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October 18, 2012 Minutes

USM Council of Chairs

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**Agenda
Council of Chairs
October 18, 2012**

Minutes

Members Present: Chuck Tardy, Michael Miles, Thelma Roberson, Glen Shearer, Clifton Dixon, Tisha Zelner, Steve Cloud, Sabine Heinhorst

Members Absent: Phyllis Jestice, Leisa Flynn, David Duhon, Tom O'Brien, Tim Rehner, Trent Gould, Wayne Kelly, Joe Olmi, Melanie Gilmore

Guests: Bill Powell, Karen Reidenbach, Jeff Hammond

1. Call to Order

2. Approval of the Agenda – Shearer moved, Tardy seconded; approved by unanimous vote

3. Guest Speaker – General Jeff Hammond, Athletic Director – Provided his biographical information and career path. USM grad; military leader. His focus is different from past ADs. Goals: 1) Promote Excellence and Ethics for everyone associated with his department and 2) create sustainable business model. Recognizes there are financial problems, but predicts the athletic department will be self sustaining by next year. Athletics should not compete with academic dollars. He has put a focus on academics and development for student athletes. Options for revenue building: 1) raise season ticket costs (we fill stadium at less than 33% on season tickets; successful programs fill at 75%); 2) scholarships (fund raising to support scholarships rather than drain university funds; 3) scheduling – football – gave examples of how to creatively schedule to make money, e.g., paid \$1 million to go to Arkansas. Discussed problems with this years' football team; the players are inexperienced compared to last year where 11 of the starters were 5th year seniors. Basketball team – new coach is focused on academics. He answers every email, phone call, text from fans. New coach changed focus to academics. Program lacked discipline. This weekend they are putting the team in a 1970s uniform this weekend. Have a great upcoming quarterback; socially responsible – feels other team mates will follow his lead. There is one mission, the university's mission; no separate mission for athletics. Miles asked what we can do to help with that mission. Brother is a professor. New environment from military – have to take an indirect approach to getting things done. Open to ideas; if you see something, drop me a note. Fellowship of Christian Athletes suggested paying \$125,000 for the local FCA director. Hammond discussed how incongruent this was with local salaries. Gave GPAs for each program.

We have not had football players graduate in a long time, but the one who did is employed and making lots of money in pharmaceuticals.

4. Approval of the minutes. Roberson moved, Zelner seconded; approved by unanimous vote
5. Academic Leadership Committee – Michael Miles – Provost will host a breakfast for chairs, tentative date Nov 27th, 7:45 a.m. 218 TCC. On the agenda: Coast issues and role of the chairs. Additional suggestions: Library operations/budget; Graduate School admissions/ Graduate Reader; IRB delays; Send additional items to Miles.
6. New Chair/Director Training Committee - Glen Shearer – Monday at 4:15-5:15, workshop on the role of chairs and directors in the P and T process. Int Center 101. Pass along ideas for future workshops to Glen or Lisa Nored.
7. Faculty Handbook Committee—Phyllis Jestic; not in attendance, no report
8. Space Utilization and Allocation Review Committee - David Duhon; not in attendance, no report
9. University Assessment Committee – Chuck Tardy – Program reports in WEAVE have been distributed to evaluators.
10. Evaluation of Teaching Performance – Tom O’Brien - not in attendance, no report
11. Standards of Classroom Conduct Committee – Tom O’Brien - not in attendance, no report
12. Old Business
 - a) Administrative Salaries - Chuck Tardy – reviewed the latest version (draft 6); Dixon – COST- chairs are spending MORE time on administrative duties than in the past; advocated for flexibility: chairs should be allowed to negotiate an annual basis a 9, 10, 11, 12 month appointment. Tardy – allowed to negotiate periodically. Asked if COC should address base salaries being set at CUPA averages. #7, the discussion of “should” vs “will” – this new policy basically says you get a raise each year in your base salary. When you are on a grant, you don’t stop doing the work of a chair, should advocate for release from administrative duties for the one month you are on a grant. Need to be

able to negotiate leave from admin duties while on a grant. #3 – leave out funding statement. Complex issues.

b) Presidential Search – Michael Miles – Contacted by the search firm; sent a copy of ad and job description. Asked for comments and to attend Please comment on this and join for telephone call tomorrow at 5:00 the next day. At meeting it was announced that IHL had approved ad. Rumors that IHL had a preferred candidate. Firm asked Bounds if he was a candidate and he said, no. Ad was too generic, included appreciate of the value of athletes in a Tier I institution. No mention of other programs. Did not mention earned doctorate, experience on campuses, or experience coming up through the ranks. Advisory committee asked to select representative for each constituent group staff, alumni, community, faculty, one rep from each group works with search committee. Seem to be on schedule.

c) Guidelines for Proposals for Academic and Graduate Councils – Dr. Powell provided a comparison chart to show changes. Provosts has not yet approved. Powell said the changes were promoted by the fact that many departments changed course descriptions that basically created new courses. Suggested that if prerequisites were outside of the college, they should get approval. COEP recommends keeping the changes at the college level for approval. Powell – there was a discussion of prerequisites in general – prereq were built into SOAR – SOAR could enforce prerequisites. Some departments have requested this be turned off. Tardy – add prerequisites as a dropdown option on the forms to modify/approve a course for AC/GC.

13. New Business

a) Gulf Coast campus protocols - Michael Miles

14. Announcements – SMELA policy luncheon with Representative Toby Barker

House Calls – project next Monday – faculty encouraged to participate

15. Next Meeting: November 1, 2012 – motion to move start time back to 12:15

16. Adjourn