



Minutes of the Faculty Senate

Date: 2-27-2024

Presiding: DeAnna Owens-Mosby (Instruction and Curriculum Leadership)

Secretary: Jeni Loftus (Sociology)

Senators Present: Kathryn Hicks (Anthropology), William Alexander (Chemistry), Reza Banai (City and Regional Planning), Sajjan Shiva (Computer Science), Esra Ozdenerol (Earth Sciences), Leah Windsor (Institute for Intelligent Systems & English), Alistair Windsor (Mathematical Sciences), David Gray (Philosophy), Sanjay Mishra (Physics and Materials Science), Stephanie Huette (Psychology), Katie Norwood (School of Social Work), Melanie Conroy (World Languages and Literatures), Jennifer Thompson (Architecture), Brian Ruggaber (Theater & Dance), Michael Anderson Schults (Rudi E. Scheidt School of Music), Patrick Murphy (Counseling, Educational Psychology & Research), Edith Gnanadnass (Leadership), Mrs. Barbara Fitzgerald, Esq. (College of Professional & Liberal Studies), Andrew Hussey (Economics), Mark Sunderman (Finance, Insurance and Real Estate), Frances Fabian (Management), Zabihollah Rezaee (School of Accountancy), Jessica Jennings (Biomedical Engineering), Eddie Jacobs (Electrical and Computer Engineering), Genae Strong (Loewenberg College of Nursing), Fawaz Mzayek (School of Public Health), Gerald Chaudron (University Libraries), Coe Lapossy (Art), Daniel E. Millican (Military Sciences, Naval Sciences), Dursun Peksen (Political Science), Alistair Windsor (Mathematical Sciences), Amanda Young (Communication & Film); Jeni Loftus (Sociology), Gensheng Liu (Marketing & Supply Chain Management), Scott Marler (History), Ezra Ozdenerol (Earth Sciences), Timothy McCuddy (Criminology & Criminal Justice), William P. Travis (College of Health Sciences)

Senator Present by Proxy: Joel Nichols (Tori Cliff – Journalism & Strategic Media), Srikar Velichety (Brian Janz – Business Information and Technology)

Senators Absent: Mihalios Golias (Civil Engineering), Gladius Lewis (Mechanical Engineering), Sanjay Mishra (Physics and Materials Science), Matthew Parris (Biological Sciences), Jennifer Thompson (Architecture), Lynda Black (Cecil C Humphreys School of Law), Deborah Moncrieff (School of Communication Sciences & Disorders)

Guests: Richard Evans (UMAR), Abby Parill (CAS dean), Jeffrey Marchetta (Faculty Trustee), Sara K. Bridges (Ombudsperson), and Tierene Nichols (Admin Assoc).

The five hundred and third meeting of the University of Memphis Faculty Senate was held on Tuesday, February 27th, 2024, in the Senate Chamber of the University Center.

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

President DeAnna Owens-Mosby called the meeting to order at 2:41 pm with a quorum present.

02.27.24.02 APPROVAL OF AGENDA

The agenda was approved as written.

02.27.24.03 APPROVAL OF MINUTES

The minutes of the January 30th, 2024, Faculty Senate (FS) meeting were approved by acclamation.

02.27.24.04 PRESIDENT'S REPORT**Dropout Detective Update**

Advisors have access to the gradebook through dropout detective. That is all they need so they are able to be proactive with athletes rather than just reactive.

Artificial Intelligence Tools in Teaching and Learning Environments Policy – PRB Report

Title has been updated, has gone through collaboration, now in the signatures stage

Met with Dr. Tony Bourne, VP of Enrollment Management this past week to discuss ways the Faculty Senate can partner with Admissions and assist with enrollment.

Upcoming Meetings:

Dr. Sally Parrish (Associate Vice President for Educational Initiatives) to discuss minors on campus policy.

Dr. Rene Bustamante (CFO/COO) meeting is an introduction.

Met with Greg DuBois (outgoing interim CFO) recently about increasing our faculty senate budget based on comparisons to other institutions.

Will be meeting with Standing Committee Chairs in April to get end of year reports and charges for next year. Want committees to be involved in writing the charges.

TUFS Meeting - 2/24/2024

There is a bill that has not passed yet asking each institution to have an AI policy. We are already working on it.

Discussion of Divisive concepts reports across the state. There have only been a couple across the state.

TUFS is collecting data on sabbaticals – how many, how many are full and half.

University of Memphis Government Relations office gave a presentation at TUFs on current legislative action in the state.

02.27.24.05 REPORTS

Standing Committee Reports

Committee on Committees: Chair, Alistair Windsor

President Owens-Mosby yielded to Committee on Committees Chair Alistair Windsor who reported that the Committee on Committees has nothing to report.

Academic Policies Committee: Chair, Edith Gnanadass

President Owens-Mosby yielded to Academic Policies Committee Chair Edith Gnanadass who reported that they have nothing to report.

Academic Support Committee: Chair, Dursen Peksen

President Owens-Mosby yielded to Academic Support Committee Chair Dursen Peksen who reported nothing

Administrative Policies Committee: Chair, Stephanie Huetten

President Owens-Mosby yielded to Administrative Policies Committee Chair Stephanie Huetten who reported they have started working on charges of the 360 evaluations of administrators. Have been meeting with the provost. Are working on hammering out details on what that will look like.

Budget and Finance Committee: Chair, Zabihollah Rezaee

President Owens-Mosby yielded to Budget and Finance Committee Chair Zabi Rezaee who thanked the senate for input on progress report submitted last time. They have met and discussed those suggestions. Committee decided to contact Bridget Decent again and requested several things: first to reduce institutions to just R1 institutions and to remove all analyses that are less than robust. U of Memphis is not included in the pool for analysis. Asked her to redo the analyses. Her response was that it takes them a lot of time to do this. She wanted assurance that this was the last time. Committee is expecting a new report from her. The committee will meet and discuss and it will be the last time for further analyses. Hopefully next meeting the committee will have a motion with a list of peer institutions.

Faculty Policies Committee: Chair, Lynda Black

President Owens-Mosby yielded to Faculty Policies Committee member Ezra Ozdenerol who reported that they have handbook changes that will be brought forth next senate meeting.

Library Policies Committee: Chair, Frances Fabian

President Owens-Mosby yielded to Library Policies Committee Chair Frances Fabian who reported that search committee completed Zoom interviews and will be scheduling 4 on campus interview slots.

Research Policies Committee: Chair, Debbie Moncrief

President Owens-Mosby yielded to Research Policies Committee member William Alexander who reported that the committee is in the middle of recasting centers and institutes policy. Will provide a brief focused policy on centers on institutes and a separate documents that is recommendations and suggestions. The committee is working with UMRC. The senate will see that soon – in March or April.

Questions:

Esra Ozdenerol (Earth Science) – This policy is for internally funded centers not externally?

William Alexander (Chemistry) – The policy that comes out will cover all institutes within the university.

Alistair Windsor (Mathematical Sciences) – with this be circulated for comment before the next meeting?

William Alexander – not sure, needs to go through UMRC before it comes back to the senate.

Esra Ozdenerol (Earth Science) – I know you wanted to keep it general, to keep the details out, but I think we need the details.

William Alexander (Chemistry) – We are trying to make sure the policy addresses all of these issues. It just doesn't have details we don't need. Hopefully all of that stuff will be addressed.

02.27.24.06 NEW BUSINESS

TLAC Report - Faculty Senate President, DeAnna Owens-Mosby

Report attached to the end of the minutes.

Move to Teams - There are training sessions for Teams

ITS security training - Must do your training or you will be locked out of your SSO.

Questions:

Patrick Murphy (Counseling, Educational Psychology & Research) – Who do I ask about HIPAA compliant access for students with Teams?

DeAnna Owens Mosby – Scott Vann

Esra Ozdenerol (Earth Sciences) – why were the faculty not asked about moving to Teams? Is it really financial?

DeAnna Owens Mosby – yes, it was a financial decision.

Esra Ozdenerol – maybe we can be transparent about the numbers?

Alistair Windsor (Mathematical Sciences) – many campuses are doing this because we are all Microsoft campuses and Teams doesn't cost us anything more.

Dursen Peksen (Political Sciences) – had a meeting Sue Toye – they had to find a way to reduce budget in IT services. Cutting Zoom helped them to achieve their cutting of 3%.

Faculty Trustee Presentation- Jeff Marchetta, Faculty Trustee

Report attached to the end of minutes.

The Faculty Trustee is supposed to provide a biannual report to the senate. The Power Point presentation is that report.

Lee's budget intends for us to receive 1.8 million, this may change based on general

Questions:

Zabihollah Rezaee (School of Accountancy) – Can you share what you have done for faculty in the last year?

Jeff Marchetta - Voted against the charter for the committees, felt it excluded certain voices for making certain decisions. Felt it was not in the spirit of shared governance. I supported budgets which involve raises for faculty. But at the same time with my fiduciary responsibility I can't ask for too much because there isn't the money for it.

Zabihollah Rezaee – The governor proposed 3% raise for state employees, typically 60% comes from the state, and 40% should come from the university – what is your view for this year? What do you think the university should do?

Jeff Marchetta – The easy answer is 3%, but the fact of the matter is we have a finite pie. We have other responsibilities. We have other priorities as well. We can't say we want to grow certain areas and not put money into them. Everyone wants money. There is only so much money. Yes, I'd like to see salaries go up. We need to make up our difference where we are behind our peers in terms of salary.

Fawaz Mzayek (School of Public Health)– what is the definition of “no significant violation” verses no violation?

Jeff Marchetta – whether things are legal and follow general accounting procedures. Maybe something was misclassified as an expense for instance. These audits don't go into whether the expense is in line with some strategic plan or objective.

Zabihollah Rezaee – Point of clarification – any failure of internal control, lack of compliance, etc. These are material weaknesses, but not significant.

Genae Strong (Nursing) – Foundation and the research foundation were listed as audited. Does the foundation include athletics?

Jeff Marchetta – Some. Athletics gets money from other sources as well.

Genae Strong – You discussed the president's salary, the decision was to look at other institutions and look at 75th percentile. His regular salary base was on target. What is the \$100,000 approved deferred referring to?

Jeff Marchetta – This is compensation you get it at the end, kind of like retirement. Deferred compensation is a category that all universities have in their contract, this adjustment brings him to the 75th percentile of those.

Ezra Ozdenerol (Earth Sciences)– Our expenditures are more than revenue? What's going to happen?

Jeff Marchetta – Most of that is unspent money from the previous year. Carry forward.

Ezra Ozdenerol – Is there a break down of money not spent? That would be interesting to know.

Jeff Marchetta – I don't know it. But you could ask for it.

Ezra Ozdenerol – 40 million is a lot.

Jeff Marchetta – It's not out of line.

Motion: Advisory Board Guidelines – Leah Windsor (English)

Motion attached to the end of the minutes.

After discussion, the motion was tabled.

The motion to table was passed by a vote of 37 yes, 2 against, and 0 abstain.

02.27.24.07 ANNOUNCEMENTS

The last senate meeting on April 30th – first part is for old senators, second part is for new senators

02.27.24.08 ADJOURN

The meeting adjourned at 4:11 pm.

February TLAC Report
Scott Vann, TLAC Representative

University's Migration from Zoom to Teams

As reiterated across various University channels and forums, the university is shifting its virtual meeting software from Zoom to Microsoft Teams. This decision stems from the considerable enhancements in Microsoft Teams' functionality since the onset of the COVID-19 pandemic. Moreover, Teams is seamlessly integrated into UofM's enterprise Microsoft license, rendering Zoom redundant within our ecosystem.

- The end date for faculty/staff Zoom accounts is **August 12th, 2024**.
- A [Zoom to Teams Transition](#) page has been created for valuable resources and information related to the transition.
- UM3D is offering multiple [Microsoft Teams training sessions](#). I highly encourage faculty that are not familiar with Teams to signup for a session.
- LinkedIn Learning also provides a great [Microsoft Teams Essential Training](#) course on how to use and navigate Teams. LinkedIn Learning is free resource for all UofM faculty/staff/students.

ITS Security Awareness Training

TLAC would like to remind all faculty that the [ITS Security Awareness training](#) must be completed by **February 29th**. If training is not completed, faculty will be locked out of SSO (single-sign on) until the training is complete. Most users can finish the training in roughly 5 minutes by completing the pre-assessment quiz at the start of the course.



Faculty Trustee Report

Faculty Senate
Jeff Marchetta
2/27/2024

Responsibilities of Board Trustees



- Trustees have a fiduciary responsibility to the University

Stewarding of the University, including its reputation and resources, in furtherance of its mission of education, discovery, and outreach.



- Boards delegate day to day management responsibilities to the University President

Selecting, critiquing, supporting, and when necessary, replacing the President

June 14th, 2023 Meeting



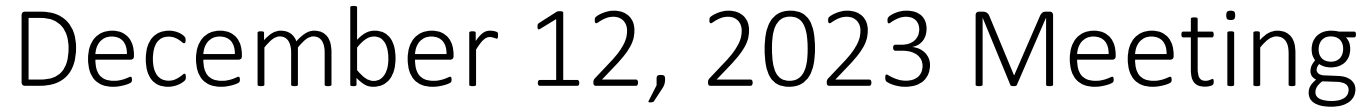
- President Review and Evaluation
- Approved FY2023-FY2024 Budget
- Approved Tuition Increases

Proposed Tuition & Mandatory Fee Increase	Annual Amount		
	In-State	OOS	Int'l
Undergraduate	2.86%	3.44%	3.83%
	\$288	\$600	\$870
Graduate	2.82%	3.42%	3.79%
	\$340	\$560	\$780
Law	2.39%	2.98%	3.25%
	\$462	\$726	\$924

September 6, 2023 Meeting

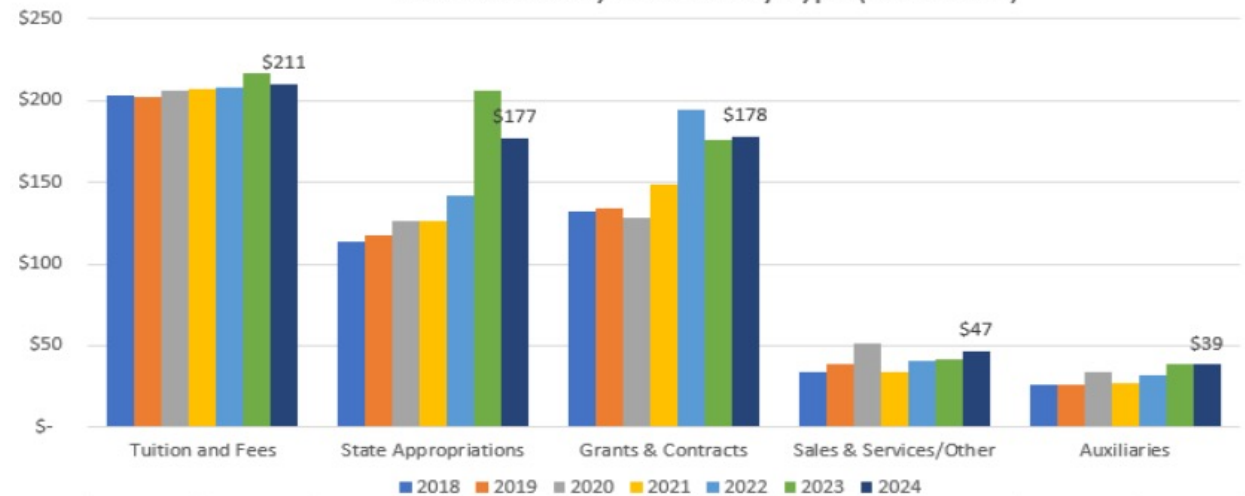


- Approved Changes to Board Policy on Faculty Tenure and Promotion
- Approved \$100,000 Deferred Compensation for President based on salary study



- FY2024 Total Revenue (in \$millions)**

Total University Revenue by Type (in Millions)



December 12, 2023 Meeting



- Approved FY2023-24 Revised Revenue and Expenditures

FY24 Revised Revenue & Expenditure Budget

Revenues	Revised FY 2024
Educational & General	
Tuition and Fees	\$ 210,531,100
State Appropriations	173,959,500
Unrestricted Grants, Contracts, & Gifts	31,986,100
Sales and Services	38,063,000
Other	5,814,000
Total Unrestricted Educational & General	\$ 460,353,700
Auxiliary	38,473,500
Restricted	152,771,100
Total Revenues	\$ 651,598,300

Expenditures

Educational & General	
Instruction	\$ 181,296,700
Research	81,749,200
Public Services	6,655,200
Academic Support	47,135,400
Student Services	81,328,600
Institutional Support	40,226,700
Operation & Maintenance	45,450,100
Scholarships & Fellowships	36,669,000
Transfers	(16,827,900)
Total Unrestricted Educational & General	\$ 503,683,000
Auxiliary	38,473,500
Restricted	152,771,100
Total Expenditures and Transfers	\$ 694,927,600

December 12, 2023 Meeting



- Reviewed Annual Internal Audit of President's Expenses
No significant violations or deficiencies
- Reviewed External Audit Report of UofM Foundation
No significant weaknesses, deficiencies, or issues of non-compliance
- Reviewed External Audit Report of UofM Research Foundation
No significant weaknesses, deficiencies, or issues of non-compliance

December 12, 2023 Meeting

- Reorganization of Board Committees from 3 to 6 committees
- Approved New Charters
 - A. Executive
 - B. Academic and Student Affairs
 - C. Athletics
 - D. Governmental and Public Policy
 - E. Advancement
 - F. Finance and Audit



2024 Board of Trustees Meetings

- March 13th
- June 5th
- September 4th
- December 4th

Questions?

Faculty Senate

Motion 2024.27.2

Motion for Advisory Board and External Advisory Board Guidelines

Originator: Leah C. Windsor (Executive At-Large)

Whereas:

Advisory Boards and External Advisory Boards (hereafter: Advisory Boards) can inform, advise, and support individuals, units, and groups at The University of Memphis to advance their vision, mission, and goals in academic and outreach endeavors.

Whereas:

Academic units and organizations may choose to create an Advisory Board, and Centers and Institutes may be required to maintain an Advisory Board.

Be it resolved that,

The Faculty Senate recommends the following guidelines for units, groups, centers, and institutes for assembling and maintaining Advisory Boards:

- Advisory Board members may be solicited from within The University of Memphis community, including faculty, staff, students, and administrators.
- External Advisory Board members may be solicited from other academic institutions, industry, and public agencies.
- Prior to Units, groups, Centers, and Institutes will share their names of Advisory Board members from outside The University of Memphis as a matter of courtesy with:
 - Office of Government Relations and Policy
 - Office of Development - University Advancement
 - The head of the unit, i.e., Dean
- Units, groups, Centers, and Institutes are strongly encouraged to submit their draft Advisory Board list to the Office of Institutional Equity for review prior to finalizing the board.
- Units, groups, Centers, and Institutes are strongly encouraged to create by-laws, and post Advisory Board by-laws and members on their website.
- By-laws for units, groups, Centers, and Institutes Advisory Boards will specify:
 - The formation and composition of the Advisory Board, including:
 - The number of members;
 - The length of term;
 - The number of terms members may serve;
 - The schedule for Advisory Board meetings;

- The expectations of Advisory Board members, including duties and responsibilities.
- How the unit, group, Center, or Institute will identify and address potential conflicts of Interest with the Advisory Board member, including personal, financial, or otherwise.

Recipients:

President

Provost

Faculty Senate