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The University of Southern Mississippi
Meeting of the Faculty Senate
Hardy Hall 316 – IVN Joseph Green Hall 203
March 4, 2016

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

Members Absent: J. Brown, B. Green, M. Grivno, C. Handley, K. Rhinehart

Guests: Bill Powell, Karen Reidenback

1.0 The meeting was called to order by Pres. Anderson at 2:07pm

2.0 Agenda was adopted by unanimous consent.

3.0 February Minutes were approved by unanimous consent.

4.0 Senate Officer Reports

4.1 Pres. Anderson reported that Faculty Senate Presidents from Mississippi universities met last Friday to pass a brief resolution to send to Glenn F. Boyce, Ed.D., Commissioner of Higher Education:

We, the undersigned and duly-elected University Faculty Senate Presidents in the State of Mississippi, request that dialog be initiated that considers an alternative design for a new state flag for Mississippi and that this proposal be brought to the attention of Governor Phil Bryant, Lt. Governor Tate Reeves, and Speaker of the House of Representatives Philip Gunn.

Respectfully submitted as representatives of our respective Faculty Senate Memberships,

Yolanda Jones, Alcorn State

Leslie Fadiga Stewart, Delta State University

Jean-Claude Assad, Jackson State University

Susan Washburn Taylor, Millsaps College

C.P. Coyne, Mississippi State University

Lee Crouse, Mississippi University for Women

Joseph Wahome, Mississippi Valley State University

Michael Barnett, University of Mississippi

Jennifer P. Anderson, University of Southern Mississippi

The Student Government Association convened and passed a flag resolution:

February 24, 2016

Dear Governor Bryant,

Mississippi's Student body President's Council represents over 80,000 college students.

Our mission is to be a voice for every student at the state's eight public universities. As the united voice for our respective student bodies, we understand the importance of

students and young people being involved in shaping the future of our state through an informed opinion and an active voice.

We are committed to advocating for issues that will enhance the educational, social, and career development for students. As student leaders, we act as liaisons between students and campus administration, faculty, alumni, and governmental officials. Our goal is to listen to our fellow students, work to better their experiences, and advocate on their behalf.

It is our view that the state flag of Mississippi should serve to unite all citizens of this great state. It should represent our state's promising future, one that can only become a reality through understanding our shared values and working together to better our schools, our communities, and ultimately, our state.

It is among these 80,000 students that much hope for our state's promising future is vested. On their behalf we are urging you and other state leaders to examine our current state flag and to modify it in a way that acknowledges our important history but also communicates that Mississippi's best days are still ahead. We, Mississippi's next generation of business owners, innovators, and leaders, are committed to ensuring this is so.

We wholeheartedly believe that there will be a day in which our state flag is changed – this much is inevitable.

Respectfully,

Adrian McLain, ASU

Mikel Sykes, DSU

Rashad Moore, JSU

JoJo Dodd, MSU

Quincy Hughes, MUW

Brandon Yopez, MVSU

Rod Bridges, UM

Sarah Ali, UMMC

Jeffrey George, USM

4.2 President-Elect – No report.

4.3 Secretary – No report.

4.4 Secretary-Elect – No report.

5.0 Report and Q&A with Dr. Steven Moser, Provost

5.1 Dr. Moser reported that SACS efforts were successful – only a couple of recommendations that we should be able to implement rather quickly. He wanted to publicly acknowledge Dr. Bill Powell for his hard work and leadership.

5.2 Two strong finalists for Dean of Admissions: Kate Howard and Jason Faulk. Faculty are encouraged to attend their presentations and submit feedback.

5.3 Emphasis for the first quarter is taking care of leadership issues and getting a statistical picture (benchmark data). In the second quarter, will meet with faculty groups to discuss issues and have higher level of communication.

5.4 Question: What is meant by higher level?

Dr. Moser responded that we need to address how to move academic affairs forward and create a mechanism for shared governance.

A senator expressed that he like the idea of having faculty feedback and making governance work. Another senator stated the desire to have the Provost or President attend department faculty meetings across campus.

Dr. Moser said that the administration is a great team and working together to address budget challenges is a great example. He welcomes comments, suggestions at provost@usm.edu

5.5 Question: What about scorecards?

Dr. Moser responded that what they learned is that they should not call them scorecards – it was originally called baseline data and they still are not satisfied that they have collected accurate data.

5.6 Question: Has progress been made in addressing budget issues?

Dr. Moser answered yes, by not filling some empty lines until July, we can save significant funds. We have identified some savings in the Provost Office and it looks like we will be able to meet the goal of saving 10%.

5.7 Question: What about the administrative position on the Coast?

Dr. Moser stated that it may take as long as a year and that they needed to engage in conversations with faculty on the Coast.

5.8 Question: Any progress on summer school salary model?

Dr. Moser responded that they are looking for a comprehensive approach and a business model that will promote growth. He stated that they needed to gather market data and added that it would require faculty buy-in.

A senator notes that Faculty Senate had passed a recommendation about summer pay.

Dr. Moser replied that they were trying not to tackle one issue but look comprehensively at a business model of mini-sessions and summer school. We need to take a comprehensive approach.

Dr. Moser is an advocate of more summer pay but they have to find a way to make it work.

5.9 Question: What about salary compression issues?

Dr. Moser said that as they were working on stabilizing finances, they are aware of compression issues.

5.10 Question: When will you announce dates for open forums?

Dr. Moser replied they would be announced soon during the first part of March.

6.0 Becky Malley was unable to attend as scheduled today but will distribute a report and attend next meeting to address questions.

7.0 Old Business – No report.

8.0 New Business

Dr. Bill Powell reported that the SACS Committee left yesterday and ended 3 ½ days of intensive meetings with students, faculty, and administration. He thanked faculty who attended the sessions, which dealt with compliance issues – when the Committee arrived, USM was out of compliance with 18 issues but when they left, there were only three to address: 1) a fiscal audit due March 15th, 2) one issue was conflicting wording about policy on the USM Web site, and 3) lack of published criteria to evaluate all instructors of record including part-time faculty and adjuncts. The committee would also

like to see better assessment of QEP impact. USM has five months to implement the recommendations. Dr. Powell expressed appreciation to everyone who helped with this process.

9.0 Committee Reports

9.1 Senate Committees

9.1.1 Academics - Sen. Heitmuller reported that the College of Education and Psychology put forth a resource document on a second evaluation of teaching and this report will be made available to everyone.

http://www.usm.edu/sites/default/files/groups/school-library-and-information-science/pdf/implementation_resources_for_peer_review_and_teaching_portfolio.pdf

9.1.2 Awards – Sen. Thompson reported that the committee had concluded work for the academic year. They reviewed 55 applications for various faculty awards and he requested that senators please plan to attend the University Awards Day in May. The committee has been asked to provide criteria for the Faculty Senate Scholarship so that will be forthcoming.

9.1.3 Governance – Sen. Rehner reported that the committee was looking at the Promotion Recommendation form but waiting on process and policies from the Provost Office.

9.1.4 Finance – Sen. Zantow reported that the committee met with Dr. Vinzant and discussed ongoing budget issues but no new information to report.

9.1.5 Handbook – No report.

9.1.6 Administrative Evaluations – No report.

9.1.7 University Relations – No report.

9.1.8 Welfare and Environmental Concerns – Sen. Hrostowski reported they were hearing about faculty salary compression issues and sexual violence issues. Jennifer Lewis is applying for funds to study violence against women and Faculty Senate voted to support this application last meeting.

A senator brought up the issue of university golf cart drivers not being sensitive to or watching out for pedestrians.

Hrostowski replied that they would look into it.

9.1.9 Elections – No report.

9.2 External Committees

9.2.1 Gulf Coast Faculty Council - No report.

Pres. Anderson stated that the Executive Council talked to President Bennett about GCFC representation. She volunteered to lead the discussion on that issue and will look at the relevant by-laws.

10.0 The meeting was adjourned at 3:22pm by Pres. Anderson with unanimous consent.

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