally and not statewide through the legislature.

Senator Debbie Moncrieff noted that she's pleased by Katie's report and happy to find out that faculty are protected from legal threats. She asked how faculty can be protected from a supervisor requesting that a faculty member stifle themselves from saying things in the classroom that make students uncomfortable. Ms. VanLandingham deferred to Provost Nenon who responded that if someone was making statements like that, it was probably because they thought they would be putting themselves or their departments in jeopardy. We do have academic freedom and it's not just a right, it's our duty to educate our students according to what it is that we know and all of the things that help our very diverse students succeed. He's proud of the diversity at the university. He believes that it's his duty to his students and his profession to speak honestly about those things that we know and have learned and in ways that best address the needs of all of our students.

Senator David Gray asked if conducting mandatory training of students and employees can be interpreted to include classroom training. Ms. VanLandingham clarified that the training referred to in the bill only addresses hiring and orientation training specific to onboarding processes. It doesn't affect the classroom. Senator Gray asked about a part of the definition of a divisive concept that states that the United States is fundamentally or irredeemably racist. Ms. VanLandingham responded that her office has voiced many concerns about the definition of divisive concepts from the beginning of the process. Both speakers are sticking firm with the definition. They want the definition to be consistent between K12 and higher education. How higher education uses the definition is where we will have more flexibility.

President Dapremont thanked Ms. VanLandingham for the update on her office's legislative efforts and for answering questions. Ms. VanLandingham responded that moving forward, she wants to provide reports to the FS on their efforts more often.

Senate Elections update

President Dapremont reported that all Senator elections are complete. She noted that Markia Hilliard (Faculty Senate Administrative Assistant) sent the committee assignment and officer election sheet to Senators via email. Senators are asked to submit the completed form to the FS Office by April 4.

03.29.22.05 OLD BUSINESS

Textbook Affordability Policy

President Dapremont reported that a textbook affordability survey was completed in the fall and the results are in the supplemental materials. A motion from the EC will be addressed later in the meeting.

03.29.22.06 REPORTS

Standing Committee Reports

Academic Policies Committee

President Dapremont yielded to Senator Brian Janz, Academic Policies Committee Chair, who reported that the Academic Policies Committee continues to oversee progress on the new and improved Student Evaluations of Teaching Effectiveness (SETE) instrument. The Committee is still aiming for an 18-item survey with two additional open-ended questions, plus room for departments and/or faculty to author their own questions. Presently they are analyzing data to check for any bias among and between student segments/characteristics. They are planning on conducting interviews with past respondents and non-respondents some time before the end of the semester. The Provost's Office has generously offered gift cards for respondents.

Academic Support Committee

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

Administrative Policies Committee

President Dapremont yielded to Senator Theodore Burkey, Administrative Policies Committee Chair, who reported that the Committee has no report.

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 March 16 to discuss several budgetary issues. He summarized the Committee's report (See Appendix A.2). The Committee moved to accept the report.

The motion to accept the report was adopted by a vote of 31 for, 1 against, and 1 abstain.

Committee on Committees

President Dapremont yielded to Senator Daryn Zubke, Committee on Committees Chair, who reported that the committee will bring forward two motions in New Business.

Faculty Policies Committee

President Dapremont yielded to Senator Marchetta, Faculty Policies Chair, who reported that the period for faculty input on the 2022 Faculty Handbook concluded on March 25 and that all the feedback has been read and reviewed by the Committee. The input received, Committee responses, discussions, and proposed revisions can be viewed in MS Teams. The Committee wishes to thank the Senators for their efforts in seeking input from the faculty in their departments and academic units. The Committee will incorporate the revisions into the Faculty Handbook with changes indicated in red and will post the final revision of the Faculty Handbook on MS Teams on April 5. Senators should subsequently distribute the final revision of the Faculty Handbook to their academic units and departments for review and make an informed decision on how to vote on behalf of the faculty they represent. The FS will vote on a motion to recommend approval the final revision of the Faculty Handbook on April 19.

Also, the Committee has voted to recommend approval on a new policy on Faculty Administrator Appointment and Retreat Salaries. Although the formulas for faculty administrative appointment salary adjustments are not new, the intent of the policy is to make the formulas transparent and to ensure they are consistently applied across the university. The university currently does not have a policy on faculty administrator retreat salaries. The new policy clearly defines the formulas for determining the retreat salaries when faculty transition from administrative appointments to regular faculty appointments. If the new policy is approved, it would not be retroactively applied. The draft policy will be available for review and discussion on MS Teams over the next few weeks. The policy is the culmination of over two years of collaboration between the Committees of the Faculty Senate, Provost Nenon, and University President M. David Rudd. The policy will be voted on at an upcoming meeting of the Policy Review Board (PRB). President-elect Pat Travis is the Senate's voting member on the Policy Review Board. A motion will be presented at the April 19 Faculty Senate meeting to recommend approval of this

new policy. The Senate's vote on the policy is intended to inform President-elect Travis on his vote when the policy is considered by the PRB.

The Dual Career Task Force, led by Senator Esra Ozdenerol, which reports to the Faculty Policies Committee is still progressing in the development of a dual career policy for the University of Memphis and is hoping to present its recommendations soon. As a reminder, no dual career policies or services exist at the University of Memphis. Having long recognized dual career partner assistance as a crucial element in recruiting and retaining excellent faculty, the University of Memphis's NSF funded ASPIRED project's The Dual Career Task Force was formed and is comprised of members from faculty, leadership, administration, Human Resources (HR), and the Provost's Office. The Committee has completed an analysis of peer institutions' dual career policies and services, as well as a survey of University of Memphis administrator and faculty. The results from the analysis and survey are being used to develop the new policy recommendations.

Library Policies Committee

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

Research Policies Committee

President Dapremont yielded to Senator Amber Jennings who reported on behalf of Senator Mihalis Goliias, Research Policies Committee Chair. Senator Jennings reported that the Committee is currently reviewing the faculty buyout and Indirect Cost Recovery (IDCR) policies. The Committee expects to provide recommendations in the April FS meeting.

Senate Representative Reports

Coalition on Intercollegiate Athletics (COIA) Steering Committee, FAR report – Senator Esra Ozdenerol

President Dapremont noted that Senator Ozdenerol submitted a written report from the Coalition on Intercollegiate Athletics (COIA) Steering Committee report. (Note: Due to technical difficulties, Senator Ozdenerol was unable to address the report at this time.)

Faculty Trustee – Dr. David Kemme

President Dapremont yielded to Faculty Trustee David Kemme who reported that since the last FS meeting, the Board of Trustees (BoT) had an information meeting the Monday before their regular meeting. This is a new approach. It wasn't a public meeting. The information meeting was only for administrators to present information to the BoT. It was very beneficial. Raaj Kurapati (Chief Financial Officer) presented a budget enrollment outlook. Dr. Jasbir Dhaliwal (Executive Vice President for Research and Innovation) made a presentation about R1 and sustainability. The athletic director presented information on what it would take to move the university to a new conference like the Big 12 in terms of costs. Ms. VanLandingham gave a brief legislative update. He appreciates her work and believes that she's learning very quickly. She has a lot of experience as a lobbyist. Her team consists of only one or two other people. He believes that defense is a victory and is important. He believes that she has been very effective in

protecting faculty rights as well as securing financial successes. He recommends that faculty stay in touch with her on any legislative issues that concern them. He noted that some BoT members also use their influence with the state legislature to help the university. He believes that it is impressive the way the university's relationship with the state legislature has changed. The BoT approved a new mission statement for the university. For the first time, the mission statement explicitly states that we are a research-oriented university. The BoT also created the David Rudd Institute for Veteran and Military Suicide Prevention. After a sabbatical, Dr. Rudd will head that Institute. The theatre and new School of Music building will be named the Edward & Bernice Humphreys Theatre Building. Innovation drive was renamed to be Fogelman Drive. The BoT received the 2022 John W. Nason Award for Board Leadership by the Association of Governing Boards. Trustee Kemme recognized University President Rudd's priority to put students first. Provost Nenon presented background to the BoT on Faculty Handbook revisions, focusing on tenure and promotion and post-tenure review issues. The BoT had a special called meeting to be updated on NCAA investigations. He noted that these are allegations, and the process is not over. The university is working through the process, and it will be several months before the NCAA makes any final decisions. Regarding budget issues, he noted that based on the enrollment outlook, financial projections for next year are going to be tough. He believes that the university budget will be okay, but not great. He doesn't believe we will face any significant cuts.

Past Faculty Ombudsperson, Gloria Carr, SP'21-FA'21 Ombudsperson Annual Report

President Dapremont presented the Annual Ombudsperson Report on behalf of Dr. Gloria Carr, Past Faculty Ombudsperson (See Appendix A.3). She also reported that Dr. Carr expressed her gratitude for the support from faculty in her role as Ombudsperson.

The motion to accept the report was adopted by a vote of 33 for, 0 against, and 0 abstain.

After resolving her technical issues, Senator Ozdenerol provided a summary of her report on the COIA Steering Committee meeting (See Appendix A.4).

The motion to accept the report was adopted by a vote of 30 for, 0 against, and 0 abstain.

03.29.22.07 NEW BUSINESS

Charge to Academics Policies Committee

President Dapremont reviewed the charge to the Academic Policies Committee:

"The State of Tennessee requires all institutions of higher learning to publish a statement regarding its commitment to textbook affordability. Your charge is to review the current textbook affordability faculty survey results. Provide recommendations to the Senate on the textbook affordability policy, see link <https://policies.tbr.edu/policies/cost-textbooks>. Bring forth a motion if possible, to the senate in April 2022."

Motion: Committee on Committee, Sick Leave Bank candidate – Chair, Daryn Zubke

President Dapremont yielded to Senator Zubke who read the motion (See Appendix A.5)

The motion is adopted by a vote of 33 for, 0 against, and 0 abstain.

Motion: Committee on Committee, Undergraduate Grade Appeal Committee – Chair, Daryn Zubke

President Dapremont yielded to Senator Zubke who read the motion (See Appendix A.6)

The motion is adopted by a vote of 33 for, 0 against, and 0 abstain.

Motion: Faculty Option for Observers in Online Courses in Canvas – Executive Committee

President Dapremont read the motion from the EC (See Appendix A.7).

The motion is adopted by a vote of 33 for, 1 against, and 2 abstain.

03.29.22.08 ANNOUNCEMENTS

President Dapremont reviewed the announcements:

Research Celebration for first-time PIs to PI Millionaires, FedEx Institute of Technology,

The Zone & Lobby – April 7, 3:30pm

Faculty Senate Meetings April 19th and 26th

Commencement – May 7

03.29.22.09 ADJOURN

The meeting adjourned at 4:25 pm.

Appendix

A.1: Key points from Katie VanLandingham's (UofM Chief Government Relations, and Policy Officer) discussion of SB2670

Overview of section by section of bill.

1. *Defines divisive concepts*
2. *No students or employees shall be penalized, discriminated against, or receive adverse treatment due to their refusal to support, believe, endorse divisive concepts. Further, students and employees can't be required to endorse specific viewpoints/ideologies to be eligible for hiring, tenure, promotion, graduation, etc. This is all consistent w/ the first amendment and we do not do this.*
3. *Bill recognizes existing legal right for individuals to sue the state if First Amendment rights are violated – nothing new. GR&A worked with leadership to ensure this was not a new private cause of action and were successful in getting that change.*
4. *Prohibits mandatory training including divisive concepts. Again, this does not include the classroom.*
5. *Requires diversity employees to also work on intellectual diversity. Again, many of our job descriptions already include this as an important area of diversity work.*
6. *Requires a biennial survey for students and employees to assess the campus climate with regard to diversity of thought and respondents' comfort speaking freely on campus, regardless of political affiliation. We have wide latitude on survey questions, no requirements that this couldn't be part of existing surveys, and the requirement is repealed in 2028 – we are not stuck with this forever (again, GR&A negotiated).*
7. **MOST IMPORTANT SECTION OF THE BILL IS SECTION 7. This is what our team fought hard to get in the bill, to maintain throughout the process. Specifies the legislation SHALL NOT BE CONSTRUED TO IMPACT: academic freedom. First amendment rights. Accreditation requirements. DEI efforts so long as they are consistent with the bill. Ability to train on federal and state non-discrimination requirements.**

A.2: Budget and Finance Committee Report

Budgetary Issues for Consideration by Administrators at The University of Memphis Prepared by the Budget and Finance Committee, The Faculty Senate March 2022

The Budget and Finance Committee (B&FC) of the Faculty Senate (FS) met on March 16, 2022, and discussed three budgetary issues relevant to maintaining the R1 status of The University of Memphis.

First, the B&FC should be invited by email to all university-level SRI meetings so that a B&FC representative(s) may attend each meeting, participate, and report to the Faculty Senate. As the Faculty Senate passed a motion on January 25, 2022, that authorizes the B&FC and other faculty senators to “participate in the sustainability review process and the preparation of the sustainability report for their department/unit and college”. An important component of the “sustainability review process” is Strategic Resource Investment (SRI). The goal of the SRI is to “develop a better, more responsive, transparent and flexible way to provide information useful in making resource allocation decisions for the University ...” that “tie[s] academic decision making to financial implications. The senators or their representatives (B&FC) should attend all SRI initiatives, meetings, and deliberations at the unit, college, and university levels.”

The second budgetary issue is regarding the “Salary Raise Distribution for FY 2023” motion passed by the Faculty Senate on February 22, 2022. This motion underscores that: (1) “The sustainability of the human capital (staff, faculty, and administrators) at The University of Memphis is crucial to the continuous growth and maintenance of R1 status.”; (2) inflation rate is 7.1% in 2021; (3) “Governor Lee submitted a budget proposal for Fiscal Year (FY) 2022-2023, which includes a total raise pool of 4% for the next fiscal year [22/23].” (4) “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.” (5) “faculty should have a priority for any total raise pool distribution”; and (6) “An across-the-board raise for Cost-of-Living Adjustment (COLA) of 4% of the average 2022 salary compensation of all full-time faculty members be allocated equally to all faculty.” The estimated flat raise amount for all faculty regardless of their rank and salary is about \$3,500 for FY22/23, which is aligned with the reported “inflation costs about \$3,500 per family in the US in 2021.”¹ The average faculty salary according to OIR data is \$87,500. In fact, inflation is a continuing problem—as of March of 2022, the estimated cost of inflation is now 7.9%. This suggests that an adequate COLA salary increase requires a salary increase of approximately \$6,150 for 2022.

The third budgetary issue involves the motion on Faculty Shared Governance passed by the Faculty Senate on January 26, 2021. This motion authorized senators—including the B&FC—to “caucus with the faculty in their units on perceived strengths, weaknesses, and inefficiencies using the SRI-driven KPIs.” Faculty shared governance requires faculty to collaborate with administration in all material decisions that affect faculty.

¹ https://www.gmtoday.com/business/report-inflation-costs-about-3-500-per-family/article_c563c21a-601a-11ec-9c71-0fc701c6cfda.htm

A.3: Annual Ombudsperson Report, Dr. Gloria Carr

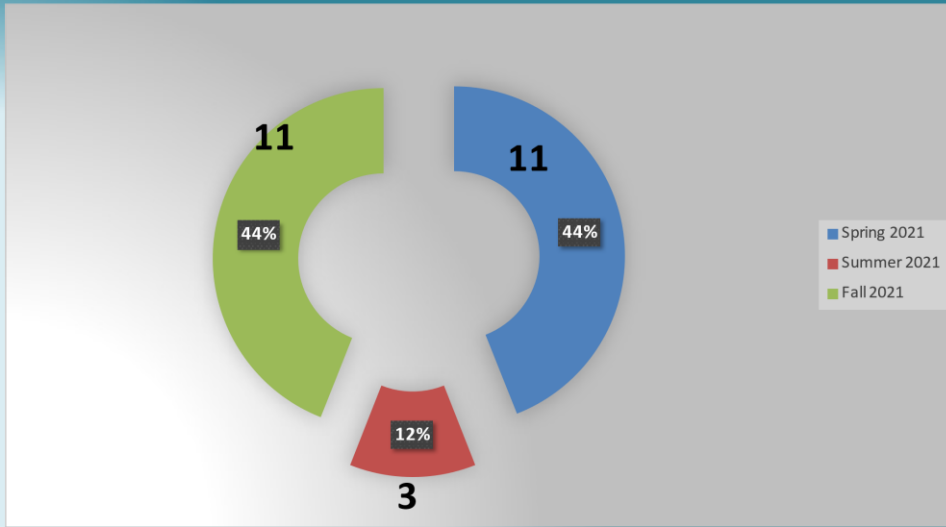
Annual Report Spring 2021 – Fall 2021

March 21, 2022
Gloria Carr, Associate Professor
UofM Faculty Ombudsperson

Overview

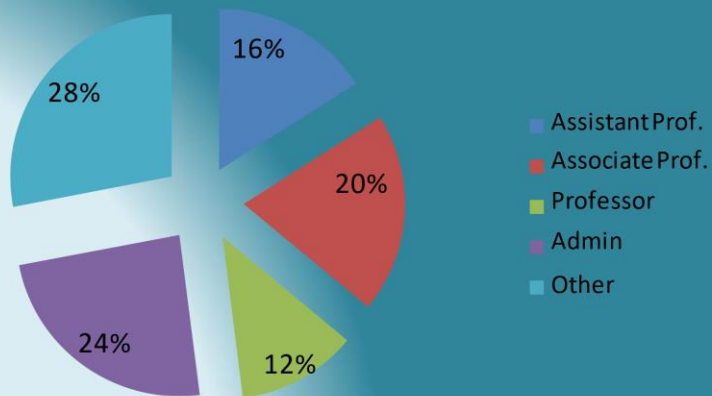
Spring 2021 – Fall 2021
Total Cases: 25

Cases By Semester

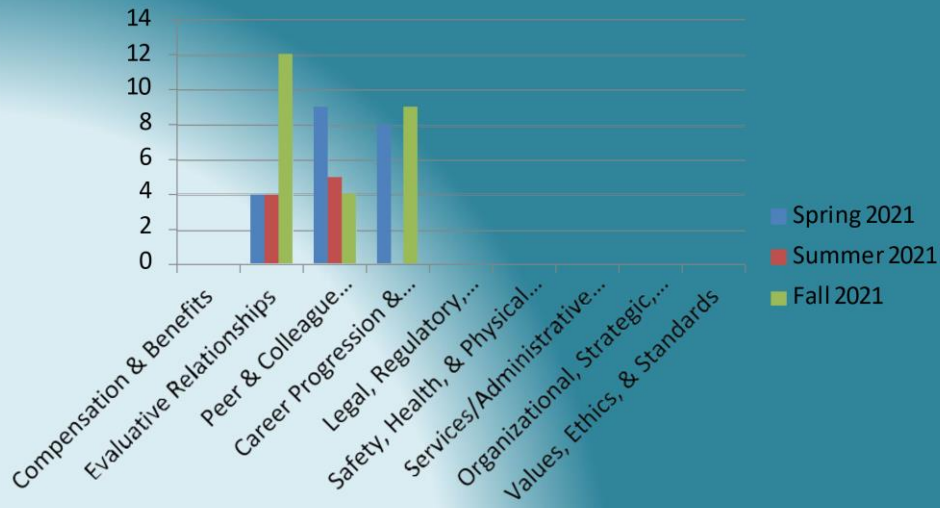


Consultations By Rank

Spring 2021 – Fall 2021



Primary Faculty Concerns



Resolutions

- Recommendations
 - Referrals to Colleagues, Chairs, Dean, HR, Provost

A.4: Coalition on Intercollegiate Athletics (COIA) Steering Committee, FAR report – Senator Esra Ozdenerol

FAR Report- University of Memphis (Dr. Esra Ozdenerol)

I attended the annual meeting of the **Coalition on Intercollegiate Athletics (COIA)** on February 18-19, 2022. The title of this annual meeting was “The changing landscape of collegiate athletics”. The sessions covered a wide range of topics categorized as follows: Updates on NCAA Rules and Regulations; An overview of the faculty senate survey on athletics, A glance into how a faculty senate, faculty, and athletic staff engage with and support athletics on a Division I campus- University of Houston; The impact of recent changes to collegiate sports and covid-19 on mental health of collegiate athletics; NCAA lens into diversity, equity, and inclusion in Athletics.

Below is a summary of the most important meeting action items and discussion points:

Academic Enhancement Benefits included recent rule changes Division I Proposal Nos. 2020-3 and 2021-9 (emergency legislation) on financial aid and awards, benefits and expenses – Benefits Related to Education and Academic or Graduation Awards and Incentives – All Sports. This legislation permits a conference or an institution to provide the educational benefits specified in the Alston/Grant-in-Aid litigation injunction without limitations and to specify that the NCAA, a conference or an institution may provide a student-athlete an academic or graduation award or incentive that has a value up to the maximum value of awards an individual student-athlete could receive in an academic year in participation, championship and special achievement awards, later determined the value to be \$5980.

Modernization Track, Proposal No. 2021-31 (Athletics Personnel – Requirements to Recruit Off Campus – Replace Recruiting Exam with Rules Education Requirement. This rule replaces the requirement that a coach shall have passed a standardized national test as a condition for being permitted to engage in off-campus recruiting with a requirement that a coach shall not engage in off-campus recruiting activities until the coach has received, from the coach's institution, rules education covering NCAA legislation, including Bylaw 13 and other bylaws that relate to the recruitment of prospective student-athletes. This rule is effective 8/1/2022.

Proposal No. 2021-10 (Athletics Personnel and Playing and Practice Seasons – Use of Tobacco Products). Effective immediately eliminated the legislated prohibition on the use of tobacco products, which is more appropriately addressed as institutional or conference health and safety policy or within playing rules.

NCAA Standardized Test Score Task Force Recommendations, To facilitate a review of legislation and policy governing the use of standardized test scores (ACT/SAT) as part of NCAA initial-eligibility requirements.

Scope included initiatives to advance racial equity, higher education’s shifting position on standardized tests for admissions processes and ongoing evaluation of NCAA academic standards.

Recommendations were legislation that aligns with COVID-19 alternative qualifier (graduation, 16 core units, 2.3 GPA); early academic qualifier (14 core units, 3.0 GPA); and academic redshirt (graduation, 16 core units, 2.0 GPA) standards.

One-year extension of the COVID-19 alternative initial-eligibility standards/policies that would apply to students who initially enroll full time in 2023-24. Vote scheduled for January 2023, effective for prospects enrolling fall 2023.

Below tables reflect the Impact of COVID-19 on Student-Athlete Academic Performance

Trends in Spring GPAs (Semester Schools)

Spring Credits	2018-19	2019-20	2020-21
Attempted (mean)	14.4	14.4	14.3
Earned (mean)	13.7	13.8	13.6

	2018-19	2019-20	2020-21
GPA (mean)	3.14	3.45	3.27

This Conference was also very helpful to learn how athletic programs can invest in athletes' success without compromising academic success. Below were the best practices discussed:

- Bringing co-curriculum experiences outside of the athletics so that student athletes be active in other activities such as internships, student clubs, etc.
- Create a group of graduates being change agents with mission and values we work through on their time as students.
- Create a whole college and whole student experience.
- Encourage their talents, skills, and unique strengths by establishing a supportive learning environment.

A.5: Motion: Committee on Committee, Sick Leave Bank candidate – Chair, Daryn Zubke

Motion: Appointment of a member to the Sick Leave Bank Committee

Originator: Committee on Committee

Whereas,

The Faculty Senate is responsible for appointments to various university committees. The Committee on Committees is responsible for making nominations to the Faculty Senate for faculty appointments to University committees.

Be it resolved that,

The Faculty Senate appoints the following faculty member nominated by the Committee on Committees to the following University Committee:

Sick Leave Bank Committee

Stephen Watts

Recipients:

Carolyn Kaldon, Ph.D, Chair, Sick Leave Bank Committee

Faculty Senate

Tom Nenon, Provost

Helen Johnson, Office of the Provost

A.6: Motion: Committee on Committee, Undergraduate Grade Appeal Committee – Chair, Daryn Zubke

Motion: Appointment of members to the Undergraduate Grade Appeal Committee

Originator: Committee on Committee

Whereas,

The Faculty Senate is responsible for the appointment to various university committees. The Committee on Committees is responsible for making nominations to the Faculty Senate for faculty appointments to university committees.

Be it resolved that,

The Faculty Senate appoints the following faculty members nominated by the Committee on Committees to the following University Committee:

Undergraduate Grade Appeal Committee

Serve on the committee as primary:

Guiomar Dueñas Vargas, Professor, Department of History
Kevin D. Richmond, Music

Serve on the committee as alternate:

Sage Graham, Professor, Department of English
Sanjay R. Mishra, Professor, Department Physics and Materials Science

Recipients:

Dr. Karen Weddle-West, Vice President Division of Student Academic Success
Faculty Senate
Ton Nenon, Provost
Helen Johnson, Office of the Provost

A.7: Motion: Faculty Option for Observers in Online Courses in Canvas – Executive Committee

Motion: Recommendation for Observer Role in Canvas

Whereas the Observer role in Canvas is not fully understood and its level of access creates concerns for both faculty and the Center for Athletic Academic Services (CAAS),

Be resolved that,

For the summer 2022 through spring 2023 semesters, faculty will have the option to prohibit the inclusion of Observers for CAAS staff in their courses in Canvas through ITS service requests. This temporary opt-out measure will be in place while other permanent options can be researched and implemented.

Recipients:

Tom Nenon, Provost

Robert Jackson, Chief Information Officer & Chief Information Security Officer

Karen Weddle-West, Executive Vice President for Student Success

Fernandez West, Associate Athletic Director, Academic Services Center for Athletic Academic Services (CAAS)

Scott Vann, Director of Digital Learning, UM3D