



## Minutes of the Faculty Senate

**Presiding:** Jeffrey S. Berman (Psychology)

**Date:** 3-23-10

**Secretary:** Cynthia G. Tucker (English)

**Senators Present:** Narahari B. Achar (Physics), Leonardo G. Altino (Music), Thomas E. Banning (Engr Tech), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Amy L. de Jongh Curry (Biomedical Engr), Guimar Duenas-Vargas (History), Richard D. Evans (Fin, Ins & Real Estate), Edwin G. Frank (Univ Libraries), Reginald L. Green (Leadership), Derek E. Hopp (Mil Sci, Naval Sci), Richard L. Irwin (Health & Sports Sci), Wade M. Jackson (Management Info Systems), Linda D. Jarmulowicz (Audiology & Speech-Lang Path), William H. Jermann (Elec & Comp Engr), Candace C. Justice (Journalism), Robert Kozma (Math Sciences), Stephen J. Leierer (Couns Ed Psy & Res), James M. Lukawitz (Accountancy), E. Trey Martindale (Instr & Curr Ldrship), Michael S. O'Nele (Theatre & Dance), Edward H. Perry (Mech Engr), Lawrence A. Pivnick (Law School), Hoke Robinson (Philosophy), Vasile Rus (Computer Science), Stephan J. Schoech (Biology), William T. Segui (Civil Engr), Sharon A. Stanley (Political Science), Robert J. Thieme (Mrkting & Suply Chain Manag), Joseph C. Ventimiglia (Sociology), Robert R. Wiggins (Management) and Antonio de Vaelasco (Communication)

**Senators Present by Proxy:** Thomas E. Mason (Architecture) Christopher W. Whitehead, Cedar L. Nordbye (Art) Todd Richardson and Kathryn S. Whitted (Sch Urb Aff & Pub Pol) Gregory Washington

**Senators Absent:** Robert P. Connolly (Anthropology), Pinaki S. Bose (Economics), Tarek R. Farhat (Chemistry), David N. Lumsden, Jaime M. Ferran (Foreign Lang & Lit), Keith D. Sisson (Univ College) and Yaschica D. Williams (Criminal Justice)

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

**Faculty Senate Information Officer:** Margaret E. Robinson (Univ Libraries)

**Guests:** David N. Cox (President's Office), Thomas Nenon (Provost's Office) and Stanley E. Stevens (Faculty Athletic Representative), and Tammy L. Hedges (Alumni Association)

The three-hundred-and-seventy-eighth meeting of The University of Memphis Faculty Senate was held Tuesday, March 23, in the Auditorium (Room 124) of E.C. Ball Hall

### 03.23.10.01 Call to Order

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

### **03.23.10.02 Approval of Agenda**

The agenda was approved as amended (to begin with Alumni Association Director Tammy L. Hedges' schedule)

### **03.23.10.03 Approval of Minutes**

The minutes were approved as submitted.

### **03.23.10.04 Guest Presentation: U of M Alumni Association**

Alumni Association Tammy L. Hedges, Director Alumni Programs and Special Events, came to share information about the association.

### **03.23.10.05 President's Report**

1. First Meeting of President's Administrative Council (February 19): Most substantively, (1) the council discussed the challenging budget issues we face; and (2), President Raines invited any faculty with special concerns to bring them to Council meetings in the future. This opens the door for the Faculty Senate Executive Committee to go to Council and advocate for closer working relationships between the Faculty Senate and the university's other divisions. J. Berman will let the President's Office know that we wish to accept the invitation.

2. Meeting with President Raines: Since the Faculty Athletics Advisory Committee have not supported our wish to have one member who is appointed by the Faculty Senate, President Raines made the executive decision to have this become the policy. In short order, the Faculty Athletics Advisory Committee agreed to seat, at its April 6 meeting, a member elected by the faculty senate. (See motion 6 under New Business below.)

The president also instructed her legislative liaison, Kevin Roper, to report to us weekly through David Cox. This has yet to increase the flow of information, since, according to D. Cox, K. Roper is not inclined to be more transparent.

3. Pending Issues and Need for Progress: President J. Berman reminded the EC of four pending issues, two of which (1) and (4) will be addressed in the form of motions today: (1) untenured faculty appeals of annual evaluations by removing the word "untenured"; (2) policy statement on chair selection; (3) revision to Policy UM1564, Grievance Process and Conflict resolution to include untenured faculty; and (4) early first paychecks for new faculty. President J. Berman expects that the other two issues will be resolved by the time of the senate's next meeting.

4. Conference Call with Richard Rhoda (THEC): In a conference call with President J. Berman Richard G. Rhoda, Executive Director, Tennessee Higher Education Commission (THEC) and representatives from other schools in the system discuss the new statewide general education curriculum. R. Rhoda addressed the role of the faculty in developing a statewide general education curriculum. He emphasized the importance of faculty senates appointing representatives to the Tennessee Board of Regents committees.

### **03.23.10.06 Report: Issues with Guaranteed Internship Program (J. Lukawitz)**

J. Lukawitz, (Academic Policies Committee) explained that the university's preference will be to identify internships that give students real-world experience, as in such fields as nursing and teaching. Since few of these opportunities will be paying positions, and many students have jobs that pay, the administration anticipates no more than 30% of our students asking for internships.

Thomas Nenon (Provost's Office) elaborated, emphasizing the need to inform the students of what the program will offer so as to avoid an "expectation gap."

### **03.23.10.07 New Business**

#### **1. Motion on Clarification of Information Officer Eligibility (W. Jackson, Executive Committee)**

**Background and Rationale:** At its meeting on October 7, 2008, the Faculty Senate unanimously approved the creation of a senate Information Officer position. The originally presented motion stated that the position would be filled by the appointment of a "technology-savvy senator." During discussion of the motion, this wording was amended to "technology-savvy faculty member" and the motion was passed with the amended wording. Unfortunately, the minutes of the October 7, 2008, meeting retained the original wording restricting the position to a senator rather than the approved wording that did not require the Information Officer to be a senator.

Subsequently, the Faculty Senate has appointed two Information Officers, neither of whom were members of the Faculty Senate. The present motion is a housekeeping action to clarify the originally intended eligibility for the Information Officer position and to have this clarification of the senate's standing rule in the senate records.

**Motion:** The senate's standing rule regarding the Information Officer position is confirmed to have the term "faculty member" rather than "senator" so that it reads as following:

"An Information Officer, who is a technology-savvy **faculty member**, shall be appointed by the President of the Faculty Senate to serve as an ex-officio member of the Faculty Senate Executive Committee. The Information Officer is charged with developing and organizing periodic surveys of the faculty and reporting the results to the Faculty Senate."

**Adopted unanimously by voice vote on March 23, 2010.**

#### **2. Motion on Untenured Faculty Appeals of Annual Evaluation (W. Jackson)**

**Rationale:** The current charge of the Faculty Grievance Committee in the Faculty Handbook includes the provision that this committee: "provides a source of appeal for tenured faculty who feel they have been unfairly treated during annual evaluations."

Because of this wording, untenured faculty are not able to appeal unfair treatment in their annual evaluation and the university offers no other faculty-based source of appeal of annual evaluations for untenured faculty. This disparity should be eliminated so that untenured faculty have the same avenue of appeal as tenured faculty if they feel they have been unfairly treated during the annual evaluation process.

**Motion:** The current charge of the Faculty Grievance in the Faculty Handbook should have the word "untenured" deleted from its second sentence so that the charge would read as follows:

"The Faculty Grievance Committee, consisting of nine (9) 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 ~~tenured~~ faculty who feel they have been unfairly treated during annual 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.”

**Adopted unanimously by voice vote on March 23, 2010.**

### 3 Motion on Early First Paycheck for New Faculty (W. Jackson)

Rationale: Concern has been expressed about the initial period of time before new faculty members receive their first paycheck. While new faculty often move to Memphis during the summer to begin their position and prepare activities for the fall term, they typically do not receive a first paycheck until the end of September. Numerous faculty have noted that this adds stress to an already stressful time, can be a financial hardship, and causes harm to morale. Although there are ad hoc accommodations that can be approved for individual new faculty to receive an early payment, it would be helpful if the option of some form of early first paycheck be available to all new University of Memphis faculty.

Motion: The Faculty Senate requests that the UofM Division of Business and Finance develop a procedure—available and announced to all new faculty—that would allow new faculty members to receive early payment of their first employment check.

**Adopted unanimously by voice vote on March 23, 2010.**

### 4. Motion on University Funding of Athletics Department (E. Perry)

Rationale: For years the University of Memphis has subsidized the expenditures of the Athletics Department with funds from the Education and General Funds (E&G). The subsidy totals \$2.2 million in FY2010, up from \$1.5 million in FY2009 and \$1.8 million in FY2008. In March 2009, university faculty indicated their opposition to this practice by a 72%-14% margin in a survey sponsored by the Faculty Senate. At a time when the university faces severe budget shortfalls, it can ill afford spending Education and General Funds (E&G) to support the Athletics Department.

Motion: The Faculty Senate urges President Raines to end immediately the longstanding practice of subsidizing the expenditures of the Athletics Department with the university’s Education and General Funds (E&G).

**Adopted by show of hands, with 25 for, 5 nays, 6 abstentions on March 23, 2010.**

### 5. Motion on Software Licensing for Faculty (T. Banning)

Rationale: The current status for the licensing of advanced software, such as SPSS, limits the issuance of individual licenses and encourages the use of Softgrid to share software in an effort to reduce costs. The use of Softgrid on campus is a clear example of those cost-savings efforts.

Off-campus, and especially out-of-country use of Softgrid, requires: VPN, Softgrid, and the on-campus application software on a resident computer, which can make the process cumbersome, slow, and unproductive. While acknowledging the constraints on university funding, the Faculty Senate should highlight the concerns of faculty concerning current software availability and its adverse impact on faculty activities.

Motion: The University of Memphis, a leading metropolitan university engaged in research, should provide sufficient licenses of unique application software to support faculty requests for individual licensing of software for off-campus efforts in research and collaboration. We further recommend that future implementations of software sharing be tested beforehand by the faculty to insure adequate performance and that the Faculty Senate IT Committee be involved in such testing.

Adopted unanimously by voice vote on March 23, 2010.

#### 6. Nominations from Committee on Committees (Candace Justice)

Presentation of nominations of individuals who have expressed an interest in serving and agreed to be nominees for appointment to administrative standing committees of the university. The Office of the President has a need to fill vacancies on administrative standing (Faculty Athletics Advisory) and ad hoc (University Sustainability) committees.

Motion Move that the Faculty Senate approve the nomination of Edward H. Perry (Mech Engr) to serve as the Faculty Senate's faculty representative on the Faculty Athletics Advisory Committee. And move that the Faculty Senate approve the nomination of Michael L. Kennedy (Biology) and Douglas A. Campbell (Economics) to serve as the Faculty Senate's faculty representative on the reconvened ad hoc University Sustainability Committee through the end of this academic year.

Adopted by unanimous voice vote on March 23, 2010.

#### **03.23.10.08    Announcements**

1. Next Meeting of Standing Committees: March 30
2. Next Faculty Senate Meeting: April 13
3. Faculty Convocation: April 23

#### **03.23.10.09    Adjournment: 4:15 p.m.**