



Minutes of the Faculty Senate

Presiding: Jeffrey S. Berman (Psychology)

Date: 11-10-09

Secretary: Cynthia G. Tucker (English)

Senators Present: Narahari B. Achar (Physics), Leonardo G. Altino (Music), Thomas E. Banning (Engr Tech), Pinaki S. Bose (Economics), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Robert P. Connolly (Anthropology), Amy L. de Jongh Curry (Biomed Engr), Guiomar Duenas-Vargas (History), Richard D. Evans (Fin, Ins, & Real Estate), Tarek R. Farhat (Chemistry), Jaime M. Ferran (Foreign Lang & Lit), Edwin G. Frank (Univ Libraries), Reginald L. Green (Leadership), Derek E. Hopp (Mil Sci, Naval Sci), Richard L. Irwin (Health & Sport Sci), Wade M. Jackson (Management Info Systems), Candace C. Justice (Journalism), Robert Kozma (Math Sciences), Stephen J. Leierer (Couns, Ed Psy & Res), James M. Lukawitz (Accountancy), David N. Lumsden (Earth Sciences), E. Trey Martindale (Instr & Curr Ldrship), Cedar L. Nordbye (Art), Edward H. Perry (Mech Engr), Lawrence A. Pivnick (Law School), Hoke Robinson (Philosophy), Stephan J. Schoech (Biology), William T. Segui (Civil Engr), Keith D. Sisson (Univ College), Sharon A. Stanley (Political Science), Robert J. Thieme (Mrktng & Suply Chain Mang), Joseph C. Ventimiglia (Sociology), Kathryn S. Whitted (Sch Urba Aff & Pub Pol), Robert R. Wiggins (Management) and Yaschica D. Williams (Criminal Justice)

Senators Present by Proxy: Linda D. Jarmulowicz (Audiology & Speech-Lang Path), Caroline A. Royal-Evans; Thomas E. Mason (Architecture), Brent S. DeLatta

Senators Absent: William H. Jermann (Elec & Comp Engr), Michael S. O'Nele (Theatre & Dance), and Amanda J. Young (Communication)

TBR Representative: Wade M. Jackson (Management Info Systems)

Faculty Senate Information Officer: Lee E. Allen (College of Education/Instruction & Curriculum Leadership) – absent

Guests: David N. Cox (President's Office); Thomas J. Nenon (Provost's Office), David H. Ciscel (University of Memphis Association of Retirees, [UMAR]), Stanley E. Stevens (Faculty Athletic Representative), and Dale Wall (Lifeblood)

The three-hundred-and-seventy-sixth meeting of The University of Memphis Faculty Senate was held Tuesday, November 10, 2009, in Room 124 Ball Hall.

11.10.09.01 Call to Order

The meeting was called to order at 2:45 p.m. with a quorum present.

11.10.09.02 Approval of Agenda

The agenda was approved.

11.10.09.03 Approval of Minutes

The minutes were approved with the addition of faculty members who had been omitted from the roster.

11.10.09.04 Election of New Information Officer

The election of Associate Professor Margaret E. (Bess) Robinson of the University Libraries was approved to fill the vacancy that will be left after December 8. Our current Information Officer, Lee Allen, has accepted a Fulbright in the Ukraine.

Motion to Senate

Move that the Faculty Senate elect Margaret E. Robinson (University Libraries) to serve as Faculty Senate Information Officer, and chair of the Faculty Input Committee. The term of service to begin after the December 8, 2009 meeting of the senate.

Adopted by acclamation on November 10, 2009.

11.10.09.05 Recognition of Faculty Senate Past President

On behalf of the Faculty Senate, President J. Berman presented his predecessor E. Perry with a plaque as a token of our appreciation for his service as president during the 2008-2009 academic year.

11.10.09.06 President's Report

1. Coalition on Intercollegiate Athletics (COIA) Membership Confirmed: The U of M is now recognized as a member of COIA and listed on its website. President J. Berman has requested travel funds to defray the costs of sending our representative, E. Perry, to the annual meeting in San Diego in January.
2. Department Budgets Online: The system for posting budgets online is still being beta tested. Once this is complete, an announcement including instructions for using it will go out to all faculty.
3. Add/Drop Notification: Thanks to our Faculty Senate's request and the excellent work of T. Banning, faculty can now see who has dropped and added their courses by using a MyMemphis portal. An email will soon go out to congratulate faculty on this welcome initiative.
4. Provost's Decision Regarding Faculty Ombudsperson: As a follow-up to Provost Faudree's response to our questions at last month's meeting, President J. Berman has asked for and gotten more clarification on these two questions: (1) How long is the contract under which the current ombudsperson, E. W. (Bill) Brody, may fill this position. Answer: 4 years. (2) How is it possible that someone with post-retirement status, which is neither a tenured nor a full-time position, can serve in a capacity for which tenure and full-time status have been requisite? Answer: Since

Professor Brody was already serving in this position, the provost does not deem it necessary to disqualify him on technical points.

5. Deans' (Technology Access Fee) TAF Committee Meeting: President J. Berman attended a meeting of the TAF Committee, which, he reminded the senators, is the group in charge of dispersing the monies collected from Student Activity Funds. A request for dual-screen projection facilities in our Smart classrooms was well received.

6. Postponement of Robert H. (Bob) Eoff 's Visit: Vice President for Communications, Public Relations and Marketing, Bob Eoff 's visit with us has been rescheduled for our December 8th meeting.

7. Veterans Day: President J. Berman talked about honoring all veterans and our need to observe Veteran's Day. President J. Berman also recognized Senator D. Hopp and commented on the university's Veteran's Day celebration activities across the campus.

11.10.09.07 President-Elect's Report

President-Elect W. Jackson reported on the October 23 TBR Faculty Sub-Council meeting. Although there were no action items, considerable discussion was generated by the following:

1. Briefing by Dale Sims, Interim Vice Chancellor for Business and Finance: Sims informed the group that state revenues have dropped about 8% to 9% from last year at his time and continue in this direction. Universities should therefore expect something around 9.5 % reductions in what they will get from the state once the stimulus money is spent. To help offset the loss, TBR expects that tuition may rise as much as 7%. Four-year institutions will be hit hardest.

2. Study of Duplicate Programs in TN Institutions: Vice Chancellor, Paula Short updated the group on the work of the joint TBR-UT taskforce that is studying duplicate programs at our state institutions of higher learning. Their report should be ready for presentation at the Sub-Council's meeting in January.

3. Developmental Services Program (DPS): TBR Board staff reported that the DPS model has been redesigned to put more emphasis on active learning activities.

4. Dual Credit Program: The Dual Credit program is being evaluated to make is easier for a student to take a class at one institution and transfer the credit to another other state institution.

5. Study of Faculty Workload: Another TBR taskforce is studying faculty work load and will give its report at the January meeting.

11.10.09.08 New Business

1. Senators' Inclusion in Program Reviews: To get a sense of how well departments and colleges have complied with President Raines's request that senators be more involved in program reviews, President Berman asked the thirty-six senators present for a show of hands in response to the following questions:

How many of you were invited to a program review of your department? [Only five indicated they were.]

If you were invited, was the program review scheduled at a time you could attend? [Four signaled it was.]

If you were invited, did you attend the program review? [Four had attended.]

If you attended the program review, did you feel you were adequately prepared to participate in the meeting? [None had felt prepared.]

President J. Berman promised to share these results with President Raines at their next scheduled meeting.

2. Polling the Faculty on the T&P Process Statement: After a lengthy discussion of the Executive Committee's motion to poll the entire faculty for their responses to the language describing the evaluative parameters of the tenure and promotion process, an amendment was passed allowing two weeks before the survey goes out. This will give senators time to discuss the issue with their constituents. The senators voted to send out the policy's two current versions at the end of the month. These read as follows:

Version 1: "As departmental, college, and university standards for T&P evolve, the expectations for faculty members seeking tenure and promotion will also evolve. However, faculty members who apply for tenure or promotion must be given adequate opportunity to adjust to any substantial change in expectations that would affect the status of their candidacy. Therefore, when applying for tenure or promotion, candidates cannot be subject to revisions of the evaluative criteria in T&P guidelines that are more recent than either (a) five academic years prior to their application or (b) the academic year in which they began service at the university, whichever time period is shorter."

Version 2: "As departmental, college, and university standards for tenure evolve, the expectations for faculty members seeking tenure will also evolve. Therefore, when faculty members apply for tenure, they do so under the guidelines and criteria in effect at the time of the application. However, faculty members who apply for tenure must be given adequate opportunity to adjust to a change in expectations for tenure which have occurred since they were hired. The determination of what constitutes an adequate opportunity to adjust to a change will be made in the same manner as the university procedures for establishing department, college or university tenure and promotion criteria as described in the 2009 Faculty Handbook, Chapter 4 – Tenure and Promotion, Tenure and Promotion Overview, taking into consideration the significance of the change."

Motion to Senate:

A survey will be sent to the faculty containing the two versions being discussed and a preamble explaining the critical difference between them. The survey will be delayed for two weeks to give the Faculty Senate representatives time to discuss the issue with their respective department.

Adopted as amended by voice vote, 0 nays, 0 abstentions, on November 10, 2009.

3. Amendment to Motion Concerning Policy UM 1564: Grievance...Resolution:

Rationale and History

Last fall the Faculty Senate unanimously approved a motion at its November 4, 2008, meeting recommending a modification in Policy UM1564 (“Grievance Process and Conflict Resolution”). The recommendation, which originated from the Faculty Grievance Committee, was as follows:

“The policy under UM1564 should be modified, such that the members for a President’s Panel Hearing concerning a grievance must be elected by the Faculty Senate, not appointed by the President or any designee other than the Faculty Senate.”

This recommendation was not brought to President Raines by the senate during the last academic year. In preparing to present it now, it was noted that Policy UM1564 applies to both faculty and staff. The following motion proposes to amend the recommendation to make clear that the Faculty Senate would be involved in the appointment of hearing members under Policy UM1564 only if the employee is a faculty member.

Motion to Senate

The approved motion from the November 4, 2008, meeting of the Faculty should be amended to make clear that the Faculty Senate is to be involved in the appointment of hearing members under Policy UM1564 only if the grievant is a faculty member. The amended recommendation is:

Policy UM1564 (“Grievance Process and Conflict Resolution”) should be modified, such that when the grievant is a faculty member, the members of a President’s Panel Hearing concerning the grievance must be elected by the Faculty Senate, not appointed by the President or any designee other than the Faculty Senate.

Adopted by voice vote, with 0 nays and 0 abstentions on November 10, 2009.

4. Academic Support Committee’s Motion to Assess Validity of SETE:

Rationale

The report provided by the Task Force to Evaluate the SIRS Instrument (Petry, 2008) suggested that SETE be assessed to determine the validity of instrument items to measure teaching effectiveness.

Motion to Senate

The Academic Support Committee of the Faculty Senate recommends that the university conduct a comprehensive assessment of the manner in which teaching effectiveness is evaluated. The assessment should include [1] determining validity of items contained in the current SETE; [2] determining if additional items are warranted; and, [3] exploring the use of alternative measures to supplement or replace the SETE, as a means of measuring teaching effectiveness.

Adopted by voice vote, 1 nay and 0 abstentions on November 10, 2009.

5. Ombudsperson Report to Senate: The Faculty Senate agreed to have current Ombudsperson E. W. (Bill) Brody report to the Senate on his work.

6. Announcement Honoring Deceased Faculty at Convocation: The Executive Committee presented the following motion to the Senate.

Motion to Senate

The names of former University of Memphis faculty who have died during the past academic year should be read as part of the Faculty Convocation ceremony.

Adopted by voice vote, with 1 nay and 0 abstentions on November 10, 2009.

11.10.09.10 Committee on Committees Nominations

C. Justice, Chair of the Committee on Committees presented the following motion:

Motion to the Senate

Move that the Faculty Senate elect the following faculty members to fill the vacancies as faculty representatives: For the position of Faculty Appeals Advocate, Theodore J. Burkey (Chemistry). For the Faculty Senate ad hoc Budget and Finance Committee, Martha B. Robinson (Management) and Shawndolyn Sims (Education-ICL).

Adopted by voice vote, with 0 nays and 0 abstentions on November 10, 2009.

11.10.09.10 Standing Committee Reports

1. Academic Policies Committee (J. Lukawitz). Committee charge: Consider proposal to alter the last day to add a class. No action items at this time. J. Lukawitz, chair provided the Senate with a verbal report and stated that the committee will continue its review of the charge.

2. Academic Support Committee (R. Irwin). Committee charge: Examine concerns about the procedures and validity of SETE. R. Irwin, chair provided the Senate with a verbal report and additional information on the committee's motion.

3. Faculty Policies Committee (K. Sisson). Committee charge: Evaluate the feasibility of online voting on senate matters. K. Sisson, chair provided the Senate with a verbal report and stated that the committee needed more time to study the issue. The charge is still open.

4. Research Policies Committee (R. Evans). Committee charge: Review the policy for allocation of research overhead funds. R. Evans, chair provided the Senate with a verbal report. The charge is considered closed.

5. Administrative Policies Committee (D. Lumsden). Committee charge: Review concerns about contracts for graduate student employees. D. Lumsden, chair considered the charged closed. As a point of information, President J. Berman inquired if the committee consulted with the Graduate Student Association (GSA), President Sean T. Connable, email: sconnable@memphis.edu, and the chair response was no but, they would consult with the GSA since it was brought to their attention. Therefore, the charge is still open.

6. Library Policies Committee (E. Frank): Committee charge: Review recommendations concerning library journal subscriptions. Coordinate and review University Libraries report by Dean Ford. E. Frank, chair provided the Senate with a verbal report and stated that a motion recommending that the U of M seek a 3% increase in its acquisitions budget will be brought to before the FS in December.

11.10.09.11 Announcements/Events

1. Dale Wall of the Mid-South Regional Lifeblood Center spoke briefly, describing the urgent need for donations and asking for greater campus support.
2. The Annual Enrollment Transfer Period will continue through November 16 in the Benefits Office, Room 167, Administration Building.
3. The Marcus Orr Faculty Senate Lecture in Higher Education will be February 4, 2010.

11.10.09.12 Adjournment

The meeting was adjourned at 4:25pm.