



## Minutes of the Faculty Senate

**Presiding:** William P. Travis (Health Studies)

**Date:** 10-25-2022

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

**Senators Present:** Reza Banai (City and Regional Planning), Mervin J. Bartholomew (Earth Sciences), Lynda Black (School of Law), Theodore Burkey (Chemistry), Melanie Conroy (World Languages and Literatures) Gerald Chaudron (Libraries), Tori Cliff (Journalism and New Media), Frances Fabian (Management), Hal Freeman (Liberal Studies), Rhema Fuller (Hospitality), Edith Gnanadass (Leadership), Rebecca Howard (Art), Stephanie Huette (Psychology), Andrew Hussey (Economics), Eddie Jacobs (Electrical and Computer Engineering), Brian Janz (Info & Tech), Jessica Jennings (BioMedical Engineering), Shelley Keith (Criminology and Criminal Justice), Travis Kelly (Military Sciences, Naval Sciences), Maggie Landry (School of Social Work), Jeni Loftus (Sociology), Jeff Marchetta (Mechanical Engineering), Scott Marler (History), James McGinnis (Engineering Tech), Sanjay Mishra (Physics and Materials Science), Deborah Moncrieff (Sciences & Disorders), Deanna Owens-Mosby (Instruction and Curriculum Leadership), Patrick Murphy (Counseling, Edu Psychology & Research), Fawaz Mzayek (Public Health), Matthew Parris (Biological Sciences), Dursen Peksen (Political Science), Michael Perez (Anthropology), Zabi Rezaee (Accountancy), Martha Robinson (Lambuth Campus), Brian Ruggaber (Theatre & Dance), Sajjan Shiva (Computer Science), Michael Anderson Shults (School of Music), Genae Strong (Nursing), Mark Sunderman (Fin, Ins, and Real Estate), Kevin Taylor (Philosophy), Jeff Thieme (Marketing & Supply Chain), Jennifer Thompson (Architecture), William Travis (Health Sciences), Alistair Windsor (Mathematical Sciences), Leah Windsor (English), Amanda Young (Communication & Film)

**Senator Present by Proxy:** Amanda Young, Communication & Film (Joy Goldsmith),

**Senators Absent:**

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

**Guests:** Jill Dapremont (Past President), Bill Hardgrave (UofM President), Markia Hilliard (Admin Assoc), David Kemme (Faculty Trustee), Michael O'Nele (Theatre and Dance), Abby Parrill (Provost), and Srikar Velichety (Info & Tech).

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

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

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

### **10.25.22.02 APPROVAL OF AGENDA**

The agenda was approved as written.

### **10.25.22.03 APPROVAL OF MINUTES**

#### ***Faculty Senate – September 27, 2022***

The minutes of the September 27, 2022, Faculty Senate (FS) meeting were approved as written with a correction to reflect that Senator Shelley Keith represents the Criminology and Criminal Justice department.

### **10.25.22.04 PRESIDENT'S REPORT**

President Travis reported that he attended the Deans Council meeting on September 28, represented the FS at the Excellence in Academic Advising Awards on September 30, attends President's Council meetings each Monday, and attended the Policy Review Board meeting on October 5.

### **10.25.22.05 OLD BUSINESS**

There was no Old Business.

### **10.25.22.06 REPORTS**

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

*Committee on Committees: Chair, TBD*

President Travis yielded to Senator Scott Marler who reported that there are two motions coming up later in the meeting and they are looking for members to represent the FS on various university committees.

*Academic Policies Committee: Chair, Edith Gnanadass*

President Travis yielded to Academic Policies Committee Chair Edith Gnanadass who reported that the Committee is working on the SETE (Student Evaluation of Teaching Effectiveness) and textbook availability charges. They are working with Dr. Eli Jones (Counseling, Educational Psychology & Research) on the SETE charge. They have nothing to report yet on the textbook availability charge. They are waiting for Barnes and Noble to fully take over the process.

*Academic Support Committee: Chair, Andrew Hussey*

President Travis yielded to Academic Support Committee Chair Andrew Hussey who reported that the Committee has nothing to report.

*Faculty Policies Committee: Chair, Jeff Marchetta*

President Travis yielded to Faculty Policies Committee Chair Jeff Marchetta who reported that the Committee has nothing to report.

*Research Policies Committee: Chair, Mike Gkolias*

President Travis yielded to Research Policies Committee Chair Mike Gkolias who reported that the Committee will be meeting with Dr. Jasbir Dhaliwal (Executive Vice President for Research and Innovation) to discuss comments about the policy review. The Committee will report back in the next meeting.

*Administrative Policies Committee: Chair, Ted Burkey*

President Travis yielded to Administrative Policies Committee Chair Ted Burkey who reported that the Committee has nothing to report.

*Library Policies Committee: Chair, Frances Fabian*

President Travis yielded to Library Policies Committee Chair Frances Fabian who reported that the Committee has nothing to report.

*Budget and Finance Committee: Chair, Zabi Rezaee*

President Travis yielded to Budget and Finance Committee Chair Zabi Rezaee who reported that the Committee is in the process of collecting data to conduct a faculty salary comparison analysis that will include compression. The Office of Institutional Research (OIR) prepared their own reports on salary comparison and compression. The Committee is requesting that the FS Executive Committee resolve concerns raised by Dr. Abby Parrill-Bake (Interim Provost) regarding duplication of effort. President Travis responded that the EC would meet with the Provost this Thursday to discuss the issue.

#### **10.25.22.07 NEW BUSINESS**

##### ***Motion to Elect New Member to Committee on Committees – Scott Marler***

President Travis yielded to Senator Scott Marler who presented the motion to elect a new member of the Committee on Committees (See Appendix A.1).

**The motion is adopted by a vote of 42 for, 0 against, and 0 abstain.**

##### ***Motion for Faculty Senate Representatives for University Committees – Genae Strong***

President Travis yielded to Senator Genae Strong who presented the motion (See Appendix A.2).

**The motion is adopted by a vote of 40 for, 0 against, and 0 abstain.**

##### ***Motion on Merit Based Salary Adjustment Proposal Option 1--Pat Travis, Faculty Senate President***

President Travis yielded to University President Bill Hardgrave who summarized the rationale for his proposal based on budget and enrollment constraints. President Travis presented the motion (See Appendix A.3).

The motion is adopted by a vote of 32 for, 6 against, and 5 abstain.

***Motion on Merit Based Salary Adjustment Proposal Option 2 – Pat Travis, Faculty Senate President***

President Travis withdrew the motion (See Appendix A.4).

**10.25.22.08 ADJOURN**

The meeting adjourned at 3:38 pm.

## **Appendix**

### ***A.1: Motion to Elect New Member to Committee on Committees***

#### **Committee on Committees**

Whereas,

The Committee on Committees is responsible for making nominations to the Faculty Senate for faculty appointments to Senate committees;

Whereas,

The Committee on Committees nominates Genae Strong to serve as a member on the Committee on Committees;

Be it resolved that,

The Faculty Senate elects Genae Strong to serve as a member on the Committee on Committees.

Recipients:

Executive Committee, Faculty Senate

**A.2: Motion for Faculty Senate Representatives for University Committees – President's Appeal Committee**

**Whereas,**

The Committee on Committees has nominated faculty members to serve on the President's Appeals Council and the other required University committees.

Be resolved that the Faculty Senate approves the recommendations of the Committee on Committees.

<p><b><u>College of Arts and Sciences</u></b></p> <ol style="list-style-type: none"><li>1. Leah Windsor, Associate Professor, CAS- English</li><li>2. Scott Marler, Associate Professor, CAS- History</li><li>3. Dennis Laumann, Professor, CAS- History</li><li>4. Robin Lennon-Deming, Associate Professor, CAS- Social Work</li></ol> <p><b><u>Loewenberg College of Nursing</u></b></p> <ol style="list-style-type: none"><li>5. Genae Strong, Associate Professor, LCON</li><li>6. Jill Dapremont, Professor, LCON</li><li>7. Angela Oigbokie, Professor, LCON</li></ol> <p><b><u>College of Health Sciences</u></b></p> <ol style="list-style-type: none"><li>8. Lawrence Weiss, Professor, College of Health Sciences</li><li>9. Carol Irwin, Professor, College of Health Sciences</li></ol> <p><b><u>Communication &amp; Fine Arts</u></b></p> <ol style="list-style-type: none"><li>10. Michael Schmidt, Associate Professor, Communication &amp; Fine Arts</li><li>11. Joshua Roberson, Associate Professor, Communication &amp; Fine Arts</li><li>12. Gary Golightly, Professor, Communication &amp; Fine Arts</li><li>13. Lorelei Corcoran, Professor, CAS- Architecture</li></ol>	<p><b><u>Communication Sciences &amp; Disorders</u></b></p> <ol style="list-style-type: none"><li>14. Lisa Lucks Mendel, Professor, CSD</li><li>15. David Kimbrough Oller, Professor, CSD</li></ol> <p><b><u>Fogelman College of Business</u></b></p> <ol style="list-style-type: none"><li>16. Mark Gillenson, Professor, Business Information and Economics</li><li>17. Joseph Zhang, Professor, Accountancy</li><li>18. Albert Okunade, Professor, Economics</li></ol> <p><b><u>College of Engineering</u></b></p> <ol style="list-style-type: none"><li>19. Jeffrey Marchetta, Professor, Mech Engineering</li><li>20. Mihalis Golias, Professor, Civil Engineering</li></ol> <p><b><u>University Libraries</u></b></p> <ol style="list-style-type: none"><li>21. Gerald Chaudron, Associate Professor, Special Collections</li></ol> <p><b><u>Kemmons Wilson School of Hospitality</u></b></p> <ol style="list-style-type: none"><li>22. Cody Havard, Professor, Sport Commerce</li></ol>
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**Recipients:**

Faculty Senate Executive Committee, Genae Strong

***A.3 Motion to Recommend Approval of Option 1 of President's Merit Based Compensation Adjustment Proposal (FY23)***

Originator: Faculty Senate Executive Committee

Whereas, the Senate passed a resolution in Spring 2022 recommending an across-the-board salary adjustment of 4% based on the Governor's budget recommendation of a 4% salary pool for high education.

Whereas, the Board of Trustees approved the 3% across the board salary increase with a possible 1% one-time bonus contingent on Fall enrollments proposed by the President.

Whereas, the President indicated that the 1% one-time across the board bonus was not feasible based on the tuition revenue from the final enrollment numbers for Fall 2022.

Whereas, the President of the University of Memphis has presented a merit-based salary proposal for faculty to the Faculty Senate Executive Committee with two options for the Faculty Senate to consider. The options are detailed in the attached document, and summarized as follows:

Option One: An increase to base salary equal to ½ percent of the base salary for faculty that received an annual performance score of 4.5 or higher.

Option Two: A one-time merit bonus equal to one percent of the base salary for faculty that received an annual performance score of 4.5 or higher.

Be it resolved,

the Faculty Senate recommends that the President approve Option One, as stated in the President's proposal, which is attached.

## MERIT BASED COMPENSATION ADJUSTMENT PROPOSAL (FY23)

Merit Pay rewards productive employees for their increased contributions to the University with an eye to trying to retain the best employees within the University. It creates an incentive for employees to perform at their best knowing that they will be recognized for their efforts and performance.

Guidelines for eligibility:

All Employees:

Employee must be employed by the University since January 2022 and eligible for the ATB applied as of July 1, 2022

Staff:

Employee must have received an Exceeds Performance rating as documented on their performance appraisal in the last cycle or must have received such a rating in the probationary evaluation  
Employee must not have on file a Performance Improvement Plan (PIP) or a Performance Management Plan (PMP) during the previous two years  
Recommendation is to be made by the immediate supervisor and approved by the Department Head within the guidelines established. Final approval may be required by the President or designee.

Faculty:

- Faculty with employment start dates prior to January 1, 2022 must have received an annual performance rating for 2021 of 4.5 or higher (very good/excellent to excellent).
- Faculty with employment start dates in January 2022 that were eligible for the ATB applied as of July 1, 2022 will be eligible if showing strong performance (at least very good/excellent based on supervisor's unofficial assessment) thus far in 2022.
- Recommendation to be made by the immediate supervisor and approved by the College Dean. Final approval may be required by the Provost.

If the above criteria is met, the University would proceed with one of the following actions:

The employee's base pay will be increased by ½ percentage point effective November 1, 2022.  
The employee will receive a one-time salary supplement payment of 1% of base salary. This will be processed in November and will be reflected in the eligible employees' November 30, 2022 pay stub.

P.S. Funding for this action for FY23 will be drawn against one-time reserves and actions will be taken as part of the next budget cycle to ensure that the appropriate level resources are set aside to cover this recurring cost in future years, in the event the decision is to proceed with option 1., above.



***A.4: Motion to Recommend Approval of Option 2 of President's Merit Based Compensation Adjustment Proposal (FY23)***

Originator: Faculty Senate Executive Committee

Whereas, the Senate passed a resolution in Spring 2022 recommending an across-the-board salary adjustment of 4% based on the Governor's budget recommendation of a 4% salary pool for high education.

Whereas, the Board of Trustees approved the 3% across the board salary increase with a possible 1% one-time bonus contingent on Fall enrollments proposed by the President.

Whereas, the President indicated that the 1% one-time across the board bonus was not feasible based on the tuition revenue from the final enrollment numbers for Fall 2022.

Whereas, the President of the University of Memphis has presented a merit-based salary proposal for faculty to the Faculty Senate Executive Committee with two options for the Faculty Senate to consider. The options are detailed in the attached document, and summarized as follows:

Option One: An increase to base salary equal to ½ percent of the base salary for faculty that received an annual performance score of 4.5 or higher.

Option Two: A one-time merit bonus equal to one percent of the base salary for faculty that received an annual performance score of 4.5 or higher.

Be it resolved,

the Faculty Senate recommends that the President approve Option Two, as stated in the President's proposal, which is attached.

## MERIT BASED COMPENSATION ADJUSTMENT PROPOSAL (FY23)

Merit Pay rewards productive employees for their increased contributions to the University with an eye to trying to retain the best employees within the University. It creates an incentive for employees to perform at their best knowing that they will be recognized for their efforts and performance.

Guidelines for eligibility:

All Employees:

Employee must be employed by the University since January 2022 and eligible for the ATB applied as of July 1, 2022

Staff:

Employee must have received an Exceeds Performance rating as documented on their performance appraisal in the last cycle or must have received such a rating in the probationary evaluation  
Employee must not have on file a Performance Improvement Plan (PIP) or a Performance Management Plan (PMP) during the previous two years  
Recommendation is to be made by the immediate supervisor and approved by the Department Head within the guidelines established. Final approval may be required by the President or designee.

Faculty:

- Faculty with employment start dates prior to January 1, 2022 must have received an annual performance rating for 2021 of 4.5 or higher (very good/excellent to excellent).
- Faculty with employment start dates in January 2022 that were eligible for the ATB applied as of July 1, 2022 will be eligible if showing strong performance (at least very good/excellent based on supervisor's unofficial assessment) thus far in 2022.
- Recommendation to be made by the immediate supervisor and approved by the College Dean. Final approval may be required by the Provost.

If the above criteria is met, the University would proceed with one of the following actions:

The employee's base pay will be increased by ½ percentage point effective November 1, 2022.  
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