

**University of Memphis Staff Senate Meeting Minutes
August 15, 2013**

Present: JoAnn Ammons, Barbara Bekis, Karen Bell, Charles Black, Brigitte Boyd, Lindsey Bray, Ann Brock, Dan Bureau, Hugh Busby, Constance Butts, Pam Chambers, Nick Conway, Ilene Cooper, Vonda Dede, John Farrell, Brad Frewin, Blake Galbreath, Rodney Gray, Racheal Hall, Sharon Harber, Ashley Holloway, Riviera Hollowell, Ann Hudson, Lisa Justen, Robert Marczynski, Nichole McBride, Keri Means, William Mueller, Kutanya Niter, Vickie Peters, Nicholas Racz, Penny Saed, Kate Sims, Sherri Stephens, Debra Turner, Jennifer Walker, Lofton Wilborn, Brian Wilcox

Excused: Candy Donald, Emma Elliott, Patsy Krech, Gina Savell

Unexcused: Marco Anderson, LaTondra Arnett, Bradley Arnold, DebraAnn Brown, Debra Cummings, Alfreda Davis, Loren Estes, Rosemary Frix, Larrick Johnson, Amy Jones, Georgette Kearney, Gary Yarbrough

President Hugh Busby called the meeting to order

Roll Call

Presentation by Interim President Brad Martin:

- President Martin says he jumped at the chance to become interim because many faculty and staff members took an interest in him, because of the impact the university has on our community, and to help the community begin to have more of an impact on the university.
- To President Martin, interim does not mean “coasting”. Though he does not plan to be here more than a year he has an agenda.
 - M – Memphis: Become more of a partner with the City
 - E – Excellence: Commitment to our goals
 - M – Mission: To equip students with the wisdom and skills they need to be successful
 - P – Physical: The physical condition of our university, the grounds and the buildings. Very proud of our Physical Plant!

- H – Home: The university is home to students, employees, neighbors, and our community because when you're home you feel safe, welcome and supported
- I – Integrity: Keep our commitments, or acknowledge when we cannot. Be transparent.
- S – Speed: President Martin will only be here for a short time so he plans to work with intensity
- What is NOT in his plan?
 - He has consciously decided not to attend all the social-type events on campus. He simply does not have the time during this one year.
- What IS in his plan?
 - Enrollment: The 2013 fall enrollment is under the 2009 numbers, we've got to drive enrollment up.
 - How do we attract more great students?
 - And how do we give them the tools they need to succeed?
 - Community: Focus on the College of Education and its important role in educating the children in Shelby County.
 - Generate excellent teachers for our city and county schools.
 - Create more advisory boards within the community to help the university.
 - Efficient/Effectiveness: How do we relate to the Board of Regents? Looking to change our relationship with TBR, we have the permission to do so and want to look forward.
 - Measure our service levels. Some areas, such as with our students, we are great in while some areas need improvement.
- Question: You come from a business background, how is this helpful/not helpful to the university?
 - In a business world, you are in a competitive situation. Higher Education is changing at "warp speed". There are new opportunities now that were not available 5-10 years ago. We ARE in a competitive market – we need to remember or realize that and learn to compete in the Higher Education market.
 - The government involvement is something that is the same, in a way, with the private sector. There are regulations, governing bodies, etc.
 - Business is not administration: business is about strategy, execution, what is important – and can we do it better than the other people who are doing it?
 - Question asker: clarifies by saying many employees do not think we should be treated as if we are in a business, but he realizes that we ARE a business and agrees that our employees need to realize this.
- Question: Is the university doing away with the Bonus plan?
 - Maria Alam, VP and Chief Human Resources Officer, answered: The University does not have a Bonus program. We have a longevity plan that occasionally offers a service payment such as a couple of years ago when

- employees with at least 3 years of service were given a \$600 payment in October. But there is no “bonus” plan per se.
- Brad Martin responded: It is conceivable that we could go to the University Foundation and request an amount to fund a merit-bonus plan at some point in the future.
 - Sheryl Lipman, University Counsel and Chief of Staff, responded: Due to Tennessee Board of Regents regulations we are unable to do that at this time.
 - President Brad Martin said: Don’t lose the idea though, it would be a great way to drive excellence. We are a leader among Tennessee Higher Education and change and innovation will keep us in the lead.
- Senator Sherri Stephens asked: What happens to our students when they leave here is so important because they become our alums and donate money. Can you talk about that?
 - President Martin responded: Alums will not donate to something unless they are seriously interested in the particular project. We need to change that mentality within the community and our alums. We need to create projects that will enhance not just the university but the community.
 - Question: With another tuition raise of 6%, are we competitive within Tennessee?
 - President Martin responded: We are very competitive within Tennessee; we have a great value here. The market should keep a lid on the price for a while.
 - Question: Can you update us on the search for your replacement?
 - President Martin responded: *“The search has not started yet, but they better hurry!”* His hope is to have a permanent president in place certainly by June 1.
 - Speaking about the Athletics Department, President Martin plans to go to all the football games, home and away. He is very supportive of the academic achievements of our student athletes.
 - Question about athletics: Will the new conference change anything for us? Is it still positive even after all the changes?
 - President Martin responded: The AAC is still very strong, I am not worried at all about our position in this new conference. Financially it is not as strong in the short run, but in the long run we are looking very well.

Approval of July Minutes

New Business

- Discussion on Homecoming Parade and candy donations

- The parade is on Saturday morning starting on Toby Field (new day and place this year – on the day of the game and located at the Liberty Bowl Stadium instead of on campus).
 - The deadline to submit an application to participate is November 4th
 - The question was raised by President Busby: Do we still want to be involved?
 - Time for discussion and decision will be added to next month's agenda
- Committee volunteers for various standing committees
 - President Busby asked for a volunteer to co-chair the Membership Committee with Nick Conway
 - Discussion of Ask Me volunteers: If interested in helping students find their way to class on the first day, contact Nell Jones at x3783. Please volunteer!
 - New Senator name plaques will be made and set up for the next meeting

Committee Reports

- Budget: No report
- Issues & Review: No report
- Campus Safety and Security: Not meeting again until October
- Facilities and Services: No report
- Fee Refunds and Appeals: No report
- Food Services/Dining: No report
- Public Records and Forms: No report
- Space Planning: No report
- Traffic and Parking: No report
- Policy and Review: Have received nothing new
- Sustainability: No report
- Bylaws committee: No report

- ESAC: No report

Announcements

- *Garden Club*
Tuesday, August 27, 10:00 am
University of Memphis Alumni Center
The topic will be Fall flowers and vegetables. Lunch will follow at Dixie Cafe. Contact Sheryl Maxwell at 901/755-2131 for more information or to RSVP by August 23. This group meets the fourth Tuesday of every other month.
- *Coffee & Conversation*
Thursday, September 12, 10:00 am
University Center Fountain View Suite
Join UMAR and Provost Rudd for the annual Coffee & Conversation featuring Dr. Gladius Lewis, 2013 recipient of the Willard R. Sparks Eminent Faculty Award. Dr. Lewis is a professor of mechanical engineering and an international leader in the field of orthopedic biomaterials and implant design. Brunch will be served compliments of UMAR. Please RSVP by September 6.

Questions/Concerns

- The question was asked: Is there a final cost for the recycling bins yet?
 - Answer: The \$17 cost from last month is not accurate anymore, they are still working on a per/bin dollar amount
- Senator Kutanya Niter raised a concern about staff member's automobiles being vandalized while they were working during the overnight hours. She was told by the Campus Police that they aren't seeing anything on the security cameras. Senator Niter suggested maybe the cameras are not working. There have been broken windows and scratches in the paint of several cars recently.
 - A fellow Senator stated that she has a husband on the Campus Police force night shift and will ask him if they are seeing anything like this. She will report back to Staff Senate President Busby.
 - It was also mentioned that IT runs all the cameras on campus. The cameras only record when they detect motion, so if a vandal was low and behind a car the camera would not necessarily pick up anything.

Meeting Adjourned

- Motion to adjourn: Nick Conway
- Second: Lisa Justen