

11-6-2015

Faculty Senate Minutes - November 6, 2015

USM Faculty Senate

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**The University of Southern Mississippi
Meeting of the Faculty Senate
Cook Library 123 – IVN Hardy Hall 219
November 6, 2015**

Members Present and Represented (by proxy): M. Alford, J. Anderson, D. Booth, J. Brown, D. Capper, K. Cochran (S. Rouse), M. Coyne, K. Davis (M. Alford), B. Green (F. Heitmuller), K. Greene, M. Grivno, C. Handley, B. Harbaugh, B. Hayden, F. Heitmuller, L. Hill, D. Holt, S. Hrostowski (A. Thompson), 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 (A. Thompson), S. Reischman-Fletcher, S. Rouse, K. Shelley, C. Sirola, C. Tardy, A. Thompson, B. Tinnon, M. Van Norden, T. Welsh, J. White, K. Zantow

Members Absent: K. Rhinehart

Guests (Hattiesburg): Joe Powell, Julie Howdeshell, Kelly Lester, Karen Reidenback, Rusty Keyes, Dave Beckett, Doug Masterson, Jeff Hinton, Eric Tribunella, Kathy Yadrick, Jeff George, Kyle Stoner; (Gulf Coast): Deanne Nuwer, Francis Bozzolo, Jill Arnold, Marlene Naquin, Karen Aderer

- 1.0 The meeting was called to order by Pres. Anderson at 2:02pm
- 2.0 The agenda was adopted by Pres. Anderson with no objection.
- 3.0 The October Minutes were approved by Pres. Anderson with no objection.
- 4.0 Presentation of Resolution to Dr. Joe Paul.
A framed resolution honoring Dr. Joe Paul was read and presented to him by Pres. Anderson (http://www.usm.edu/sites/default/files/groups/faculty-senate/pdf/resolution_02_2015-16_paul_commendation.pdf). Faculty Senate responded with a standing ovation and Dr. Paul thanked Senators for honoring him and thanked them for their service to the University.
- 5.0 QEP Update from Julie Howdeshell and Kelly Lester
 - “Eagles Engaged: Enhancing Learning in Gateway and Pathway Experiences”
 - Every 10 years, the University develops a new Quality Enhancement Plan as part of accreditation process
 - Goals are to increase participation of students who 1) successfully meet gateway course learning outcomes, 2) successfully complete gateway courses (historically difficulty foundational courses with high enrollment), and 3) participate in pathway experiences (internship/practicum, research, service-learning, fieldwork, etc.).
 - Gateway course success is direct predictor of retention
 - 5 courses being identified by faculty input and data analysis as gateway courses; each course will have a committee to develop an action plan to increase student success using resources from community of practice as well as teaching/learning academy
 - Plan to offer departmental incentives to pathway experiences (grants, scholarships) and hire Pathway Coordinator.

SACSCOC on-site visit will be Feb. 29th on Coast campus and Mar. 1-3 on Hattiesburg campus (full report presentation available at: http://www.usm.edu/sites/default/files/groups/faculty-senate/pdf/qep_presentation_faculty_senate_11.6.15.pdf).

A request was made for Faculty Senate to endorse QEP and Pres. Anderson stated that would be addressed in the December meeting.

6.0 Workplace Violence/Active Shooter Presentation and Discussion by Campus Police Detective Captain Rusty Keyes

Workplace Violence – any violence or threat of violence against workers on the job or away from work site:

- Can range from verbal threats and disruptive behaviors to physical violence and even homicides
- Every employee is at risk; those at greatest risk are in community settings with extensive public contact
- Universities need to educate employees on conduct that is unacceptable, what to do if they witness or experience workplace violence, and how to protect themselves
- Consideration should be given to secure worksites through appropriate lighting, door locks, alarm systems, video surveillance, and patrols
- Campus should be alert for negative patterns of behavior or attitudes:
 - o Recent changes in behavior, appearance, demeanor; withdrawal from normal activities or contacts, isolation
 - o Work or personal crisis; challenges to authority
 - o Substance abuse
 - o Threats or references to violence or self-harm, history of either
 - o Possession of or fascination with weapons
 - o Feelings of superiority or self-righteousness; sense of being wronged, humiliated, degraded; desire for revenge
 - o Feeling a lack of choices or options short of violence.
- If faculty or staff witness threats of imminent physical violence, weapon possession, or someone acting in a manner that causes fear of safety, call 911 to notify Campus Police.
- Faculty and staff should be prepared, be aware of warning signs, develop a response, understand and reduce the risks.
- If faculty or staff is faced with abusive or disruptive behavior, call 911, remain calm, be polite, show respect, listen, acknowledge the person is having a tough time, but stay in a public area and keep a safe distance of 3-6 feet. In a non-threatening tone, set some limits such as “I can’t help you if you don’t calm down.” Apologize if appropriate, do not make promises you cannot fulfill, and get help from a faculty/staff supervisor.

Active Shooter – hide out, get out, or take out (recommended watching training video after entering ID w# at: <http://apps.usm.edu/police/video/sfoc.php>).

7.0 Senate Officer Reports

7.1 President Anderson

- 7.1.1 The administration has been looking at a new pricing and marketing structure for non-resident tuition. President Bennett and the CFO have had discussions with the IHL commissioner, who has asked that 7-8 points be addressed in the new plan before it is sent to the Board for approval.

7.1.2 The faculty senate is finally awarding the Faculty Senate Memorial Scholarship. This year's recipient is Brooks Becton, child of Bret Becton, a member of the faculty in the College of Business.

7.2 President-Elect Holt – no report

7.3 Secretary Welsh – no report

7.4 Secretary Elect Booth – no report

8.0 The Teaching Track Summer Committee Presentation

Representatives from the Teaching Track Summer Committee (Dr. Dave Beckett, Dr. Jennifer Anderson, Dr. Doug Masterson, Dr. Jeff Hinton, Dr. Eric Tribunella, and Dr. Kathy Yadrick) presented their Final Report: Faculty Handbook Proposal.

Highlights of the proposal include:

- Expansion of definition of faculty to include clinical lines, artists-in-residence, and professors of practice; expansion of the Corps of Instruction to include non-tenure track, full-time faculty who support the teaching mission of the University
- Recommended that Assistant Teaching Professor be the entry-level rank for new hires with a terminal degree. It was recommended that those who are currently working for USM and who have a terminal degree be given a title-change to properly place them in the correct rank. Those with rank of Assistant Teaching Professor may apply for promotion to Associate Teaching Professor in their fifth year of service; those with rank of Associate Teaching Professor may apply for promotion to Teaching Professor in their fifth year of service.
- Candidates for promotion must prepare a dossier describing their accomplishments and rationale for seeking promotion. Recommendations for promotion are made by the Departmental Promotion Committee, Department Chair, College Advisory Committee, and College Dean, then forwarded to the Provost for a final decision.

Sen. Thompson brought forth a motion to endorse the expanded definitions of faculty and Corps of Instruction and to endorse the creation of a teaching track as proposed by the Committee. Some senators expressed discomfort with some of the language related to the teaching track recommendation so Sec. Welsh requested that each of the two parts be voted on separately. Sen. Thompson moved to rescind the motion and Sen. Alford seconded. Sen. Thompson made a motion to “endorse the expanded definition of faculty and Corps of Instruction.” and Sen. Alford seconded. The motion passed with 33 affirmative votes, evidenced by a show of hands, and no negative votes so the Faculty Senate endorses expanding the definition of faculty.

After much debate about the wording of the recommendation related to the teaching track, Sen. Thompson moved to “endorse a plan to create a teaching track,” with the understanding that the wording would be revised in the Faculty Handbook Committee. Sen. Greene seconded. The motion passed with 30 affirmative votes, evidenced by a show of hands, and no negative votes so the motion carried.

9.0 Student Government Association Report

SGA President Jeff George and Vice-President Kyle Stoner reported that A Resolution to Remove the Mississippi State Flag from University Grounds was passed by the Student Government Association (report available at: http://www.usm.edu/sites/default/files/groups/faculty-senate/pdf/sga_flag.pdf). The reported vote was 18 for the resolution, 6 against, and 2 abstentions.

10.0 Committee Reports

10.1 Senate Committees

10.1.1 ad hoc Flag Committee

Committee Chair Sen. Grivno presented a resolution in support of President Bennett for raising flags that will unite this University. Pres. Anderson requested a reading resolution to include the language of the resolution in the minutes.

A FACULTY SENATE resolution in support of **President Bennett President for raising flags that will unite this University.**

WHEREAS, President Rodney Bennett has lowered the Mississippi State Flag from the campuses of The University of Southern Mississippi, and;

WHEREAS, the President has taken this step with the knowledge that our faculty, staff, and students are, like the people of Mississippi, divided on this issue, and;

WHEREAS, the President hopes that his actions will continue to foster an environment of inclusion and mutual respect on our campuses and allow this university to move forward in its mission to educate the people of Mississippi, and;

WHEREAS, this University, perhaps more than any other, represents the diversity, dynamism, and vibrancy of this great state;

THEREFORE BE IT RESOLVED THAT FACULTY SENATE commends the President for raising flags that will unite this University, and;

BE IT FURTHER RESOLVED THAT THIS BODY will work with him to promote dialog and foster understanding for all members of the university community.

Sen. Odom moved to table the resolution until a later date; 11 Senators voted in favor of tabling the resolution and 17 voted not to table the resolution so the motion was defeated.

Sen. Van Norden moved to suspend the by-laws and allow a vote on the resolution. Sen. Coyne seconded and the motion was approved by a majority of Senators. Sen. Van Norden moved to approve the resolution; Sen. Hayden seconded. Twenty-six voted in favor of approval and two opposed so the motion was approved.

(http://www.usm.edu/sites/default/files/groups/faculty-senate/pdf/resolution_04_2015-16_flag.pdf).

10.1.2 Academics Committee

Chair Sen. Heitmuller distributed a report on committee activities

- A second teaching evaluation will be required (portfolio, peer evaluations) so there is a need to identify best practices
- Identities of faculty and students will not be released by Grade Review Committee; a summary report may be requested but Committee is not required to respond
- At present, double majors must complete all requirements of both majors including capstone projects. Could this be reduced to one capstone project?
- Concern was expressed for degree programs with severe faculty shortages, which could affect time to graduate (full report available at: http://www.usm.edu/sites/default/files/groups/faculty-senate/pdf/fsacademics_report.pdf).

10.1.3 Governance – no report

10.1.4 Finance – no report

10.1.5 University Relations – no report

10.1.6 Bylaws- no report

10.1.7 Handbook

Sen. Alford reported that the Committee had postponed a decision on the Teaching Track Proposal and also reported the Committee is discussing options for progressive discipline.

10.1.8 Welfare and Environmental Concerns – no report

10.1.9 Administrative Evaluations

Committee Chair Sen. Shelley reported that they were on target to distribute in November.

10.1.10 Awards

Sen. Thompson reported that Dr. Elaine Molaison is to be presented the Higher Education Appreciation Day, Working for Academic Excellence (HEADWAE) Award by IHL in the spring. The Grand Marshall Award is due November 16th, and the honorarium and recognition at Awards Day have been restored by Dr. Moser. The Committee is working to develop criteria for awarding the Faculty Memorial Endowed Scholarship.

10.1.11 Elections – no report.

10.2 External Committees

10.2.1 Gulf Coast Faculty Council

Pres.-Elect Holt reported the Council was moving toward formal recognition.

11.0 New Business

11.1.1 Pres. Anderson reported that Sen. Griffitt resigned. Eric Saillant was appointed with no objection and welcomed to Faculty Senate.

12.0 The meeting was adjourned at 5:35pm by Pres. Anderson with no objection.

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