



## **Minutes of the Faculty Senate (Draft)**

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

**Date:** 4-13-10

**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), Robert P. Connolly (Anthropology), Amy L. de Jongh Curry (Biomedical Engr), Guiomar Duenas-Vargas (History), Tarek R. Farhat (Chemistry), 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), Thomas E. Mason (Architecture) E. Trey Martindale (Instr & Curr Ldrship), Cedar L. Nordbye (Art), 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), Keith D. Sisson (Univ College), Sharon A. Stanley (Political Science), Robert J. Thieme (Mrkting & Suply Chain Manag), Joseph C. Ventimiglia (Sociology), and Robert R. Wiggins (Management)

**Senators Present by Proxy:** Pinaki S. Bose (Economics) Andrew Hussey, Richard D. Evans (Fin, Ins & Real Estate) Pankaj K. Jain and Robert Kozma (Math Sciences) Ebenezer O. George

**Senators Absent:** David N. Lumsden, Antonio de Velasco (Communication), Jaime M. Ferran (Foreign Lang & Lit), and Kathryn S. Whitted (Sch Urb Aff & Pub Pol) and Yaschica D. Williams (Criminal Justice)

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

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

**Guests:** David N. Cox (President's Office), Thomas Nenon (Provost's Office) and Stanley E. Stevens (Faculty Athletic Representative), and Michelle Shelton (Student Government Association)

The three-hundred-and-eighty-one meeting of The University of Memphis Faculty Senate was held Tuesday, April 13, 2010, in the Auditorium (Room 124) of E.C. Ball Hall.

### **04.13.10.01 Call to Order**

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

#### **04.13.10.02 Approval of Agenda**

The agenda was approved after being amended so Michelle Shelton, Student Government Association could speak right after the minutes had been approved.

#### **04.13.10.03 Approval of Minutes**

The minutes from the March 23, 2010 meeting were approved.

#### **04.13.10.04 President-Elect's Report**

Coordination with Provost on New Faculty Orientation: President-Elect W. Jackson met with Ann Harbor (Provost's Office) to discuss New Faculty Orientation, which is currently in the planning stage. W. Jackson requested that the Faculty Senate President be placed on the program and given at least 5 minutes to greet new faculty. A. Harbor will discuss this request with the Provost and get back to W. Jackson. President Raines agrees that the Faculty Senate (FS) should have a role and presence, so we can expect to be represented this fall.

#### **04.13.10.05 Invited Guest: Michele Shelton, Student Government Association (SGA)**

Student, Michele Shelton described a SGA initiative to make the campus smoke-free and asked for the Faculty Senate's backing. Her presentation was well received and a resolution voicing support is likely to be among the first items that the 2010-11 Faculty Senate takes up.

#### **04.13.10.06 President's Report**

1. Status of Pending Items: President J. Berman presented the status of four pending issues:

(1) Untenured faculty appeals of annual evaluations: FS wants the word "tenured" to be removed so as to include all faculty in the appeal provision. So long as the statement makes clear that faculty will not be retrying old facts but appealing only the process, David Cox, representing the President's Office, believes this change will go through as acceptable to all parties.

(2) Policy statement on chair selection. FS asked that, except in unusual circumstances, successful chair candidates must have the support of a majority of their faculty. FS wants this to be a university policy statement, not part of the Faculty Handbook. The issue remains unresolved.

(3) Revision to Policy UM1564, Grievance Process and Conflict Resolution. FS wants to have the faculty members who sit on this committee to be selected by the FS. President Raines had concerns about such a procedure, but a compromise is expected soon: FS will come up with a pool of names from which the administration will choose the appointee.

(4) Early first paychecks for new faculty. FS has requested that the Vice President for Finance address the need of new faculty to receive their first paychecks earlier than they do now. While there is an available avenue for early compensation, new faculty have not been aware of it. President J. Berman described this issue as *stalled*.

3. Response to Athletic Funding Motion: President Raines is working on a written response to the FS's request and will send it to all faculty. Meanwhile, the *Commercial Appeal* has made our athletics budget a "Hot Button" topic by running the story and soliciting reader comments. The response shows that 69% of its readers agree with the FS's position.

4. Past Presidents Luncheon: The second annual luncheon of the Past Presidents of the Faculty Senate meeting took place Friday, March 16, 2010. The attendees at the meeting all agreed that the luncheon patterned after a similar event by the Faculty Senate at the University of Tennessee Knoxville, be continued as a way to preserve continuity of senate activities and knowledge across the years. Summary notes of that meeting were shared with the Executive Committee. Four main issues were discussed: 9 month faculty contract, academic policies and procedures on curriculum, faculty hiring, and more transparency of athletic funding.

5. Information Technology (IT) Policy and Planning Council Meeting: Those present at the IT Policy & Planning Council meeting, which President J. Berman attended, learned (1) that the IT division has been restructured with the recent merger with Human Resources; (2) a voluntary data security tutorial for faculty will soon be available; (3) a new campus wireless network will be installed by August 15 with a guest-access option and new procedures to add non-employee guest accounts; the university will also be outsourcing student and possibly faculty email. The IT division's Ellen Watson, Assoc VP Information Technology is preparing a response to the recently approved FS motion concerning the availability of advance software for faculty during off-campus research and collaboration and involvement of the Faculty IT Committee in testing software sharing procedures.

6. End of Term: President J. Berman expressed his thanks to the members of the Executive Committee and Faculty Senate for the help he received this past year.

#### **04.13.10.06 New Business**

The following motions were brought to the floor:

1. From the Ad Hoc Budget and Finance Committee (presented by Craig Langstraat attending in the absence of Martha Robinson, chair):

Rationale: With the proposed changes to the THEC outcomes-based funding formula that includes increased emphasis on retention and graduation rates; the current economic environment, and as one of the stated core values of the University of Memphis is the "pursuit of excellence in teaching and research as the highest measure of successful achievement," it is imperative that faculty have input and involvement on a continuing basis in budgeting and planning processes.

The role and scope of the faculty includes assisting in the governance of the institution. To effectively fulfill that responsibility, faculty need to be fully cognizant of the budgeting process and the potential impact of the allocation of university resources on academic and other ancillary programs and services.

The duties and responsibilities of the ad hoc Budget and Finance Committee as articulated by the Faculty Senate are: (a) to provide for campus-wide faculty input into university budgeting and planning processes, (b) to encourage the use of faculty expertise in evaluating budget and planning matters, and (c) to inform the faculty, through the Faculty Senate, about university budget decisions.

Accordingly, it is imperative to have a mechanism to ensure continuous faculty input in the budgeting and planning processes. Faculty input is limited at best, if the faculty are consulted only after all major budgeting decisions have been made.

#### Motion to Senate

The ad hoc Budget and Finance Committee respectfully requests that representative(s) of the Faculty Senate be added as participant(s) to the university's budgeting and planning process to provide input on a continuous basis.

**Adopted unanimously by voice vote on April 13, 2010.**

#### 2. From the Faculty Policies Committee (W. Jackson):

##### Motion to Senate

The Faculty Policies Committee approves the changes to the 2010–2011 Faculty Handbook proposed by the Office of the Provost and posted on UMdrive be approved. NOTE: A hard copy of the changes are on file in the Faculty Senate office (154, AD).

**Adopted unanimously by voice vote on April 13, 2010.**

#### 3. From the Library Policies Committee (E. Frank, chair):

Rationale: The University of Memphis Libraries have traditionally been underfunded in comparison to those of the University's peer institutions. Due to underfunding, the UM Libraries are once again on probation with the Association of Southeastern Research Libraries (ASERL). Loss of ASERL membership after a four-year probationary period will have dire consequences for, among other things, Inter Library Loan services and the stated aspiration to be one of America's great metropolitan research institutions. In a time of increased demand for library resources, as well as material costs that rise at a rate higher than the basic inflation rate, to stand still is to go backwards.

##### Motion to Senate

1. The UM administration should seek levels of support from the state that equal or approach the levels afforded to the other comprehensive university in Tennessee, the University of Tennessee-Knoxville, as measured by percentage of institutional budget allotted to library functions or other benchmarks (i.e., dollars per faculty member, dollars per student, etc.).

2. Participation in consortia for contracts for online periodicals and databases should be state-, region-, or nation-wide to the extent this is not already the case.

3. The UM administration should seriously consider the imposition of a library support or access fee, to be assessed on all students each semester. Even \$10.00 per semester would generate hundreds of thousands of dollars each year.

**Adopted by show of hands, with 37 for, 2 nays, on April 13, 2010, the motion was amended.**

#### 4. From the Executive Committee (E. Perry):

Resolution: The Faculty Senate urges the President to make every possible effort to honor her previous commitment to the faculty not to terminate tenure-track faculty for budgetary reasons except as a last resort.

Adopted by show of hands, with 24 for, 4 nays, and 3 abstentions on April 13, 2010, the motion was amended.

5. From Association of TN University Faculty Senates (TUFS President J. Berman)

Background: At its meeting on April 9–11, the Association of Tennessee University Faculty Senates (TUFS) asked their member senates to ratify the following motion endorsing an equal across-the-board allocation of the proposed salary bonus.

Motion to Senate

The Association of Tennessee University Faculty Senates (TUFS) should send letters to the Tennessee House and Senate Education Committees, governor, Tennessee Higher Education Commission (THEC), and the media recommending that the proposed 3% faculty salary bonus be allocated in equal dollar amounts across the board, not as a percentage. Background: At its meeting on April 9–11, the Association of Tennessee University Faculty Senates (TUFS) asked their member senates to ratify the following motion endorsing an equal across-the-board allocation of the proposed salary bonus.

Adopted by show of hands, with 27 for, 1 nay, 2 abstentions on April 13, 2010.

**04.13.10.07 Nominations from Committee on Committees (A. Curry)**

A. Curry, committee member presented the nominations of individuals who have expressed an interest in serving and agreed to be nominees for appointment to administrative ad hoc committees of the university.

The Office of the Provost has a need to fill a vacancy on the Undergraduate Admissions & Retention Criteria.

Motion to Senate

Move that the Faculty Senate approve the nomination of Richard L. Irwin (Health & Sport Sciences) to serve on the Office of the Provost ad hoc Undergraduate Admissions & Retention Criteria Committee.

Adopted unanimously by voice vote on April 13, 2010.

2. The Faculty Senate, with input from Office of the Provost has a need to fill vacancies on the Task Force Assessment of Teaching Effectiveness.

Motion to Senate

Move that the Faculty Senate approve the nominations of faculty members: John M. Amis (Mgmt), Emin Babakus (Mktg Sply Mgmt), Robert G. Blanton III (Intl Studies), Donalyn Heise (Art), Joseph Jones (English), Joel Kahane (ASLP), O. Richard Lightsey (CEPR), Robin S. Poston (MIS), Nicole R. Robinson (Music), William T. Smith II (Economics), and Joseph C. Ventimiglia (Sociology) to serve on the Faculty Senate Task Force Assessment of Teaching Effectiveness.

Adopted unanimously by voice vote on April 13, 2010.

#### **04.13.10.08 Committees Reports**

1. Academic Policies Committee (J. Lukawitz): The survey on whether to move up the cut-off date for late-adds showed that most respondents supported the status quo. Charge closed out.
2. Faculty Policies Committee (K. Sisson): There was not time to complete the charges concerning online voting and workload policies. Therefore, the committee made the following recommendations the Faculty Senate initiate a practice of online voting whereby Faculty and Faculty Senate members can vote on pertinent issues online and the committee has no recommendations concerning faculty workload policies.
3. Ad Hoc Budget and Finance Committee (electronically submitted by Martha Robinson, chair and hard copies distributed to the senators:

#### Higher Education Funding Formula

The TBR hosted “Listening Tours” across the state on the proposed THEC Outcomes-Based Funding Formula. The West Tennessee “Listening Tour “ convened at Jackson State Community College on March 31, 2010 from 9 am – 12 noon. Attendees included representatives from the TBR and UT Systems institutions in the Western region. University of Memphis representatives included, Danny Armitage, Deborah Becker, Stephanie Blaisdell, Shannon Blanton, David Cox, Gary Dorhart, Peter Groenendyke, Yolanda Harper, Sharon Hayes, Henry Kurtz, Tom Nemon, Martha Robinson and David Zettergren.

The meeting provided an overview of the proposed changes to the THEC funding formula presented by Richard Rhoda, Executive Director, THEC and Russ Deaton, Director of Fiscal Policy and Facilities Analysis, THEC.

#### Presentation Summary:

THEC is recommending moving from an input-based incentives model of funding based primarily on enrollment growth and sustainability (enrollment based calculations using three-year moving average of actual fall enrollment) to an outcomes-based model of funding that focuses primarily on outcomes (outcomes is defined as the number of degrees and transfers). The proposed Outcomes-Based Funding Formula would be consistent with recommendations of the Complete Tennessee Act. A major thrust of the proposed formula is altering the current incentive structure to focus on outputs/outcomes, rather than an inputs-based incentive structure. The existing funding formula is approximately 60% enrollment driven. Under the proposed formula, institutions would be rewarded based on a set of pre-agreed upon mission specific variables, in addition to the previously stated indices.

#### Design and Projected outcomes of new funding formula:

- Gain broader agreement on the activities and outcomes higher education ought to pursue.
- Spread the financial incentives to a larger more appropriate set of variables (not just enrollment).
- Calibrate (incentives related to variables) specifically to an institution’s mission by utilizing Carnegie Classifications.

- Strengthen links to master plan
- Enhance incentives for student retention and research

#### Proposed Design, Outcomes-Based Funding Model

- Introduce a focus on productivity (defined as degree completion, transfer activity, student access, adult student enrollment and completion, etc.). Tailor productivity emphasis to each institution's mission.
- Identify an outcome (degree attainment, transfer activity, student retention etc.). Compile actual data on those outcomes (fact book, statutory reports).
- Award "points" for these previously identified outcomes.
- Weight the outcomes based on institutional mission.

#### Projected Timeline for Implementation:

The proposed Outcomes-Based Funding formula would be phased in over a multiple-year period beginning in June 2010.

#### Specific Considerations relative to the Proposed Outcomes-Based Formula:

As of the March 31 "Listening Tour" the *weighting* of university specific mission related variables had not been determined; nor had it been determined, how the mission specific variables would be factored in the funding formula.

#### 4. Information Technology (Tom Banning):

- a. The IT Subcommittee is working with Brooke Wilson to develop a FAQ for the faculty regarding FERPA and its implications for the faculty. This effort was started because of a new security tutorial and an upcoming 'security quiz'. The FAQ's are in the preparation mode.
- b. The Faculty Senate approved motion which came from last Senate meeting regarding software licensing has received visibility. We will start the dialog with IT regarding the issues relating to the costs of individual license for SPSS and other specialty research software.
- c. Representation on the Student Laptop initiative meeting has yielded many concerns and issues that will need to be addressed. The initiative was started because of the high costs of dedicated TAF labs both newly requested labs and the continued upgrading of TAF labs. Discussions have taken place that raised several issues. One the departmental specific requirements for software, two the need for dedicated testing labs, three the costs for having opens labs with wireless printers and power for students with laptops, four cost of the laptops and software for each student, five ability for the students to checkout laptops if the student's laptop fails and six that departments have TAF labs still available with the costly non-generic software that is need for the students use for class and research assignments.

#### **04.13.10.09 Announcements/Events**

Senate Election Deadline: April 20

Faculty Convocation : April 23 (at new Law School downtown)

2010-2011 Faculty Senate Meeting: April 27

#### **04.13.10.10 Adjournment** The meeting was adjourned at 4:30 p.m.