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Faculty Senate Minutes - February 5, 2016

USM Faculty Senate

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**The University of Southern Mississippi
Meeting of the Faculty Senate
Cook Library 123 – IVN Hardy Hall 316
February 5, 2016**

Members Present and Represented (by proxy): M. Alford, J. Anderson, D. Booth (T. Welsh), J. Brown, D. Capper, K. Cochran, M. Coyne, K. Davis, K. Greene (A. Thompson), M. Grivno, C. Handley (M. Lux), B. Hayden, F. Heitmuller, L. Hill, D. Holt, S. Hrostowski, J. Lambers, P. Linden, H. Lyn, C. McCormick, M. McLelland, C. Miller, S. Milroy, E. Molaison, L. Neelis, W. Odom, J. Olmi, L. Rackoff, T. Rehner, S. Reischman-Fletcher, T. Rishel, S. Rouse, E. Saillant, K. Shelley, C. Sirola, C. Tardy, A. Thompson, B. Tinnon, M. Van Norden, T. Welsh, J. White, K. Zantow

Members Absent: B. Green, B. Harbaugh, K. Rhinehart

Guests: Bill Powell, Karen Reidenback

- 1.0 The meeting was called to order by Pres. Anderson at 2:05pm
- 2.0 The agenda was adopted by unanimous consent with understanding that officer and committee reports would be moved to the top of the agenda to allow time for late arrival of Pres. Bennett, Dr. Moser, and Dr. Vinzant.
- 3.0 The December Minutes were approved by unanimous consent.
- 4.0 Senate Officer Reports
 - 4.1 Pres. Anderson reported that Director of Compliance Paul Walters had three items for the President's Cabinet:
 - 1) Workplace Learning Modules are required by law for employers to provide to employees; by the first of spring 2016 semester, the USM compliance rate was high 70s percent.
 - 2) A drone was flown over a football game in fall so he presented a draft drone policy in December to restrict recreational use of drones.
 - 3) A policy on hover boards is in process, which will probably be a ban of them on campus.
 - 4.2 The Office of Compliance applied for a violence against women grant but it was denied due to lack of involvement by Faculty Senate. Faculty Senate was asked to collaborate and support this initiative so Pres. Anderson asked Sen. Hrostowski, Chair of the Senate Welfare Committee and the Institutional Diversity Committee to work on the language of the proposal. Sen. Coyne volunteered to work on this as well and this initiative was unanimously approved by voice vote.
 - 4.2 Three resolutions in memoriam will be voted on today and we will vote on an invitation of the families to Awards Day.
 - 4.3 There is a Faculty Senate representative on search committees for administration positions. Dr. Vinzant will create a checklist of entities that need representation on administrative searches and Faculty Senate will be added to that list.
 - 4.4 Recognition of Gulf Coast Faculty Council is under consideration – two possibilities are as Faculty Senate standing committee or as an advisory body to administration. At this point, there has only been discussion of ideas. President Anderson seeks input from all faculty.

5.0 President-Elect – No report.

6.0 Secretary – No report.

7.0 Secretary-Elect – No report.

8.0 Resolutions in Memoriam

Sen. Alford moved that the Bylaws be suspended to allow a vote on the resolutions in memoriam.

This was seconded by Sen. Rehner, and approved by unanimous voice vote and each resolution was read and entered into the minutes.

The resolution honoring Dr. Harper was proposed and read by Sen. Grivno and approved unanimously by voice vote.

FACULTY SENATE RESOLUTION #05, 2015-2016

Authored by: Dr. Andrew Wiest, Department of History

Coauthored by: Dr. Stanley Hauer, Professor Emeritus, Department of English

Introduced by: Senator Max Grivno, Department of History

A FACULTY SENATE Resolution In Memoriam for Dr. Glenn T. Harper

Whereas, Dr. Glenn T. Harper served The University of Southern Mississippi with distinction for over 40 years; and

Whereas, Dr. Glenn T. Harper served The University of Southern Mississippi as faculty, having taught courses across the length and breadth of European History from Napoleon to the Second World War; and

Whereas, Dr. Glenn T. Harper served The University of Southern Mississippi through his inspirational teaching and pioneering study abroad programs both to London and Vienna; and

Whereas, Dr. Glenn T. Harper served The University of Southern Mississippi for 21 years as Dean of the College of Liberal Arts; and

Whereas, Dr. Glenn T. Harper's excellence in faculty recruitment and development, teaching, and scholarship affected so many at The University of Southern Mississippi; therefore be it

Resolved, that the Faculty Senate of The University of Southern Mississippi extends its deepest condolences to the Harper family;

Resolved, that the Faculty Senate expresses its hope that Dr. Glenn T. Harper's career and excellence in teaching, research, and service set the example for all faculty to come; and be it finally

Resolved, that copies of this resolution be presented to the Harper family and preserved in the formal Minutes of the Faculty Senate.

The resolution honoring Dr. Salda was proposed and read by Sen. Cochran and approved unanimously by voice vote.

FACULTY SENATE RESOLUTION #06, 2015-2016

Authored by: Dr. Eric Tribunella, Department of English
Coauthored by: Dr. Ellen Weinauer, Department of English
Introduced by: Senator Kate Cochran, Department of English

A FACULTY SENATE Resolution In Memoriam for Dr. Michael Salda

Whereas, Dr. Michael Salda served The University of Southern Mississippi with distinction for 24 years; and

Whereas, Dr. Michael Salda served The University of Southern Mississippi as faculty, having taught courses in medieval literature, Arthurian literature, Shakespeare, world literature, and grammar; and

Whereas, Dr. Michael Salda served The University of Southern Mississippi by being an inspirational teacher who mentored students into a variety of professional roles and pioneered the use of technology in the classroom; and

Whereas, Dr. Michael Salda served The University of Southern Mississippi by maintaining an active research agenda with particular focuses on Arthurian literature and animation; and

Whereas, Dr. Michael Salda served The University of Southern Mississippi with six years of service as Chair of the Department of English; *therefore* be it

Resolved, that the Faculty Senate of The University of Southern Mississippi extends its deepest condolences to the Salda family;

Resolved, that the Faculty Senate expresses its hope that Dr. Michael Salda's career and excellence in teaching, research, and service set the example for all faculty to come; and be it finally

Resolved, that copies of this resolution be presented to the Salda family and preserved in the formal Minutes of the Faculty Senate.

The resolution honoring Dr. Watson was proposed and read by Sen. Thompson and approved unanimously by voice vote.

FACULTY SENATE RESOLUTION #07, 2015-2016

Authored by: Dr. Tammy Greer, Department of Psychology
Introduced by: Senator Alan Thompson

A FACULTY SENATE Resolution In Memoriam for Dr. Sheree Watson

Whereas, Dr. Sheree Watson served The University of Southern Mississippi with distinction for 12 years; and

Whereas, Dr. Sheree Watson served The University of Southern Mississippi as faculty, having served as advisor for Psi Chi, Director of the Experimental Psychology program, and a member of the Institutional Animal Care and Use Committee; and

Whereas, Dr. Sheree Watson served The University of Southern Mississippi by maintaining an active research agenda with particular focus on bush baby development and behavior; and

Whereas her USM colleagues have characterized her as “funny, smart and a true friend,” and as “generous beyond anything I’ve ever experienced in the academy;” and

Whereas her colleagues have further characterized her as passionate, thoughtful, dedicated, compassionate and able to “open doors for students at USM that motivated them to achieve at greater levels than they ever thought possible;” and

Whereas Dr. Watson’s students have spoken of her “generosity,” “her soft heart,” her courage and her belief that they could be “not just good but great;” *therefore be it*

Resolved, that the Faculty Senate of The University of Southern Mississippi extends its deepest condolences to the Watson family;

Resolved, that the Faculty Senate expresses its hope that Dr. Sheree Watson’s career and excellence in teaching, research, and service set the example for all faculty to come; and be it finally

Resolved, that copies of this resolution be presented to the Watson family and preserved in the formal Minutes of the Faculty Senate.

Pres. Anderson proposed that she submit a formal request to Provost Moser to present the resolutions to the families on Awards Day. The proposal was approved unanimously by voice vote.

9.0 Committee Reports

9.1 Senate Committees

- 9.1.1 Bylaws – Sen. Odom moved to approve an amendment to the Bylaws as discussed at a prior meeting. The motion was seconded by Sen. Alford and unanimously approved with no objection.
- 9.1.2 Awards – Sen. Thompson reported that faculty award applications were strong and the committee is finalizing the selection to present to the Provost for Awards Day. The committee is also working on establishing criteria for the Faculty Senate scholarship.
- 9.1.3 Governance - Sen. Rehner reported that Sen. Milroy agreed to serve as co-chair. The committee is working on quantifying creative efforts for evaluation, reviewing the promotion recommendation form, and faculty overload.

- 9.1.4 Handbook - Sen. Alford reported the committee is working on a progressive discipline policy, chair evaluation policy (every five years with time as interim counted), and teaching track funds will come out of general budget if approved.

10.0 Remarks from Administration

10.1 President Rodney Bennett

Pres. Bennett stated that he would begin with a few updates before discussing the state budget directives:

- Welcomed new Head Football Coach Jay Hopson
- *Military Advanced Education* named USM a Top School; *Victory Media* designated USM a Military Friendly School for the second year (news.usm.edu/article/southern-miss-center-veterans-earns-prestigious-designations)
- Forum Speaker series (3 in spring, 3 in fall) is underway directed by Dr. Haley
- USM online Graduate Nursing Program is ranked among Top 100 in the nation and online Master's in Political Science is ranked #5 nationally
- Online programs ranked top in the state and in nationally in Top 50 (www.thebestschools.org)
- USM is rated as Higher Research University by Carnegie Classification of Institutions of Higher Education
- Lucas Administration Building under repair/restoration is progressing and new Asbury Hall Nursing Building will be completed this year
- Gateway Highway 90 is well underway and will be completed in late spring; the design will mirror the Gateway in Hattiesburg
- Gulf Park Business and Health Building will have groundbreaking in April or May
- Incoming freshmen class' GPA and ACT scores are the highest on record and higher than national average.

The goal is for USM to be the model for public higher education across the country. This can be achieved through six key initiatives:

1. Ensuring Student Success
2. Expanding Enrollment Strategies
3. Enhancing Academic Instruction
4. Fostering Greater Focus on Research
5. Bolstering Economic and Community Partnerships
6. Maximizing Human Potential

Pres. Bennett thanked faculty for their research, teaching, and service – and “for all you do for Southern Miss”

10.2 Provost Steve Moser

Dr. Moser reported that he was happy to be here to talk about budget challenges:

- State funding shortfall for this year (about \$1.5 million)
- Enrollment not yet showing growth (about \$1.9 million in reduced tuition).

Two things drive ideas to address these challenges:

1. Need to understand who we are (quantitative data)
2. Need to come out of a cycle of responding from one crisis to the next.

Academic Affairs budget is about 70% of the total budget and as state appropriations decline, reliance on enrollment and tuition increases. Now there is a faculty/student ratio of 17:1. A ratio of 18:1 would increase enrollment to 15,000.

Proposing long-term solutions to address shifting demographics, declining enrollment. Strategic planning to lead to an increase in enrollment.

Deep analysis needs to be done to be more effective and efficient. Resources should support programs with growth and potential growth. Rules to follow in developing a plan for Academic Affairs: 1) no decisions should negatively impact growth, and 2) deans and faculty will drive college-level decisions.

Academic Affairs' budget of \$125 million includes about 170 programs and about 750 FTE. They are starting conversations about how to effectively manage the budget so that they are positioned to address the shortfall with some belt-tightening; spending and open lines that can wait until next year should wait.

10.3 CFO Doug Vinzant

Dr. Vinzant stated that sometimes a budget imbalance is due to overspending but this is not the case – revenue has declined. The problem is less revenue than anticipated – less in sales tax so we have to slow spending for the remainder of the year.

It is not the same situation as last year when we had to build University reserves – in so doing, we have a fund to invest in strategic initiatives; we have a fund to mitigate enrollment and tuition declines in revenue. We can use the option of spending slowdown and postponement of filling some positions to address the decline this year

10.4 Questions and Answers

Senator: Will recommendations be made about belt-tightening?

Dr. Moser: Deans are asked to share decision-making with faculty. Instead of taking funds from E & G (education and general) funds, colleges are encouraged to use development funds.

Senator: What if there is a shortfall in state funds next year? Will there be further cuts?

Dr. Moser: It's time now to examine how we're using our resources. We've never had those conversations about operational change.

Senator: The UPC's (University Priorities Committee) long-term recommendations were not adopted.

Dr. Moser: The new process will not be based on UPC but analytics.

Senator: Some programs could double with more faculty but there is a fear our faculty candidates will be cut.

Dr. Moser: Faculty searches in process that have already identified great candidates will not be pulled. The goal is to identify growth areas and support those programs.

Senator: How will growth areas be identified?

Dr. Moser: We are in the process of developing scorecards using quantitative data to identify areas of growth that need to be supported.

Senator: What is the ideal faculty to student ratio?

Dr. Moser: An institutional average of 18:1 or 19:1.

Dr. Vinzant: Reserves will allow us to support innovative programs.

Dr. Moser: We will look for ways to incentivize growth. We need to have a conversation about how to formulate a plan to strengthen the academy. It's a partnership and Academic Affairs is working with the CFO Dr. Vinzant to solve problems.

Pres. Bennett: Many universities mitigate losses with endowments. We are about to launch a \$50 to \$100 million campaign. Faculty Senate may want to invite Chad Driscoll to talk about fund raising (www.usm.edu/gulfcoast/departments/human-capital-development/student/chad-driskell).

Senator: Can the sale of the Elam Arms property help the funding shortfall?

Dr. Vinzant: Yes, we are in the process of finalizing the sale to developers this fiscal year. It is not the CFO's decision on how to allocate funds from the sale, about \$2.7 million (www.theadp.com/economic-development/midtown-hattiesburg).

Senator: What about staff welfare?

Dr. Vinzant: No layoffs are planned – just a spending slowdown and some new hiring for empty lines delayed until July 1st.

Dr. Moser: Approved searches in process will not be slowed or stopped because they went through a careful process of review and approval. But open lines with searches not yet approved may be delayed.

Pres. Bennett: If you disagree or have another idea, please let us know. No plan or discussion has included any person employed by the University – there are *no* plans to call for anyone to be laid off or fired. Before we do that, we would prefer to use reserves.

Senator: What about forums? They are great but currently available only in Hattiesburg. Can we stream to both campuses?

Pres. Bennett: Funds for the forum were allocated to Dr. Weinauer, Dean of the Honors College, so talk to her and to Dr. Haley, Director of University Forum.

Senator: If we are one University, we need to have it beamed to both campuses.

Dr. Vinzant: Let us investigate that, so that they are streamed or make two appearances.

10.5 Assoc. Provost for Assessment and Accreditation William Powell

Dr. Powell reported that SACSCOC visit begins February 29th on the Coast and in Hattiesburg, March 1 – 3.

USM submitted compliance certification report in September. We responded to their feedback last week. SACSCOC will look at a number of issues – those that are in compliance and those that are not in compliance (18 of 97 standards are out of compliance). They will look at the QEP Eagles Engaged gateways and pathways (www.usm.edu/qep).

11.0 Committee Reports (continued)

11.1 Senate Committees

- 11.1.1 Academics - Sen. Heitmuller reported the committee is working on recommendation related to the minimum number of faculty per program, the second evaluation of teaching requirement. The committee proposed a recommendation in support of continuing active line searches to ensure functionality of programs.

Pres. Anderson stated that we need to suspend the Bylaws in order to vote on the resolution. Sen. Cochran moved to suspend, Sen. Davis seconded, and the suspension of Bylaws was approved by unanimous voice vote.

Minor revisions were suggested, but the resolution #8 was approved by voice vote with no objections.

11.1.2 Finance – Sen. Zantow reported that Dr. Vinzant was completing the process of restructuring debt and the lower interest rates would save the University about \$10 million dollars in the coming years. In fall 2017, the new lower out-of-state fees should place USM in best value lists.

11.1.3 Administrative Evaluations – Sen. Shelley reported that evaluations were due to go out next week.

11.1.4 University Relations – No report.

11.1.5 Welfare and Environmental Concerns – No report.

11.1.6 Elections – No report.

11.2 Gulf Coast Faculty Council - Pres-elect Holt reported they their stance for recognition is to be an advisory committee.

12.0 Adjournment – Pres. Anderson thanked the senators for all their hard work. The meeting was adjourned at 5:03pm by Pres. Anderson with unanimous consent.

Respectfully submitted by
Teresa S. Welsh, Ph.D.
Faculty Senate Secretary