



Minutes of the Faculty Senate

Date: 2-25-25

Presiding: DeAnna Owens-Mosby (Instruction and Curriculum Leadership)

Secretary: Jeni Loftus (Sociology)

Senators Present: Laura Alderson (Management), William Alexander (Chemistry), Reza Banai (City and Regional Planning), Melanie Conroy (World Languages and Literatures), Bradley Dixon (History), Sean Driscoll (Philosophy), Barbara Fitzgerald Esq. (College of Professional & Liberal Studies), Rhema Fuller (Kemmons Wilson School of Hospitality), Edith Gnanadass (Leadership), Carl Hess (University Libraries), Joy Hoffman (Family, Community, and Health Systems Science), Greg Hughes (Healthcare Leadership Dept), Andrew Hussey (Economics), Eddie Jacobs (Electrical and Computer Engineering), Stephen Karr (Rudi E. Scheidt School of Music), Gensheng Liu (Marketing & Supply Chain Management), Jeni Loftus (Sociology), Michael Medcalf (Theater & Dance), Miriam van Mersbergen (School of Communication Sciences & Disorders), Joel Nichols (Journalism & Strategic Media), Katie Norwood (School of Social Work), Ryan Parish (Earth Sciences), Kristy Patrick-Lewis (Acute, Chronic, and Continuing Care Science), Dursun Peksen (Political Science), Shahram Pezeshk (Civil Engineering), Katy Ramsey Mason (Cecil C Humphreys School of Law), Will Robertson (Anthropology), Francisco Muller-Sanchez (Physics and Materials Sciences), Omar Skalli (Biological Sciences), Kate Sorensen (School of Accountancy), Mark Sunderman (Finance, Insurance, and Real Estate), John Topinka (Dept of Public and Nonprofit Administration), Srikar Velichety (Business Information & Technology), Amanda Young (Communication & Film), Xinhua Yu (School of Public Health), Coe Lapossy (Art), Mate Weirld (Mathematical Sciences), Sajjan Shiva (Computer Science), Stephanie Huetten (Psychology), Jeffrey Scraba (English), Daniel Millican (Military Sciences, Naval Sciences)

Senator Present by Proxy: David Gray (Sean Driscoll – Philosophy) Tim McCuddy (Doyun Koo - Criminology & Criminal Justice), Jessica Jennings (Carl Herickoff – Biomedical Engineering)

Senators Absent: Gladius Lewis (Mechanical Engineering), Jennifer Thompson (Architecture), Eli Jones (Counseling, Educational Psychology, and Research)

Guests: Sara K. Bridges (Ombudsperson)

The five hundred and twelfth meeting of the University of Memphis Faculty Senate was held on Tuesday, February 25th, 2025, in the Senate Chamber of the University Center.

02.25.25.01 CALL TO ORDER (2:40 P.M.)

President Owens-Mosby called the meeting to order at 2:40pm with a quorum present.

02.25.25.02 APPROVAL OF AGENDA

President Owens-Mosby – Motion to approve the agenda.

Mate Weirld (Mathematical Sciences) – Will we discuss the political situation? Funding has been seized and people are having a hard time completing their research.

Vanderbilt has suspended graduate admissions. I would like to know what is the university's reaction to all of these changes. I am surprised we don't have anything that will address this on the agenda. What is the forum for discussing these things? I object to the agenda.

President Owens-Mosby – What goes on the agenda is what is sent to the EC 10 days before the meeting. And nothing on that was sent to me.

Mate Weirld (Mathematical Sciences) – The whole thing needs to be abandoned. The agenda is not acceptable as it is. It should have been addressed by the Executive Committee. We need to address these issues.

President Owens-Mosby – I appreciate you putting that on the record. However this is the agenda that we have for today. Is there anyone that has any objection to the agenda as written?

Edith Gnanadass (Leadership)– I'm not objecting, but this is a good point. Can we add it to the next agenda, or can we do something else?

President Owens-Mosby – Yes, please add it to next month's agenda. We need it 10 days ahead of the senate meeting. We need it in the form of a formal report or motion.

The agenda was approved as written.

02.25.25.03 APPROVAL OF MINUTES

The minutes of the January 28th, 2025 Faculty Senate (FS) meeting were not approved

William Alexander (Chemistry) asked to have the minutes revised to include the data presented at the end of the Research Policies committee report. Alexander suggested he send a written correction and the corrected minutes can be approved at the next senate meeting. Alexander made a motion to postpone approval of the minutes until the March senate meeting.

Call the question

Vote

Yes - 41

No - 0

Abstain - 0

Vote on Motion

Yes - 40

No - 0

Abstain - 0

02.25.25.04 ADMINISTRATIVE UPDATE

Provost Russomanno Remarks

Provost Russomanno reported that after his remarks he was heading to Nashville as part of the Memphis to Nashville delegation arranged by Chamber of Commerce. The purpose of the delegation is to elevate the awareness of Memphis and our priorities in the halls of our state legislature. The delegation wants to thank the legislators in advance for hopefully supporting Governor Lee's budgetary priorities, which includes 75 million dollars for the University of Memphis and more research modernization. They are hopeful that that portion of the governor's proposed budget will work its way through the reconciliation process and be approved for the next fiscal year.

Provost Russomanno also reported that President Hardgrave was currently in DC on the hill talking with our federal delegation about University of Memphis priorities. Those priorities are primarily centered around research priorities.

The provost indicated he wanted to make a brief comment on research challenges occurring because of funding freezes and said that Jasbir Dhaliwal, the Vice President for Research and Innovation, is the primary point of contact regarding all issues around research. We currently have around seven grants that have been put on hold due to executive orders. The provost suggested that perhaps the senate would want to consider inviting Jasbir Dhaliwal to come and speak to the senate. Dhaliwal has been working closely with other vice presidents of research across the nation in terms of understanding how various institutions are approaching this.

The provost also wanted to comment on the Dear Colleague letter that was issued by the Department of Education. This letter has generated a lot of concern regarding what will be the university's response. The Dear Colleague letter is not law. It is the Department of Education saying how they intend to interpret the law. It goes back to when the US Supreme Court ruled regarding race and gender in the admissions process.

There is tremendous gray space here. The president and the provost were on a call with other presidents at public universities across the state of Tennessee and all the universities in the state have a pretty similar approach. That is first and foremost, the Dear Colleague letter is not law. It's subject to interpretation. There are going to be several legal challenges to this, to what is implied or how the Department of Education is going to interpret the law. We anticipate significant legal challenges. The Department of Education issues no meaningful guidance associated with the letter. We are not in a position to take specific action because doing so would require interpretation and it may result in over-compliance. Our legal team, our government relations team, the president, the provost's office and others are working on this. We are in a wait and see situation, realizing that the 14-day timeline in the letter is not going to be practicably enforceable.

We will not let the timeline drive our timeline at this stage for any specific action. We understand the concern, but the reason you're not seeing a webpage or something like that is there's nothing actionable at this point for the faculty with respect to the Dear Colleague letter.

On a more positive note, the provost wanted to give some introductory remarks related to the COACHE survey that will be presented later in the meeting. The instrument is aligned with goal five of the strategic plan focusing on recruiting, retaining, rewarding and recognizing our people. The university is our faculty, and this is our greatest asset for attracting students. This instrument helps us assess our progress with respect to our goals in this area. Many of you have participated in the survey that occurred last spring. Colton Cockrum and Kandi Hill-Clarke will briefly share some aspects of the COACHE survey and some action plans that the provost's office will be asking deans and others to put in place with respect to the COACHE survey.

I can take a few questions now if that is appropriate.

Carl Hess (University Libraries): You mentioned the Dear Colleague letter is not in place to take specific action yet. Before that had come out, the University Libraries had been instructed that we were supposed to start looking at our webpages to remove diversity, equity and inclusion language. And we've been told that guidance came down from the president. Is that still in effect?

Provost Russomanno: Yes, I would say so. I think many of the universities in the state of Tennessee felt that with respect to the Dear Colleague letter, we were probably in a lot better position than many other universities across the state because we had already taken some proactive action with respect to diversity, equity and inclusion when I became provost in the summer of 2023. There was the Divisive Concepts bill that we dealt with at that time too. The way I tried to reply to folks seeking guidance is, and this may sound cliché, but I believe it does encapsulate the essence. We're going to have to rename, we're going to have to reframe, can do the same to not inflame. For example, in my own language, I tend to now use terminology like an "inclusive academy" where I might have said diversity, equity and inclusion in the past. And part of that is to not be a lightning rod. The reality is we want to do the same great, meaningful work that many of you have been devoted to in your careers. And the best way to do that is to not repel money from Nashville. We want to take a proactive approach here in terms of some of the language we use across the university. So yes, there was been an inventory of, for example, diversity officers or any type of position that might be interpreted by some as solely focused on diversity, equity and inclusion. So taking a proactive approach in that case. So yes, what you said is not inconsistent with my understanding.

Mate Weirld (Mathematical Sciences): Can you summarize this Dear Colleague letter in a couple of sentences? What does it say?

Provost Russomanno: It essentially refers to the Supreme Court ruling around race and admissions. We went through a process within the university to ensure we don't have any form of race or gender based admissions, as well as scholarship awards. We can't have scholarships awarded solely based on race or gender or what have you. So in

many cases we might rename, so we focus on first generation students or students with unmet financial need. Realizing, essentially that for students' demographics that we serve, typically the same types of supports and things we have in place are going to impact the same populations. It is a matter of how we frame it. The issue with the Dear Colleague letter is that there is some language in there that potentially could be interpreted as other areas that may be like a center of multicultural affairs. How would that be impacted by the Department of Education's interpretation? That is unclear. So there is some language in there that extends the Supreme Court decision into other areas that is not clear. It is ambiguous. There is no guide. The essence is extending the Supreme Court ruling into other areas. It is an interpretation of that ruling. Our legal council is in the best position to describe this, but this is a layperson's explanation in this domain. I'm not a lawyer, but I am trying to give you my understanding of the Dear Colleague letter and its implications at this time.

02.25.25.05 PRESIDENT'S REPORT

President Owens-Mosby said she wanted to address Senator Weridl's concerns about the agenda. There are things that are not brought up here, but that the Executive Committee does talk with the president and the provost and other administrators about these things regularly. The provost addressed some of the things we discuss, like what is going on with NIH and NSF and going from 45% to 15% for IDCR, how this impacts faculty in addition to what the provost just talked about. President Owens-Mosby assured the senators that she is on top of this as well. When she sees something that will affect the faculty, she is reaching out to senior administrators. President Owens-Mosby agrees that inviting Jasbir Dhaliwal and perhaps Melanie Murry to the senate would be a good idea. Just so it is clear, if you want something added to the agenda, it needs to go to the EC ten days in advance and should be a presentation or a motion.

President Owens-Mosby met with Brian Meredith in Enrollment Management to discuss Fall. Currently we are down 14% for first-time Freshman. Tony Bourne, who was the VP of Enrollment Management, had lots of plans to recruit and increase enrollment. The plans that he was reporting on however, they found out after he had left that none were actually in place. We are behind. We are trying to put things in position now. There are extra efforts being made.

Srikar Velichety (Business Information & Technology) - 14% from this point last year?

President Owens-Mosby – I don't know, that wasn't made clear to me.

Mark Sunderman (Finance, Insurance, and Real Estate) – One thing the president has mentioned is that this was not unanticipated because of changes we made in admissions requirements. Last year we had more applications, but admitted fewer. The president was told we need to improve the quality of our students, but in the short run it will impact the enrollment.

Xinhua Yu (School of Public Health) – Is it possible in a future meeting to invite the enrollment people to give an overview of the strategy?

President Owens-Mosby – Yes, we can do that. Thank you for the suggestion. I can extend an invitation.

TUFS Winter Meeting was Saturday, February 22nd. It was the legislative update. The government relations legislative person from the university, Allie Jones, gave the legislative update. She spoke about updates at the state level, not at the federal level.

Centers and Institutes Policy is now published.

Governor's State of the State Address was last week. President Owens-Mosby reported that she can't give any updates on salary projections from the budget because there aren't any yet.

President Owens-Mosby reported that there have been some concerns about being able to hear each other in the senate. Please remember to be a little bit louder. Also, sometimes it is difficult to see our documents. We will try to remember to make them larger. Let the president know if there is something that we can do better for accessibility.

02.25.25.06 REPORTS

Standing Committee Reports

Committee on Committees: Stephanie Huet

President Owens-Mosby yielded to Committee on Committees Chair Stephanie Huet who reported that the committee had nothing to report.

Academic Policies Committee: Chair, Edith Gnanadass

President Owens-Mosby yielded to Academic Policies Committee Chair Edith Gnanadass who reported that the committee had nothing to report.

Academic Support Committee: Chair, Katie Norwood

President Owens-Mosby yielded to Academic Support Committee Chair Katie Norwood who reported that the committee had nothing to report.

Administrative Policies Committee: Chair, Greg Hughes

President Owens-Mosby yielded to Administrative Policies Committee Chair Greg Hughes who reported that their charges include submitting recommendations for the make up of the Dean's 360 review committee, as well as timelines for implementation. The committee recommended that the 360 committee would include a total of 8 team members, with the chair being the dean of another college not currently under evaluation. The remaining seven members will be broadly representative of the interests of the college, a cross-section of the college staff, students, community affiliates, faculty and staff members. Our charge regarding the timelines was not to determine all the specific categories making up the evaluation process, but rather to break those primary categories down into achievable timelines for success implementation. For the dean's under review in a given year, the evaluation process is going to begin in

September and it will end a week before spring break. The primary categories that make up the evaluation of the dean's review process includes the selection of the evaluation committee members, the dean's completion of her statement of accomplishments, initiation of the 360 faculty staff evaluation survey, and the review committee's focus group, and interviews with the dean under review. Once all of those specifics are completed, the 360 committee will review the findings and develop a report for submission to the provost. The committee took all of those specific categories and broke them down into workable and achievable timelines over that period of September all the way through March. We have submitted those recommendations to the provost and the executive committee for review.

Budget and Finance Committee: Chair, Stephen Karr

President Owens-Mosby yielded to Budget and Finance Committee Chair Stephen Karr who reported that the committee had further discussion on the summer teaching salary cap of \$7,000 across campus. President Owens-Mosby and the chair of the budget and finance committee met with the provost. He had just had a meeting with the deans independent of this discussion in this body, where apparently he was encouraging them to be more creative about attracting students to summer enrollment. It may be moot. The committee is formulating a questionnaire to send out to the deans about this issue and we'll report that out, but we may find that it is going away in favor of some other compensation scheme. The committee also had a meeting with Bustamante. They discussed with him the idea of communicating in lay language the budget model for the university, how it's going to be adopted and how priorities will be discussed. We also discussed the lack of digital and physical infrastructure updates that we need. He said some of that may be dealt with by the research modernization in the government budget. Also discussed some of the item five goal on the Ascend plan, which is retention. The committee will report more on that next month.

Faculty Policies Committee: Chair, Tim McCuddy

President Owens-Mosby yielded to Faculty Policies Committee, Chair Tim McCuddy was absent. President Owens-Mosby had spoken with Tim the day before, so offered to do the report for him. What is being presented is the feedback up until Thursday afternoon when the committee met. According to the timeline there will be another meeting or two to discuss changes. Then they will be meeting with the provost as a committee to come to a consensus on what the language will be with the changes that are proposed. The voting does not happen until the 25th of March. Senators will get the finalized version of the changes by the 18th. We can open the floor for questions for the committee on this document, but not revise the document.

Revised changes attached

Katy Ramsey Mason (Cecil C Humphreys School of Law) – This is an updated document from what we were given to give feedback on. The missing portions, does that mean those are no longer under consideration for changes?

President Owens-Mosby – That is correct. This is what the committee decided to make revision on this year. My understanding is that sections that are not including in this have been moved to consideration for next year.

Laura Alderson (Management) – That is because the provost got involved.

President Owens-Mosby – Let me correct that as far as the provost getting involved.

The provost isn't involved in this at all. The provost was asked for feedback just like everyone else was asked for feedback. But then it went back to the committee for the committee to decide what was going forward.

Edith Gnanadass (Leadership) – Something came up from the handbook about tenure and promotion, that there had been some changes made by the provost about non tenured faculty in chair positions or other leadership positions that cannot vote in the process they can write a letter. This is an issue that has come up. Faculty have come to me and shared and I think I shared this concern as well with Tim. Is that being addressed?

President Owens-Mosby – This is all that is being addressed. What is in this document is all that is being addressed for changes. I think what you are referring to is things that have been sent to deans from the provost. Is that what you are referring to?

Edith Gnanadass (Leadership) – No, this is actually affecting faculty who have gone up for tenure where because their chairs are not tenured, they are clinical faculty, the way that decision making, what we say in the handbook is different from how it is done.

President Owens-Mosby – Would that be in section five? Nothing in section five is being changed this year.

Edith Gnanadass (Leadership) – I know I had talked with Tim about this, and I also think it is good for the body to know about this.

Joy Hoffman (Family, Community, and Health Systems Science) – That is in section five, and section five needs a lot of work. What we discussed in the committee is we don't have enough time to appropriately look at and make changes in section five. We need to do that section, so we are going to say that next year there needs to be look at all of the key points. We aren't ignoring it, we wanted to look at it, but we just don't have enough time.

Mate Weirld (Mathematical Sciences) – I just want to react to this. AAUP's official recommendation is that even non-tenure track faculty should participate in any kind of voting in a department. That is the recommendation, and probably that is what we are going to follow. I don't know about other committee members, I would like to see that kind of change.

Katy Ramsey Mason (Cecil C Humphreys School of Law) – I'm asking a lot of questions, because I got a lot of feedback from my faculty on the proposed changes. And one of the changes that several faculty members asked about the law school is, how were these changes decided on this year? How did the committee come to a decision to make these changes at this time?

President Owens-Mosby – They went through the handbook based on feedback from the senior vice provost of faculty affairs on things that needed to be clarified or cleaned up. Also based on feedback from this body, feedback that came from the faculty through Teams. And then as a committee they made the decision. It was a majority vote in the committee. Committee, is that correct?

Mate Weiridl (Mathematical Sciences) – If anybody has a proposal of what they don't like in the handbook, then they can talk with us directly. It doesn't have to be formal. Talk to the committee members and we'll see what we can do.

President Owens-Mosby – But we're not there anymore, we're already done.

Mate Weiridl (Mathematical Sciences) – Next year.

President Owens-Mosby – Yes, in the future. You know the process now. The committee will likely change some next year, but this is the process.

Doyun Koo (Criminology & Criminal Justice) – I'm Tim McCuddy's proxy today. He's the committee chair. He asked me to take detailed notes. I will make sure to relay all of this to him.

Library Policies Committee: Chair, Carl Hess

President Owens-Mosby yielded to Library Policies Committee Chair Carl Hess who reported that Gerald Chaudron reported a monthly update on the university libraries. They have finished answering the follow up questions on its portion of the SACSCOC accreditation report and do not expect anything else to come from that. The university has a large number of computers that will not be able to be updated to Windows 11 and will need to be replaced. They are currently working on how to obtain funding to cover that cost. The Information Access Services Department of the library is currently reviewing all electronic journal subscription packages in anticipation of potential budget cuts in the next couple of years. They do review this on an annual basis any packages that are up for renewal, but they are putting an extra focus on reviewing all packages and subscriptions so that decisions can be made strategically in the face of unexpected budget shortfalls in the short and medium term. The committee is working on the peer funding and collections report. Want to thank everyone who shared the faculty survey. The committee has begun brainstorming what they are going to recommend for the committee to investigate next year.

Research Policies Committee: Chair, William Alexander

President Owens-Mosby yielded to Research Policies Committee Chair William Alexander who reported that the Office of Research Integrity passed some updates about research misconduct and how things are defined. Jasbir's office needed to make some changes to University Policy RE7001 on research misconduct to implement those different definitions and changes. The University council, our Research Policies Committee and other people at the institution have looked those over. It will go to the Policy Review Board, and that policy will get updated sometime in the next couple of months. If you see something about this, this is just a heads up. There is nothing weird going on there. It is all things that had to be changed at the institution. The Research Policies Committee did review those changes.

02.25.25.07 OLD BUSINESS

Nine-month Faculty Deferred Pay presentation

Motion to Approve Timeline for Faculty Senate Review of Revisions and the Vote on

Revisions for 2025-2026 Faculty Handbook

Motion M 2025.1.28 Resolution to Endorse and Highlight Previous Recommendations for IDCR and Faculty Buyout Policy

02.25.25.08 NEW BUSINESS

Motion to Recommend Amendment to Elite Student Auditor Application Form in Conformity with the Policies of Other Tennessee Universities – Bradley Dixon, Assistant Professor of History
Dixon reads the motion

Motion attached

Background: Since Spring of 2024, the History Department has tried to clarify this language around elite auditors. Elite auditors are people 60 years of age or older who take classes basically free of charge under a Tennessee law and university campuses manage that program. We were trying to get clarification around responsibilities and rights of faculty with respect to the elite student auditors in the classroom. In the summer of 2024, administrators reached an agreement with the History Department chair and it is simple. The language on the university's website on the elite student auditor form would be amended. It would be changed to be in conformity with UT Knoxville and UT Chattanooga because they have been vetted by lawyers under that statute. Initially some of my colleagues wanted the ability to deny registration to auditors almost on an individual bases. That was not judged lawful. The University Council, Melanie Murry and the Dean of Students, Justin Lawhead, and our chair Dan Unowsky, met many times last year and came to the conclusion that what we could do is amend it to this language. We cannot, on a case-by-case basis, deny registration to individuals. There are programs that have restrictions that do not allow elite auditors to register. The Law School is one. We are not touching that. That is a perfectly legitimate restriction. You shouldn't be able to audit your way through a J.D. for free. We are not touching that. All we want is some language we can lean on and we want to change the website. The website still says we can deny registration. But if you go to legal counsel, they are going to say no. So we need to push for them to change this. On July 25th this was decided that we would conform with UT Knoxville and Ut Chattanooga, and Dean Lawhead asked that it go through the faculty senate.

Discussion:

Melanie Conroy (World Languages and Literatures) – Is there a distinction for online courses?

Dixon – Not that I am aware of.

Edith Gnanadass (Leadership) – What does “with permission of the instructor” mean in this context, if we cannot say no?

Dixon – This would allow them to participate in the class. They don't get graded. They don't have to do any of the assignments. But they could talk in class. This restricts that. This sets the expectation that the instructor has to meet with them and they will give them permission to speak if they deem it appropriate.

Srikar Velichety (Business Information & Technology) – How do we quantify small class?

Dixon – It's vague, up to the instructor's discretion.

Shahram Pezeshk (Civil Engineering) – don't you have to pay a registration fee to audit the class?

Dixon – They pay registration fees, but not tuition. This is for elite auditors who are 60 and up.

Edith Gnanadass (Leadership) – Call the question.

William Alexander – Second

Vote on Calling the Question

Yes - 37

No - 0

Abstain - 0

Vote on Motion

Yes - 40

No - 0

Abstain - 0

Motion to Approve Finalist for Faculty Trustee – DeAnna Owens-Mosby, President of the Faculty Senate, Associate Professor of Instruction & Curriculum Leadership
Motion Attached

Discussion:

Mate Weirld (Mathematical Sciences) – We had only one applicant?

President Owens-Mosby – Yes.

Stephen Karr (Rudi E. Scheidt School of Music) – Does that present any problems with university procedures?

President Owens-Mosby – It does not.

William Alexander (Chemistry) – The motion says there are documents attached?

DOM – They were attached in the digital version you were sent, a CV and a letter.

William Alexander (Chemistry) – What efforts were made to recruit?

President Owens-Mosby – We sent out an all-call announcement. We used the exact same one we used the last two rounds. It was sent to all faculty.

Carl Hess (University Libraries) – Call the question

Vote on Calling the Question

Yes - 41

No - 0

Abstain - 0

Vote on motion

Yes - 38

No - 3

Abstain - 0

Motion to Distribute Total Annual Healthcare Premiums Evenly Over Ten Months – DeAnna Owens-Mosby, President of the Faculty Senate, Associate Professor of Instruction & Curriculum Leadership

Motion attached

Background: The Executive Committee felt it was important to put this motion forward, because we didn't have time to take the pulse of the senate before this could go forward. The language for this came directly out of the presentation HR gave in the senate about the missed payments for medical. After they did the presentation, President Owens-Mosby debriefed with Amanda Clarkson, and she said there was no way they could do anything else. So President Owens-Mosby reached out to other public institutions across the state to see how they do it. None pay them over 10 months. They have the option to do 10 month or defer. UT system also uses Oracle. Couldn't get information on how they handle medical payments over the summer, because they don't do that. We didn't have time to come to the senate to check the pulse. So Owens-Mosby is asking the senate to pass this motion so we can put this forward and potentially consider a resolution. This is a lot of money in August and September.

Discussion:

Srikar Velichety (Business Information & Technology) – What you are proposing, is the cost of two months premiums be spread over ten payments? And adjusted in January? President Owens-Mosby – Yes. Because the holdup is that they said they couldn't do it because it changes in January. If you look at the governor's budget, it's already telling us that it is going to be adjusted 5.5%. We already know it's increasing by 5.5%.

Stephanie Huetten (Psychology) – In addition to this are we going to continue to push for the option to defer? There is a consensus in my department that it was silly not to have the option. What are the next steps?

President Owens-Mosby – In order to do that need a lot of data collection. I am not sure we have the time to do that. They are already past the testing phase. If we put a motion forward, and we don't have any idea what the faculty preference is. We have not talked about what our next steps are past this one. But that is why the floor is open for discussion. But it would take a lot of feet on the ground in the senate to get that done. It would take a resolution and a vote of no confidence. That is what it would take to do that.

William Alexander (Chemistry) – Why would it take a resolution and vote of no confidence?

President Owens-Mosby – So what happens? If we sent up a motion, because a motion is a suggestion. It's just a recommendation. The next step would be a resolution.

William Alexander (Chemistry) – What is the difference between a motion and a resolution?

President Owens-Mosby – They are very different.

William Alexander (Chemistry) – A resolution can be anything. The next step would be if the motion was ignored, then the next step would be a motion for vote of no confidence.

President Owens-Mosby – That is correct.

Stephanie Huetten (Psychology) – Another motion should be to have an option to be paid over 12 months.

President Owens-Mosby – I would recommend not amending this motion. But anyone can put a motion forward, it doesn't have to come from the EC.

Mate Weirld (Mathematical Sciences) – My understanding is from the presentation from HR and the provost, was that this whole thing was done to us because of what Oracle wanted us to do. It was all because of Oracle and Oracle is now all over Tennessee. It's going to be the software database entity that will replace Banner. And just because a corporation wants us to do something, we are linking up and we are just doing what they want us to do. I think that's a huge mistake.

President Owens-Mosby – My understanding is that University of Tennessee has Oracle, and they do not do it.

William Alexander (Chemistry) – I am planning on putting together a motion next month. I have been looking at other R1 institutions and their practices, we did not get very far because it takes a lot of time. But from what we found, most offer the option. It is really hard to determine if they use Oracle. My opinion that the things we are being told from the upper administration and from HR are BS. They are based on an unwillingness to address hard problems, and to pick the simple solution and stop. I invite anyone in the senate that would like to help me and cosign the motion, to write me an email and we can meet to try form a plan to get more support. I did not feel like I could make a motion like this because I didn't have enough time to gather enough to data that I left like I was supported. Feel like it is important to keep working on this.

Stephen Karr (Rudi E. Scheidt School of Music) – Taking the double premiums, the point that I feel was not addressed by HR and may come up in discussions about this with the administration was that we don't know what people are going to do with their health insurance plans in January, but they will know what was spent on those premiums in the next paycheck months, which it's very easy to divide that number by 10. So I think that is a valid rebuttal to any questions about changing the deduction mid-year. If I my also address what I recall from the previous presentation was that it's not that it's impossible to offer the 12-month option, it's that it's more expensive. My opinion is that it was implied, it would cost more with Oracle to offer that option and they decided not to.

Mate Weirld (Mathematical Sciences) – My understanding is that the provost said is that it is because of Oracle, and it is not our business because it's a business decision. And I think that should really prompt us to do something about that. Shared governance really demands that we make these kind of motions.

Srikar Velichety (Business Information & Technology) – Last session of the senate we heard from the provost and HR on how this decision was made, what was involved. And now we are hearing some other pieces of information on how this decision was made. Can we have the Chief Financial Officer, who obviously was involved, come for questioning in the senate?

President Owens-Mosby – He was invited and did not come.

Xinhua Yu (School of Public Health) – UT system allows for deferred pay?

President Owens-Mosby – Yes. And UT reached out and said they could help us figure it out, but it just kind of faded after that. They have an option for deferment. Across this state they are deferring.

Xinhua Yu (School of Public Health) – So there is no technical issue?

President Owens-Mosby – No, it's not a technical issue.

Carl Hess (University Libraries) – My interpretation from last month was not that Oracle compelled this, but that they used it as an opportunity to do something they already wanted to do.

President Owens-Mosby – I can't tell you that, because that is not what I heard. I was under the impression it was about formula writing.

Will Robertson (Anthropology) – A language issue – for all nine month employees, do we need to specify faculty?

President Owens-Mosby – No, because it includes the teachers at University Schools too. Also some staff will be impacted by this as well.

Stephanie Huette (Psychology) – At the presentation last time, I felt extremely talked down to by HR and the provost. They explained to us how to add numbers together and told us that it wasn't our business because it was an administrative decision. When many of us do a lot of administrative work on top of being faculty member. I just wanted to express that I was very offended when they talked to us that way. It was incredibly belittling. I did not appreciate that in a senate room full of scholars, international scholars, and people who know how to add numbers together and how to budget money. I would like for that tone to not come back here. I would like for the Executive Committee to pass that along.

Mark Sunderman (Finance, Insurance, and Real Estate) – Call the question

Vote on Calling the Question

Yes - 37

No - 1

Abstain- 0

Vote on Motion

Yes - 34

No - 3

Abstain - 1

COACHE Data Presentation – David Russomanno, Provost, Colton Cockrum, Assistant Vice Provost of Institutional Effectiveness, Accreditation, & Academic Assessment, Kandi Hill-Clarke, Senior Vice Provost of Faculty Affairs
Presentation attached

Colton Cockrum: The COACHE Survey was administered in Spring 2024. We got the results at the end of Fall Semester from Harvard. This survey covered the areas that were listed on the Power Point. We had a broad range as far as faculty satisfaction goes. It was quite thorough. The response rate was very low compared to the peer groups. Will look forward to the next iteration of this survey and finding and discussing ways that we can increase the number of faculty that participate. The survey results revealed that a strength of ours was departmental engagement. We have quite a few areas for opportunities to grow. That's not a bad thing, that gives us something to be able to do a pre and post test on eventually. When we administer this again we will be able to track and see progress over time from one iteration of the survey to the next.

Kandi Hill-Clarke: The provost will be asking deans to work with faculty representative in their colleges, also their leadership teams, to develop college level action plans. So each dean has received their college/school level report to begin reviewing and analyzing those data. Then will be working with the appropriate faculty and others within their units to develop a college level action plan. Within that plan, it will be asked to provide an overview of college level opportunities. Some will say opportunities for growth or enhancement or to be strengthened across departments, units and the entire college. Goals, your action steps, a timeline, measurable outcomes, and then also ensuring that the work that's being done is aligned with our university Strategic Plan Ascend. This is something our provost will be asking our deans to do.

Ombudsperson Annual Report - Sara Bridges, Faculty Ombudsperson, Associate Professor
Counseling, Educational Psychology, & Research
Presentation attached

Questions:

Stephen Karr (Rudi E. Scheidt School of Music) – Does it seem like any of the fairness/abuse of power questions coalesce around individual supervisors, or is it across campus?

Sara Bridges – I can't go into much detail. I can say there is a groundswell of concerns in a particular area. I have been able to discuss with the provost in confidential ways to help ameliorate those issues.

Jeff Marchetta – Faculty Trustee

There is a board meeting March 5th. I will be making my presentation to the senate end of March.

Mate Weirld (Mathematical Sciences) – Where is the board meeting?

Jeff Marchetta – I believe the River room.

President Owens-Mosby – I believe you can watch it online too.

02.25.25.09 ANNOUNCEMENTS

2025-2026 Faculty Senate Senator Committee Information Form will be sent out on March 3rd, and will be due March 24th.

For those not up for election, this is where you pick standing committees for next and if you would like to run for an executive committee position. There is no a president elect, so you can run for president, but you will be president that day. The president does work in the summer. There will be a president voted in that day, there will also be a president elect voted in. You have to have one year as a current senator. So if you took over a position this year, and came in part way through, you would not be eligible. But if you began in April of last year, you will be eligible. We need a president, a president-elect, a parliamentarian, a secretary and two executives at large. Rank your standing committee preferences. The Executive Committee does not serve on standing committees.

Mark Sunderman (Finance, Insurance, and Real Estate) – We really do desire any of you who are interested in running for the EC. We represent you and meet with the president and provost monthly. We bring your questions and we represent you to these administrators. This is an opportunity for you to really be involved, not only in the senate, but also the governance of the faculty senate. Consider this if you are interested at all in furthering faculty governance.

Jeni Loftus (Sociology) – Can you talk about the course release for the president and secretary, just so that people are aware of that?

President Owens-Mosby – For the president there is one course release in the fall and one in the spring, there are no stipends. For the secretary this also one course release in the fall and one in the spring. If you have any questions for any position, let us know. It is very rewarding.

The Open Forum for the Faculty Trustee Candidate is March 19th from 3 - 4PM in the UC Theater. There will be a virtual option.

02.25.25.10 ADJOURN

The meeting adjourned at 4:40 pm.

Proposed Revisions for the 2025-2026 Faculty Handbook

Revision of Handbook Table of Contents

[pending due to additional revisions]

Revision of Handbook Section 1.8.1

Generally, the dean has these administrative ~~concerns~~ responsibilities:

Revision of Handbook Section 1.8.2

The chair is a member of the department faculty, or the faculty of a closely related field, who is assigned the duty of administering the department. Faculty holding appointments as chairs are considered academic leaders, and as such, often will be consulted by the provost and the dean regarding development and implementation of academic policy. In units not organized into departments, the dean serves as both dean and department chair. Department chairs report to the dean of the unit. The department chair occupies one of the most complex and demanding service positions in the university, with widespread responsibilities to faculty members, students, and administrative officers. Although the department chair may delegate his/her duties to assistant/associate department chairs, coordinators, and/or department committees, the department chair is ultimately responsible for the management and administration of the department.

Revision of Handbook Section 1.8.2: External Relations

Department chairs are appointed by the dean after an internal or external search is conducted according to policies which can be found on the university website. The dean selects the chair of the search committee from outside the department ~~and appoints members of the committee~~. Departmental full-time faculty members collectively recommend a slate of departmental faculty for the search committee, from which the dean selects all departmental representatives on the search committee. A majority of the search committee is composed of tenured and tenure-track faculty members of the department. Membership of the search committee must be ~~diverse, particularly in terms of gender and race~~. representative of all faculty, including tenured, tenure-track, and non-tenure track faculty. If the dean's choice of a candidate for chair disagrees with the recommendation of the faculty, he or she will provide reasons in writing to the search committee and offer the tenure-track and tenured faculty members as a group the opportunity to discuss the decision.

Revision of Handbook Section 4.9.7C.2

The candidate shall develop a list, normally four to eight names, of recommended peer reviewers from outside the university. The candidate may also submit a list (with justifications) of persons who may pose a conflict for consideration by the chairs of the department and the department tenure and promotion committee. In addition, the department chair and the department tenure and promotion committee will develop a list of external peer reviewers. The chairs must select at

least one of the names suggested by the candidate. If it is not possible to obtain a recommendation from a reviewer suggested by the candidate, the reasons must be documented at the departmental level. The department tenured faculty and department chair are solely responsible for supplementing the candidate's list with additional reviewers. The dossier should contain at least four external reviews. If it is not possible to obtain four reviews, the reasons must be documented at the departmental level.

Revision of Handbook Section 4.9.7.C2: External Review

The candidate shall develop a list, normally four to eight names, of recommended peer reviewers from outside the university peer or aspirational institutions.

Revision of Handbook Section 4.9.7.C3: Submission of the Dossier

The candidate will, with the guidance and counsel of the department chair, prepare and submit to the department chair (for distribution to the department tenure and promotion committee) a dossier, as described in Section 4.9.7B , in compliance with departmental, academic unit, and university guidelines and in accordance with the tenure and promotion calendar maintained by the provost. Once the department tenure and promotion committee has begun its formal review of the dossier, the candidate may not add or remove material to the dossier. The candidate shall be able to view the contents and any materials added to the dossier at every level of review except for the external peer review letters.

Faculty Senate

M2025.2.25 Motion to Recommend Amendment to Elite Student Auditor Application Form in Conformity with the Policies of Other Tennessee Universities

Originator: Senator Brad Dixon, Department of History

WHEREAS, the University of Tennessee at Knoxville further defines the instructor's responsibility over the classroom by allowing Elite Student Auditors to participate in "classroom discussions and laboratory fieldwork" only "in small classes with the permission of the instructor"; and,

WHEREAS, the University of Tennessee at Chattanooga further defines the instructor's responsibility over the classroom by allowing Elite Student Auditors to participate in "classroom discussions, laboratory, or fieldwork" only "in small classes with the permission of the instructor"; now, therefore be it.

BE IT RESOLVED, that the Faculty Senate recommends that the University amend the Elite Student Audit Program application form by inserting the following language in conformity with the policies of the University of Tennessee at Knoxville and the University of Tennessee at Chattanooga, to wit:

"Students auditing classes are under no obligation to attend classes regularly, answer questions, prepare homework assignments, or take examinations. They receive no credit for the class. They may take part in classroom discussions and laboratory or fieldwork only in small classes with the permission of the instructor."

BE IT RESOLVED, that the Faculty Senate recommends that the University insert the aforesaid language into the Elite Student Audit Program webpage, <https://www.memphis.edu/registrar/register/elite-student-audit.php>, under the appropriate heading.

Recipients:

Faculty Senate

David J. Russomanno, Provost and Executive Vice President for Academic Affairs

Darla Keel, Assistant Vice Provost for Strategic Enrollment Systems, University Registrar

Justin Lawhead, Associate Vice President for Student Affairs and Dean of Students

Amber Bush, Associate Dean of Students, Director of the Office of Student Accountability

Melanie Murry, University Counsel

Motion Passed / Failed mm/dd/yy

Vote: xx For, yy Against, zz Abstain

Faculty Senate



M2025.2.25 Motion to Approve Finalist for Faculty Trustee

Originator: Executive Committee

Whereas,

According to the Faculty Handbook, after the deadline for Trustee applications, the Executive Committee will make available the materials from all applicants to members of the Faculty Senate and the Executive Committee will screen the applicants and develop a list of 2–5 finalists. The Executive Committee will present their proposed list of finalists to the Faculty Senate at a regular meeting for approval.

Whereas,

The Executive Committee received a nomination and the required documents, which are attached, for one candidate by the deadline, and the Executive Committee has moved to advance the candidate to the full Senate as a finalist.

Be it resolved that,

The Faculty Senate approves the following finalist for the position of Faculty Trustee, as recommended by the Executive Committee:

- Dr. Jeffrey Marchetta

Recipients:

Faculty Senate

Bill Hardgrave, President

Stephanie Beasley, Office of the President

Motion ### 2/25/2025

Vote: x For, x Against, x Abstain



Department of Mechanical Engineering

322D Engineering Science Bldg
Memphis, Tennessee 38152-3180

Voice: 901.678.3268
Fax: 901.678.5459
jmarchtt@memphis.edu

January 24, 2025

Faculty Senate
University of Memphis

Dear Colleagues,

Please accept this letter as my application for the position of the Faculty Trustee for a second two-year term. I believe I have the requisite knowledge, experience, and commitment to continue carrying out the responsibilities required of the Faculty Trustee. This is my 22nd year as a member of the faculty at the University of Memphis, and I believe I have gained the institutional knowledge and faculty perspective needed to make informed judgements that are in the best interest of the university stakeholders. As a tenured professor in mechanical engineering, I have established a balanced record of teaching, research, and service, which is detailed in my curriculum vita. My curriculum vita also provides evidence of high-quality instruction, student mentoring, sustained externally funded research, peer reviewed research publications, service at all levels of the university, service to the community, and service to my profession. In addition, my two years of service as the Faculty Trustee and eight years of service in the University of Memphis Faculty Senate, culminating in a term as the Faculty Senate President, have provided me with the broad institutional knowledge and perspective needed to continue to serve effectively as the Faculty Trustee.

All Trustees, including the Faculty Trustee, have a statutory, fiduciary responsibility to the university. In accordance with the Constitution of the University of Memphis, the Faculty Senate represents the voice of the faculty. The Faculty Trustee, however, must carefully balance the fiduciary responsibility with the positions taken by the Faculty Senate and those taken by the university administration. During my first two years as a Trustee, my voting record, my public statements and public questions to the university administration reflect my commitment to ensuring that the university president and university administrators who frequently report to BOT are transparent and accountable to university stakeholders. As the only university employee on the BOT, the Faculty Trustee is uniquely positioned to provide relevant ground truth through public votes and statements to better inform university stakeholders. A record of my public statements will show that I appropriately recognize university successes, but I also make a point to highlight the specific and sometimes significant challenges and barriers that faculty and staff have overcome to achieve these successes. On financial matters, I carefully review every university and university foundation budget and audit report, and I have highlighted my concerns as appropriate publicly during the BOT meetings. I will continue to support small but incremental tuition increases annually to help balance increasing university costs, declining enrollment, and diminishing state support with student affordability. I was the sole vote against the revisions to the BOT committee structure due to my concerns over the empowerment of the BOT Executive Committee (which is comprised of 3 of the 9 voting trustees) to make binding decisions on behalf of the BOT and the university. This year, I requested that the Executive Committee reform the process used to evaluate the university president so that the evaluation is more data



Department of Mechanical Engineering

322D Engineering Science Bldg
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Fax: 901.678.5459
jmarchtt@memphis.edu

driven and closely tied to the key performance indicators outlined in the ASCEND strategic plan. In November, I circulated the draft of a fiscally responsible Retreat Salary Policy for the university president to the other Trustees. If approved this year, this policy would prescribe the standards for setting the retreat salary for a university president who simultaneously holds a faculty appointment when their administrative appointment as the university president has concluded.

Through my experiences serving as the Faculty Senate President, as a member of the president search committee, and as the Faculty Trustee, I have established a respected working relationship with other Trustees to ensure that a broad faculty perspective is well represented on the board which is primarily comprised of Trustees who have not had experience working in an academic setting. I will continue to provide the faculty perspective to the Trustees on the unique nature of higher education and academia and the importance of tenure, promotion, equity, inclusion, diversity, academic freedom, and shared governance which is particularly important when new Trustees are appointed to the board. As I have done for the previous two years, I will continue to report at least once each term to the Faculty and Staff Senates on the activities of the BOT.

Over the next two years, the Board of Trustees will continue to play a critical role in the direction of the University of Memphis as higher education navigates challenges such as the enrollment cliff, NIL in athletics, use of artificial intelligence, attacks on tenure and academic freedom, college affordability and campus safety. I believe that my experience, knowledge, working relationships with the current Trustees and the university administration, commitment to the university, and commitment to faculty values have uniquely prepared me to continue serving effectively as the Faculty Trustee for an additional two-year term. I look forward to the opportunity to answer any questions or concerns you may have regarding my application. Go Tigers!

Best Regards,

Jeff Marchetta, Ph.D.
Professor, Department of Mechanical Engineering



JEFFREY G. MARCHETTA, Ph.D.

Memphis, TN | 901.486.3868 | jmarchtt@memphis.edu

<https://www.linkedin.com/in/jeff-marchetta-55167951/>

Mechanical Engineering Professor | Researcher | Educator

Multifaceted and solutions-focused leader accomplished in mechanical engineering, research, education, and service in ever-evolving higher education environments requiring adaptability and decisiveness to succeed. Award-winning professor of mechanical engineering, student advisor and mentor to multi-level engineering students; Community advocate, university faculty leader, published author of journal articles, leader in aerospace and energy science and technology.

Education

UNIVERSITY OF MEMPHIS, MEMPHIS, TN

Ph.D. in Mechanical Engineering, 2002

Master of Science in Mechanical Engineering, 1999

Bachelor of Science in Mechanical Engineering, 1997

Career Experience

UNIVERSITY OF MEMPHIS, DEPT. OF MECHANICAL ENGINEERING – Memphis, TN 2002 – Present

Professor, Tenure, Mechanical Engineering, 2018 – Present

Associate Professor, Tenure, Mechanical Engineering, 2009 – 2018

Assistant Professor, Tenure Track, Mechanical Engineering, 2003 - 2009

Assistant Professor, Non-Tenure Track, Mechanical Engineering, 2002

Held progressive leadership roles during tenure with leadership of teaching, student advising, mentoring, support activities, committee service, and community outreach.

➤ **FACULTY | COMMITTEE LEADERSHIP**

- Faculty Trustee – Board of Trustees, 2023 – 2025
- Faculty Senate Parliamentarian, 2022 – 2023
- Mechanical Engineering Department Undergraduate Coordinator, 2009 – 2016, 2022 -Present
- Mechanical Engineering Department ABET Coordinator, 2022 - Present
- Faculty Senate Faculty Policies Standing Committee Chair, 2021 – Present
- Mechanical Engineering Department Intern | Co-Op Coordinator, 2020 - Present
- University Career Readiness Task Force, 2019 – Present
- University Faculty Senate Executive Committee (Elected), 2017 – Present
- Mechanical Engineering Faculty Senator, 2015 – Present
- Mechanical Engineering Department Undergraduate Process Team, 2009 – Present
- Faculty Advisor – University of Memphis AIAA Student Branch, 2004 - Present
- Full Member Graduate Faculty, 2002 – Present
- Faculty Athletics Committee, 2021 – 2022
- Presidential Search Committee, 2021 – 2022
- Herff College Tenure and Promotion Committee, 2020 – 2022
- Mechanical Engineering Department Faculty Search Committee Chair, 2002, 2005, 2015 - 2022
- Faculty Senate President, 2020 – 2021
- President's Council, 2020 – 2021
- Dean's Council, 2020 – 2021
- University Budget Reduction Task Force, 2020 – 2021
- Faculty Senate President Elect, 2019 – 2020
- University COVID-19 Steering Committee, 2019 – 2021
- Herff College Research Workstream, 2019 - 2021

JEFFREY G. MARCHETTA, Ph.D.

- Tenure and Promotion Appeals Committee, 2017 – 2018
- University Undergraduate Council, 2009 – 2011; 2014 – 2016, 2017
- University Faculty Senate Administrative Policies Subcommittee Chair, 2015 – 2016
- University Faculty Senate Compensation Committee, 2015 – 2016
- Herff College Faculty Performance Evaluation Committee, 2015 – 2016
- Pi Tau Sigma Faculty Advisor, 2005 - 2016
- Mechanical Engineering Department Chair Search Committee, 2014
- Herff College Undergraduate Committee, 2005 - 2016
- Engineering Dean Search Committee – 2012
- University Eminent Faculty Award Review Committee, 2011 - 2012
- Mechanical Engineering Student Attraction and Retention Process Team, 2007 - 2009
- University High Performance Computing Research Advisory Committee, 2004-2008, 2010-2012
- Mechanical Engineering Department Graduate Process Team, 2003 - 2009
- University Graduate Grade Appeals Subcommittee, 2005 – 2008
- Mechanical Engineering Department Scholarship and Awards Process Team Chair, 2005--2006
- University Council for Graduate Studies and Research Advisory Committee, 2004 – 2006
- Mechanical Engineering Department Laboratory Improvement Process Team, 2004 – 2006
- Mechanical Engineering Department Constituency Feedback Process Team Chair, 2004 - 2005
- Mechanical Engineering Department Recruitment and Retention Process Team, 2003 – 2006
- Mechanical Engineering Department Overall Curriculum Content Process Team, 2002 – 2004

➤ **TEACHER | INSTRUCTOR – Undergraduate Students**

- Introduction to Mechanical Engineering
- Dynamics
- Thermodynamics I
- Thermodynamics II
- Numerical and Statistical Methods
- Project Management and Engineering Economics
- Mechanical Engineering Practicum
- Preparation for Professional Practice
- Fluid Mechanics
- Civil Engineering Hydraulics
- Fluid Mechanics Laboratory
- Fluid Thermal Systems Design

➤ **TEACHER | INSTRUCTOR – Undergraduate | Graduate Students**

- Applied Computational Fluid Mechanics
- Aerospace Propulsions
- Power Generation

➤ **TEACHER | INSTRUCTOR – Graduate Students**

- Viscous Flow
- Engineering Practicum

➤ **ENGINEERING SUPPORT ACTIVITIES**

- Herff Engineering Day Airfoil Design Wind Tunnel Competition, Herff College of Engineering, AIAA, 2014 – Present
- Herff Engineering College Engineering Day CFD Exhibit, Herff College of Engineering, Department of Mechanical Engineering, 2002 - 2010

LOS ALAMOS NATIONAL LABORATORY

2002 - 2005

Research Associate – CCS-2

- Collaborated with LANL in the development of three-dimensional computational fluid, heat transfer, and phase change simulation for modeling welding and casting applications, 2003 - 2005
- Conducted an independent simulation validation and verification investigation, Summer 2002

ORBITAL TECHNOLOGIES CORPORATION (ORBITEC)

2003 – 2005

Research Associate

- Designed a magnetic fluid management (MFM) flight experiment.

UNIVERSITY OF TENNESSEE HEALTH SCIENCES CENTER

2010

JEFFREY G. MARCHETTA, Ph.D.

Research Associate

- Collaborated with clinicians to design experiments to enable physiological studies of traumatic brain and ocular injuries resulting from blast waves. 2010

Consulting Services

- ♦ Altius Space Machines, Mojave, CA
- ♦ Winchester Farmers Market Refrigeration Specialist, Memphis, TN
- ♦ Orbital Technologies Corporation, Madison, WI
- ♦ National Civil Rights Museum, Memphis, TN
- ♦ Masten Space, Mojave, CA

Industry Support

1. Co-Project Investigator – Mid South Energy Efficiency and Clean Energy Audit Program – United States Department of Agriculture - \$150,293 - Sept. 2023 - August 2025
2. Project Investigator - TN 3-Star Industrial Assessment Center - Department of Energy -\$250,000 - Sept 2021. - Aug. 2026 (Funded)
3. Co-Project Investigator - Aerosolization of Emitted Particles in Multiple Breathing, Speech, and Singing Activities - UT Health Sciences Center - \$50,000 - June. 2020-Nov.2021 (Funded)
4. Project Investigator - University of Memphis Space Grant - NASA - \$186,000 - June 2020- June 2024 (Funded)
5. Co-Project Investigator - MCR Safety Vest Thermal Analysis - MCR - \$6,666 - July 2017 - Sept.2017 (Funded)
6. Project Investigator - TN 3-Star Industrial Assessment Center - Department of Energy -\$250,000 - Dec. 2016 - Nov. 2020 (Funded)
7. Project Investigator - Simulation of Magnetically Induced Fluid Motion in Reduced Gravity -Tennessee Space Grant Consortium - \$48,000 - March 2015 - Aug. 2018(Funded)
8. Co-Project Investigator - Aerogel Based Nanomaterials for Energy Conservation - TN-Score &National Science Foundation - \$50,000 - Dec. 2012 - November 2013 (Funded)
9. Project Investigator - Tennessee 3-Star Industrial Assessment Center - Department of Energy -\$215,000 - Feb. 2012 - Sept. 2016 (Funded)
10. Project Investigator - A Blast Model for Brain Injuries in Mice - University of Tennessee Health Sciences Center - \$6,151 - Jan. 2012 - August 2013 (Funded)
11. Project Investigator - Development, Characterization and Validation - NASA - \$260,754 - Sept.2010 - July 2015 (Funded)
12. Project Investigator - Experimental Study of Stress Tolerance - University of Tennessee Health Sciences Center - \$6,000 - May 2010 - Dec. 2010 (Funded)
13. Co-Project Investigator Center for Advanced Sensors - Army Research Laboratory - \$800,000 -June 2007 - June 2008 (Funded)
14. Co-Project Investigator - Further Study of Air Conditioning and Refrigeration Heat Exchangers -Advanced Heat Transfer, LLC - \$105,166 - Jan. 2007-Dec. 2007 (Funded)
15. Project Investigator -Tennessee 3-Star Industrial Assessment Center - Department of Energy -\$100,500 - Nov. 2006 - Nov. 2011 (Funded)
16. Project Investigator - Turbulence Mitigation in Video Imaging and Thermal Signatures – Army RTTC (ERC, Inc) - \$76,200 - May 2006-May 2007 (Funded)
17. Co-Project Investigator - Benchmarking and Analysis of Air-Conditioning and Refrigeration Heater Exchangers - Advanced Heat Transfer, LLC - \$85,910 - Jan. 2006-Dec.2006 (Funded)
18. Co-Project Investigator - Simulation and Optimization of Gas Fireplace Systems – Advanced Heat Transfer, LLC - \$30,000 - July 2005-July 2006 (Funded)
19. Project Investigator - Simulation of Magnetically Induced Fluid Motion in Reduced Gravity - Tennessee Space Grant Consortium - \$155,866 - Mar. 2005 - Jun 2015(Funded)
20. Senior Personnel - Contract NCMR Stage 2 Annex: Multimedia Repair and Upgrade - National Civil Rights Museum - \$44,995 - June 2004-Jan. 2005(Funded)
21. Project Investigator - Simulation of Magnetically Induced Fluid Motion in Reduced Gravity - Tennessee Space Grant Consortium - \$1,500 - Feb. 2004-Jan. 2005 (Funded)
22. Co-Project Investigator - Interactions Between Freshman Learning Styles and Retention - National Science Foundation - \$2,000 - Jan. 2004-Dec. 2004 (Funded)
23. Project Investigator - Simulation of Magnetically Induced Fluid Motion in Reduced Gravity - Tennessee Space Grant Consortium - \$1,000 - Feb. 2003-Jan. 2004 (Funded)
24. Co-Project Investigator - Biologistics Cluster Grant - Fed-Ex Institute of Technology - \$12,000 -2017 (Funded)
25. Project Investigator - Faculty Research Grant - University of Memphis - \$6,500 - 2017 (Funded)
26. Co-Project Investigator - Biologistics Cluster Grant - Fed-Ex Institute of Technology - \$27,000 -2016 (Funded)
27. Project Investigator - Using Plants to Improve Indoor Air Quality and Save Energy – Physical Plant and Planning - \$15,500 - May 2009 - Dec 2010 (Funded)
28. Project Investigator - Observing and Summarizing Particle Motion in a Hydrodynamic Separator - Faculty Research Grant - \$6,500 - 2005-2006 (Funded)

JEFFREY G. MARCHETTA, Ph.D.

Community Outreach

1. Memphis GRAD Academy - High School Students– Achievement School District of Tennessee - Summer 2015
2. College of Engineering E-Day Wind Tunnel Competition - Middle and High School Students – 2012 - 2020
3. Judge for Science Fair - Elendale Elementary - Shelby County Schools - 2006-2013
4. (GEE) Girls Experiencing Engineering - Guest Lecturer - Elementary and Middle school students - University of Memphis, 2005
5. Science Olympiad - West TN Region Middle School Students - University of Memphis 2004 – 2006
6. Judge for Science Fair - St. Anne School of Memphis - St. Anne School - 2002-2004
7. Judge for Science Fair - 6th Grade students - Applying Middle School – 2004
8. Shelby County Middle School Teacher In-service (see Appendix E) – Middle School Teachers - Shelby County Schools – 2003
9. University Undergraduate Research Forum Judge, 2003 – Present

Community Leadership

1. National Student Branch Committee Chair - American Institute of Aeronautics and Astronautics, 2023 - 2025
2. National Student Branch Committee, Deputy Chair - American Institute of Aeronautics and Astronautics, 2022
3. Panel Reviewer - NASA - Solicitation on the Use of the NASA Physical Sciences Informatics Appendix A, 2020
4. Session Chair - American Society of Gravitational and Space Research, Fluid Physics 5 - Nov. 2013
5. Member - American Society of Gravitational and Space Research, 2013 - Present
6. Technical Session Organizing Chair - American Institute of Aeronautics and Astronautics - 26th Symposium on Gravity Dependent Space Phenomenon, 2012
7. Chair - American Institute of Aeronautics and Astronautics - National Technical Committee on Microgravity and Space Process, 2012-2014
8. University Representative - Tennessee Space Grant Consortium, 2007-Present
9. Lifetime Member - American Institute of Aeronautics and Astronautics, 1994 -Present
10. Member - American Institute of Aeronautics and Astronautics - National Technical Committee on Microgravity and Space Processes - 2001 -Present, Secretary, 2004 - 2009
11. Session Chair, AIAA Aerospace Sciences Meeting and Exhibit, Gravity Dependent Phenomenon I - American Institute of Aeronautics and Astronautics, 2007, 2008
12. Session Co-Chair, 42nd AIAA Aerospace Sciences Meeting and Exhibit Microgravity Materials Science and Space Hardware - American Institute of Aeronautics and Astronautics, 2004
13. Session Co-Chair, AIAA Aerospace Sciences Meeting, Microgravity Fluid Physics I - American Institute of Aeronautics and Astronautics, 2005, 2006, 2009
14. Member - American Society of Mechanical Engineers, 1995-Present
15. Member - American Society of Engineering Educators, 2004- Present
16. Associate Member - American Society of Heating, Refrigerating and Air-Conditioning Engineers, 2023-Present

Honors & Recognition

- 2024 – Faculty Service Award – University of Memphis Herff College of Engineering
- 2024 – Associate Fellow – American Institute of Aeronautics and Astronautics
- 2020 – PI Millionaire – University of Memphis
- 2018 – Abe M. Zarem Educator Award – American Institute of Aeronautics and Astronautics
- 2018 – IAC Center of Excellence Award – Department of Energy
- 2000 – Abe Zarem Award for Distinguished Achievement – American Institute of Aeronautics and Astronautics
- 1996 – Elected Member – Pi Tau Sigma Honorary Engineering Fraternity
- 1995 – Elected Member – Tau Beta Pi Society for Distinguished Scholarship in Engineering

Publications

1. van Mersbergen, M., **Marchetta, J.**, Foti, D., **Pillow, E., **Dasgupta, A., **Cain, C., **Morvant, S., (2023) "Comparison of Aerosol Emissions during Specific Speech Tasks," Journal Voice, <https://doi.org/10.1016/j.jvoice.2023.05.004>.
2. Gasmen, E., **Marchetta, J.**, & Sabri, F. (2023). Simulation and Optimization of Aerogel Packaging Solutions for Cold-Chain Biologistics. Journal of Packaging Technology and Research, 7(1), 43-53.
3. **Anderson, C., Janna, W., **Marchetta, J.**, (2021) "Sublimation of Suspended Paradichlorobenzene Spheres in Natural Convection," Heat and Mass Transfer Research Journal, Vol 5, issue 1.
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5. **Marchetta, J. G.**, Sabri, F., **Williams, D. S., & **Pumroy, D. W. (2018). Small-scale room-temperature-vulcanizing-655/aerogel cryogenic liquid storage tank for space applications. Journal of Spacecraft and Rockets, 55(4), 1007-1013.
6. **Bautista, K., Janna, W.S., **Marchetta J.G.**, (2017). Sublimating Paradichlorobenzene Cylinders Oriented Horizontally in a Natural Convection Environment. Heat and Mass Transfer, 1(1).

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18. **Marchetta, J. G.**, & Hochstein, J. I. (2004). Simulation and prediction of magnetic propellant reorientation in reduced gravity. *Journal of Propulsion and Power*, 20(5), 927-935.
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28. **Pillow, A., Cain, C., Gopalakrishnan, R., Hochstein, J., **Marchetta, J.**, Foti, D., "Respiratory Droplets Transport via Vortex Dynamics during Expiration," 73rd Annual Meeting of the APS Division of Fluid Dynamics, Nov. 2020. [abstract and presentation]
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**indicates student authors

M2025.2.25: Motion to Distribute Total Annual Healthcare Premiums Evenly Over Ten Months

Originator: Executive Committee

Whereas,

In December 2024, the University of Memphis emailed all nine-month faculty to inform them that, beginning in August 2025, the university will no longer defer salary for nine-month academic year faculty.

Whereas,

The University of Memphis will no longer defer a portion of the academic year's faculty salary, which used to be disbursed as a paycheck in June and July.

Whereas,

Beginning in 2026, The University of Memphis will collect the "missed" benefits payments from June and July from the August and September paychecks in addition to that month's premium.

Whereas,

Taking double premiums out for two months will create an unprecedented and unacceptable financial burden for many faculty and staff at the University of Memphis.

Be It Resolved,

The University of Memphis will spread the cost of all premiums evenly across the 10 paychecks for all nine-month employees, adjusting the deduction amount in January to reflect any changes in the rate.

Recipients:

Bill Hardgrave, President

David J. Russomanno, Provost and Executive Vice President for Academic Affairs

Rene Bustamante, Chief Operating and Financial and Executive Vice President

Maria Alam, Chief Human Resources Officer



2024 Year End Ombudsperson Report

Sara K. Bridges, PhD
Faculty Senate Ombudsperson

Overview

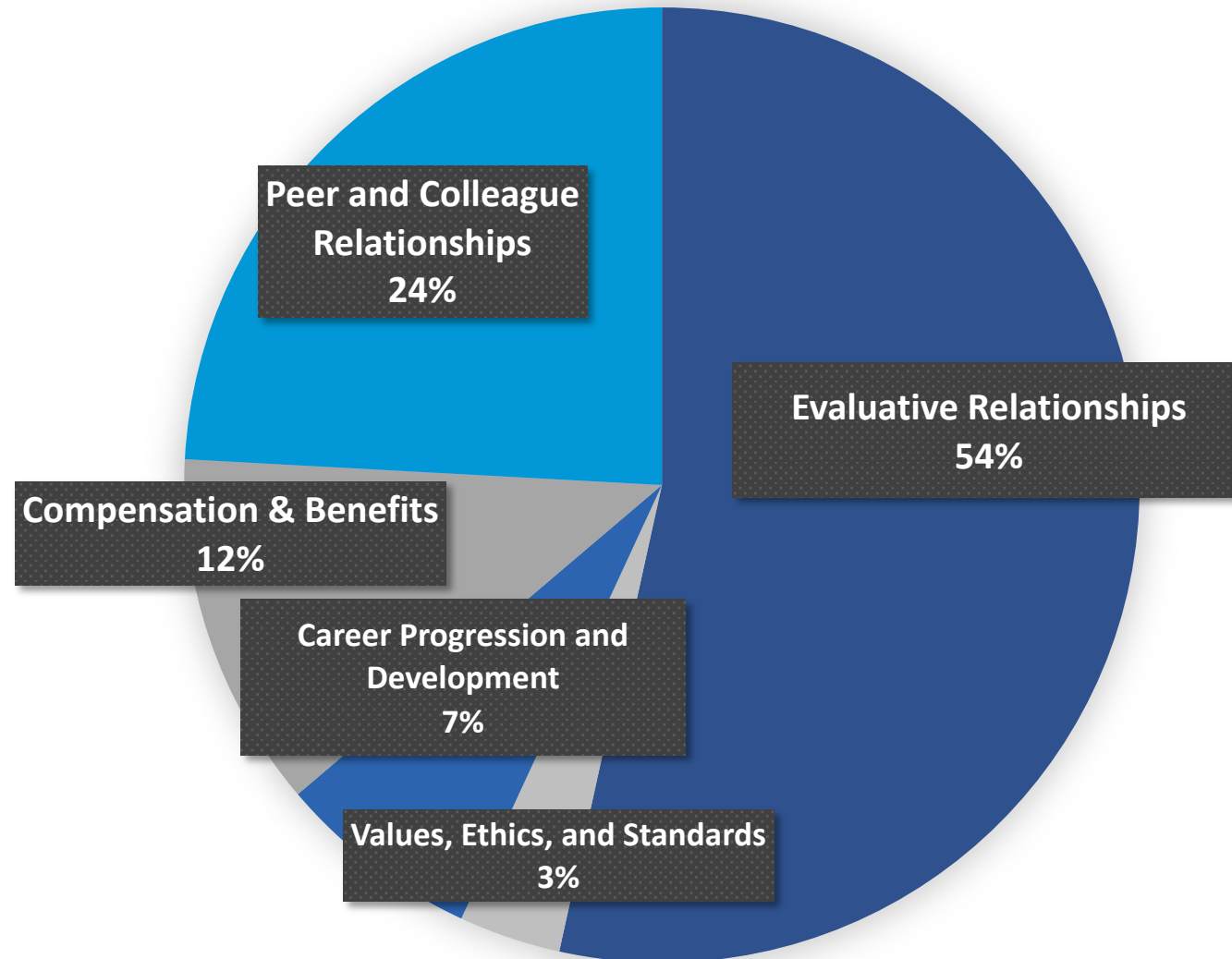


184 contacts (79% increase)
(103 in 2023, 64 in 2022)

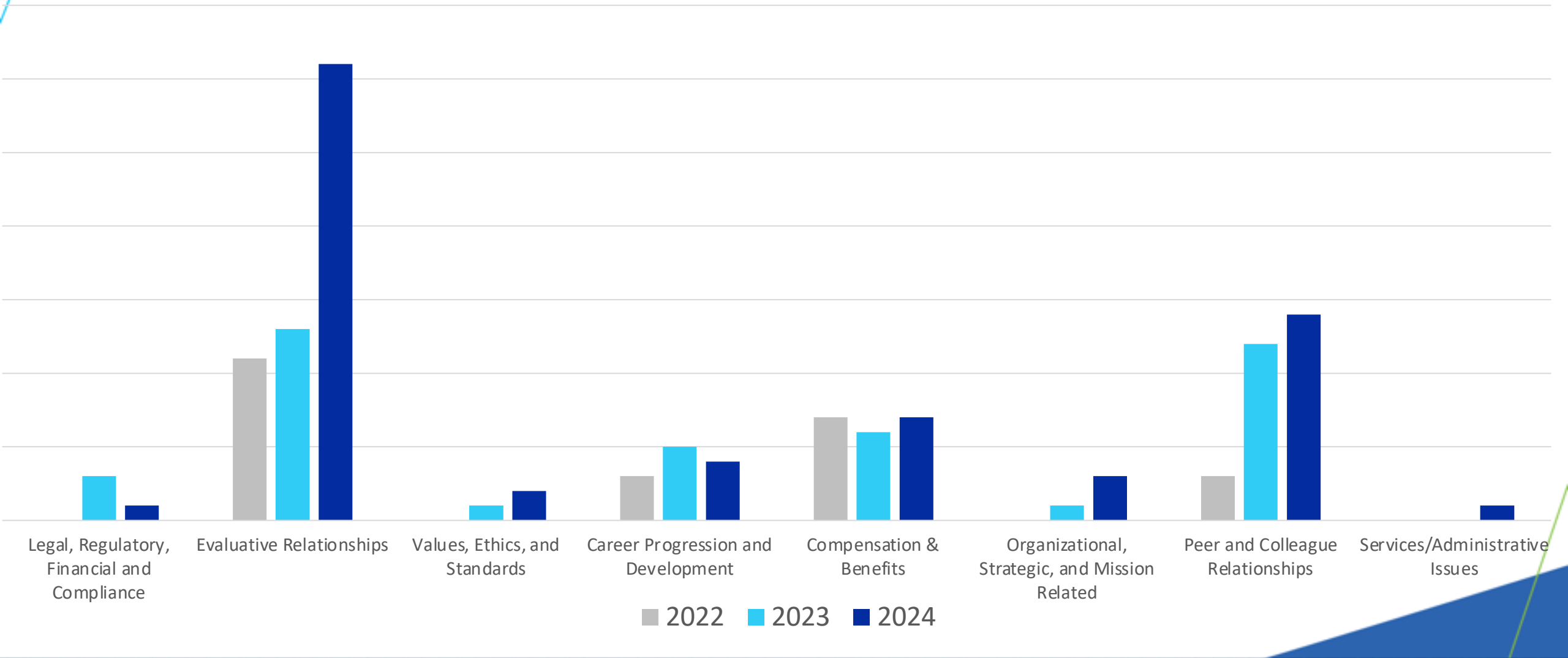
Average 34 mins per contact
(95% increase in total time from 2023)

Individuals and groups

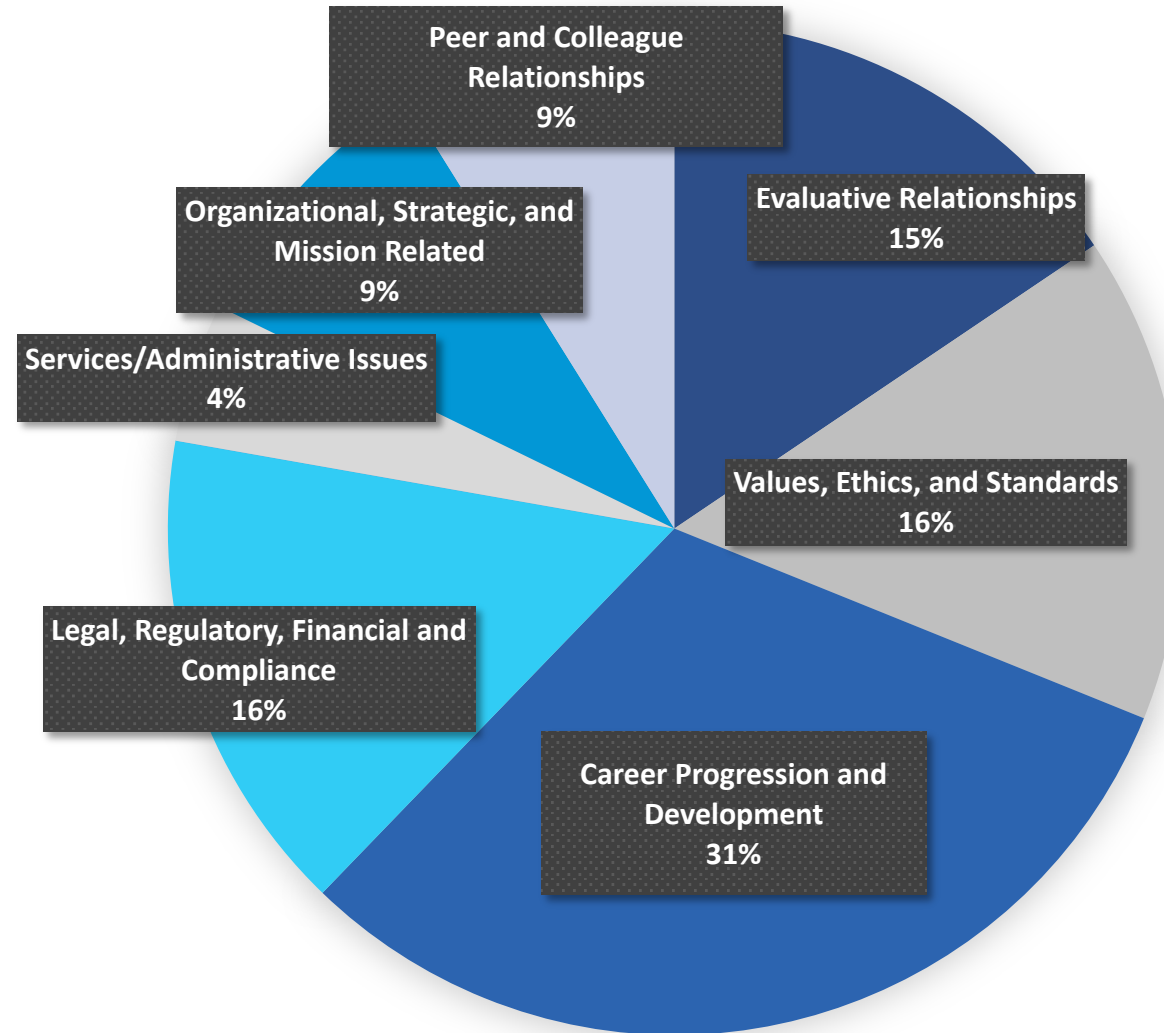
Primary Reporting Concerns



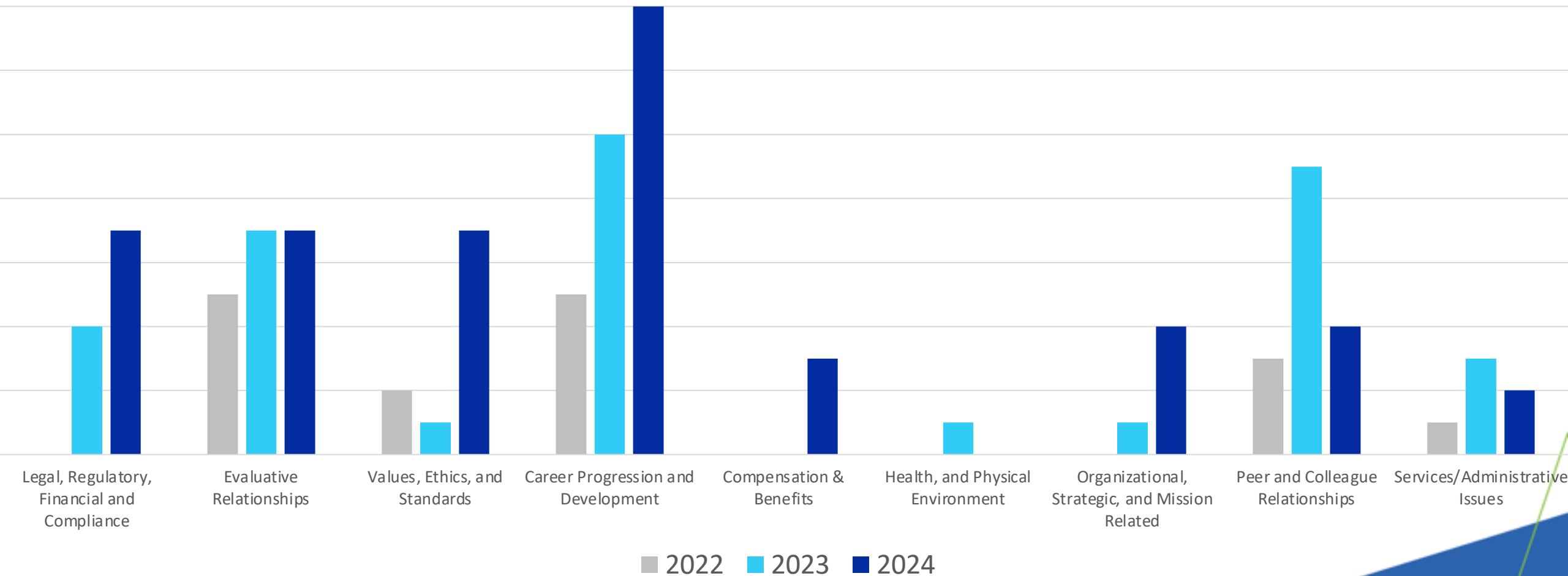
Primary Concerns 2022 - 2024 Comparison



Secondary Reporting Concerns



Secondary Concerns 2022 - 2024 Comparison



Themes

Concerns about fairness and accuracy in evaluations

Concerns about retribution/equity

Interpersonal conflicts

Perceptions of power abuses

Student conflicts

University policies