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Faculty Senate Minutes - April 5, 2013

USM Faculty Senate

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The University of Southern Mississippi
Faculty Senate Meeting
Trent Lott Room 103 A/B
April 5, 2013

Minutes

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

Absent: M. Elasri, L. Nored

Guests: B. Powell, T. Laird. A. Jordan, M. Forester, K. Reidenbach, E. Kemp

Business Meeting 2:00 PM

1.0 Call to order – 2:04 PM

2.0 Approval of agenda - 1st Kimberly Davis; 2nd Jeffery Wiggert

3.0 Approval of March minutes - 1st Pat Smith; 2nd Mary Lux

4.0 Officer Reports

4.1 President

Recognition of Dr. Aubrey Lucas for his creation of and years of support for Faculty Senate

4.2 President Elect – No report

4.3 Secretary – No report

4.4 Secretary Elect – No report

5.0 Welcome Dr. Rodney Bennett, President

Comments from Dr. Bennett

- In just four busy days on the job, has made a strong presence felt in Jackson, advocating for the university particularly on budget concerns.
- Working on increasing faculty and staff salaries. Working to get the largest % we can. The timeline for that happening is still unknown because of some of the variables change frequently. Looking to give raises within a percentage range, increasing promotion raises, and addressing salary compression issues. Mary Ann noted that gender equality is stable at the assistant and associate professor level, but there are twice as many male full professors than females. Equality among gender and ethnicity needs to be explored across the university and within departments.
- Looking at the tenure and promotion process currently in place.
- Selection of the next Chief Financial Officer is near completion in hopes of having the position filled by July 1st. Having this position filled will greatly assist us in making future decisions.
- Looking at enrollment management, advising, student progression, and performance based funding. The Provost added some of the initiatives he is exploring to determine the best practices that can be implemented throughout the university. One example is intrusive advising that has been shown to work. The departments and units will have significant input on identifying strategies most appropriate for their students.

- Working with insurance, FEMA, and MEMA to fully recover from damage experienced in the recent tornado, 2/10.
- Recent funding formula changes have not been finalized very likely because USM has been asking questions about the conclusions they have come to. The raw data has been requested from Hank Bounds. Will work with Provost to make evidenced based decisions. Pat Smith suggested that FTE instead of head count numbers be used for data comparison. We have also reminded IHL about the high number of transfer students we have enrolled to ensure that it is taken into account. Senators suggested we highlight our strengths such as our research data, and our unique obstacles experienced in south Mississippi with the legislators.
- Does not expect significant growth in enrollment in the upcoming year. Need to focus on the students we have, retaining them, and developing them. There may be components of the very successful Lucky Day Student program that we can expand upon. Additionally, we need to work on recruitment.
- Will be having a monthly media meeting to give updates on the state of the university and improve transparency. Faculty Senate president should be in on this as well. It is important that we speak through Faculty Senate for a unified voice.

6.0 Remarks from Dr. Denis Wiesenburg, Provost

- Working with the Retention Taskforce to identify strategies for fall implementation to improving student success.
- With the International Program Director leaving, we are doing an assessment to determine if things need to be changed and develop a job description
- Moving forward with the faculty mentoring initiative. Phyllis Jestice, chair, will set goals and the committee will provide guidelines and best practices on faculty mentoring. To date college focus groups have been held.
- Rolled out the Teaching Forum initiative providing 8 meetings on both campuses. Nominee for group leaders are due by April 19th. Each session will have a theme. Hope the faculty mentors encourage new faculty to attend although it is open to all faculty.
- Starting to roll out the Student Advising initiative.

7.0 Discussion of Scholarly Misconduct Policy and Financial Conflicts of Interest Form, Dr. Sam Bruton, Director, Office of Research Integrity

- The Scholarly Misconduct policy will replace the existing Chapter 11 of the *Faculty Handbook*. Summary of changes were given which included reporting process changes.
- The Financial Conflict disclosure regulations have been tightened. Changes were made to the timeline for disclosures to be declared to meet federal standards.
- Concerns were voiced regarding the vagueness of the RCR training requirements. Attempts have been made to clarify the policy but progress has been slow.

8.0 Update on Athletics from Jeff Hammond, Athletic Director

- The AD has reevaluated the athletic vision statement and circulated it among senators.
- With the recent events at Rutgers, AD Hammond circulated an email that he sent out to his staff to reiterate the importance of dignity and respect toward and between student athletes.
- The AD was put on probation as a result of compliance issues with the men's tennis department.
- Predicted to have an 80% graduation rate this year.
- GPAs are above average across all athletics.
- Continue to repair damage to football stadium due to glass fragments found in the turf after the tornado.
- Initiated a strategic review of the department by hiring an external firm.
- We are working to improve our media market. One issue of concern is that the Gulf Coast is excluded from media coverage and we are trying to change that.

- Working on putting together a team from HPR to become a leader in the state in addressing concussion risk.

9.0 Old Business

9.1 Evaluation of Administrators

- Kyna has it ready to send out the evaluation forms.

9.2 USM Financial Summary

- Desmond sent out charts and information submitted by Hank Bounds during the presidential interview. Discussion ensued regarding flaws with the presentation of the data. Additionally, the issues with how IHL has fostered a negative image of USM is concerning. Raw data has been requested. Hank Bounds has agreed to come to the May meeting. Senators were asked to forward specific questions for Hank Bounds prior to the May meeting.

10.0 New Business

10.1 Inequities in pay by level by gender

- Beginning to explore some of these issues. The Welfare Committee has offered to help with this process.

10.2 Awards Celebration May Senate meeting

The Awards Celebration will be before the May Senate meeting. Flyer was distributed.

10.3 Reminder Call for Nominations for President Elect and Secretary Elect 2013-2014

10.4 Commencement Speakers

- Dr. Bennett would like the faculty to be more involved in selection of the commencement speaker. Public Relations committee to look at this.

11.0 Committee Reports

10.1 Awards Committee

Chair, Mary Lux

See above

10.2 Academic and Governance

Chair Chris Sirola

No report

10.2 Constitution and Bylaws

Chair Desmond Fletcher

New bylaws posted on Faculty Senate website

10.3 Handbook Committee

Chair Dan Tingstrom

Rick Green was appointed to the Faculty Handbook committee by the FS Executive Committee to replace Jerome Kolbo who resigned and will conclude in June. A draft of Faculty Handbook committee minutes will be distributed after they are finalized.

10.3 Elections

Co-chairs Taralynn Hartsell and Tisha Zelner

Second round ballots going out next week and is on schedule.

10.4 Evaluation and Assessment

Chair Kyna Shelley

See above

10.5 Research and Scholarship

Co-chairs Doug Masterson and Scot Piland

Meet with Sam Bruton regarding new research policies and clarified some of the language. URC approved the Research and Scholarship Day.

10.6 Teaching and Service

Co-chairs Luis Iglesias and Marlene Naquin

No report.

10.7 University Relations

Chair Richard Conville

No report.

10.8 University Welfare

Chair Andrew Haley

No report.

10.9 Gulf Coast Council

Marlene Naquin

Gulf Coast faculty have been surveyed on their perspectives toward creating a vision statement.

12.0 Adjourn: 4:28 PM