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## Staff Appreciation Resolution

USM Faculty Senate

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THE UNIVERSITY OF  
**SOUTHERN MISSISSIPPI**

FACULTY SENATE RESOLUTION #08, 2015-2016

**Authored by: Dr. Frank Heitmuller, Chair, Academics Committee**

**Co-authored by: Drs. Daniel Capper, Bradley Green, Heidi Lyn, Chris Sirola, Elizabeth Tinnon**

Introduced by: **Faculty Senate Committee: Academics**

A FACULTY SENATE resolution in support of **continuing active searches for unfilled faculty positions deemed critical to ensure functionality and integrity of academic programs.**

WHEREAS, Academic programs are dependent on a diverse faculty membership to ensure delivery of the required curriculum, effectively advise undergraduate and graduate students, and participate in scholarly and creative activities that support the mission of the University; and,

WHEREAS, Unfilled faculty positions often derive from departures of faculty members who were integral contributors to the aforementioned academic responsibilities; and,

WHEREAS, Unfilled faculty positions commonly result in reallocation and/or addition of instructional responsibilities to remaining faculty, which can be deleterious to research and creative productivity; and,

WHEREAS, Suspension of searches for faculty positions have previously been a mechanism to absorb budgetary reductions, notably during the current budget year; and,

THEREFORE BE IT RESOLVED THAT, FACULTY SENATE is fully aware of budgetary constraints but nevertheless endorses the continuation of active searches for unfilled faculty positions deemed critical to support academic programs; and,

THEREFORE BE IT FINALLY RESOLVED THAT, copies of this resolution shall be sent to the Faculty Senate, Gulf Coast Faculty Council, Provost, Vice President of the Gulf Coast, Vice President of Finance, and President.