

12-7-2012

## Faculty Senate Minutes - December 7, 2012

USM Faculty Senate

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**The University of Southern Mississippi  
Faculty Senate Meeting  
The Trent Lott Center  
December 7, 2012**

**Minutes**

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

**Absent:** J. Anderson, A. Sevier

**Guests:** B. Powell, D. Beckett, E. Kemp (*Hattiesburg American*), J. May, K. Greene, A. Jordan

**1.0 Call to order** 2:05pm

**2.0 Approval of agenda** 1st A. Haley; 2<sup>nd</sup> M. Naquin

**3.0 Approval of November Minutes** 1<sup>st</sup> D. Tingstrom; 2<sup>nd</sup> M. Lux

**4.0 Officer Reports**

**4.1 President**

- Nominations for the Presidential search will close 12/14.
- Athletic Director Jeff Hammond stated that fundraising is ongoing for Ellis Johnson's buyout. He also reported that care of the student athletes is the priority. Interviews with candidates for football coach position are planned for next week, and a football coach hired by the end of next week. Hammond looking to hire a girl's soccer coach and a strength and conditioning coach. Both men and women basketball performances are off to a great start. Concern was voiced about the fire arm incident on campus with USM quarterback Antony Alford. AD Hammond did not report but FS President Adams will follow up.
- VP Frances Lucas provided Faculty Senate a written response regarding the federal audit of FEMA/MEMA funds. (See Attached). Plans to return to the Long Beach campus are in place for the end of this year.

**4.2 President Elect**

- VP/ President-Elect Desmond Fletcher is absent but asked that everyone look at the combined constitutions and bylaws before the next meeting.

**4.3 Secretary**-No report

**4.4 Secretary Elect**-No report

(Senator B. Press asked about the rationale for the wall going up around the University. Haley and Conville explained it was due to increasing campus security.)

**5.0 Remarks from Interim President Aubrey Lucas**

-The salary will be paid to new football coach will come out of the general funds. Johnson's contract did not have a clause that would stop the buyout pay if he became employed because Johnson demanded it at hire. Interviewing is in progress, and prospects are strong.

Senator Haley asked about whether The University is looking at the way employment contracts are being written because of some recent issues. President confirmed that The University including legal, financial, and administration departments are looking closely at the process.

-Met with Mississippi legislators to voice needs including general funding support, Nursing Building support, and support to fund some building repairs.

-The “funding formula” is still under discussion by the Board of Trustees. A consulting firm has been employed to look at the issue. Retention and graduation rates are key issues. We met with the consultants to explain our unique student issues (e.g., USM suggests review of high school GPA, number of recipients of Pell grant funding, and ACT scores as these variables are useful in predicting student success.

## **6.0 Remarks from Provost Denis Wiesenburg**

We have a men’s basketball coach who is committed to academics and making sure the players stay eligible and graduating on time.

-President Adams asked if the Provost had any further information regarding the issue on campus involving Alford, a student who had a fire arm on campus. Provost said he had nothing to report other than what was in the newspaper.

-The Provost office is starting a student retention taskforce to explore evidence-based strategies for student success. Haley suggested that including department staff would be helpful.

-President Adams asked the Provost to comment on including a paragraph in the handbook describing the documentation and materials needed for an individual applying for tenure and promotion. Provost was agreeable if the Faculty Handbook committee agrees. The Provost stated that clarifying information on the Provost’s website would be helpful as well as doing a better job mentoring faculty as they proceed through the promotion and tenure process.

-Adams brought forward a concern given to her that policies for annual evaluations by the personnel evaluation committee are not being followed by all deans. The Provost explained the issue as it is occurring in the library. Changes are being made to the evaluation process to fit the organizational structure of the library. Some senators expressed objections regarding apparent violations of the *Faculty Handbook* where in some cases non-faculty academic staff/clinical personnel who serve in supervisory positions will be evaluating tenure-track/tenured library faculty. Senator Zelner explained that the library’s organizational structure is relatively flat now that she is the only remaining department head who supervises tenured faculty and how these personnel changes relate to the library faculty evaluations. D. Beckett, chair of the *Faculty Handbook* committee pointed out that non-faculty academic staff are not eligible to evaluate any tenure-track faculty per the *Faculty Handbook*. President Adams charged the Academic and Governance committees to look at the issue and make a recommendation.

-The College of Business dean search is progressing.

-A policy regarding faculty practice of outside employment has been sent to the deans and chairs. It is almost ready for legal review. The Provost will send it out to Faculty Senate listserv for review.

The Provost has received a final report this week from the library consultant who visited campus November 6th to 8<sup>th</sup> to review library services and procedures. He will be reviewing the report over the weekend, and will report the findings to Faculty Senate.

## **7.0 Associate Vice President, Enrollment Management, Dr. Kristi Motter Discussion of newly proposed student retention efforts**

Enrollment management has taken an individualized approach to reach at-risk but capable students. Some strategies have included individualized assistance, staffing changes, a communication plan, and review of student engagement. High school GPA, PELL grant

eligibility, and ACT subtest scores are the greatest predictors of student success. 22% (n=421) of 1900 freshman are currently identified as at-risk in their academic success and at highest risk for having retention issues. Motter asked the Senate if faculty would be willing to expand reporting (similar to reports completed about USM athletes' progress four times a semester) to the at-risk freshman. Senator Haley suggested that an online reporting mechanism would be helpful. One report request will be sent per faculty with all the students listed. Senator Smith made a recommendation that Enrollment Management send out the reports for the faculty to complete. Andrew Haley 2<sup>nd</sup>. All voiced a unanimous vote in favor of the recommendation

## **8.0 Old Business**

### **8.1 Awards Committee Resolution**

The Provost office will now handle the paperwork related to the awards. All voiced a unanimous vote in favor of the resolution.

## **9.0 New Business**

**9.1 Update on Presidential Search Process.** See comments made by President Lucas and Provost Wiesenburg 5.0 and 6.0.

**9.2 Tenure and Promotion Guideline Clarification.** See comments by Provost Wiesenburg in 6.0.

**9.3 Budget concerns reported between USM and FEMA** See memo from VP Frances Lucas (attached)

**9.4 Football Coach timeline** see comments from President Lucas in 5.0

**9.5 Move in dates for Gulf Coast Campus** The move to return to the Long Beach campus is underway and should be completed by mid-Spring.

## **10.0 Committee Reports**

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

Reviewed the Classroom Conduct Policy. Still seems vague on the faculty end, but detailed on the student side. Committee will look at the e-learning policy to see if there is any overlap

### **10.2 Constitution and Bylaws Chair VP Desmond Fletcher**

See FS VP report

### **10.3 Handbook Committee Chair Dan Tingstrom**

FS Handbook committee has not meet yet. The University *Faculty Handbook* committee has met and minutes were circulated on the Faculty Senate listserv.

### **10.4 Elections Co-chairs Taralynn Hartsell and Tisha Zelner**

No report

### **10.5 Evaluation and Assessment Chair Kyna Shelley**

The evaluation instrument has been moved over to a new system and we need a current list of faculty and department chairs. Committee anticipates it will be ready in early 2013.

### **10.6 Research and Scholarship Co-chairs Doug Masterson and Scott Piland**

The committee has met with University Research committee. A suggestion for discussion was made to consider the future possibility of not holding classes during Letters Day as a celebration of research activities on campus. A resolution will be forth coming from the committee.

### **10.7 Teaching and Service Co-chairs Luis Iglesias and Marlene Naquene**

The committee is looking at the e-learning policy written by Sheri Rawls at the request of the Provost. A number of questions have been identified regarding the document, particularly redundant guidelines with the Classroom Conduct policy. Process of review and discussion is ongoing.

### **10.8 University Relations Chair Richard Conville**

Legislative Forum had six legislators speaking and answering questions November 28<sup>th</sup>. While it had a relatively poor faculty attendance, it was a good meeting with Mississippi

legislators. Some suggestions were made to serve food or sell tickets to draw more people to attend.

**10.9 University Welfare**

**Chair Andrew Haley**

Senator Haley met with Human Resources. Please forward any concerns on the faculty practice/outside employment policy to Haley. There is not a lot of enthusiasm on reciprocal enrollment at this time.

**10.10 Gulf Coast Council**

**Representative Marlene Naquin**

All topics regarding the coast have been noted in previous reports.

**11.0 Adjourned at 5:10PM.** D. Tingstom 1<sup>st</sup>; M. Naquin 2<sup>nd</sup>.

**Have a wonderful holiday!**