



## Minutes of the Faculty Senate

**Date: 4-29-25**

**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 Wierdl (Mathematical Sciences), Sajjan Shiva (Computer Science), Stephanie Huetten (Psychology), Jeffrey Scraba (English), Daniel Millican (Military Sciences, Naval Sciences), Eli Jones (Counseling, Educational Psychology, and Research)

**Senator Present by Proxy:** David Gray (Sean Driscoll – Philosophy) Tim McCuddy (Doyun Koo - Criminology & Criminal Justice), Jessica Jennings (Carl Herickhoff – Biomedical Engineering), Elena Delavega (School of Social Work – Katie Norwood)

**Senators Absent:** Gladius Lewis (Mechanical Engineering), Jennifer Thompson (Architecture)

**New Faculty Senators Present 25-26:** Ranganathan Gopalakrishnan (Mechanical Engineering), Carl Herickhoff (Biomedical Engineering), Andrew Keefer (Military Sciences, ROTC), Eli Jones (Counseling, Educational Psychology, and Research), Stephen J Watts (Criminology & Criminal Justice)

**Guests:** Sara K. Bridges (Ombudsperson), Jeff Marchetta (Faculty Trustee), and Tierene Nichols (Admin Assoc)

The five hundred and fifteenth meeting of the University of Memphis Faculty Senate was held on Tuesday, April 29<sup>th</sup>, 2025, in the Senate Chamber of the University Center.

**04.29.25.01 CALL TO ORDER (2:40 P.M.)**

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

**04.29.25.02 APPROVAL OF AGENDA**

President Owens-Mosby – Motion to approve the agenda.  
The agenda was approved as written.

**04.29.25.03 APPROVAL OF MINUTES**

The minutes of the April 22<sup>nd</sup>, 2025 Faculty Senate (FS) meeting were approved as written

**04.29.25.04 PRESIDENT’S REPORT**

President Owens-Mosby met with CIO Jeff Delaney regarding the email announcement that we will no longer be able to email our whole class. Delaney said it was a Microsoft decision, not a university decision. We can no longer do it the way that we were. ITS is looking into whether there is another way that we can do this.

President Owens-Mosby expressed her gratitude for a good and productive year. She wanted to thank the chairs for sending in their written reports each month. Those were read and discussed in the EC meetings.

**04.29.25.06 REPORTS**

***Standing Committee Reports***

*Committee on Committees: Stephanie Huetten*

President Owens-Mosby yielded to Committee on Committees Chair Stephanie Huetten who reported that they had nothing to report.

*Academic Policies Committee: Chair, Edith Gnanadass*

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

*Academic Support Committee: Chair, Katie Norwood*

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

*Administrative Policies Committee: Chair, Greg Hughes*

President Owens-Mosby yielded to Administrative Policies Committee Chair Greg Hughes who reported that they had nothing to report.

*Budget and Finance Committee: Chair, Stephen Karr*

President Owens-Mosby yielded to Budget and Finance Committee Chair Stephen Karr who reported that have a motion coming later on the agenda.

*Faculty Policies Committee: Chair, Laura Alderson (interim chair)*

President Owens-Mosby yielded to Faculty Policies Committee, Interim Chair Laura Alderson who reported that they had nothing to report.

*Library Policies Committee: Chair, Carl Hess*

President Owens-Mosby yielded to Library Policies Committee Chair Carl Hess who reported that they had nothing to report.

*Research Policies Committee: Chair, William Alexander*

President Owens-Mosby yielded to Research Policies Committee Chair William Alexander who reported that they asked in the UMRC meeting about the university's priorities for the \$70.5 million research investment that got passed by the state. THE VPIR office put together a page and a half that outlines what their priorities are. In anyone is interested in that information, you can ask Will for a copy.

#### **04.29.25.07 OLD BUSINESS**

#### **04.29.25.08 NEW BUSINESS**

Motion to Reduce Faculty Salary Compression – Stephen Karr, Assistant Professor, Opera Musical Director, Budget and Finance Chair

Motion attached

Discussion:

Appreciate expressed for the revision of the motion from last week.

Voting on calling the question

Yes - 39

No - 1

Abstain – 1

Vote on motion

Yes – 39

No – 2

Abstain - 2

Presentation - Melanie Murray, Office of Legal Counsel with Will Hampton, Office of Legal Counsel

They do not have a formal presentation, but will try to answer questions from the senate.

In response to questions:

- Melanie Murray describes their position currently regarding the Executive Orders as being in the dark with a pen light. There are lawsuits challenging most of the executive orders, but they are still preparing for them and deciding what needs to be changed to be in compliance with the orders.
- Office of Legal Counsel is working with the president and the administration to determine how we need to proceed.
- We not only have the Executive Orders that we must comply with, but also have state law.
- When the Students for Fair Admissions decision came out two years ago, the Attorney General of the State of Tennessee had already opined that we could not use race, not just for admissions, but for everything. Anything the university did, we could not use race as a factor. For example scholarships, or making sure search committees were racially diverse, as well as admissions. So we had already done the work to get in line with that decision. We have to comply with state law.
- I will work with individual faculty members, department heads, administrators to talk about their programs and activities to see what needs to be done to comply.
- In terms of orders to roll back DEI: there is not legal clarity on what that means. There is no definition given of diversity. There is no definition given of equity. There is no definition given of inclusion. We can't do exactly what we have been doing, but we need to stay committed to our principles. I don't have the answers as to how we do that. We are higher ed. We innovate, we create, we should be nimble and flexible.
- When writing grants, let's have a conversation to figure out how to word things so that it doesn't get flagged.
- We're being told that when you receive a federal grant we are being asked to certify that we are in compliance. We have not seen yet what that certification looks like.
- I look to see what is happening in Florida and Texas because Tennessee has a tendency to follow what they do. Right now we are not seeing them go after class content. But it could be coming. That goes after academic freedom, and is a whole other conversation. So far there has been no indication that we need to alter what or how we teach.
- Trump passed an accreditation executive order last week. I anticipate there will be new accrediting agencies.
- If you want to sign on to letters or campaigns that push back against the limitation on academic freedom you can do so in your individual capacity. But if you want to sign as an administrator or employee of the University of Memphis, you need to go through the appropriate approval process. You shouldn't speak for the university. Silence is not acquiescence. The university does believe in academic freedom. It is extremely important, it is who we are.
- You can reach out to me directly with questions. I'm in 201 Admin. We have an open door policy.

- These are difficult and challenging times. We are trying to navigate this the best way we know how. My job is to make your jobs easier. If I can make your job easier by having a conversation with you, talking through something, have a conversation about a grant, how to use language, etc., that's what we are here for. Don't hesitate to reach out to us. If I don't answer immediately, poke me again, because I get a lot of emails.

SOAR Presentation - Shundra White Helton, Director of ITS Service Desk  
Presentation attached

In response to questions:

- The SOAR website lists all services that will be affected by the move to Oracle. It is primarily administrative and financial tasks that will be affected. No student data is going to be changed or affected.
- Information will get moved from one system to another.
- During the black out period the university business will still be completed, but we will have to use alternative means. It may mean a procurement request is made and someone will put you a check. There will be emergencies during the black out period that cannot wait, and we will have a work around. But everything we can get into the system before the blackout period, get it in there.
- We will have a town hall leading up to the blackout period to address concerns and provide information.
- There are things that will go away once we transition to Oracle, such as Chrome River. Oracle is more than a database, it has a lot more functionality. Some systems will go away, some will stay. What is changing is listed on the SOAR website.

Ombudsperson – Sara Bridges, Associate Professor of Counseling Psychology  
Nothing to report

Faculty Trustee – Jeff Marchetta, Professor, Mechanical Engineering  
Nothing to report

#### **04.29.25.09 ANNOUNCEMENTS**

#### **04.29.25.10 ADJOURN**

Discharge 2024-2025 Faculty Senators

This part of the meeting adjourned at 3:50 pm.

Note: This marks the transition from the 2024-2025 session to the 2025-2026 session of the FS.

#### **04.29.25.11 CALL TO ORDER**

President Owens-Mosby called the meeting to order at 3:52 pm with a quorum present.

#### **04.29.25.12 APPROVAL OF AGENDA**

President Owens-Mosby – Motion to approve the agenda.  
The agenda was approved as written.

#### **04.29.25.13 PRESIDENT’S REPORT**

Welcome to 2025-2026 Faculty Senators

#### **04.29.25.14 NEW BUSINESS**

Election of Officers:

##### *President:*

Jeni Loftus, College of Arts and Sciences, Department of Sociology  
William Alexander, College of Arts and Sciences, Department of Chemistry  
**Senator Jeni Loftus was elected President**

##### *President-Elect:*

Shahram Pezeshk, Herff College of Engineering, Department of Civil Engineering  
Stephen Karr, College of Communication and Fine Arts, Rudi E. Scheidt School of Music  
William Alexander, College of Arts and Sciences, Department of Chemistry  
DeAnna Owens-Mosby, College of Education, Department of Instruction and Curriculum Leadership  
**Senator Stephen Karr was elected President-Elect**

##### *Parliamentarian:*

Mark Sunderman, Fogelman College of Business and Economics, Department of Finance, Insurance and Real Estate  
Stephanie Huetten, College of Arts and Sciences, Department of Psychology  
Bradley Dixon, College of Arts and Sciences, Department of History  
William Alexander, College of Arts and Sciences, Department of Chemistry  
**Senator Bradley Dixon was elected Parliamentarian**

##### *Secretary:*

Barbara Fitzgerald, College of Professional and Liberal Studies  
**Senator Barbara Fitzgerald was elected Secretary**

Executive-at-Large (2):

Mark Sunderman, Fogelman College of Business and Economics, Department of Finance, Insurance and Real Estate

Kate Sorenson, Fogelman College of Business and Economics, School of Accountancy

Shahram Pezeshk, Herff College of Engineering, Department of Civil Engineering

Gensheng (Jason) Liu, Fogelman College of Business and Economics, Marketing and Supply Chain Management

**Kate Sorenson and Shahram Pezeshk were elected Executives-at-Large**

Committee of Committees:

Stephanie Huetten, College of Arts and Sciences, Department of Psychology

Rhema Fuller, Kemmons Wilson School of Hospitality and Resort Management

Xinhua Yu, School of Public Health, Division of Epidemiology, Biostatistics and Environmental Health

**Stephanie Huetten, Rhema Fuller and Xinhua Yu were elected to the Committee of Committees**

Standing Committees – Nominate Chairs

#### **04.29.25.15 ANNOUNCEMENTS**

#### **04.29.25.16 ADJOURN**

The meeting adjourned at 4:35 pm.

*Standing Committee Chairs for the 2025-2026 Faculty Senate Session:*

Academic Policies Committee: Senator Melanie Conroy

Academic Support Committee: Senator Mark Sunderman

Administrative Policies Committee: Senator Greg Hughes

Budget and Finance Committee:

Committee on Committees: Senator Stephanie Huetten

Faculty Policies Committee:

Library Policies Committee: Senator Carl Hess

Research Policies Committee: Senator William Alexander

## M2025.4.29 Motion to Reduce Faculty Salary Compression.

Originators: Faculty Senate Budget and Finance Standing Committee

Whereas,

The mission of the University of Memphis is to deliver enduring education, impactful research, and collaborative services; and

Whereas,

These goals are only achievable through the partnership of the University of Memphis faculty with students, alumni, staff, administrative leadership, and the Board of Trustees and

Whereas,

The faculty of the University of Memphis deserve fair compensation for time and labor as well as opportunities for compensation adjustments, including inflation/cost of living (COLA), promotions, raises, equity pay, and

Whereas,

The Faculty Senate has engaged in conversations with the administration of the University of Memphis regarding the issues of salary compression for over ten years (see attached emails from former University of Memphis President M. David Rudd, former Faculty Senate President Thomas Banning and former Music Senator John Mueller).

Whereas,

A 1.6% across-the-board salary increase is planned for all faculty, regardless of the above-stated issues.

Whereas,



Each across-the-board raise exacerbates pay inequity and salary compression and fails to fulfill goal 5 of the Ascend Strategic Plan by not retaining, recognizing and rewarding faculty who are most affected by these issues.

Whereas,

The Administration of the University of Memphis has no stated plan to address existing instances of salary compression and pay inequity.

Be It Resolved,

The University of Memphis Senior Administration will recognize the severity of salary compression and pay inequity and make addressing these issues the highest priority for the upcoming budgeting cycle. The administration will set aside a projected amount to address salary compression and pay equity.

Be It Further Resolved,

The Senior Administration of the University of Memphis, in collaboration with the Faculty Senate and according to current research in the area of faculty compensation, will develop a more detailed approach to salary increases with the allocations from the State Legislature, using the funds to address the long-standing issues of salary compression and pay inequity.

Motion 4/29/25

Vote: xx For, yy Against, zz Abstain



# SOAR Project Update

Ahead, see the most recent information on our transition to a new finance and human resources platform, **Oracle Cloud**.





# AGENDA

- Welcome
- SOAR Program Progress
- Testing Update: SIT 2 / UAT
- Training Update
- Campus Engagement
- Next Steps

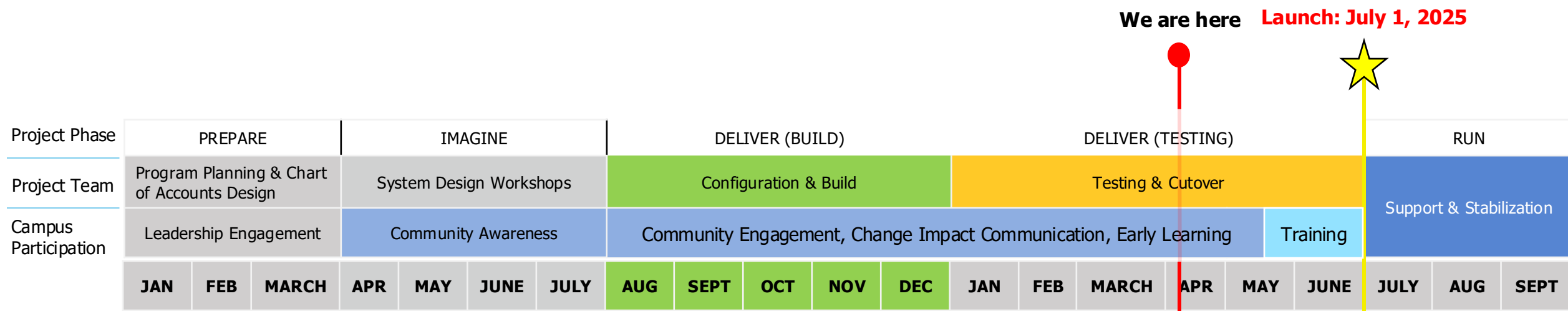




# SOAR Program Progress

We envision a future where our administrative capabilities are a model of efficiency and effectiveness, achieving a standard of operational excellence that sets us apart. Our commitment to best practices and innovation for strategic impact will reshape our operations to support and strengthen our academic community and research enterprise.

# SOAR Timeline



## Recent Accomplishments

- Completed / successfully exited SIT 1 (testing)
- Finalized end user training curriculum
- Launched Manager Readiness series
- Enhanced SOAR website calendar

# Faculty Actions in Oracle Cloud



With the transition to Oracle Cloud, faculty and those that support them will carry out financial and administrative tasks in the new system. Below you can find a few examples of day-to-day

processes that will be conducted in our new system, Oracle Cloud, beginning this summer. Training for the new system will become available prior to the launch for you to become best equipped to quickly and easily execute your business processes.

- Job Appraisals
- Pay
- Time Card and Absences
- Travel
- Procurement and Purchasing
- Reimbursement
- Grants Processing
  - Sponsored
  - Non-Sponsored

# SOAR Program Status

## PROGRAM HEALTH



- ✓ SOAR Program continues to operate within budget.
- ✓ SOAR Program is behind schedule primarily due to SIT 2 testing delays
- ✓ Primary focus on SIT 2 completion and prep for UAT; cutover/blackout; end user training

## DELIVER PHASE PROGRESS

Workstreams	Recent Activity
Cutover	<ul style="list-style-type: none"><li>• Conducting cutover dress rehearsal</li><li>• Completing final blackout calendar</li></ul>
Record to Report (RTR) / Chart of Accounts (COA)	<ul style="list-style-type: none"><li>• SIT 2 testing execution</li><li>• Completing initial COA values for UAT; providing COA strings for boundary systems</li></ul>
Organizational Change Management	<ul style="list-style-type: none"><li>• Strengthening faculty preparation; business officers regarding finance-related changes</li><li>• April-through-June engagement plans completed</li></ul>
Testing	<ul style="list-style-type: none"><li>• SIT 2, week 4 completed; all teams behind; UAT preparation</li><li>• Facilitated end-to-end (E2E) testing; PCT1 (payroll comparison testing)</li></ul>
Learn	<ul style="list-style-type: none"><li>• SIT 2 testing execution</li></ul>
Planning, Budgeting, Financial Reporting	<ul style="list-style-type: none"><li>• SIT 2 execution and defect resolution; UAT preparation</li></ul>
Procure to Pay (PTP)	<ul style="list-style-type: none"><li>• SIT 2 execution, including end-to-end; defect resolution</li><li>• Working with banks on connections and file validations</li></ul>
Project and Grants Management	<ul style="list-style-type: none"><li>• Cayuse conversion and delay in testing due to boundary system data issues</li><li>• Focus on completing SIT2 testing and defect resolution</li></ul>
Security and Controls	<ul style="list-style-type: none"><li>• Support SIT 2 execution and defects resolution</li><li>• Contribute to UAT prep (user personal mapping)</li></ul>
Technology	<ul style="list-style-type: none"><li>• Support SIT 2 execution and UAT planning</li><li>• Some delays in boundary system readiness; functional specs for newly approved CR's</li></ul>
Training	<ul style="list-style-type: none"><li>• Resolved risk regarding training content hosting (Canvas); team fully</li><li>• Identifying additional instructors to support end user training delivery</li></ul>
Human Capital Management (HCM)	<ul style="list-style-type: none"><li>• SIT 2 execution and defect resolution</li><li>• Detailed Econtracts testing</li></ul>

# User Acceptance Testing (UAT) Approach

- **UAT Overview**

- Ensure the system meets business requirements and is ready for end users
- Ensure that Boundary Systems interacting with Oracle Cloud Applications function correctly
- Validate that the system performs in real-world
- User Acceptance Testing Dates: **4/28/2025 – 5/30/2025 | 5 weeks\***

- **Testing Structure:**

- **2 weeks** workstream-specific testing
- **3 weeks** end-to-end (E2E) cross functional business process testing
- Testing by **extended users/testers**
  - Focus on role-based testing for their department/college
  - Workstream leads shift from performing tests to leading testers

Estimated 3 Hours / Day over 5 Weeks



# End User Training

# Estimated Learning Durations

Employee learning times will vary by role and how central Oracle is to their work responsibilities. Training is planned **late-May through June**. Learning options will continue after go-live.

## Faculty

Totals: Est. Minimum Learning Hours = 5  
Est. Maximum Learning Hours = 7.0\*

\*Subject to change. Reflects training for PI's, people leaders, procurement.

## All Employees

Totals: Est. Minimum Required Hours = 5  
Est. Maximum Learning Hours = 27\*\*

\*\*Subject to change. Reflects training for more frequent users, such as Business Officers, people leaders, etc.

End users will be able to complete training across the training period via a combination of live and self-paced content.

# Train-the-Trainer



- 23 UofM colleagues have been identified to support end user training execution
- The Project will be reaching out to leaders for permission to invite them
- A Train-the-Trainer event will be conducted in May to prepare them to support and/or co-lead training
- Part of preparation will be UAT participation
- Great career opportunity & equips UofM with additional SMEs

	Week 0	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Week of →	28-Apr	5-May	12-May	19-May	26-May	2-Jun	9-Jun	16-Jun	23-Jun
Total Estimated Hours / Week	1	16-20	14	14	17-19	7-9	7-9	7-9	7-9

UAT

# Campus Engagement

# Campus Engagement: April - June



## SOAR Website

- Regular updates including FAQs, announcement, and resources
- [www.soar.memphis.edu](http://www.soar.memphis.edu)  
*Launched March 2024*



## Newsletter & Announcements

- Communications to keep the UofM community informed  
*Launched March 2024*



## Community Wide Events

- Town Halls
- Roadshows
- Roundtables  
*Launched May 2024*



## Readiness Surveys

- Questionnaires that provide insight around levels of stakeholder awareness, support, and readiness  
*Launched June 2024*



## Change Champion Network

- Community members who disseminate program information to stakeholders  
*Launched Fall 2024*



## Foundational Readiness Sessions

- Sessions that provide users with early learning on a specific business process  
*Launched Summer 2024*



## User Acceptance Testing (UAT)

- Designed to test the system and gather user feedback  
*Launch Spring 2025*



## End User Training

- Courses that provide users with the knowledge and skills to be successful in the system  
*Launch Spring 2025*



## (New) Deans / Faculty Engagement

- Provide Deans advanced notice of communications impacting faculty and obtain their input, as needed  
*Launched April 2025*

# Campaign Calendar View



Change  
Champions



FOFHR



Newsletter



Advisory



Readiness  
Sessions



Town Hall



Org Change  
Readiness Survey



Dean's  
Meeting

## Upcoming Events

**Manager Readiness Series  
(Part 3): April 24, 2025**

**Town Halls: May and June**

**FOFHR: Monthly – April –  
June**

### APRIL

SUN	MON	TUES	WED	THURS	FRI	SAT
		1	2	3 	4  Close	5
6	7	8	9 	10	11	12
13	14	15 	16	17 	18	19
20	21	22 	23	24 	25	26
27	28	29	30			

### MAY

SUN	MON	TUES	WED	THURS	FRI	SAT
				1 	2	3
4	5	6	7 	8 	9	10
11	12	13	14	15 	16  Blackout	17
18	19	20  	21	22	23  Blackout	24
25	26	27	28	29	30  Blackout	31

Weekly Cutover/Blackout communications expected. Specific dates to be determined.