



## **Faculty Senate**

**Presiding:** Stanley E. Stevens

**Date:** 4-18-08

**Secretary:** Mary V. Battle

**Senators Present:** Jan R. Acuff, Thomas E. Banning, Melvin L. Beck, Jeffrey S. Berman, Laurenda K. Cunningham, Steven Fell, Linda C. Finch, Donald R. Franceschetti, Kwok-Kwan Fung, Nicholas V. Holland III, Wade M. Jackson, Jonathan Judaken, Walter G. Kirkpatrick, Balaji C. Krishnan, J. Harvey Lomax, David N. Lumsden, William C. McKeown, E. Trey Martindale, David A. Nofsinger, Richard L. Petersen, John R. Petry, Lawrence A. Pivnick, Margaret Quinn, Susan L. Roakes, Hoke Robinson, Leslie S. Scruggs, Jr., Michelle L. Stockton, Irvin L. Tankersley, Bette R. Veteto, Francisco Vivar, and Charles Williams Jr.

**Senator Present by Proxy:** William H. Jermann (Aaron Robinson)

**Senators Absent:** Jerry L. Anderson, Joel D. Bumgardner (explained), Susan Magun-Jackson, Candace C. Justice (explained), Jean-Pierre Reed (explained), Hoke Robinson and Peter Wright.

**T.B.R. Rep:** Edward H. Perry

**Guest:** Thomas Nenon (Provost's Office)

The three-hundred and sixty-third meeting of The University of Memphis Faculty Senate was held Tuesday, April 15, 2008, in the Entertainment Lobby of the Michael D. Rose Theatre and Lecture Hall.

### **04.15.08.01 CALL TO ORDER**

The meeting was called to order at 2:40 p.m. with a quorum present.

### **04.15.08.02 APPROVAL OF AGENDA**

The agenda was approved with inclusion of an additional item of business, Sen. J. Berman's proposed amendment to the Faculty Senate's Constitution.

### **04.15.08.03 APPROVAL OF MINUTES**

It was moved to approve the minutes of the Faculty Senate meeting of March 18, 2008.

### **04.15.08.04 PRESIDENT'S REPORT**

Faculty Summit Reprise. President E. Stevens provided information on the summit that he attended with all TBR institutions' faculty senates' presidents or officers. The meeting was held at Fall Creek Falls State Park, April 4-6, 2008 to discuss common issues and or concerns. The Executive Director of THEC emphasized that Tennessee is a poor state and that State Finances are in a poor state, including the next several years. Faculty members can discuss issues within TBR institutions via the following url: <http://groups.yahoo.com/group/fstn/>. The other meeting attendees expressed a great deal of interest UoM faculty involvement in the Library and Faculty Handbook. In the early part of fall 2008, semester another Faculty Summit meeting is scheduled. The exact date and time has not been set, but the meeting location will be outside of Nashville.

Other: President E. Stevens took his last opportunity as president to state that he felt it was an honor, privilege, and pleasure to serve with fellow senators. His only regret was a lack of wine to celebrate with.

#### **04.15.08.05 OLD BUSINESS**

1. Faculty Policies Committee. Senator J. Berman, Chair, presented three motions concerning change to the University of Memphis Faculty Handbook. See attached, **Additional Changes to Faculty Handbook**, proposal/recommendation to full Senate.

**Motion 1.** Make the following three changes to deadlines specified for the tenure and promotion review (in chapter 4, "Tenure and Promotion"):

##### Recommended Revision

"The provost will notify the candidate of the recommendation that he or she will make to the president regarding the candidate's application **no later than 7 days after the beginning of the spring academic term.**"

##### Recommended Revision

"If a candidate decides to appeal a negative decision for tenure and promotion, he/she must make application to the university tenure and promotion appeals committee within **30 days of the beginning of the spring academic term.**"

##### Recommended Revision

"If, after the provost's tenure and promotion recommendations are announced, a faculty member wishes to appeal a negative recommendation, the request must be submitted to the chair of the university committee within **30 days of the beginning of the spring academic term.**"

A brief discussion to consider "working days" ensure without a motion.

**The motion was adopted by voice vote with 0 nays and 0 abstentions, April 15, 2008.**

**Motion 2.** Specify that candidate be provided with rationale for president's decision (in chapter 4, "Tenure and Promotion") with the following change:

#### Recommended Revision

“After receiving recommendations from the provost and the university appeals committee, the president makes final recommendations to the Tennessee Board of Regents and notifies the candidate of this recommendation. In the case of a negative recommendation, the president will give the candidate written reason(s) for the decision.”

It was noted that the deans are not required to give reasons.

The motion was then adopted by voice vote with 0 nays and 0 abstentions, April 15, 2008.

**Motion 3.** Specify, the role of Faculty Grievance Committee in Faculty Handbook (chapter 2, “Academic Freedom and Faculty Roles”). Add following text immediately after section on Faculty Ombudsperson:

#### Recommended Addition

“Faculty Grievance Committee

1. The Faculty Grievance Committee, consisting of nine faculty members appointed by the Faculty Senate, provides an avenue of appeal for faculty who feel mistreated in their relationship(s) with other faculty members or with administrators of the University of Memphis. In addition, the Grievance Committee provides a source of appeal for faculty who feel they have been unfairly treated during official reviews (except for the tenure and promotion review), including the annual and mid-tenure evaluations. The Faculty Grievance Committee provides advice to faculty members bringing a grievance, decides to accept or reject submitted grievances, investigates grievances, mediates when called upon, and makes recommendations to the president of the university.”

NOTE: The official name is “ad hoc Faculty Grievance Committee”. Discussion of the word “feel” included a proposal to change the word to “claim,” followed by a friendly motion to send the item back to committee, a motion that failed.

The main motion was adopted without revision by voice vote with 0 nays and 0 abstentions, April 15, 2008.

**Faculty Policies Committee.** Senator J. Berman, Chair, presented a motion on a change to the current language in Chapter 4 of the Faculty Handbook concerning faculty approval of the annual Faculty Evaluation and Planning Report. See attached, **Language for Approval of Annual Evaluation in Faculty Handbook**, proposal/recommendation to the full Senate.

#### Recommended Revision

“A faculty member's signature or electronic acknowledgement of the annual Faculty Evaluation and Planning Report does not represent agreement with the evaluation but only that the evaluation was reviewed by the faculty member. Although faculty members may submit comments and/or responses to the evaluation, failure to do so should not be construed as agreement with the results of the evaluation.”

It was noted 1) That there is a requirement to show faculty members their evaluation, 2) That deans could be influenced by comments, 3) that the TBR requires signatures, and 4) That in some cases a faculty member will present comments cautiously with the possibility of consulting a lawyer later.

The motion was adopted without revision by voice vote with 1 nay and 0 abstentions, April 15, 2008.

NOTE: Comments by the Faculty Senate President, that follow through action, including summer, would take place regarding placing the recommendations in the handbook if approved by upper administrators.

2. *Ad Hoc* Faculty Grievance Committee. President E. Steven shared an memorandum from Charles Bailey, Chair, *Ad Hoc* Faculty Grievance Committee. Although the memorandum was not in an electronic format, President E. Stevens will share the memorandum with the Senators by next week. Senator J. Berman suggested that the university faculty be notified of the existence of the *Ad Hoc* Faculty Grievance Committee via an annual communication at the beginning of each academic year. The President indicated that it was a good idea.

3. Resolution on the Library. Senator J. Petry put forth a resolution in support of the University Libraries.

**Therefore,** Be it Resolved,

That the University of Memphis recognize the University Libraries to be an integral, essential, equal partner in the production of knowledge by students and faculty and that serious and sustained consideration be given to improving measurably its status in relation to all standards by which the effectiveness of the libraries of our peer institutions are evaluated.

Dr. Thomas Nenon, Academic Affairs, suggested sending the resolution not only to the deans but to Provost Faudree to help increase the libraries place in the budget and the Executive Council.

The resolution was adopted by voice vote, with 0 nays and 0 abstentions on April 15, 2008.

#### **04.15.08.06 NEW BUSINESS**

1. Executive Committee – resolutions:

**Resolution to the New Senate on Constitutional Amendments.** Senator J. Petry presented the following resolution on behalf of the Executive Committee.

BE IT RESOLVED

That we encourage the Faculty Senate of 2008-2009 to consider submitting to the University Faculty at its August 22, 2008, meeting the six amendments to the Constitution of the University Faculty and the Faculty Senate that were proposed during the 2007-2008 academic year.

The resolution was adopted by voice vote, with 0 nays and 0 abstentions on April 15, 2008.

**Faculty Scholarship Week.** Senator J. Petry presented the following resolution on behalf of the Executive Committee.

BE IT RESOLVED

That the Faculty Senate commend Mr. G. Thomas Mendina, other staff members of the University Libraries, members of the Friends of the Libraries, and personnel from Academic Affairs for their efforts in coordinating Faculty Scholarship Week, which honors the achievements of faculty members in all entities of the university from April 16-23, 2008.

The resolution was adopted by voice vote, with 0 nays and 0 abstentions on April 15, 2008.

2. Committee on Committees – motions:

**Nominate faculty to fill vacancy on *Ad Hoc* Shared Governance Committee.** Senator L. Pivnick presented the following resolution on behalf of the Committee on Committees.

**Motion:** “Move that the Faculty Senate approve the nomination of Stanley “Ed” Stevens, College of Arts and Sciences, Department of Biology, to serve on the Faculty Senate’s *Ad Hoc* Shared Governance Committee.”

**Point of Information:** President E. Stevens shared with the Senators that the Shared Governance Committee as a whole had nominated Jean-Pierre Reed, but his name was not submitted to the Committee on Committees due to a communication error. So in fairness to the process, President E. Stevens asked if there were any other nominations. Sen. J. Berman nominated Sen. J. Reed and stated that Sen. J. Reed had done considerable work on Shared Governance while a member of the Faculty Policies Committee.

Sen. J. Harvey Lomax moved that the committee be enlarged to 10 members instead of 9. It passed with no nays and no abstentions.

The main motion was amend to include Jean-Pierre Reed, College of Arts and Sciences, Department of Sociology.

The amended main motion was adopted by voice vote, with 0 nays and 0 abstentions on April 15, 2008.

**Nominate faculty to *Ad Hoc* General Education Committee.** Senator L. Pivnick  
**Motion:** “Move that the 2008/09 Faculty Senate select the nominees to serve on the Faculty Senate *ad hoc* General Education Committee.”

**Point of Information Only:** Currently the following persons have expressed interest in serving on the *Ad Hoc* General Education Committee: Pepper E. Walker, Karen Carpenter Thurmond, Lawrette Axley, Keith D. Sisson, Carla M. Martinez, and Todd Alan Zoblotsky.

The motion was adopted by voice vote, with 0 nays and 0 abstentions on April 15, 2008

Senator J. Harvey Lomax suggested consideration of electronic voting at the General Faculty Meeting. The present Faculty Senate Constitution however, requires “present and voting” and permits amendments to amendments, that may open discussion.

**Point of information:** Senator J. Petry informed the Senators that Senator W. “Bill” Jermann was in St. Frances Hospital, room 428.

3. New/Continuing Charges to the Faculty Senate Standing Committees and Faculty Senate *ad hoc* Committees:

**Academic Policies Committee.** Senator I. Tankersley, Chair, stated that the committee had no report.

**Academic Support Committee.** Senator J. Petry, Chair, stated that the committee had no report.

**Administrative Policies Committee.** Senator N. Holland, Chair, stated that the committee had no report.

**Faculty Policies Committee.** Senator J. Berman, Chair, stated that the committee had no report.

**Library Policies Committee.** Senator L. Cunningham, Chair, stated that the committee had no report.

**Research Policies Committee.** Senator J. Bumgardner, Chair, was absent, but the committee had no report.

**Ad hoc Faculty Grievance Committee.** Charles Bailey, Chair, committee report was verbally given to the Senate by President E. Stevens.

**Ad hoc Information Technology Committee.** Senator J. Berman, Chair, stated that the committee had no report.

#### **04.15.08.07 ANNOUNCEMENTS/EVENTS**

Sexual Assault Awareness Month. For more information contact the Center for Research on Women, 678-2770, or visit web site: [crow.memphis.edu](http://crow.memphis.edu)

Faculty Scholarship Week, April 16-23, 2008, sponsored by the University Libraries with the Support of the Friends of the Libraries,

Faculty Convocation, Spring 2008, **Wednesday, April 23, 2008**. For additional information go to: <http://academic.memphis.edu/provost/convocation-2008.html>

**04.15.08.08 RECOGNITION OF THE PRESIDENT**

Senator J. Harvey Lomax addressed the Faculty Senate in appreciating the leadership skills exhibited by President E. Stevens during his tenure as Faculty Senate President. The Senators gave President E. Stevens a standing ovation.

**04.15.08.09 ADJOURN**

President E. Stevens asked the members whether the meeting should be adjourned. The meeting ended at 4:10 p.m.

**The Status of Business is forthcoming.**