



Minutes of the Faculty Senate

Presiding: Thomas E. Banning (Engineering Technology)

Date: 4-16-13

Secretary: Cynthia G. Tucker (English)

Senators Present: Thomas E. Banning (Engr Tech), Jeffrey S. Berman (Psy), Shaum P. Bhagat (Comm Sci & Disorders), Lawrence B. Blackwell (Theatre & Dance), Patti Bradford (Univ College), David C. Burchfield (Public Health), Gloria F. Carr (Nursing), Richard D. Evans (Fin, Ins, & Real Estate), Donald R. Franceschetti (Physics), Tomoko Fujiwara (Chemistry), Michail Gkolias (Civil Engr), Michael M. Grant (Instr & Curr Ldrship), Reginald L. Green (Leadership), Thomas Hrach (Journalism), Michael G. Huffman (Health & Sports Sci), Terry Ishitani (Couns, Ed, Psy & Res), Wade M. Jackson (Mang Info Systems), Eddie Jacobs (Elec & Comp Eng), Donna R. Jones (Law School), Benwari L. Kedia (Management), Robert Kozma (Mathematical Sciences), J. Harvey Lomax (Political Science), James M. Lukawitz (Accountancy), David G. Matthews (Communication), Kevin Merriman (Libraries), Jiada Mo (Mech Engr), Cedar L. Nordbye (Art), Heike Polster (Foreign Lang & Lit), Timothy D. Roche (Philosophy), Steven D. Schwartzbach (Biology), R. Jeffrey Thieme (Mrktng & Suply Chain Mang), Cynthia G. Tucker (English), K.B. Turner (Crim & Criminal Justice), Roy B. Van Arsdale (Earth Sciences), Junmin Wang (Sociology), John L. Williams (Biomed Engr), James F. Williamson (Architecture)

Senators Present by Proxy: Kathryn A. Hicks (Anthropology) Michael Duke, Gregory Washington (Sch Urb Aff & Pub Policy) M. Elena Delavega

Senators Absent: Economics (vacant), Dipankar Dasgupta (Computer Science), Edward J. May (Military Sciences), Kevin M. Sanders (Music), Arwin D. Smallwood (History)

TBR Representative: Richard D. Evans (Fin, Ins. & Real Estate)

Faculty Senate Information Officer: Michael M. Grant (Instr & Curr Ldrship)

Guests: Chancellor John Morgan (TBR), Gregory Duckett (Vice Chair Board of Regents), Shirley C. Raines, David Cox (President's Office), Thomas Nenon (Provost's Office), James Dorman (UMAR), Lawrence A. Pivnick (Past-President, Faculty Senate [Law]), Vice Presidents & Directors from across the campus

The four-hundred- and-eighth meeting of the University of Memphis Faculty Senate was held Tuesday, April 16, 2013, in the Senate Chambers, Room 261 of the University Center.

4.16.13.01 Call to Order

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

4.16.13.02 Approval of Agenda

The agenda was approved as submitted.

4.16.13.03 Approval of Minutes

The minutes for March 26, 2013 were approved as submitted.

4.16.13.04 Guest Speakers: President Shirley Raines, Chancellor John Morgan

1. President Raines, having just announced her retirement at the end of this academic year (June 30, 2013), spoke of her gratitude for both the joys and challenges that have come to her during her twelve years in office. She thanked the faculty for their major role in the strides that the U of M has made during her tenure, and she thanked her husband, Dr. Robert J. “Bob” Canady for his constant support.

2. TN Board of Regents Chancellor John Morgan elaborated on his reasons for choosing R. Brad Martin to serve as the U of M’s interim president. Among Martin’s many credentials, which include service as a state legislator, he comes as a highly successful entrepreneur who understands retail dynamics and customer service and so will be able to move us toward a different mode of operation, namely, a business model. He had no interest in this becoming a permanent job. A national search for our new president will begin this summer. We have a TBR search firm under contract, and students, faculty, and staff will all be involved in the selection process. Chancellor Morgan hopes to have a new president in place by the start of 2014, but no later than June 2014.

4.16.13.05 President’s Report

1. Faculty Survey (Evaluation of Administrators): This survey will have to be sent out again to correct the problem of answers “locking,” i.e., preventing participants from moving to the next page before they have answered all items in front of them. The 2012-13 Faculty Survey of Administration will close Monday, April 22, at 4:30 p.m.

2. New Faculty Category: Affiliated Faculty (AF): The document brought to floor by the Faculty Policy Committee was returned to committee, without a vote, for clarification of which faculty will be able to serve as chairs.

3. Faculty Senate Representative for Lambuth Campus: Faculty at the Lambuth campus have asked to have their own representative on the Faculty Senate. This request has been deemed unnecessary and inappropriate, given that faculty based at the Lambuth campus are already represented by their departments here. Their request has been denied. Senators R. Kozma and D. Matthews pointed out that the faculty at Lambuth should have no problem being informed since all Faculty Senate meeting are open to them. President T. Banning will inform them of this.

3. Deans, Chairs & Directors Meeting (April 4): The agenda included the following: Provost Rudd’s announcement that he will be making a “listening tour,” visiting all our divisions and colleges, this fall; a brief update on enrollment patterns from Betty J. Huff; Vice Provost Enrollment Services an update from Daniel J. Poje, Asst Vice Provost Academic Program Effectiveness on the SACS (Southern Association of Colleges and Schools) assessment we have coming up; and Provost Rudd’s announcement that the post-retirement teaching is now a thing of the past and unlikely to be reinstated. Those already authorized to take this option will have that

agreement honored. For a copy of the full agenda, contact Melissa M Buchner, Provost Office), email: mmbuchnr@memphis.edu)

4. Report On Progress of Funding for Library: This report, from the joint committee is not ready to be released. Senators T. Hrach and S. Schwartzbach served on the joint committee. Provost Rudd has the report in hand, but has not yet released it.

5. Report (March 15, 2013) to TN University Faculty Senates (TUFS) on U of M Faculty Senate's Actions 2012-2013: President T. Banning, who was elected to a one-year term as TUFS secretary, shared his report to that body of what our senate accomplished this year:

a. Securing Acceptable T&P Verbiage: The ongoing, sometimes acrimonious, ten-year discussion was finally settled regarding verbiage in the T&P portion of the faculty handbook. These efforts, led by the Senate E.C. and Interim Provost Dr. Nenon, approved the following change: "Faculty members on tenure-track appointments will not be subject to substantial revisions in the criteria for tenure if these revisions occur during the faculty member's probationary period. However, all procedural guidelines would be those in place at the time of the application for tenure."

b. General Faculty Communication: All-faculty emails regarding major Faculty Senate actions as well as all-faculty surveys used to identify/document anecdotal problems/issues on campus were used to communicate not only with the faculty but also to help Administration understand the Faculty Senate's priorities.

c. Domestic Partner Benefits Resolution: With the endorsement of President Raines, the Senate passed a resolution identifying and supporting the need for equal benefits for those faculty that were in relationships not covered by TBR and the state of Tennessee. First brought up by UTK and discussed at the TBR Faculty Subcouncil, the Faculty Senate continued with the resolution to try to show a broad support by 4-year institutions in Tennessee.

d. Equity in Athletics Committee: A university level committee managed by President was formed with faculty nominated by the Faculty Senate. The chair of the committee, Dr. Reginald Green, is from our Senate E. C.

e. Athletic Task Force: Task Force, comprised of many faculty nominated by the Faculty Senate gathered information on the state of athletes enrolling and graduating from the University and will submitting a report to Administration shortly.

f. Joint Library Committee: Embracing the recommendation the Faculty Senate issued last spring, President Raines and Interim Provost Nenon are formed a working committee charged with exploring more funding for library services. The committee include two senators recommended by the Faculty Senate and two faculty recommended by Libraries Dean.

g. Models for Graduate and Undergraduate Curricula: The Faculty Senate E. C. charged a Faculty Senate committee to investigate the Graduate and Undergraduate Committee models used by comparable institutions across the U.S. The fundamental question, "What roles does the faculty senate plate in graduate and undergraduate curricula?", was used to encourage dialog. The committee will present the findings after the new Provost, Dr. Rudd, is on board next week.

h. Specialized University Software: Using SPSS as the focal point for the discussion the Faculty Senate worked with ITD to develop a large contingent of faculty and students to test a new 'virtual' implementation of SPSS. The evaluation has continued through this semester. SPSS was used because TBR IT says that the software is research based software and won't be paid from specific student (TAF) software funding which leaves individual departments having to purchase the costly software.

6. TUFS Resolution: "TBR and University of TN to stress collaboration of Administration, Faculty and Faculty Senate so that events similar to (TN State University) TSU don't happen again."

4.16.13.06 Reports from Committee Chairs

The standing committees of the Faculty Senate provided (verbally) their respective year-end report.

1. Committee on Committees: The committee chair, G. Carr presented a summary of the nominations provided this year and thanked her committed for the pleasure and satisfaction of working with them. The charge of populating the ad hoc Living Wage Committee will be carried forward to next year's faculty senate.
2. Academic Policies Committee: In the absence of K. Sanders, chair of the Academic Policies Committee, H. Lomax acting on the chair's behalf, gave the report. President T. Banning explained that the report was just setting preliminary ground works for future committee actions. The report will be archived in the Faculty Senate Office.
3. Academic Support Committee:
The committee had no report.
4. Faculty Policies Committee: President T. Banning on behalf the committee chaired by E. Jacobs, presented the committee's recommendation. The only item of business was the edits proposed by Thomas Nenon to the proposal for creating the designation of Affiliate Research Faculty (ARF). The committee unanimously supports the changes, so that the document reads:

Affiliate faculty are faculty members who either are self-employed or are employees of an organization other than the University of Memphis. Affiliates play an important role in research efforts in the department. They serve on M.S. and Ph.D. advisory committees of our graduate students, and provide advice and resources. Affiliate faculty members are nominated for their position by a regular faculty member with whom they collaborate. Appointments (and conditions of appointments) of affiliate faculty members are recommended by the Department Chair, the College/School Dean, with final approval by the Provost. Appointments for affiliate faculty positions are annual appointments that may be renewed. Renewal of affiliate faculty appointments is based upon availability of funding to support the positions.

The academic appointment of research affiliate recognizes the status of an individual with whom the University wishes to acknowledge some degree of association. Affiliate faculty may be instructors-of-record, may have rank assigned to their title (ex: Affiliate Research Professor), but are neither tenurable, nor do they have faculty voting rights. Affiliate Research Faculty may be PI or Co-PI on a grant. Affiliate Research Faculty do not receive the full range of employee benefits. They may voluntarily elect to participate in paid services such as parking and may purchase athletic and other event tickets.

A brief discussion ensued regarding the question of ARF members serving as chairs of committees. The Faculty Policies Committee's recommendation was rejected by the body and return to committee for wording consistent with Graduate Faculty verbiage already in place.

Once this has been done, it will go to the provost and then return to the FS. The committee's ARF charge will therefore be carried forward to the 2013-14 Senate committee.

5. Research Policies Committee: The committee had no report

6. Administrative Policies Committee: The committee had no report.

7. Library Policies Committee: The committee had no report but its chair, D. Matthews, speaking for all its members, urged the Senate to keep up the pressure to have the library properly funded.

8. Ad hoc committees: Martha D. Robinson, chair of the Faculty Senate's ad hoc Budget and Finance Committee had no report, nor did R. Evans, chair of the ad hoc Faculty Lounge Committee.

4.16.13.06 Old Business

There was no old business to be discussed.

4.16.13.07 New Business

1. Recognition of President T. Banning's Service: Thomas "Tom" Nenon, Provost Office read the following tribute from Provost M. David Rudd: "In the short time I've been on campus, it's become clear that Tom Banning has provided exceptional leadership during his tenure as President of the Faculty Senate. His service is a wonderful example of working collaboratively with academic affairs and other groups on campus in an effort to efficiently and effectively accomplish our mission and meet the needs of our students. He's established a solid foundation for his successor. This crystal is in recognition of his service, sacrifice, and leadership. On behalf of the University of Memphis, thank you, Tom."

2. Appeal Process for Non-Renewal of Tenure Track Faculty: President T. Banning has asked his successor, R. Evans, to have next year's senate address the need for a policy that allows new faculty to appeal if within just months of their being hired their contracts are not renewed.

4.16.13.08 Announcements

1. April as National Awareness Month: For Alcoholism, Autism, Minority Health, Sexual Assault.

2. Africa in April/ Cultural Awareness Festival: This event will take place April 17 - 21, 2013, at Robert R. Church Park in the Historic Beale Street District of Downtown Memphis. It will showcase the Republic of Senegal. For more information visit: <http://www.africainapril.org/>. Our College of Communications and Fine Arts is one of the sponsors.

3. Election of Faculty Senate Officers and Formation of Standing Committees: These actions will be the main business when the new senate meets on April 30, 2013. President R. Evans will also appoint the Information Officer for 2013-14 AY. For more information, see the Article of Authority on the Faculty Senate web site.

4. Professional Privilege Tax: As permitted by state law, the U of M will remit the \$400 Professional Privilege Tax to all full-time faculty and staff. For a list of professional licenses that, if current, are subject to this tax, go to <http://www.state.tn.us/revenue/tntaxes/proftax.shtml>. These payments will be included on your W-2 as taxable income. The deadline to submit is on or before April 30, 2013.

5. The next meeting of the Faculty Senate will on April 30, 2013: Dr. Richard D. Evans will preside. Elected Senators shall meet with the outgoing Senate in April and May to ease the transition.

4.16.13.9 Adjournment

The meeting was adjourned at 3:55 p.m. so that senators could attend the open forum held by TBR Chancellor John Morgan at 3:45 p. in the River Room of the University Center.