Faculty Senate Minutes - September 8, 2006

USM Faculty Senate

Follow this and additional works at: http://aquila.usm.edu/faculty_senate_minutes

Recommended Citation
USM Faculty Senate, "Faculty Senate Minutes - September 8, 2006" (2006). Faculty Senate Minutes. Paper 96.
http://aquila.usm.edu/faculty_senate_minutes/96

This 2006/07 Minutes is brought to you for free and open access by the Faculty Senate Archive at The Aquila Digital Community. It has been accepted for inclusion in Faculty Senate Minutes by an authorized administrator of The Aquila Digital Community. For more information, please contact Joshua.Cromwell@usm.edu.
1.0 Call to order: 2pm

2.0 Forum: Fred Varnado, Director of Office of Non-Credit Programming gave an overview of the reorganization of ONCP, policies and reporting procedures, and services that are offered.

3.0 Approval of agenda: Agenda was approved with the following changes – 6.1 Ad Astra: Letter to Provost was moved after 6.4 Pre-tenure Review.

4.0 Approval of minutes: Previous minutes are not yet ready for approval.

5.0 Officers' Reports
5.1 President
5.1.1 Welcome
5.1.2 Summary of Retreat (approval of plaque for Dr. Tom Rhea Phillips?) – Myron H. briefly recapped the retreat discussion with IHL Board member, Robin Robertson, regarding the upcoming presidential search. Senators expressed appreciation regarding the support and hospitality Dr. Phillips and his wife have given to the Senate in hosting the Senate retreats for the last five years. The Senate unanimously supported honoring the Phillip’s with a plaque.
5.1.3 Letters Day Awards sponsored by the Faculty Senate and the Office of the President – Myron H. announced the winners of the Senate Awards:

   Junior Faculty Outstanding Teaching Award

   Brent Wolfe (Human Performance and Recreation)

   Junior Faculty Creative Activity Award

   Stephen Sloan (History)

   Junior Faculty Research Award

   Michael Madson (Psychology)
Mentoring Award

Marie Danforth (Anthropology and Sociology)

Community Service Award

Hugo Ley (Construction and Technology)

Members of the Senate expressed congratulations to all winners. Myron H. thanked the Awards Committee members and especially the chair, Mary Lux, for all their hard work in selecting the winners.

5.1.4 Shared Governance Document Update (for approval?) – Myron H. passed out a draft of a Shared Governance Document approved by the Ad hoc committee appointed by the Provost. There was considerable discussion regarding the omission in the document of the citation to the AAUP Shared Governance statement used to create the USM document. There was also much discussion concerning the words “will be consulted” to “should be consulted” changed in the 4th paragraph of the document. The Senate endorsed the document with two changes: 1) In the 4th paragraph, remove “At the same time, however,” and 2) Add a cover letter expressing the concern of the Senate of plagiarism if the AAUP citation is removed from the document.

5.1.5 Outsourcing: A reaffirmation of the Senate's June 9 statement with a lead in paragraph (for approval?) – Myron gave an update on the IHL’s deliberations regarding the outsourcing of Physical Plant. The Board will take up the issue again at its September meeting. The Senate voted unanimously to resend the Senate’s letter of concern to the Board with a cover letter that strongly reaffirms the Senate’s position against the outsourcing of Physical Plant.

5.2 President-Elect

5.2.1 Email Policy – Stephen Judd reported on the current status of the email policy. There is a policy now online that states “prior to monitoring, the committee will seek the advice of a subcommittee appointed by the Policy and Compliance Council (made up of faculty and ITech Administrators) while engaged in monitoring will operate within the constraints defined by that subcommittee.” But, when Stephen talked to the William Derwostyp, chair of the technology committee, he said that the committee was waiting on the Senate to send its suggestions regarding the email policy. Stephen J. has taken on trying to work on a policy and he has looked at several policies from other universities, particularly University of California which seems to address the issue in more depth than most others. Stephen will continue to work towards getting a policy in place.
5.3 Secretary

5.3.1 Committee Sign-up Sheets – The secretary forgot to bring sign-up sheets but will send a note out on the Senate list to elicit committee preferences.

5.4 Secretary-Elect – No report

6.0 Discussion Items

6.1 Personnel Spreadsheet (profit-loss) – It was reported to Senators and Senate officers that a profit/loss sheet has been floating around depts. 2 handouts were distributed, one a mock-up of a the profit/loss sheet and an attachment that came with it that represented evaluation criteria for faculty, chairs and deans which included minimum performance expectations (i.e. positive value of each faculty, 1 grant application for each faculty, 45 increase in student enrollment, 4% increase in student credit hours, etc.). Senators expressed their concerns and concerns of their faculty regarding the implications of this spreadsheet. At the conclusion of a discussion, the Senate voted to extend an invitation to the President/Provost to come to the next Senate meeting to clarify and address some of the concerns. Senators also voted to authorize the Senate’s executive committee to write a strong statement to the President and Provost about the Senate’s concerns.

6.2 Promotion and Tenure (un-written criteria) – Several faculty have reported to senators and executive officers that promotions or tenures have been denied to persons in their departments not on grounds of research, teaching and service but upon other unwritten criteria such as economic development. Senators again expressed concern regarding evaluation criteria that seemed to hinge on economic development. After much discussion, senators asked that an additional paragraph addressing this issue be added to the statement being given to the President/Provost on the personnel spreadsheet and that this item be added to the agenda for the Senate meeting in which the President/Provost.

6.3 Pre-tenure Review (third year review) – Concern was expressed by senators that some faculty are being terminated after third year reviews that are deemed “good” but not “excellent.” Myron H. noted that on at least four occasions, faculty members have been supported by departments but turned down by deans. Fortunately, the Provost has overturned the deans’ decision in some of these cases. One senator stated that their dean said that the Faculty Handbook gave deans the authority to terminate faculty after third year review. Another senator asked whether the Administration has to be involved at all in the process. Senators asked that the Senate officers discuss these issues with the Provost and also asked that representatives on the Handbook committee look into these issues.

6.4 Ad Astra: Letter to Provost – Mary Beth Applin spoke to senators concerning the classroom space issues. She stated that she has spent time the last couple weeks speaking to many faculty that have had issues and has even spoken with Greg Pierce at the Registrar’s Office. Everyone knowledgeable about the problems agree that the main solution is to put the scheduling back into the hands of the departments. The current Ad Astra program is not web-based and so has limited access points thus restricted access to
the Registrar’s Office. Greg Pierce is aware of the problems and is instituting a possible solution – a “scenario” file that will go to departments this October so that they can do classroom scheduling offline. The file will then be incorporated into the Astra program. Greg Pierce agreed that the scenario file may not solve all problems and he has endorsed a draft of a letter to the Provost suggesting the appointment of a committee to look at the classroom scheduling problems and to make recommendations for resolving the issues. The committee members would also act as a communication bridge between departments and the Registrar’s Office. Senators voted unanimously to approve the letter to the Provost. Senators Hauer (CoAL) and Buchanan (CoST) volunteered to be committee members representing their colleges if volunteers were being sought.

At this point in the meeting, Myron Henry recognized John Rachal, faculty in Educational Leadership and Research, who had come with a statement concerning our earlier discussion on “Unwritten Criteria.” John R. stated that he had spoken to some new faculty in his college who had attended the New Faculty Orientation and then to 3 chairs trying to get clarification about expectations for faculty regarding external funding. There were four “basic facts” that John R. found:

1) It was stated by the President at the New Faculty Orientation that external funding was expected from every new faculty member and that the President himself would review each of their records at the end of the year to see if they had applied for at least one grant.

2) The dean of CoEP told the chairs of that college that he had been told by the president that each faculty member was expected to submit a grant and that getting a raise was dependent on having done so. Three chairs in Ed/Psych told John R. the same thing.

3) The chair of John’s department stated that the dean told him that not only was every faculty required to do a grant but that the salary recoup had to equal or exceed the faculty member’s salary and benefits.

4) That chair also stated that all departments in their college are expected to revise one course towards distance delivery or advance at least one degree program towards going online.

Faculty senators from other colleges stated that they have not heard the same from their deans.

6.5 Faculty Handbook/Section 2.2/Salary Appeals – Myron shared information that the administration is considering revising the Salary Appeals policy through an Ad Hoc committee. It has been Myron’s opinion, as Senate representative of the handbook
committee, that salary appeals are covered in the Faculty Handbook section 12.2. Myron passed out a copy of the handbook policy – he believes that the section covers salary appeals, personnel benefits, salaries, working conditions, etc.

6.6 Teaching Load Policy: edition six? – Myron H. handed out a draft of the policy and stated as a point of information that the draft of the Teaching Load Policy had been discussed at an earlier Senate meeting and was still being reviewed by the administration. Dr. Exline felt that the current policy needed clarification. Myron H. suggested changing the wording on the draft to “Guidelines” instead of “Policy” because if it was a policy change it needed to go through the Handbook Committee. Dr. Exline agreed to change the terminology to “Guidelines” – no change in policy. There was a discussion of whether “directed research” was covered under reassign time. Myron stated that he felt that it was covered under bullet four concerning activities that justify reassign time.

At this time, Myron H. recognized Jerome Kolbo, chair of the Research Council, who announced that he had just found out that summer grants will be funded this year.

6.7 Graduate Assistants: the next part of the Provost's plan for "Allocation" – Stephen reported that the 2nd part of the Graduate Assistant plan is about to be implemented and that several programs could be adversely affected by this implementation. There was insufficient time to go over this at this meeting but the Executive Officers would continue to pursue a resolution.

6.8 Gulf Coast Faculty Offices – Allisa Beck stated that the coast faculty are very concerned about the lack of office space and the fact that they cannot get anyone to give them a definitive timeline for getting office space. Senate asked that the Coast Council propose a letter stating their needs for Faculty Senate endorsement. Allisa Beck was charged with addressing this with the Coast Council. Senate Executive Officers will also make an effort to attend the next Coast Council meeting in an effort to work with the Council to help in this effort and others.

6.9 CFO and Library Director Search – Myron noted that executive officers present at the monthly meeting with the president, asked about the filling of key positions on campus, particularly the CFO and Library Director. The president indicated that he would wait and let the new president initiate those searches. There was concern raised as to whether the library director job might need to be filled sooner. Library senators stated that they would try to ascertain a general consensus among librarians regarding the search.
6.10 SACS Draft Letter on Shared Governance - The Senate voted to go into closed session to discuss items 6.10 and 6.11.

6.11 IHL Commissioner’s visit to a special September 22 Faculty Senate meeting (discussion and questions)

7.0 New Business

7.1 A statement that features a "bundling" of some or all of the issues from 6.1 through 6.8???

8.0 Committee Reports

8.1 Elections – Paula Smithka reported that 2nd round ballots have been sent out though the return address was left off. She asked senators to be sure to tell the colleagues in their colleges to return ballots to Box 5015. She also asked that the Constitution and By-Laws Committee this year look at changing the voting rules for winning an election to a simple majority instead of the current “one more than half of the valid votes cast.”

8.2 Academic and Governance
8.3 Administration and Faculty Evaluations
8.4 Awards
8.5 Budget
8.6 Constitution and Bylaws
8.7 Faculty Welfare
8.8 Government Relations
8.9 Technology
8.10 Ad hoc committee reports and liaison reports
  8.10.1 President’s Council (need to elect representatives)
  8.10.2 AAUP (Mitch Berman)
  8.10.3 Facility Management Planning Committee
  8.10.4 Alternative Learning Committee
  8.10.5 Distance Education Committee
  8.10.6 Faculty Handbook Committee

9.0 Old Business

10.0 Adjournment
Members present and those absent [in brackets] but represented by proxy (in parentheses):

**College of the Arts & Letters**

Anita Davis

[Cheryl Goggin] (Paula Smithka)

Stan Hauer

Stephen Judd

Bill Powell

Bob Press

[Bill Scarborough] (Amy Young)

Paula Smithka

Amy Young

**College of Business**

Scott Magruder

Stephen Bushardt

**College of Education & Psychology**

Mary Blackwell

Taralynn Hartsell

Joe Olmi

Tony Rodriguez-Buckingham
College of Health
Wendy Bounds
Bonnie Harbaugh
Mary Lux
Steve Oshrin
Tim Rehner

College of Coastal Science
Don Redalje

College of Science & Technology
Randy Buchanan
Jeff Evans
Jerry Griffith
Myron Henry
Larry Mead
Bobby Middlebrooks

University Libraries
Mary Beth Applin
Jay Barton Spencer

USM-Gulf Coast
Members Absent:

College of the Arts & Letters:
Cindy Brown
John Meyer

College of Business:
Bill Gunther

College of Education & Psychology:

College of Health:

College of Coastal Science:
Chet Rakocinski

College of Science & Technology:
Bob Coates
Mary Dayne Gregg
Gail Russell
University Libraries:

USM-Gulf Coast:

Eric Nelson