

12-3-2010

## Faculty Senate Minutes - December 3, 2010

USM Faculty Senate

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**The University of Southern Mississippi**  
**Faculty Senate**  
**Minutes for December 3, 2010**  
**Ogletree House, Hattiesburg Campus**

Members Present and Represented (by proxy): M.A. Adams, J. Bass (Miller), D. Beckett, J. Brannock (Rehner), D. Bristol, B. Burgess (Goggin), J. Burnett, C. Chatham, S. Clark, R. Conville, D. Daves, A. Davis, J. Ding, L. Downey, D. Fletcher, B. George, C. Goggin, A. Haley, T. Hartsell (Shelley), S. Hauer, N. Howell, D. Lunsford (Chatham), M. Lux, K. Masters (Chatham), D. Masterson, C. McCormick (Howell), C. Meyers, S. Oshrin, R. Pandy (Howell), S. Piland, C. Rakocinski, D. Redalje, T. Rehner, S. Reischman, A. Sevier (Conville), K. Shelley, J.H. Shin (Burnett), D. Tingstrom, J. Wolfe, A. Young.

Members Absent: H. Annulis, A. Branton.

1.0 Call to order

President Davis called the meeting to order at 2:05 pm.

2.0 Approval of Agenda

Motion to approve the agenda by Senator Conville. Seconded. Motion carried.

3.0 Approval of Minutes

Motion to approve the minutes by Senator Burnett. Seconded. Motion carried.

The Senate then allowed time for committees to meet to discuss current and developing issues; the Senate meeting resumed at 2:25 pm.

5.0 Officer Reports

5.1 President (Davis)

5.1.1 Communications (Strategic Planning)

Senator Davis indicated that President Saunders and Provost Lyman were out of town to attend a SACS conference.

Senator Davis then presented ideas regarding core ideology, core values, and core purpose as they relate to the University's Strategic Plan. She indicated a need to be prepared for enacting budgets that are matched to our common values. Senator Davis's PowerPoint presentation is available on CampusHub.

5.3 Secretary

5.3.1 Documents and Records

No report.

6.0 Committee Reports

6.1 Academic and Governance (Masters/Redalje/Shelley)

6.1.1 Reports

6.1.1.1 Activities (Committee Meetings)

Senator Redalje indicated that the Academic and Governance Committee has recently examined the University Retention Awards and the process via which they were awarded. He stated that the committee will continue to focus on this item.

Redalje also indicated a need to ensure that faculty on the Gulf Coast campus have the same opportunities for support and infrastructure as do the faculty on the Hattiesburg campus in order to facilitate their moving forward in their career in the same way as do faculty in Hattiesburg.

#### 6.1.1.2 Faculty Handbook (Lux)

Senator Lux stated that the Faculty Handbook Committee has met and elected Robert Pauly as chair. The committee is currently addressing several issues, including the rights of faculty terminated without cause due to budget reduction to sit on committees.

Senator Beckett inquired regarding Pauly's qualifications to chair the Faculty Handbook Committee. Senator Lux indicated that none of the current faculty members of the Faculty Handbook Committee have served as Faculty Handbook Committee members in the past. During other discussion, Senator Beckett reiterated his belief that the chair of the Faculty Handbook Committee should be someone appointed by Faculty Senate. Senator Lux indicated that Robert Pauly is a faculty member. Senator Beckett recommended that the chair of the Faculty Handbook Committee be appointed by Faculty Senate and that a statement to that effect should be added to the Faculty Handbook.

#### 6.1.1.3 Academic Council (Masters)

No report.

#### 6.1.1.4 E-Learning Committee (Burnett)

Senator Burnett reported that the E-Learning Committee has not met since she was appointed to the committee. She stated that the Learning Enhancement Center is preparing for training faculty on the new version of Blackboard.

#### 6.1.1.5 Graduate Council

No report.

#### 6.1.1.6 Student Recruitment and Retention Initiative

The committee continues to investigate the University Retention Awards process, as Senator Redalje reported above.

### 6.2 Budget (University) and RCM Model (Adams/Clark)

#### 6.2.1 Reports

##### 6.2.1.1 Activities (Committee Meetings)

Senator Adams reported that the Budget Model Subcommittee meeting on November 17 included a representative from Academic Council. She indicated that all budget issues need to be addressed cohesively in order to understand how budget decisions are made. She also stated that limited budget information is currently available to review.

The Budget Subcommittee has requested information from the administration, as per the document included as Appendix A, including a clear statement of established university priorities based on our established university values and an understanding of how the RCM "revenue centers" will work.

Senator Adams requested that committees with issues that should be considered by the Budget Subcommittee send those issues to either Senator Adams or Senator Clark.

Senator Hauer asked who the University's chief budget officer is. Bill Powell responded that the Chief Financial Officer is Russ Willis.

Senator Young stated that what we are also asking for is a complete disclosure of all the UPC reports – not just the Academic Program reports.

Powell responded that the UPC Academic Administration and Administrative Services subcommittee recommendations have not been posted because these are not necessarily the ones that will be enacted. He indicated, however, that there is no problem sharing this information with the Budget Subcommittee.

Senator Rehner advised comparing the recommendations to what the administration is currently doing.

Senator Young suggested a need to examine how things will go beyond the UPC reports; otherwise, according to Young, nobody will ever agree to serve on the committee if the committee members are blamed for what is done.

Senator Adams stated that many factors impact the budget and all that info is needed in order to understand if we are supporting the University priorities. She also indicated that we need to know what the University priorities are: What do we value? What does each college value? This info is needed before an informed decision can be made.

## 6 2.2 Charges and Current Issues

### 6.2.2.1 Recommendations (Athletics; RCM; Institutional Comparison; Retirements)

Senator Adams referred to an AAUP handout that requested that the Faculty Senate recommend reducing the amount of tuition paid for each full-time equivalent student to the athletic department per academic year (fall and spring) from \$384 to \$192 and applying the difference to the academic budget to help cover shortfalls for faculty and their programs. Adams indicated that there are more issues involved in this request and that the Budget Committee has not had a chance to review all the issues. She indicated that this is an area that the Budget Committee needs to investigate.

Senator Haley asked that the request be discussed by the Senate during today's meeting. A motion to endorse the AAUP recommendation was made by Senator Haley. Seconded. Discussion commenced.

Senator Adams posed these questions: If the tuition money were reduced by the suggested amount, what is the guarantee that it will go to faculty positions that you want to save? If tickets were not a part of the students' financial package, would they have the money to buy the tickets?

Senator Fletcher stated that this would not result in a budget cut but rather a diversion of revenues.

Senator Haley indicated that this represented a shifting of revenues.

Senator Hauer stated that he did not feel qualified to vote on this matter, citing a need to hear from the Student Government and from the Athletic Director.

Senator Bristol added that another related issue is that Gulf Coast students pay the athletic fees but may not be able to attend athletic events in Hattiesburg.

Senator Haley referred to using a portion of student tuition to fund athletics as athletic welfare; he said that this money should be used for our students.

Senator Young stated that the Senate passing a resolution does not mean that it will happen.

Senator Rehner indicated that there should or could have been alternatives to working with budget shortfalls other than laying off faculty. Potentially looking at athletic budgets is a way to find some dollars to cover the shortfalls. A consideration would be to reduce the fall/spring/summer contributions to athletics. He suggested reducing the fall/spring/summer percentage contribution to athletics by “x percent” in order to achieve the desired dollar amount to fund academics.

Senator Conville stated that he was inclined to support the AAUP request since it keeps the matter under consideration.

Senator Beckett reported that other dollars are also going to athletics; Bill Powell confirmed Senator Beckett’s statement.

Senator Young suggested that if there is strong enough support for academics, perhaps there will be a ratcheting down of the proposed academic cuts. She cited a need to push in a strong way in order to get the attention of the administration.

At the end of the ten-minute discussion, Senator Davis announced that a vote will occur at the next meeting of the Faculty Senate.

A motion to suspend Senate Rules in order to vote on the item at today’s meeting was made by Senator Beckett. Seconded. Motion passed.

The Senate then voted on the motion by Senator Haley to endorse the AAUP resolution. Motion passed. The endorsement document is included as Appendix B.

### 6.3 Constitution, Bylaws, and Elections (Burgess/Annulis)

#### 6.3.1 Reports

##### 6.3.1.1 Activities (Committee Meeting January 2011)

Senator Davis reported that the Constitution and Bylaws Committee is working to revise the constitution and bylaws to match our current practices.

### 6.4 Evaluation and Assessment (Fletcher/Reischman)

#### 6.4.1 Reports

##### 6.4.1.1 Activities (Committee Meetings)

##### 6.4.1.2 Institutional Research

##### 6.4.1.3 Institutional Effectiveness

##### 6.4.1.4 Assessments

##### 6.4.1.4.1 General Education (Reischman)

##### 6.4.1.4.2 University Assessment Committee (Fletcher)

Senator Fletcher reported that he has received from Senator Oshrin documents previously used for Administrator Evaluations and that he is working to get the Administrator Evaluation process organized.

Senator Reischman indicated that General Education (GEC) student learning outcomes are being updated. The University Assessment Committee is currently working on the second round of reviews of Academic Assessment Reports.

### 6.5 Materials and Resources (Branton/Lux)

#### 6.5.1 Reports

##### 6.5.1.1 Activities (Committee Meetings)

##### 6.5.1.2 Libraries (Friends of the Library, Advisory Committee)

##### 6.5.1.3 Technologies

No report.

## 6.6 Research and Scholarship (Downey/Masterson)

### 6.6.1 Reports

#### 6.6.1.1 Activities

#### 6.6.1.2 University Research Council (Shelley)

### 6.6.2 Charges and Current Issues

#### 6.6.2.1 Recommendations

Senator Downey reported that the Research and Scholarship Committee is discussing with Dr. Denis Weisenberg the matter of how to pay persons working on grants for their untaken personal leave time and trying to find a way to include monies for this payment in the corresponding grants. Currently the request for payment of unpaid leave is first submitted to the grant PI and then to the Vice President of Research for payment.

Senator Redalje indicated that any 12-month employee who leaves the University is paid his/her unpaid leave (up to 240 hours). He stated that there needs to be a better way to support unpaid leave for research staff.

## 6.7 University Awards

### 6.7.1 Reports

#### 6.7.1.1 Activities (Committee Meetings)

Senator Beckett reported that the University Awards Committee met to review the applications for the Grand Marshal-Distinguished Professor Award. Dr. Andrew Wiest of the College of Arts and Letters was selected as the recipient of this prestigious award.

The Lucas Awards Committee has also met. The Excellence in University Teaching and Service applications have been submitted and are currently being reviewed by members of the University Awards Committee.

## 6.8 University Relations (Conville/Sevier)

### 6.8.1 Reports

#### 6.8.1.1 Activities (Committee Meetings)

#### 6.8.1.2 Gulf Coast Faculty Council (Davis)

#### 6.8.1.3 Alumni Affairs

#### 6.8.1.4 Committee on Committees (Haley)

#### 6.8.1.5 Student Affairs

#### 6.8.1.6 Legislative Affairs

#### 6.8.1.7 University Foundation/Gifts

Senator Conville reported that the University Relations Committee has met with four administrators who deal with external relations and that they agree that meeting with faculty members on a regular basis is important. They also agree that there is a role for faculty to be involved in the external relations process.

Senator Conville then referred to the “centerfold” paid advertisement in the Thursday, December 2, 2010 issue of The Student Printz (Volume 95, Issue 28) that stated “Southern Miss The Evolution of a Premier Research University” and listed “our culture”, “our mission”, “our goals”, “our progress”, and “our vision”. Conville indicated that faculty members he has spoken with are not certain where the content for this advertisement came from.

Conville reported that Joe Paul has stated that prospective students have a general awareness of faculty quality and that decisions about college are now a family decision.

According to Conville, Chad Driskell suggested making available to the faculty (or at least to the Faculty Senate) the names and committee assignment for our local legislative delegation. Senator Conville reminded the Senate of the Legislative Forum scheduled for Wednesday, December 8 at 3:00 pm in the Thad Cochran Center.

Senator Conville commented regarding the challenges that Bob Pierce faces to get commitments and establish loyalties to the University from students who are here for only two years. He also stated that Jerry DeFatta reported that alumni want to know about students, faculty, and football. DeFatta normally carries information regarding research awards with him to use as “talking points” when he meets with alumni.

- 6.9 University Welfare (Burnett/Haley)
  - 6.9.1 Reports
    - 6.9.1.1 Activities (Committee Meetings)
    - 6.9.1.2 University Health Initiatives

Senator Haley indicated that the University Welfare Committee wishes senators “happy holidays”.

- 7.0 New Business
  - 7.1 Other

Senator Beckett commented regarding the promotion recommendation form. He indicated his belief that the question “Have you previously applied for this rank? Yes/no; what year?” should not be on the form. This matter is to be considered by the University Welfare Committee.

- 8.0 Adjournment

Motion to adjourn by Senator Bristol. Seconded. Motion carried. Meeting adjourned at 3:45 pm.

# **APPENDIX A**

**Budget Model Subcommittee  
November 17, 2010 Meeting**

November 17, 2010

**FACULTY SENATE  
Budget Model Subcommittee**

**Original Charge:**

"Establish an ongoing assessment of financial resources reflecting university priorities"

**Evidence:**

The Budget Subcommittee requests the following information from administration. This information is needed in order to assess how and if financial resource allocations reflect university academic priorities (vision and mission) and protect academic integrity:

- a) A clear statement of established university priorities based on our established university values.
- b) The current funding formula utilized to make budget decisions that impact academic support for each college unit.
- c) A definition of the new funding formula that will be utilized when RCM is implemented and the weights USM will use to inform how college priorities as well as university priorities will be protected under the proposed RCM budget system.
- d) A clear statement of how the RCM formula utilized will identify "revenue centers" (will the model be vertical [each college unit will be all inclusive, coast college unit within each Hattiesburg college revenue center] or horizontal [each unit will be self identified so coast will be its own revenue center, etc]).
- e) A model of how each "revenue center" will work collaboratively to make decisions that support the established shared governance structures of Faculty Senate, Academic Council and Graduate Council.
- f) A clear statement of how the current proposed cuts will support "established university priorities" and university strategic planning.
- g) A definitive model of how academic, foundation, and athletic funding coming related to E & G monies.

**Solution:**

Faculty Senate Budget Subcommittee request's the above information from administration in order to prepare a formal recommendation for the January, 2011 Faculty Senate meeting. This formal recommendation will be the foundation for Faculty Senate to work with administration to create a document for "Guiding Principles and Processes for Administrative Budget Decisions" during the current budget crisis.

Once the above information is received, the Faculty Senate Budget Subcommittee would like to create a formal "Guiding Principles and Processes for Administrative Budget Decisions." Included in this, we would like each faculty senate subcommittee to voice any concerns related to future administrative budget decision-making and the impact it could have on your area. What does your subcommittee wish to preserve as core university values? How can we assure this is included in our submission of guiding principles and processes? How does your college assure that academic priorities and positions that support your college values are preserved?

Please email responses from your committee to Dr. Mary Ann Adams at [mary.adams@usm.edu](mailto:mary.adams@usm.edu) or Dr. Stan Clark at [stanley.clark@usm.edu](mailto:stanley.clark@usm.edu). Your committee comments will then be integrated into a preliminary document to be presented at the January faculty senate meeting for review. Thank you for your support in this endeavor!

## **APPENDIX B**

**Faculty Senate Endorsement  
Request to Administration  
December 3, 3010**

Whereas the University of Southern Mississippi faces continuing budget challenges, it is important to try to maintain both the academic and the athletic programs on as strong a footing as possible.

Whereas the relationship between the two is a strong one, it is worth noting, however, that most of the budget cuts have been on the academic side. To use an analogy, if the academic side of the ship starts to sink, eventually the athletic side will sink as well.

Whereas discussions on reducing the athletic budget have often been met with expressed concern that this would cause a major drop in donations and enrollments, a national study at Cornell University (2004) found that this is not the case. The Cornell study concluded: "Alumni donations and applications for admission sometimes rise in the wake of conspicuously successful seasons at a small number of institutions, but such increases are likely to be both small and transitory."

The Cornell study also found "not a shred of evidence to suggest that an across-the-board cutback in spending on athletics would reduce either donations by alumni or applications by prospective students."

Therefore, the USM Faculty Senate requests the Administration to reduce the amount of tuition from \$384 to \$192 paid for each full-time equivalent student to the athletic department per academic year (fall and spring) and apply this to the academic budget to help cover shortfalls for faculty and their programs.