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Faculty Senate Minutes - September 1, 2017

USM Faculty Senate

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The University of Southern Mississippi
Faculty Senate Minutes
Friday, September 1, 2017
Union B, Hardy Hall 316 (IVN), Caylor 103 (IVN)

Present: Daniel Capper, Marcus Coleman, Jennifer Courts, Kevin Greene, Max Grivno, Cheryl Jenkins, Nicolle Jordan, Anne Marie Kinnell, Bob Press, Stacy Reischman-Fletcher, Amanda Schlegel, Amber Cole, Will Johnson, Melinda McLelland, Catharine Bomhold, Bradley Green, Lilian Hill, David Lee, Sharon Rouse, Anne Sylvest, Cynthia Handley, Susan Hrostowski, Tim Rehner (Proxy), Bonnie Harbaugh, Beth Tinnon, Mac Alford, Sherry Herron, Joshua Hill, Susan Howell, Jeremy Scott, Donald Redalje, Adrienne McPhaul, Tom Rishel, David Holt, Eric Saillant, Scott Milroy (Proxy), Lee Follett, Heidi Lyn (Proxy), Kenneth Zantow (Proxy).
Absent: Miles Doleac, Deborah Booth, Charles McCormick, Charkarra Anderson-Lewis.

1.0 Organizational Items

- 1.1 Call to Order – **2:02 p.m.**
- 1.2 Roll Call
- 1.3 Recognition of Quorum
- 1.4 Recognition of $\frac{2}{3}$ membership for voting on Bylaws and Resolutions

2.0 Adoption of Agenda – **Approved with amendment: 8.1 (Outside Committee Report)**
Karen Reidenbach to discuss IVN

3.0 Program

- 3.1 None

4.0 Approval of Minutes

- 4.1 August 2017 Retreat – **Approved**

5.0 Officer Reports

5.1 President–Sign in. Why? Your chair may look to affirm your participation. Read the Minutes carefully. Why? If you claimed to have argued a point in the meeting, the Minutes serve as evidence.

Action Items:

Asked Provost to put Reorganization Proposal to IHL and final Academic Master Plan on website, and that was done; the reorganization proposal reached IHL as a consent item and was approved.

No news on college-wide meetings yet, but will ask deans about them;

Executive (President's) Cabinet meeting (August) – Discussed infrastructure plans and requests from legislature for next year.

There are new parking areas to offset Elam Arms and new paving on campus. Joseph Greene bids were too high, so alternate parts will not be done; the Bower Academic Center will be in Cook Library; Business and Health Building at Gulf Park will be done by early November.

Issues:

Discussion about commercial food lab and phase II of Science Building at Gulf Park. Please provide feedback.

New system for policy development; any changes to policy will be handled through Office of Compliance and Ethics and six or eight other people; whenever policy is in evaluation, whoever owns it will have the opportunity to reevaluate as well.

Online learning: There's an Online Learning Steering Committee; Catharine Bomhold is our representative and also chair-elect; we touched base with Academic Council to ensure their representation.

5.2 President-Elect—No Report

5.3 Secretary—Please remember to send committee reports via e-mail before meetings

5.4 Secretary-Elect—No Report

6.0 Decision/ Action Items

6.1 *Robert's Rules of Order*—The Senate will abide by the *Robert's Rules of Order*; sent handout/cheat sheet via e-mail

6.2 Volunteer: Representative for the AA/EEO search – Christina Varnado has asked for a representative from the Senate to serve on search committee (Senator **Susan Hrostowski agreed to serve**); Dr. Guillory (former AA/EEO) was rehired by her former employer in Louisiana.

6.3 Volunteers: Two representatives for the implementation of Tobacco Free Campus Policy – VP Tom Burke asked for two representative to help decide how to implement policy (Senator **Jeremy Scott agreed to serve as representative**; need one more [**after meeting, Beth Tinnon also agreed to serve**]).

Question: Was tobacco free campus policy approved at June meeting? No (David Holt).

[NOTE: *The Policy was approved, but during the special-called July Cabinet meeting.*]

7.0 Standing Committee Reports

7.1 Academics – No report; Senate discussed online learning at retreat; Mac: We do have a university Online Learning Steering Committee (Catharine Bomhold is chair-elect and on Academic Council); committee has been working within a narrow box; need push for broader issues and the long-term plan for online learning on campus as well as pedagogical and technological resources.

7.2 Administrative Evaluations – No report

7.3 Awards – No report

7.4 Bylaws – No report

7.5 Elections – No report

7.6 Finance — Ken Zantow had conversation with Allyson Easterwood, but no report today

7.7 Governance – No report

7.8 Gulf Coast — No report

7.9 Handbook – No report; Mac: The university Handbook Committee will have large turnover (five people leaving); we have to replace Kimberly Davis (Faculty Senate Representative) and Rebecca Powell (At-Large Gulf Coast Representative) whose terms have ended.

7.10 University Relations and Communication – No report. Nicolle Jordan named chair of committee.

7.11 Welfare and Environment – At the Senate Retreat, the committee identified issues and issued coordinators as follows. If you have concerns in any of these areas, please contact the

appropriate committee member directly and copy committee. 1. Equity (pay, etc.): Susan Howell (susan.howell@usm.edu; 601-467-2414) 2. Diversity: Charkarra Anderson-Lewis (Charkarra.andersonlewis@usm.edu; 601-818-7921) 3. Recycling, sustainability; compression/inversion in pay: David Holt (David.H.Holt@usm.edu; 228-697-8515) 4. Vision (faculty morale and recognition): Susan Hrostowski and Bob Press (bob.press@usm.edu; 601-434-3804).

Your concerns: if you have interest in the above topics and want to provide information or participate in discussions on them, please contact the appropriate committee coordinator(s). Your ideas are needed and welcome. If you want to suggest additional topics of focus, please contact committee chair Bob Press.

Coordinators' reports:

Diversity: Charkarra Anderson-Lewis: two questions for Faculty Senators with a request for a reply to her.

“As chair of the Institutional Diversity Committee and a member of the Faculty Senate I can serve as a liaison between the two committees. The first Institutional Diversity Committee for this academic year will be held in September. Below are two questions that the committee would like to have input on from the Faculty Senate.

1. How do you think the Institutional Diversity Committee can effectively serve the University?
2. How do you think the Institutional Diversity Committee can effectively serve faculty?”

Compression and inversion: David Holt

“I have confirmed that there still is a line in the budget to deal with compression issues. We will likely not have any movement on it with our current budget outlook, but it remains on the list of priorities for the dome.”

Question (Max Grivno): In regards to compression/inversion, does the University have a policy in place deciding how those funds will be dispersed once they come available? Is this at the pleasure of the deans and chairs?

Kevin Kuehn (Guest): When Wiesenburg was provost there was a set way to distribute; there was an *ad hoc* committee created to address what official guideline or policy would be put in place; from my understanding, that was not done or continued.

Recycling and Welfare on the Coast: David Holt

“Recycling is rolling and we have a student worker. Also developing a new pedestrian and bicycle plan for the new campus plan. De-emphasizing the ‘park at your building’ mentality and focusing more on park around the campus and walk to the interior.”

Concerning Recycling in Hattiesburg: David Holt

“Haley is gone but Leslie is still rolling with recycling, but not sure about a sustainability officer.”

Vision/faculty morale: Bob Press and Susan Howell

1. Greater recognition of faculty achievements. The suggestion was made at the Retreat to the Awards Committee to consider giving, in addition to the top awards, many more certificates,

or congratulatory awards to faculty who are doing amazing things in many ways. This suggestion was warmly received when mentioned at a recent AAUP meeting.

2. Online teaching: what are the limits? While on-line teaching brings important enrollment and generates income to USM, the question of how far USM should expand its online offerings compared to in-class offerings needs attention. One informal estimate is that we currently generate about 23.5 % of our credit hours online. Obviously the University Administration wants to build up in-class teaching as well (e.g. new classroom construction in Hattiesburg and on the Coast).

Faculty burnout teaching online? Though the case may be isolated, one faculty member teaches 300 students online, many of whom are out-of-state residents. If the main purpose of our state universities is to educate Mississippi residents, what are the parameters involving teaching non-residents to boost revenues? And what are the 'burnout' risks for faculty teaching large classes and in some cases doing their own grading? Seeking input on online teaching. The Committee would like to be in touch with those familiar with the data, the challenges, the promise, and any related issues regarding online teaching. It might be worthwhile to establish a separate *ad hoc* committee to examine this.

Mac: Work with Academics Committee with online issues as well as the issue of burnout.
Sherry Herron: USM once had a policy of capping number of students in online session; may not be the case any more (around 2005); they may have clamped down.

Equity (mostly for women's pay): Susan Howell

The Committee is keen on moving this issue forward, or at least keeping a spotlight on it. Anyone interested in joining this effort, please contact Susan Howell. Former Faculty Senate President Anita Davis provided the following information to the committee: August 28, 2017:

"The study presented to Faculty Senate in 2009 was based on several years of IR data that Tammy Greer and I calculated regarding pay disparity of women and minorities across the university and within colleges. Significant differences and trends were presented by resolution to the President

A small group is coordinating re-establishment of the Southern Mississippi Branch of the American Association of University Women. Considering the external legal and financial assistance that AAUW may provide in support of the CSRW and Faculty Senate, we intend to address traits and processes contributing to the complexity of resolving the pay gap issue in order to propose revisions in structural practices and policies. After completing paperwork and initiating an interim leadership group tomorrow, an announcement will be sent inviting participation in Branch and proposal development."

Link to the AAUW pay gap information: <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

[At this point, the Provost arrived and was given a moment to talk and time for questions. See below.]

8.0 Outside Committee Reports

8.1 Karen Reidenbach (iTech, Customer Care/HR) – Serves as Senate and Council of Chairs iTech liaison; there are some connectivity issues with some IVN classrooms; working with AT&T to get that fixed; please let Karen know if you are having problems; call Help Desk as first line of help.

9.0 Consent Items

9.1 One-year Appointment of Joshua Hill (Criminal Justice) to Faculty Senate for College of Science and Technology representative–Bylaws as currently stand still have old election rule of filling in for someone who leaves; Mac contacted Criminal Justice to ask if Josh Hill can continue to serve (**Senate approved**).

10.0 Unfinished Business

10.1 University Reorganization Plan – **Approved by IHL**

11.0 New Business

11.1 *Ad hoc* committee for drafting a short guidebook for the Senate, especially for new Senators – Sharon Rouse suggested committee to address functions of Senate in a guidebook; **Committee Volunteers: Sharon Rouse, Josh Hill, Melinda McLelland**

11.2 Recommendation on the AAUP Proposal to Redefine the Culture of Leadership – (**Recommendation passed with amendment**)

Comments:

Ann Marie Kinnell: Issue with “term limits.” There is another model that we could use, like the Executive Committee model we use for Faculty Senate. I’m a little concerned, just thinking ahead for some of the dean searches.

Josh Hill: Can we set limits? If it is the will of the president, how can the institution set limits at all?

Alan Thompson (guest, President of USM chapter of AAUP): Thanks for considering proposal; I’ve had conversations with others across campus saying that this is an opportune time to have direct input and falling in line with the hiring of new deans, etc. This is a transformative proposal for the University; I’m unaware of any other initiatives that have bubbled up from the faculty of this nature; to address term limits, this particular proposal is a starting point and may change; there’s a provision that academic administrators would serve a 4-year term and would be reevaluated for another 4- year term

Tom Rishel: Can you provide some information about term limit policies across the country?

Alan Thompson: I don’t have those data.

Kevin Kuehn (guest): There are a lot of institutions, schools that have directors (in essence the chair) where it’s very common for that chair/director position to rotate among faculty; what we call chairs now with reorganization, their main function will be curricular.

Don Redalje: We have yet to see mechanism where faculty who are not satisfied with chair can remove that chair; this plan with the term limits gives us the opportunity if the person is good they can stay, but if they are bad they can be removed (via the review).

Mac Alford: Chairs are supposed to be evaluated every 5 years, according to Faculty Handbook (8.4.7).

Sherry Herron: You speak of 4 years and the document says 3 years.

Correction: Not for dean, but chair and it says term, not “limit.”

Bob Press: Reduce resolution down to sentence 2 (in recommendation) as the “sense of the Faculty Senate” and go with that.

Mac Alford: It would be most valuable to amend this document to express the sense of the Senate in any form.

Alan Thompson: This is just a document to begin the discussion; it doesn’t have to be the end point; we intend to have an open session soon; the most important part of this recommendation is the opportunity for faculty to have active input and vote on the selection of our academic leaders rather than that being imposed on us; I’m grateful for your consideration in this matter.

Max Grivno: Since we only have a problem with term limits, I suggest that we amend the existing document (where the brackets begin) to read:

The Faculty Senate affirms that the Deans of Colleges will serve at the pleasure of the President and Provost, but urges the University to implement regular and meaningful faculty evaluation of people holding these positions. All other administrative positions, including executive directors and chairs, will be elected by their faculty for four years with the possibility of reelection for one additional term of four years (**Amendment approved by Senate**).

11.3 Recommendation on the Handbook Advisory Role for David Beckett – (**Recommendation passed with amendment**)

Comments:

Sharon Rouse: I suggest that he assists as an “*ex officio* historian,” primarily providing the needed context for its current form, and that he doesn’t have the authority to make final decisions.

Josh Hill: Amend to include revised statement: “THEREFORE WE RECOMMEND that the University utilize Dr. Beckett as an *ex officio* historian for the Faculty Handbook Committee during this time of reorganization as called upon.” (**Amendment approved by Senate**)

11.4 Poll on University’s Financial Conservatism – Mac: I think we are at the point where the administration will have to be conservative considering budget cuts. Questions/comments on this point were taken during the Provost’s impromptu visit.

12.0 Good of the Order

12.1 Nominations for Reorganization Committees, deadline: September 5

12.2 Next Staff Council meeting: September 7, 9:30–11:00 a.m., Scianna 1043

13.0 Announcements

13.1 Next Senate Meeting: October 6, 2:00 p.m., Union Room B and IVN

13.2 Next Senate Executive Meeting: TBA

13.3 Next Senate Administration Meeting: TBA

14.0 Adjourn

Comments from the Provost:

Working on implementing reorganization plan and will send information out to faculty;

The “loyalty oath” in regards to selecting committee participation for reorganization needs to be explained. In the application process there is a definition of the type of person we would like to see on the committee; we want people who have a diversity of opinions on how we would change and people who want change and will have a full body of conversation on how we can move forward. Maybe bad form on my part to include “loyalty oath”; just wanted to get across that the decision has been made and we need to move forward; we want a rich conversation.

The Hiring Plan – Will be managed by deans and chairs; we have hiring plan that we are trying to pilot this year so that we are able to address growth potential; we are looking for a process that in time that will support process for growth potential.

Numbers – Still cleaning numbers; what we know is that we have the largest number of freshmen in dorm spaces in 7 years; we had 3 years of large graduating classes, without equally large incoming classes, so overall enrollment numbers may not be that large. We’re up 22 percent, which is great; our goal is to get 2,000 new freshmen every year and that will bring us back to the number we need long-term to get us up fiscally (1,906 at this point).

“Financial Conservatism” –

Questions/Comments:

Ann Marie Kinnell: Will budget cuts be like last year? The State makes decisions and then IHL? Do we have a sense that we will know (about cuts) earlier?

Provost: Based on current enrollment projections we already know that there will be a shortfall. We’ve been told from legislature that there will be a 2–3% state reduction this year; for academic affairs that’s about \$1 million; we’ve scraped the barrel already, so we are going to have to make strategic decisions. We’re still in first phase, so finances could be better than anticipated. We’ve been told that freshman enrollment is down at all other IHLs. We’re bringing in more out-of-state students than ever before, that helps us fill up our classrooms.

Nicolle Jordan: How can reorganization happen with the search for the deans; how does that happen at the same time?

Provost: We have to do it in an intentional way, more deliberative than last year; we have to find a different kind of dean to lead the College of Arts and Sciences. There are two other open deans decisions; we prioritized that based on the needs that we think will need to be served first; Health/Nursing is second priority, Education and Human Sciences is third priority. We’re just prioritizing. We’re going to have to get pieces set really quickly. Once committees are set, we’ll have to move quickly to the searches.

Jeremy Scott: Are you excluding anyone in Dean of Arts & Sciences search? Does it have to be someone outside of the university?

Provost: We’re doing an open search; looking for someone who has experience running a large college like Arts and Sciences.

Susan Hrostowski: What percentage of out-of-state students pay out-of-state fees?

Provost: We’ve been moving from \$16,000 to \$10,000 out-of-state fee. We have declining in-state high school graduation rate. The strategy was to go out-of-state, and we did that through the pricing change.

The trade off with pricing change is that we don't waive out-of-state tuition anymore; they may have some scholarship that will do that, but we don't waive out-of-state tuition anymore.

Susan: The tuition pricing that we receive for out-of-state monies based on enrollment. Does that money differ coming from out-of-state rather than in-state tuition?

Provost: We are still under a formula. When we get reductions in State appropriations, it's across the board.

Susan: Does the formula as it stands now, does it matter if it's from out-of-state or in-state?

Provost: No, it's a head count.

Bob Press: As we move towards filling these positions (deans, directors, etc.), in what form would you want faculty voice in the decision making of hiring?

Provost: My instruction/request to deans was to consult with faculty before they make any decisions.

Alan Thompson: Existing chairs and directors, are their positions secure under the plan, or are all of those going to be revisited?

Provost: If you are currently sitting in the position of chair or director, then you will not have to reapply. Schools that remain unchanged will not have to look for a new leader unless it is interim; the process may change during the reorganization process.

Provost: No loyalty oath to serve on the reorganization committees. The quality of these committees is important. People who want to be on committee and do the work, I encourage you to participate and to nominate anyone.