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## Faculty Senate Minutes - October 5, 2012

USM Faculty Senate

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**The University of Southern Mississippi  
Faculty Senate Meeting  
Thad Cochran Center Room 218**

**October 5, 2012**

**Minutes**

**Members Present and Represented** (by proxy): M.A. Adams, L. Agler, A. Beck (M. Naquin), A. Branton, R. Carr, S. Cloud, D. Daves, K. Davis (A. Branton), K. Dillon, J. Ding, D. Douglas, D. Fletcher, K. Goodwin, A. Haley, T. Hartsell, S. Hrostowski, L. Iglesias, M. Lux, M. Miller (K. Shelley), C. Meyers, M. Naquin, L. Nored (D. Fletcher), W. Odom, S. Piland (M. Lux), R. Press, K. Shelley, J. Shin, C. Sirola, P. Smith (W. Follett), L. Story, D. Tingstrom, J. Wiggert (T. Zelner), T. Zelner.

**Absent:** J. Anderson, D. Conville, M. Dugan, M. Elasri, L. Flynn, J. Wiggins

**Guests:** B. Powell, D. Beckett, T. Laird, K. Reidenbach, E. Kemp (*Hattiesburg American*)

**Business Meeting 2:00 PM**

1.0 **Call to Order** – 2:07 PM

2.0 **Approval of Agenda** –D. Materson 1<sup>st</sup>; A. Haley 2<sup>nd</sup>

-Added 4.5 M. Lux report on Awards meeting

3.0 **Approval of September Minutes** – S. Hrostowski 1<sup>st</sup>; A. Haley 2<sup>nd</sup>

4.0 **Officer Reports**

4.1 **President**

**Update on Presidential Search Process**

Mr. Jerry DeFatta, Executive Director of the USM Alumni Association, is in the process of completing a survey of on campus and off campus groups concerning what they want in a new University President. He will be joining Faculty Senate after the President and the Provost speak to survey Senate members. I have asked Jerry if he will tabulate Faculty Senate responses separately to give us feedback and he has agreed to do that.

The Presidential Search will be closed around the middle of December, and candidates will be reviewed in January. I spoke with Robin Robinson, President of the IHL USM Search Committee about concerns that each governance constituency group should have a presence on the USM Search Committee as well as each College should have a representative on the USM Search Committee. Specifically, I asked her to assure me that Academic Council would be represented, that the Council of Chairs would be represented, and that the College of Health would be represented. She stated that she would review the list of members and consider a recommendation related to that to the IHL committee. The USM Search Committee was assured that they would have a chance to discuss the candidates as a group prior to each person sending in individual votes for the top candidates. This was something that Faculty Senate felt very strongly about and, so I am pleased that the decision was made that there will be discussion among USM Search Committee members.

The Executive Cabinet of Faculty Senate, as stated in the University Bylaws, made a recommendation to the Provost concerning the Deans' recommendations for a University Academic Ombudsman. After reviewing the candidates the Deans put forward, the Executive Committee recommended Dr. Steve Oshrin for this position. A copy of the memo sent to the Provost is attached.

4.2 **President Elect**

Faculty Senate has spent approximately 14% of our allocated budget. The majority of this was for the annual retreat. I am also looking at working with Linda Rasmussen and the Elections Committee to begin the process for Faculty Senate Reallocation, based on numbers of faculty as well as geographic location (as required by the Faculty Senate Bylaws).

I would like to notify everyone that we need membership on the Constitution and Bylaws Subcommittee to work on possibly uniting the Constitution and Bylaws into a more user friendly document.

**4.3 Secretary**

Name plates have been ordered for new Senators.

**4.4 Secretary Elect**

No report

**4.5 Presentation of Faculty Senate Awards**

Senator Mary Lux, Chair of the Faculty Senate Awards Committee presented the Faculty Senate Awards from the 2012 year. The money for their award was included in their September check. The Awards that were presented are as follows:

Creative Award: Westley Follett

Teaching Award: Jeff Bowersox

Mentoring Award: Jameela Lares

**5.0 Remarks from Interim President Aubrey Lucas**

--The search for a new President is underway and will require a commitment of significant time in the review of resumes. The USM Search committee should closely examine applicants. The committee needs to look for troubling issues that raise questions. The presidential search needs to identify someone with significant experience with the ability to recruit large sums of money, as state funding diminishes and the need for a strong budget continues. Dr. Lucas encouraged USM Search Committee members to call faculty at the universities where applicants are currently employed.

--Dr. Lucas stated he was not aware that salaries were so low compared to other Mississippi universities. However, he did brag on the fact that USM hired approximately 80 tenure/tenure-track faculty at the CUPA average for each of those disciplines. He also stated he was aware that this would create greater salary compression and that we would have to continue to work on this as funds are available.

--Dr. Lucas reported that the Restore Act passed and will continue to benefit the coastal regions from the BP oil spill. GoCoast2020 is the MS state level group working on the management of the Restore Act funding in order to manage and distribute the funds. The money will not be here for 2 years and is in jeopardy of being controlled by federal interests. Lobbying in support of the Restore Act will continue.

--Administration is working on a policy regarding time available to full time faculty for outside consulting. The Provost is working on that and will report on the progress.

Questions:

D. Beckett: I agree with calling people at the universities where candidates are working. I applaud your efforts to deal with compression and inversion. Last year there was considerable discussion regarding faculty emeritus and a new policy was passed. I am concerned it was not followed. Were you aware that there is a procedure for this? Dr. Lucas: I was not aware and if I had been aware, I would still have done what I did. D. Beckett: Even presidents need to follow the *Faculty Handbook* and policies. M. A. Adams: The concern of Faculty Senate is not about a specific faculty member as that is up to the recommendation of their department and their college, but rather our concern is that the procedure laid out in the *Faculty Handbook* needs to be followed. D. Fletcher: The procedures are there to protect the university from litigation. Dr. Lucas: I have been in many of those proceedings and thank you for your advice.

**6.0 Remarks from Provost Denis Wiesenburg**

--The *Faculty Handbook* is used to help govern relationships and activities between the administration and the faculty. The university is not required to have a handbook, but if you have one, then you have to follow it. Grounds for litigation issues occur when it is not

followed. Emeritus recommendation starts within the department and follows the standard process of approval up the chain to the President and then to IHL.

--Salary compression has been discussed over the past year, and I am aware that hiring faculty at or near the CUPA average has contributed to this already existing concern. However, to move all faculty to the CUPA average would take 3.2 million dollars. We have been looking for other ways to address this (e.g., utilizing salaries in vacant positions). This morning the President approved addressing salary compression in about 21% of faculty (~\$1K to 9K in individual raises). Not all faculty will be receiving a raise, but it is a step toward improving the situation. Who receives raises is determined by the distance their current salary is from the CUPA average along with their productivity evaluations of the last 3 years. A rubric has been developed to determine these raises, and hopefully the raises will be effective in the October pay checks. Adjustments will be sustainable by not filling open positions and resources provided by the President.

Questions:

M. Lux: Those of us who have been here for a while would like to be shown some appreciation for the years of service. D. Tingstrom: Is there a process that the chairs and deans are following. Dr. Wiesenburg: Yes.

--Another thing we are focusing on is enrollment and retention. B. Press: Would it be possible to link first year students (freshman or transfers) to an assigned mentor? Dr. Wiesenburg: That would be a good thing to explore as we are looking at student success initiatives.

A. Haley: Could you please elaborate on the revisions to the practice and consultant guidelines? The College of Nursing has been having an extensive discussion regarding 12 month faculty who practice consulting outside of their USM contracts. The issue lies with the fact that 12 month faculty accrue annual leave. We have been looking at Ole Miss and MSU policies to see how we compare. Chairs must approve and maintain strength in their departments. Faculty should not be able to buy out 100% of their time because they would then consequently not be engaged in the university community. See *Faculty Handbook* p. 3 on outside consulting.

## 7.0 Guest Presenter

**Jerry DeFatta, Executive Director**

**Southern Miss Alumni Association**

**Constituent Group Interview Responses**

After a brief description of the survey that the Alumni Association is doing, Jerry DeFatta provided open ended questions for the discussion of attributes desired for the new President as well as a short ranking of specific areas that Faculty Senate would see as important for the new president. Mr. DeFatta stated that the Southern Miss Alumni Association will not endorse any one candidate but rather is interested in surveying all constituencies to give a recommendation of the qualities that are needed for the new President. He also stated that the Alumni Association will be working with the new President who is finally selected in order to assist him/her in the acclimation to the new demands of the position. Mr. DeFatta stated that since the Faculty Senate President asked for the results of the Senate to be tabulated separately; he will be giving her a report on the Senate responses to the survey.

## 8.0 Old Business

### 8.1 Committee Charges

Committees have changed some of their charges. Please send updated charges to President Adams. Adams urged committees to begin their work as soon as possible so that all the resolutions and recommendations don't come just at the end of the year.

### 8.2 Faculty Senate Representative as a part of the University Research Council

University Research Committee met Oct 1 and approved adding a Faculty Senate representative to its membership. Dr. Adams stated that the Chair of the Faculty Senate Research Subcommittee will fill this position.

## 9.0 New Business

**9.1 Reconstitution of Awards Committee and possible changes in process for Junior Faculty Excellence Awards, Chair Mary Lux**

**9.2** Faculty Senate has representation on many university-wide committees that offer special recognition and awards to faculty each year. Senator Lux recommended that we no longer serve as administrators of junior faculty awards but provide service on the university committees in its place. These university awards will be processed and administered through the Provost's office. FS Awards committee would continue to select Junior Faculty awards annually. It is believed that there will be better awareness and increased submissions if it is done through the Provost's office. Senator Lux will bring a formal resolution regarding this change at the November Faculty Senate meeting. It was also announced that a representative from CoAL is still needed for the Faculty Senate Awards committee. Lee Follett agreed to represent CoAL

**9.3 Creation of new Faculty Senate University Handbook Committee, Chair Dan Tingstrom**

Given the breadth of work necessary each year on the University Faculty Handbook Committee, Senator Tingstrom recommended establishing a new Faculty Senate University Handbook committee. Senators Bill Odom and Kyna Shelly have expressed a desire to serve on the committee. David Beckett, chair of the Faculty Handbook committee, reminded everyone that the committee meetings are open and welcome to all faculty. Currently there are four appointments made by the Senate to the Faculty Handbook committee, including the Senate representative. Therefore, since Faculty Senate has the responsibility for selection of four of the nine members of this University committee, then the new Senate subcommittee would also be more involved in this process and making recommendations to the Faculty Senate Executive Committee when these vacancies need to be filled. Senator Tingstrom agreed to serve as chair of the FS Handbook committee as he already serves on the University Faculty Handbook committee.

**9.4 Annual Faculty Senate Evaluations of President, Provost, Deans, Chairs**

Suggestions have been made to change the timing of the annual evaluations administered by Faculty Senate of the president, provost, deans and department chairs/directors so that they are completed early enough to be used in annual performance evaluations of academic administrators. Senator Shelley will bring a recommendation from her committee to the Senate as soon as possible.

**9.5 Traffic Flow Report**

Senator Andrew Haley reported that plans are being made to change the traffic flow on campus. He requested feedback on proposed changes, particularly as the core of campus is increasingly made a pedestrian campus. Concerns were voiced about the seemingly new road being added when other roads are being closed.

**10.0 Committee Reports**

**10.1 Academic and Governance, Chair Chris Sirola**

No report

**10.2 Constitution and Bylaws**

Need members

**10.3 Elections, Co-chairs Taralynn Hartsell and Tisha Zelter**

Committee is working on some changes to rephrase the Bylaws to address the election process as well as the redistribution of senators based on faculty numbers.

**10.4 Evaluation and Assessment, Chair Kyna Shelley**

Review is being made of the evaluation instrument and it has been noted that three Deans are currently not being evaluated (Honors, Graduate and Library). The Committee will be looking into how to accomplish improvements to the process. There was also discussion of how many of the Vice Presidents are currently being evaluated and if that should be reviewed.

**10.5 Research and Scholarship, Co-chairs Doug Masterson and Scott Piland**

The Committee will be rescheduling a meeting with Dr. Gordon Cannon, Associate VP of Research, to discuss the "Top 10 List" that was developed a couple of years

ago. At that time, Dr. Wiesenburg identified ten areas of concern that he wanted to address in the support of research activities.

**10.6 Teaching and Service, Co-chairs Luis Iglesias and Marlene Naquin**

No report

**10.7 University Relations, Chair Richard Conville**

Announced the annual Legislative Forum is scheduled for November 28, 2012, at 3:00 P.M. Cochran Center Room 218. This is a chance for Faculty Senators to talk to their State Senators and Representatives about concerns related to our University. PLEASE mark this date on your calendar! Faculty Senate is a sponsor for this forum and it is ESPECIALLY important this year, during the selection of our new President, that we have a strong voice and a strong presence.

**10.8 University Welfare, Chair Andrew Haley**

No report

**10.9 Gulf Coast Council Committee, Chair Marlene Naquin**

We are had a gathering on the coast for our new faculty members, Saturday August 27. A day to gather with the new faculty, the Gulf Coast Council members and any other faculty members who would like to join us for a day of fellowship. We are also in the process of gathering news items to share--a good news bulletin among all faculty. University communications does news items but we want to share such things as publications, lectures, conferences, etc.

The textbook and course materials committee have met. A faculty FAQ has been developed and will be posted on the Provost web page. Andrew Haley can offer some thoughts on the process of the editing of the FAQs; he is a wonderful editor! We are also drawing up a list of FAQs for students. The textbook liaisons on the coast met recently with Dr. Easterling along with a few of our associate deans on the coast. A number of bookstore issues that are non-textbook adoption issues were raised. We discussed issues in a meeting with Dr. Easterling and the bookstore managers to help resolve some of these concerns. Some are coast specific -others are generic to both campuses.

**10.10 Handbook Committee, Chair Dan Tingstrom**

Senator Tingstrom announced that as representative on the Faculty Handbook committee, he will start circulating Faculty Handbook committee minutes. A summary of the changes to the handbook was added at the beginning of the Faculty Handbook. The Provost requested that the summary be removed because of the commentaries. The committee decided to remove the commentaries but keep the changes and create an index. The committee also is looking at member terms, Tenure and Promotion procedures, and faculty conduct.

**11.0 Adjourn** – Meeting adjourned at 5:35PM.