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Gulf Coast Faculty Council Minutes

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12-21-2012

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Gulf Coast Faculty Council Meeting Minutes
Friday, September 21, 2012
Room 204 Gulf Coast Library, 2:00 – 4:00 p.m.

Members in Attendance: Mary Ann Adams [Ex-Officio], Lin Agler, Alissa Beck, Peter Dean, Marie Leonard, Heidi Lyn, Casey Maugh, Don Redalje, Karen Rich, Eric Salient, James Pat Smith, Sumanth Yenduri, Ken Zantow

Proxies: Tom Osowski (Proxy Karen Rich); Jennifer Walker (Proxy Sumanth Yenduri)

- I. Call to Order - Meeting was called to order by Ken Zantow @ 2:05 p.m.
- II. Approval of August 20, 2012 Minutes
 - Minutes unanimously approved
- III. Meeting Guests: The Southern Miss Alumni Association Presidential Transition Team: Jennifer Payne and Jerry DeFatta; Kathleen Shaughnessy: The University of Southern Miss Foundation Board
 - Alumni realize that the selection of a new University President is a critical decision
 - The Alumni Association has put together a presidential transition team to obtain feedback about a preferred presidential candidate [skills and attributes] from a broad group, including the GCFC
 - They will give Robin Robinson [The University of Southern Mississippi Board Search Committee Chair] a document with their feedback
 - Then, the alumni group will meet with the new President to help ease the President's transition into the new job
 - Kathleen Shaughnessy asked questions of the GCFC members who answered verbally. See questionnaire attached to these minutes. Responses are as follows:

#1 Three greatest challenges the University faces:

- Funding – need more
- Multi-campus operations – need to maximize possibilities – should be at 6,000 students on the Coast without impacting HB
- Vision for growth of the University – increasing students and faculty – developing research in the broadest sense – President should understand the value of bringing in research dollars and having research faculty as a major need of the University – not just academic faculty
- Consider the stellar administrators who are here now – rather than bringing in new cabinet – looking within the University for cabinet before looking outside
- Stability – especially important to the Coast faculty because we have been through so many administrators – should not lose our local administrator, Dr. Lucas
- Not to see GC as competing with HB for students – need to view Coast as a valuable asset that has an attraction for different types of students – we need to be seen as a complement to HB rather than as competition
- Must have a real commitment to a regional perspective
- GC reporting structure has been muddy [unclear] – need to consider changing the accreditation model – GC needs to be empowered – consider site-based accreditation

- A lack of clarity and vision – what do we want to be as a University?
- It can be okay to have a vision for the whole University as well as allowing the GC to have its own vision – should be complementary
- Globalization – how do we assimilate students from other states and nations?

#2 University's top three selling points

- GC – location
- Research faculty
- Multi-campus
- Class size relatively small – able to know our students well
- Serve community – visibility

#3 What leadership skills, attributes, or experiences would we like to see in a President?

- Multi-campus experience
- Be able to listen to many voices rather than the voices of particular groups
- Must be able to choose good people to work at all levels of administration – put the right person in the right job to help the University grow
- Fundraising
- Be able to showcase the talent of the University community

#4 Desired leadership style

- Not a micro-manager
- Transparency

#5 Importance of knowledge of southern [regional] culture and Mississippi's political climate

- Sometimes know too much so believe things are impossible when they really are possible – sometimes outsiders are more open to possibilities
- Need a fresh perspective – need to be encouraged to try new ways of doing things
- Would not work for a business person to be in the position if the person tries to micromanage from a business model – should not treat students like a business
- Sometimes does not work to bring a business person with corporate experience and insert such as person into an academic setting
- Young faculty need support and a business person might not understand what they are going through – may demoralize young faculty who are struggling their way up
- If we want a major research university, it doesn't seem likely that a business person will be able to do this – would not be familiar with a successful situation like this – hard to put a for-profit model into an academic setting
- Business person does not understand freedom related to faculty work
- Experience in an academic culture is most important but also need to be attuned to southern culture

#6 How important is a background in higher education?

- Crucial

- Needs to understand the dynamics of politics related to a State institution because it is easier to get things done in a private institution

#7 Rating exercise – priority areas for the new President

- Completed individually and submitted

#8 Management of academic and business affairs

- Transparency
- Shared governance – faculty should have significant input into decision-making – faculty members are the backbone of the institution
- Need to know the rules – the rules should be available for everyone to see
- Faculty help to make the rules
- Need to know how money is being spent – need to know how much the campus is being assessed and for what purposes
- Understand and value academic freedom

#9 What else needs to be considered?

- Multi-campus experience
- All finalists should come to GC campus and allow faculty to give input – [Were informed that this is not in accordance with the IHL's process]

#10 One question for the new Presidential candidate

- Stability – as a new faculty member it takes a long time to learn the processes and people from the Coast and HB...by the time faculty are comfortable, people are gone. How long will you stay?
- Do we need a young ambitious person who wants to set the world on fire who will then burnout or move on to a bigger University? Or...do we want someone who has accomplished a lot who isn't looking to move on?
- Are you forward thinking rather than "what is your tie to Southern Miss"?
- How well can you work within the politics of the IHL?
- What skill is needed to make the next president successful long term?

IV. Presidential Search Update – Ken Zantow

- Ken and Mary Ann are on the search committee and recently attended a committee dinner and meeting. Information was provided about the search firm and the search process. The firm wants to find people who are successful where they are with no intention of leaving their current position and to convince them to apply for the President's position at Southern Miss. The committee will recommend 5- 6 candidates, and the search firm will compile the data.
- Timeline:
 - 1st interviews are mid-January 2013
 - Next, a narrowing process will occur
 - The preferred candidate will visit campuses in early February 2013
 - If there is a major concern about the one person, the committee will reject the person and invite another candidate

- V. Committee Reports
 - a. Bylaws Revision – Pat Smith and Don Redalje
 - No progress
 - b. Celebrations – Heidi Lyn and Marlene Naquin
 - No progress except to add Casey to the committee

VI. Other business

- Concern expressed about whether Colleges are proceeding forward with planning
- As the GCFC, we affirmed that we should move forward with strategic plans rather than waiting on the new President; we need to capitalize on opportunities and consider opportunities to move the GCFC forward as an important body
- We are interested in helping with mentorship of new faculty – would be nice to have a party for new faculty
- Discussion about and suggestions for social events for faculty:
 - Have twice per semester social events with faculty and family; Possibilities: get-together on a Friday night or Saturday; could include musical groups or films – events to bring people to the campus
 - We will do something for St. Patrick’s Day, Mardi Gras, Quiz Bowl, Jazz Fest, Halloween
 - Another idea is to schedule a happy hour meeting on some Friday evenings; could schedule lunch events for faculty
 - Need to decide on things that the faculty can get behind
 - Want to welcome new faculty and include current faculty – suggested a beach cookout – Ken will talk with Tom Lansford and Casey Maugh will talk with Dr. Lucas about supporting the event – tentatively scheduled for around noon on a Saturday, October 20th
- Casey Maugh discussed upcoming plagiarism workshop on September 27th; attendees will receive 1 credit for RCR training
- A “Think Center” will be started on the Coast – will move into the current coffee shop in the Library
- Suggestion to have Jack Covarubius come to a Council meeting to talk about the Learning Commons

VII. Adjournment – Meeting was adjourned by Ken Zantow @ 4:02 p.m.

Minutes submitted by: Karen Rich

Next Meeting:

October 19, 2012, 2:00 p.m.

Dates to remember:

September 29, 2012 – Gulf Coast Heart Walk
 October 11-12, 2012 – Fall Break CANCELED
 October 20, 2012 – Gulf Coast Breast Cancer Walk
 October 29-November 2, 2012 – Spring and Summer priority advisement
 November 21-23, 2012 – Thanksgiving Holidays
 December 7, 2012 – last day of Fall classes

GCFC Meeting dates:
 October 19, 2012
 November 16, 2012
 January 25, 2012
 February 22, 2012
 March 22, 2012
 April 26, 2012

Faculty Senate Meeting dates:
 October 5, 2012
 November 12, 2012
 December 7, 2012
 February 1, 2012
 March 1, 2012 at Gulf Coast campus
 April 5, 2012
 May 3, 2012
 June 7, 2012