

Spring 5-1-2015

Faculty Senate Minutes - May 1, 2015

USM Faculty Senate

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**The University of Southern Mississippi
Meeting of the Faculty Senate
Trent Lott 101/102/Fleming Education Center 301
May 1, 2015**

Members Present and Represented (by proxy): M. Alford, J. Anderson, T. Barry, A. Beck, D. Booth (D. Fletcher), R. Buchanan (O. Harvey), S. Cloud, K. Davis, D. Fletcher, D. Griffin, R. Griffith, A. Haley, B. Harbaugh, B. Hayden, S. Hayden, F. Heitmuller, D. Holt, S. Hrostowski, L. Iglesias, J. Lambers (S. Hrostowski), M. Leonard, M. Lux, H. Lyn, C. Meyers, C. Miller, E. Molaison, L. Neelis, W. Odom, J. Olmi, R. Press (J. Anderson), P. Price, L. Rackoff, S. Reischman-Fletcher, T. C. Sirola, S. Rouse, K. Shelley, C. Tardy (S. Venette), M. Van Norden (K. Zantow), T. Welsh, K. Zantow

Members Absent: K. Goodwin, O. Harvey, J. White

Guests: Bill Powell, Karen Reidenback

- 1.0 The meeting was called to order by President Press at 2:05 p.m. Pres. Press noted that Dr. Bennett would address the Faculty Senate first because he had to leave early.
- 2.0 Remarks from Administration:
- 3.0 President Rodney Bennett noted that he had to leave early to host graduating seniors at his home.
 - 3.1.1 Pres. Bennett acknowledged all of the faculty, staff, and students whose families were affected by the earthquake that struck Nepal and expressed pride in a group of students who are working to raise awareness and support in partnership with the Hattiesburg Nepalese Society.
 - 3.1.2 Pres. Bennett expressed appreciation for the service of Provost Wiesenburg, who resigned from his administrative position effective June 30 and will return to his position as Professor of Marine Science.
 - 3.1.3 Pres. Bennett welcomed Dr. Steve Moser as Interim Provost and Vice President for Academic Affairs and thanked Dr. Sabine Heinborst for agreeing to serve as search committee chair and to Dr. Cyndi Gaudet for agreeing to serve as vice-chair. Representatives from all ranks of faculty will serve on this committee.
 - 3.1.4 Pres. Bennett expressed thanks for the budget reduction discussions that have taken place with the deans and other University officers and expressed optimism about our ability to strengthen our financial position moving forward.
 - 3.1.5 Pres. Bennett presented an update regarding state legislation and noted this spring, the University received state funding in three key areas: 1) system-wide salary program for faculty and staff, 2) \$6 million in additional funding for USM Gulf Coast Research Laboratory, and 3) \$3.5 million to support the Holloway Complex Building Replacement Project at the Gulf Park campus. The University designated \$3.5 million as well on the project and construction is scheduled to begin in January 2016.

- 3.1.6 Pres. Bennett noted faculty and staff accomplishments include: 1) Dr. Chris Winstead and others in the Department of Physics and Astronomy are engaged in radiation detection research to benefit first responders against radiation exposure; 2) Dr. Stan Kuczaj is featured in the May 2015 edition of *National Geographic* for his work on dolphin cognition and vocalization patterns; 3) Dr. Derek Patton was awarded a National Science Foundation Research Traineeship Program grant of more than \$2.8 million over five years to train the next generation of material researchers; 4) Dana Berry, Donavan Johnson, and Tasha May were selected for the Area Development Partnership's prestigious Leadership Pinebelt Class of 2015 Program.
- 3.1.7 Pres. Bennett noted student accomplishments include: 1) Pride of Mississippi was the overall winner of the International Band Parade in Limerick, Ireland, among 24 marching bands from across Europe and the U.S., 2) College of Health medical laboratory students won the Mississippi/Louisiana American Society for Clinical Laboratory Science student bowl competition, 3) A sports management grad student was elected as the National Student Leader for the National Intramural and Recreational Sports Association, 4) Last week, more than 140 students presented research and performed dance and musical selections at the 2015 Undergraduate Symposium on Research and Creative Activity.
- 3.1.8 Pres. Bennett noted facility updates included ribbon-cutting on three facilities on the Gulf Park Campus: a new health center, fitness center, and new School of Social Work building. In Hattiesburg, we celebrated the completion of the Century Park South complex consisting of three residence halls and a new student health center. We look forward to beginning the Holloway Complex Building Replacement Project at Gulf Park.
- 3.1.9 Pres. Bennett updated academic news includes the planned launch of a new master's program emphasis area in Applied Behavior Analysis (ABA therapy), which will train ABA therapists to work with autistic children. Dr. Bennett traveled from the Panama Canal to the Gulf Coast on the new *Point Sur* research vessel, which will advance high-quality research and education opportunities while serving as a resource for the Gulf Coast community. USM recently hosted the 48th annual Fay B. Kaigler Children's Book Festival, which was attended by more than 450 teachers and librarians from across the country, and featured the awarding of the USM Medallion to children's author and illustrator Paul Zelinsky. Deborah Voigt, world-renowned soprano and Metropolitan opera star, performed in the finale of the 95th Symphony Orchestra season.
- 3.1.10 Pres. Bennett noted upcoming events include USM hosting new IHL Commissioner Dr. Glen Boyce for a campus tour and luncheon with the Executive Cabinet and Deans. Commencement is set for Friday, May 8, in Hattiesburg, and Saturday, May 9, on the Coast.

Pres. Bennett concluded by thanking each faculty for their hard work and dedication to the University and noted that he appreciated faculty's contributions to teaching, research, service, and overall scholarship and for helping to ensure that each student has the opportunity to finish the semester strong.

In response to a question about plans for Pride Field, the President responded that plans include an irrigation system, improvement to the grandstand and bandstand, and perhaps fencing.

In addressing a question about the raises and salary compression, the President responded that each dean and unit should be able to address those issues as they see fit. He added that while it was early, he was optimistic that enrollment would be up in the fall, and if so, the conversation will be about what to do with the extra funding.

4.0 Upon a motion by Sen. Alford and a second by Sen. Harbaugh, the agenda was approved as amended by unanimous voice vote.

5.0 Upon a motion by Sen. Alford and a second by Sen. Heitmuller, the April minutes were approved by unanimous voice vote.

6.0 Officer Reports

6.1 Pres. Press entered the following report:

Thanks to the outgoing Senators for their dedication this past year; thanks to the Executive Team, Secretary Jennifer Anderson and Secretary-elect Teresa Welsh who have worked tirelessly behind the scenes; a special thanks to the committee chairs and their active members; and appreciation for an open and collegial administration, including the President, Provost, CFO, and others who have been willing to listen to the Senate, share their plans, and act on Senate suggestions. This cooperative atmosphere bodes well for the years ahead.

Thanks to the hard work of Sen. Alford and his committee, we had held elections on time and later in this meeting will elect a President, President-elect, and Secretary-elect. Rotation in office is a healthy thing for any organization; it brings fresh ideas and new inspiration. The committee system is essential for good governance and should be at the heart of what we do, drawing on the talents of many senators. This year, thanks to an active committee system, we have been engaged with the administration through resolutions, which are carried to both the President's Cabinet and the Academic Leadership Council of the Deans and others. The enrollment resolution, for example, was taken directly to these two bodies and was acted upon so that we now have a new enrollment management team.

The year ahead will be a busy one as the University adjusts to a second round of budget cuts and finalizes pay raise allocations. Upcoming is a strategic plan, an external review, and follow-through on recent student initiatives.

6.2 Secretary – No Report

6.3 Secretary-Elect – No Report

7.0 Remarks from Provost Denis Wiesenburg

7.1 Enrollment – can view latest enrollment figures at <http://www.usm.edu/ir> then click on “Dashboard”. The projection is that the numbers will be up slightly. The issue is graduation and retention and we won’t know for sure until August. In the future, we will be able to project further out. In the past, students were counted who only came to orientation and this affected graduation rates so now we are “cleaning” the data and removing non-attendeess.

7.2 The budget process was difficult but the deans worked together to assure that there is enough faculty to teach the students. In response to a question about projected increases in enrollment making up for last year’s losses, the Provost replied that it is difficult to say at this point. May is the month most transfer students apply so it’s too early to tell. If we can increase transfer students by 200, that is equivalent to 400 freshmen.

7.3 The Provost concluded by noting that the authors of the article in *The Student Printz* (<http://www.studentprintz.com/>) about his stepping down did a great job and what he was most proud of was the creation of a culture of trust that he hopes will continue, as well as the Student Success Initiative and the Teaching Forums. He ended with a quote by Geraldine Ferraro, “We fought the good fight and did the right thing.”

Faculty Senate gave the Provost a standing ovation in appreciation of his service.

8.0 Committee Reports

8.1 Senate Committees

8.1.1 Academics and Governance

Sen. Holt brought back a resolution on protection of faculty salaries.

Sen. Fletcher moved to suspend the rules and to vote on the resolution. After a second by Sen. Haley, the motion was approved by unanimous voice vote.

Sen. Holt moved to adopt the resolution, Sen. Haley seconded the motion, and it was approved by unanimous voice vote.

Pres. Press will take the resolution to the Executive Cabinet and Deans.

8.1.2 Administrative Evaluation

Sen. Shelley reported that the work is done and that the response rate of about 40% was higher than in recent years. Sen. Shelley noted that the committee should be larger next year than the two persons serving this year. Sen. Haley requested a summary report of the administrative evaluations and suggested they be made public perhaps with letter grades.

8.1.3 Awards

Sen. Barry recognized Lachel Story for her outstanding service to Faculty Senate as secretary-elect, secretary, and president-elect.

8.1.4 Bylaws

Sen. Odom reported the proposed revisions in the Bylaws related to attendance and vacancies. Sen. Fletcher moved to accept the revisions, Sen. Sirola seconded the motion, and it was approved by unanimous voice vote. Sen Odom stated that the revised Bylaws would be posted on the Faculty Senate Web site.

8.1.5 Communications

Sen. Tardy reported that the draft faculty survey would be sent to committee chairs to review before sending out to the faculty. Faculty Senators were asked to encourage faculty in their departments and college to participate.

8.1.6 Elections

Sen. Alford reported that the second round of elections were completed with two ties resolved and an average of 34% faculty participation.

8.1.7 Finance

Sen. Zantow brought two recommendations, the first of which was on increasing summer pay for faculty. After much discussion, the recommendation was passed with seven opposed and the majority in favor of the recommendation.

The second recommendation on program analytics, after much discussion, was approved by a majority vote.

8.1.8 Handbook

Sen. Davis reported that the University Handbook Committee had the first vote on the teaching evaluation revisions, which included a second teaching evaluation of either a teaching portfolio or peer-review, and it was scheduled for a second final vote. Some Senators expressed concern that this was proceeding too quickly and asked Sen. Davis to request a postponement of the second vote for approval.

8.1.9 University Welfare and Environmental Concerns

Sen. Hrostowski presented the respect for diversity resolution. Sec. Anderson moved to suspend the bylaws and vote on the resolution, Sen. Haley seconded, and the motion was approved by unanimous voice vote. Sen. Rackoff moved to approve, Sen. Haley seconded, and the motion was approved by unanimous voice vote.

A second resolution on employee assistance was presented to the senate via email and will be brought forth as a formal motion in the September senate meeting.

8.2 University Committees

8.2.1 QEP

Sen. Barry presented on the Quality Enhancement Plan Research and Design Team Report:

The QEP Research and Design Team met on Wednesday, April 29th, and has officially met its charge and is now dissolved. As a reminder, the QEP process started with the QEP Topic Selection Task Force, then the QEP Research and Design Team. The next team to pick up the QEP baton will be the QEP Implementation Team.

The QEP has an official mark (what many may call a logo, but it's a mark), and the title of the QEP has been slightly altered to better represent its broader focus—*Eagles Engaged: Enhancing Learning in Gateway and Pathway Experiences*. The QEP mark was designed by Cody Bass, a Southern Miss graphic design student as part of Rise Creative, the Southern Miss student design agency led by Assistant Professor John Lawler.

USM's QEP: *Eagles Engaged: Enhancing Learning in Gateway and Pathway Experiences*

Gateway Experiences are high-risk, high enrollment, and foundational level courses (what we have historically referred to as historically difficult courses).

Pathway Experiences are experiences that are connected to a student's post-graduation goals and significant enough to be included on the student's resume or graduate school application, such as internships, practicums, research, service-learning projects, conference presentations, student organization projects, entry-level jobs related to field, etc.

QEP Gateway Goals: Increase the percentage of students enrolled in enhanced gateway courses who (1) successfully meet course learning outcomes and (2) successfully complete the gateway course. Five gateway courses will be enhanced as part of the Eagles Engaged QEP through the Gateway to Completion (G2C®), which provides a structured, evidence-based approach for improving performance in gateway courses. G2C® is part of the John N. Gardner Institute for Excellence in Undergraduate Education, a non-profit organization of faculty scholars. A group of 8 faculty and staff attended the G2C® conference last month, which was very well received. The Gateway conference faculty participants will be sharing their experiences with deans and representatives from other gateway courses on Thursday, May 7th.

QEP Pathway Goals: Increase the percentage of students who (1) report satisfaction with having opportunities to engage in internships, fieldwork, research, etc. and (2) engage in pathway experiences. Focus will be on degree programs currently without built-in pathway experiences.

A three-year timeline for 2015 through 2018 for both Gateway and Pathway experiences (separate timelines) have been drafted.

The QEP Research and Design Team voted to put forth the following four recommendations to President Bennett:

1. Set aside funding for the Gateway to Completion (G2C®) program for up to five courses for three years in a designated account.
2. Apply for G2C® participation, which requires support of chief academic officer.
3. Set aside course redesign funds to support G2C® course committees.
4. Hire Pathways coordinator for 2015-16.

The QEP Implementation Team will begin in Summer 2015. Their goals will be to continue development of plan, solicit continued feedback from University community, submit the QEP to SACSCOC, and host the on-site review by SACSCOC. Members of the Research and Design Team have been invited to request to continue on the Implementation Team for sake of continuity.

9.0 Old Business – None

10.0 New Business

10.1 Election of President, President-elect, and Secretary-elect:

A motion to elect officers from any presently serving Faculty Senator was made by Sen. Hrostowski, seconded by Sen. Lynn, and unanimously approved.

Newly elected officers for 2015-16:

President: Sen. Jennifer Anderson
President-elect: Sen. David Holt
Secretary-elect: Sen. Deborah Booth

(Secretary for 2015-16 will be Secretary-elect Sen. Welsh)

11.0 Upon a unanimous voice vote, the meeting was adjourned at 5:50 p.m.