

8-19-2016

## Faculty Senate Minutes - August 19, 2016 (Retreat)

USM Faculty Senate

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## **August 19, 2016 Minutes**

### **Faculty Senate Retreat**

Present: Daniel Capper, Sherry Herron, Marcus Coleman, Kimberley Davis, Kevin Greene, Max Grivno, Cheryl Jenkins, Nicolle Jordan, William Odom, Louis Rackoff, Stacy Reischman-Fletcher, Amber Cole, Melinda McLelland, Chad Miller, Bradley Green, Lilian Hill, David Lee, Sharon Rouse, Cynthia Handley, Laurie Neelis, Tim Rehner, Bonnie Harbaugh, Beth Tinnon, Mac Alford, Deborah Booth, Franklin Heitmuller, Sherry Herron, Tulio Sulbaran, Eric Saillant, Maxim Van Norden, Westley Follet, David Holt, Heidi Lyn, Scott Milroy, Chris Sirola, Tom Richel, Kenneth Zantow, Catharine Bomhold.

Absent: Kate Greene, Ann Marie Kinnell, Paul Linden, Ann Sylvest, Susan Hrostowski, William Hornor, Charles McCormick,

2/3 vote

Attendance – must attend (vote on proposals)

June meeting very important

Stopping of AA/EEO officer

### **Academic integrity**

Deloris Williams

Max Grivno

Elizabeth Tinnon

Laurie Neelis

### **Assessment**

Chris Sirola

### **Staff Council**

Catharine Bomhold

### **Standards**

Lee Follett

Officer Reports

Administration Visit

### **President Bennett – Introduction of administration**

Not a set agenda – 90 minutes of discussion with administration – we are at a critical position with university; we are not the same institution as when I took office 4 years ago. We have made a great deal of progress, the ability to have transparent conversation, common goal, common mission, and advance higher education in MS.

Critical point we must continue the dialog – I will make brief comments

I want to make our university better – conversation & dialog with you; the things that are going well and the things that need to be improved on. To advance our university and public education in Mississippi

Glimpse landscape

3 governing bodies on our radar we are in education research and relationship business. Our ability to develop and maintain relationship

IHL

MS state legislature

Delegation in Washington DC; senators and representatives

We have a stronger relationship with each of these institutions than we have ever had. Consent agenda – indicates confidence in the material and individuals (IHL) –

Legislature – very supportive – since my appointment – for example the tornado that hit our campus immediately after my appointment. Look at the record evidence that the legislature has helped us.

They have also given budget reductions but this is with all the institutions

Delegation in DC. See as a goals moving up in the research rankings. We have acquired more research opportunities.

The people that matter – no strained relationships between these agencies and our institutions. They are open and receptive. I hope you will embrace (thank you) to these individuals – goes a long ways. Allows us to be transformative in the south and across the country. Move in is just ahead of us the year is off to a good start

Enrollment is very important to our instruction. Enrollment; enrollment; enrollment;

The landscape of money for public higher education is based on enrollment and retention. Extremely important

Grow to 21K; 16K USM & 5K on coast – timeline to realize these numbers. Must have support; commitment to a quality of the student body.

IHL funding model has been set aside for now but will still be applied will include:

Academic progress

Recruit

Retain

Probably 2018 will be applied. We need to recruit college ready high school graduates (the number of these students will be decreasing – shrinking pool ) we must compete for these students. We must look outside of Mississippi to recruit where population growth is not accommodated by their institutions. This gives us an opportunity for growth.

This will increase our revenue through tuition \$.

We have done everything with nothing.

We have done a transformative e with no dollars

Enrollment new students

Retain students that are here

Also want to –

Outcome of our SACS reaccreditation – all small – no major problems

Departmental – accreditation (indicates quality)

We receive affirmation we are doing what needs to be done. – It is important that we not lose our way with research and research productivity – critical for our sustainability

Faculty now must advise, mentor, and be more intrusive than ever before. Remind students of quizzes, assignments, etc.

Our bread and butter is based on competition with other research institutions. You do the extra things. Research is critical

Embrace new faculty and mentor them so they can be successful – made it a stable faculty

Introduce – I am concerned about

1. IHL yesterday found out– Moody’s have downgraded Mississippi to a negative rating. A down rating (national premier rating system)
2. Implementation of new federal labor standards act – challenges the way university interacts with staff, graduate students, RA, TA, student employees will have a significant impact on the budget and how you work with your student employees
3. We have not seen the end of the budget cuts for the state of Mississippi we will be cut 3 – 6%. Last year we were cut in March and June. New cuts will be difficult to absorb.

Now would like to hear – things that you think will be helpful to you.

Lilian Hill – is downgrading related?

Vinzant – Moody's downgraded outlook for the state to a negative because we face a reduction in appropriation. Reflection of the overall system downgraded outlook from stable to negative

Max Grinvo. – (Bonds) unsustainable debt – are the universities also staggering under bond debt –

Vinzant – IHL establishes benchmarks for bond debt. If they are below the benchmark; can get no new bonds. Coverage ratio – a sound benchmark is a 2.5 as a debt ratio strong would be 3.5 or higher. We are lower than that. We will not ask for any new debt bonds. We are each developing a plan to not continue

Bennett – revision to negative reduced prospects.

Scott Milroy 3 – 6 % expecting for other institutions also

Bennett – for all instructions not just us

Frank Heitmuller – take home we can have for federal labor act

Vinzant = how positions that may be exempt. To eliminate people working above 40 hours and not being paid for it. How exempt positions are treated. Must be in compliance – by December?

We will have a process for positions that are exempt and their duties. Some positions will have some questions; there will be a review process. We will get the info out to entire campus nobody will have salary reduced – if exempt to nonexempt we will go from monthly to biweekly payroll.

Tim Rehner – we have made a lot of our good changes with no \$. What will be the process of these?

Bennett – not a fan of across the board budget reductions; strategically reduced (deans or chairs etc).

Provost Moser – no simple answer how we will reduce – 5% - 45million \$ - we don't have the reserves to cover these reductions we need a better way to make these decisions. Understand unintended effects. We have to consider (IHL – productivity measures) Low productivity units on watch list for years. Suspensions of programs by the systems are likely.

Short term long term –

I do not anticipate these reduction will continue for a while. Contraction by state support in LA 82% over the last years.

Footprint of academic affairs – programs to with the potential for the public good. – Decisions that have to be made. Steps to get us to these conversations.

Bennett – important to me 1- we have not been able to set money aside. I had a goal to set money aside – put in reserve account we have put some in this emergency fund. I am not inclined to use this money for the budget reduction. Not responsible of me to delete these funds.

2. part of public record – we have sold but not closed on sale of old Elam Arms property \$3 million . It will not be used on this budget reduction. \$2.715 million. These little infusions of money does not satisfy the long haul. We need 2.5 million in these reserve account. Significant progress. Can't put university at risk

Rehner – process for reductions simultaneous for recruitment and retention how will departments maintain to receive these – flowing back into departments that recruit and retain.

Bennett – the process for reductions has been very organic with the (deans, chairs, about what is important) the process going forward will be similar

With 2 provosts any changes will not go back to admin. The saving will go to the dept. Challenge to provost what does this look like – redirect – under performing to those who need the money.

We have power bills etc.

“I am open to the smallest percentage of going to the administration”

Harbaugh – cuts that came up that some come down

Ex. 1<sup>st</sup> computer exchange program – we gave up money at department for this

2<sup>nd</sup>. Cut statistician – now ones we have are overloaded. This put pressure of department resources

3<sup>rd</sup> new parking scheme – people who have limited amount on campus not equitable;

At admin level how to get feedback on nonacademic side – the trickle down - we need to work – how to fix this.

Moser – these unintended consequences – impacts units – we realize we will need we keep some immediate solutions for theses (especially new faculty). Our great challenge will be to think strategically how to adapt to the changes in higher education. Our business model is broken we are spread too thin. Endless cycle – 60% of our programs have 90% of the students

Bennett –

Marcus Coleman community student perspective are the students 1<sup>st</sup> or workers 1<sup>st</sup>. For community be able to stay on campus we need, to live on campus and keep this cost down so they won't move off campus and not move off campus

Bennett – cost of attendance has been closely considered how we are considering how appropriate money can go to need based and scholarship. We work on how to keep affordable.

Vinzant – cost is applied to growth and more – meals plan types variety - & the kind of housing they want. New resident facilities rate must reflect the cost of the bonds. We must look at what we pay for these resources. We work to provide a variety of options

Also – Council of Chairs – service impacts of reductions in nonacademic areas – timing issues of when information was available to us and options that were available. We must plan for a reduction we will develop plans so there will be an opportunity for feedback about these programs

For other questions

Bennett - Parking – send me list of students – I will work to accommodate parking for them.

Cannon– statistician loss – replaced – 2 or 3 graduate assistants.

David Lee – – are we escalating our fund raising

Bennett – yes we are working with Penny Hunt (foundation)

The campaign will seek to raise \$150 million. We are still organizing ourselves

Elizabeth Tinnon new faculty – promise of research support was not provided. Disconnect in support.

Luis Rackoff – concern is deep repeated cuts - we need infusion of resources to keep good faculty and staff. This is bad for morale. We need more person to person contact – come to the depts. And meet with them. When word gets out another 5% cut will hurt morale.

Bennett – time up – thank you for time.

**Holt – break for lunch 12:02**

After lunch

1:05 -

**VP Miller Gulf Coast Campus**

**Updates –**

Dr. Michelle Williams – director of student success (working with Dr. M Funderburk, A. Miller)

Sunny Schomaker think center & LEARNING COMMONS COORDINATOR

Pam Smith – physical plant

Joan Burton – career services

Annette Carr veterans service officer (AFFILIATE STATUS)

EPA Gulf of Mexico MOU AFFILIATES 4 of their people conducting research on this campus

## **Projects in progress**

Gulf park business & health building Spring 18

MDOT bear point bayou project

## **Proposed projects**

Library 1<sup>st</sup> floor modification

Gulf park beach pier grant

Master plan

Grow and keep students – academic quad concept with green space. New Business & health building, Resource center for students; Science Building completion, student housing, new academic building, Wellness center,

Front eastern area - executive education bld.

Tulio – we should use area facing beach

Vice President Miller – too expensive for building, maintenance, and insurance.

Sharon Rouse – status of Friendship Oak –

Miller - lost 20% a few weeks ago. Will reopen for public after safety is established.

Frank Heitmuller – area around campus – private investment with businesses (eatery, etc.).

Holt – we are growing into a residential area.

Miller – CTA stop – gives (public transportation) – this would increase business development.

Follett – where do we stand on progress with this plan student housing?

Miller – draft of public/private partnership – will be given to Dr. Bennett in September

Bomhold – didn't we have a hotel on this campus?

Tulio – what kind of activities – student engagement

Miller we have a very active section of Student affairs keep students engaged

Milroy – legislative barrier from having student housing?

VP – if it is profitable we could do it.

## **Senate Year Overview**

New secretary elect –

Cheryl Jenkins (nom K. Davis) – new sec elect

Voice vote – unanimous



Meetings 2 – 5 first Friday each month union room B

Awards ceremony day in Trent Lott center –

No January meeting

Will meet in September

Roberts's rules will be adhered to more closely

1 time to speak (only) at end may speak again

Do speak – state your name

Executive cabinet retreat –

Committee caucuses – faculty survey overview –

Survey 1st salary,

Compression,

University support & research

How do we keep research in the discussion (for the University)?

Senate approval – satisfaction – dropped off a little bit

**Caucus committees – determine priorities.**

Committees Help faculty service

### **Committee Reports**

**Frank Heitmuller** – academics committee – solicits from any unit – any concerns – 1<sup>st</sup> issue – budget reduction – regularly scheduled meeting with office of the provost. Understand the process for how these reductions will take place.

Meet with our different departments and report to our fellow colleagues. Beginning right now. Communicate with the office of provost

Fewer resources – larger teaching loads – how will this translate to research expectations.

Faculty evaluations – teaching evaluations – make more standardized – take out unfair measures – make more consistent.

Alford – summer pay? Provost is supposed to put together new summer school model; we need to participate.

Holt – should find middle ground – to make more equitable.

Rehner – provost needs to define when to get overload compensation.

Across the university – if loads aren't the same then reductions will not be the same.

Rackoff – reduce number credits for bachelor degree. (From IHL – GEC will decide – 120 hrs. will be the standard)

Scott Milroy – faculty who teach well poor research or vice versa

Administration Evaluations

McLelland – who we evaluate include all Vice President's work on timing and process keep out of clutter; transparency, governance how to communicate the results. Shared governance –

Holt – administration evaluations are not public knowledge

McLelland – we should change this we don't know what happens to the evaluations. – Where do they go?

Can turn clutter off and conversations off

Awards committee

Stacy – awards, etc. – broader representation from other colleges are needed. Senators need to serve.

McLelland – need to give instructions to applicants

Rehner – some are great honors, need to be sure they include a \$ value also

Bylaws committee

- Odom – stylistic changes – no major issues – new members. Everyone read the bylaws for now
- Alford – by laws – The bylaws have propagated a confusing system of Senate seats, where a replacement by election only covers the remaining time for that seat, not three full years for the elected person. This was a leftover from the days when the number of seats was determined every three years. Now that the number of seats is determined annually based on FTEs, each elected person should serve a full term (3 years), and adjustments in numbers of seats per college can be made annually as needed.

Election committee – most work in spring past election section ballots were problem (keep out of clutter, etc.)

Finance - Zantow - – budget cuts and reallocations lots of concerns about finance. Well represented from most colleges.

Goals to achieve = transparency

Grivno – Ole Miss faced budget cuts – at time when faculty unavailable. Senate wrote a statement of Principle – give senate a voice if we are not nimble enough to respond immediately.

Zantow – we should always say 5%/year

Hill – admin bloat –

Grivno– athletics contracts bringing in less money but they still have large expenditures

Zantow – 2.5 million in reoccurring money.

Rouse – budget published 2 x a year rather than once a year? (They got raises)

Governance – Milroy – role of faculty in decision making process; prior not after;

- Dispel myth all decisions made in a hurried environment
- Culture where things are discussed with senate before hand
- We develop a rapid response team; in case something is like an emergency;
- Rouse – maybe the chairs of the committees
- Zantow – Provost put together an academic leadership committee – this could be helpful

Rehner – the provost needs a vehicle – which we can respond. Faculty and chairs get a chance to respond.

Milroy – work closely with the bylaws committee who governance reacts to issues.

Holt – please look at where the teaching track has lead

Handley – on President’s desk

Rehner – put on your agenda next time executive cabinet meets

Milroy – will people who contacts will change be implemented; will new contacts be changed.

Capper – Cancel June meeting because not well attended (sleazy)

Holt should be a bylaws committee

Grivno – this meeting allows us a final look at the budget

Gulf coast – Lyn

Handbook

Grivno– worked on teaching track proposal last year we will continue to monitor and review individual departments implementation of this

Salaries budgets and compression

Implement salary reviews so we know how we stand (average). Now left to us to find out. We now look at the library; squeaky wheelism. Needs to be more transparent. As is now leads to bad morale.

Holt – when did teaching track committee meeting – summer

K Davis - June 30, June 7

University Relations – identify SGA coordinate with them; best practices for intercollege dissemination. Coordinate with D. Booth for notes; plan for faculty survey.

How can senate improve image of So Miss internal and external

Alford – how do we need to improve marketing – new college – football games – message

Miller – meet with promotional personnel.

Brad Greene – get permission before your info is put forward rather than doing it w/o permission.

Rouse – website is outdated especially in departments.

Heidi Lyn = what students want and we want is different.

Holt new branding – we will have meeting after this one

Holt Max due process – as it applies to title nine & the Cleary act

Welfare and environment Kevin Greene – new leadership; hiring of affirmative action officer; we are still hunting how will title 9 & hr. work together. Increasing weapons on campus; more communication with office of sustainability

Bomhold – opening a food bank for students.

Rehner – senate should support this idea

Kevin Greene – on diversity committee – look at attracting minority students to our campus. & make sure they feel safe on campus LG students

3:49 DISMISS

3287 new students incoming freshmen and transfers.

Retention down slightly 14019