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Faculty Senate Meeting Minutes
Friday, October 2nd, 2020, 2:00p.m.
Via Zoom

Call to Order

President Lillian Hill called the meeting to order and welcomed everyone to the meeting.

Roll Call

Members present include: Michael Davis, Shahid Karim, Tom Rishel, Wes Johnson, Lindsey Conlin-Maxwell, Jae-Hwa Shin, Damon Franke, Emily Stanbeck, Brian LaPierre, Mary Funk, Jeremy Scott, Richard Perry, Timothy Tesh, Jennifer Courts, Leffi Cewe-Malloy, Louis Rackoff, Joanne Burnette, Robert Press, Nell Adkins, Shinhua Liu, John Miller, Michelle Jeanfreau, Lillian Hill, Alisa Lowrey, Gary Krebs, Catharine Bomhold, Tamara Hurst, Susan Mayfield-Johnson, Bonnie Harbaugh, Kimberly Ward, Denis Wiesenburg, Jennifer Brannock, Lin Agler, Patsy Anderson, Kalyn Lamey, Sharon Rouse, Joe Olmi, Sergei Nazarenko, Lisa Green. Members

who were not in attendance include: Robert Leaf, Tammy Greer, Whitney Martin

Quorum: A quorum (22) was established and recognized. (41 members present).

Voting Membership Present: $\frac{2}{3}$ membership for voting on Bylaws and Resolutions (29) was established. (41 members were present).

Adoption of Agenda

A motion to accept the agenda was made. The motion was seconded. The motion to accept the agenda was approved by the majority of the members.

Agenda of the Minutes (September)

A motion to accept the minutes as is was made. The motion was seconded. The motion to accept the September meeting minutes was approved by the majority of the members.

Program

Associate Vice President for Human Resources, Krystyna Varnado, presented the university's 2020 Affirmative Action Plan (AAP). She discussed AAP requirements and goals. She reported on USM's current data and goals of our university. Varnado reported on the university's good faith efforts to meet our institutional goals which include ongoing training and changes in processes. Senators were able to ask questions regarding USM's AAP and requested a copy of the presentation.

President Lillian Hill shared a short program regarding how faculty are essential to the educational quality and institutional success.

Officer Reports

President – President Hill attended the President's Council last week and there was a large discussion on cybersecurity and the University's consultant spoke to the group. She has also

charged the Academics Committee with discussing the “pausing” of the tenure clock for faculty members who are parents.

President-Elect- No report.

Secretary- University Communications has been contacted again to request update on the Faculty Senate website.

Secretary-Elect- No report

Committee Reports

Academics- No official report, yet a discussion occurred among Faculty Senators regarding complications with student books/codes from Barnes and Nobles occurred. The Academics Committee will take up this issue and report at next meeting.

Administrative Evaluation- Distributed evaluations and will be sending them to the higher administration in the near future.

Awards- No report

Bylaws- no report

Elections- No report

Finance- No report

Faculty Handbook Advisory – Met last week and continued to work on the Notice statement which states the Faculty Handbook supersedes the Employee Handbook 2) Prizm name change. Jeremy Scott was elected Chair of the University Handbook Committee and also spoke to this issue. Recommendations from the Faculty Handbook Advisory Committee is to invite the President and the Provost to the next Faculty Senate meeting to discuss the Notice Statement.

Governance- No report

Gulf Coast- No report

University Relations and Communications- No report

Welfare and Environment- See Appendix A. Air quality issues and a black powder-like substance has been reported being seen in several buildings.

Outside Committee Reports/Other University Advisory Committees' Reports-

Mary Alexander, President-Elect of the Staff Council, reported they welcomed 9 new members yesterday to Staff Council and that they would be hosting a food drive in the upcoming month.

Consent Items -None

Unfinished Business- No unfinished business.

New Business

Discussion regarding the upcoming meeting titled “Charting our Coastal Future” and its apparent attendance limitations was discussed. Currently, the meeting is set to be a face-to-face meeting on the Gulf Park Campus, with limited admittance due to COVID-19 restrictions. A motion was made to compose a formal written statement from the Faculty Senate to open the Charting our Coastal Future meeting set on October 9, 2020, to all faculty, staff, and students via livestream capabilities. The motion was seconded. The motion carried and was unanimous by the Faculty Senate membership.

Good of the Order

Meetings with the Deans have been going well and everyone is encouraged to schedule a meeting if they are not currently doing so. We have a new Spring Calendar.

Announcements

Tamara Hurst, director of the Eagle’s Food Pantry reported that staff members have been hit extremely hard during these times and reminded us all how to donate.

Appendix A

Oct 2, 2020 FACULTY SENATE Welfare and Environment Committee report

The six members of our Committee met Sept 21 and 24. Bob Press was elected chair (5-0; 1 abstention (Bob Press) The Committee formed four subcommittees: (1) mental health (Wes Williams, Emily Stanbeck and Mary Funk); (2) environment (Leffi Cewe-Malloy and Mary Funk); (3) minority hiring (Tammy Greer); (4) communications with students, staff on common concerns/complaints (Bob Press)

Our Committee mandate: Faculty Senate President Lilian Hill posted this mandate: Welfare and Environment Committee - Addresses issues broadly related to faculty (and staff and student) welfare and environment (may coordinate with Human Resources, Physical Plant, and VP Student Affairs).

COMMUNICATIONS SUBCOMMITTEE REPORT (Bob Press)

I have made contact with the offices/individuals below and everyone is agreeable to sharing a twice-monthly email highlighting issues of concerns from staff, students, and faculty reaching them.

2. Our own anonymous inbox should be publicized more. Faculty Secretary Kimberly Ward says it is totally anonymous and strips the ips off the incoming emails. It is suggested that the incoming concerns can be shared with the Committee of Welfare and Environment in order to be noted on the above-mentioned inter-office email of campus concerns/issues.
3. Staff Council President Anna Berry confirms she is sending a representative to Faculty Senate meetings and Faculty President Lilian Hill is asking President-elect Brian LaPierre to attend theirs.
4. The Committee will ask Lakyn Rainer of the General Counsel office if a Faculty Senate representative can attend the monthly meeting between Staff Counsel and Human Resources. "We get lots of issues," says VP for Human Resources Krystyna Varnado
5. VP for Human Resources Krystyna Varnado says the University has just updated their affirmative action plan and has offered to present it to Faculty Senate.
6. The Committee is building a list of the various sites where a staff, student, or faculty can submit a concern or complaint. The University has a 24/7 hotline.

ENVIRONMENTAL SUBCOMMITTEE REPORT (Leffi Cewe- Malloy and Mary Funk)

Leffi Cewe-Malloy met with Chris Crenshaw on September 28, and we discussed the status of the HVAC systems on campus.

And he the following answers:

1. The university have not increased the air exchange rate in the buildings.
2. The university have not changed the to a better HEPA filter.
3. The university have not increased the outdoor air intake instead of reusing the same air over. I was told the reason is partly because some of the buildings have old systems and you can't change that setting. And also it would come with an increased energy cost to bring the humid outside air and have to condition it.

He went on to say that they are research a system that will provide better air quality in general (not sure about COVID particles). It is a BPI - Bipolar Ionization system, that would remover particles in the air. It is a system that is used extensively in hospitals, schools, churches and other places.

The university installed it for testing in the facilities building and took a baseline air quality test in order to see if there was a difference after a few weeks. But apparently the baseline air quality was extremely good, so it would not be a good sample test.

They have now installed it in the Music building and another older building for further testing, and he will let me know of any results.

I asked about using the CARES money to give the custodial staffs a bonus due to increased work and health hazards. He thought that was a good idea, but it would not come from him.

I finally asked about the black powder that came out of the ceiling diffusers (from the HVAC system) in Bobby Chain Technology bldg, and he was surprised to hear about it, and though maybe it was from the black felt liners in the inside of the air-conditioning ducts. He made a note of it would look into it.

MENTAL HEALTH SUBCOMMITTEE REPORT (Wes Williams, Mary Funk, Emily Stanbeck)

Mary Funk, Emily Stanback and I met earlier this week and discussed our concerns for faculty, staff and students. We identified three agenda items to work on for the fall semester. They are:

1. Initiate a campus wide program aimed to reduce the stigma surrounding mental illness.
 - a. A stigma buster campaign is one strategy we discussed.
 - b. Another strategy was to re-establish the student USM_NAMI group at both campuses. NAMI (the National Alliance of Mental Illness) is the largest provider of mental health services in the world. There is a NAMI_Pinebelt group that is willing to mentor students and faculty sponsors interested in re-establishing a USM_NAMI group.

2. Develop a digital pamphlet that summarizes the campus resources available to faculty, staff and students to treat mental illness.
 - a. We thought that a hard copy dissemination plan for all staff would be an effective supplement to the digital pamphlet.
 - b. Another strategy could be a campaign to get students to put phone numbers of mental health care providers in their cell phones. Perhaps this could be part of freshman orientation.

3. Lobby to expand the Employee Assistance Program and develop strategies to better inform staff and faculty of the Program.

EQUITY, DIVERSITY AND INCLUSION SUBCOMMITTEE (Tammy Greer, Wes Williams, Mary Funk)

I have reached out to Black Studies and several faculty in IDS with the following email.

Hey everyone,

I was recently elected to faculty senate and I volunteered for the Environment and Welfare Committee. I asked if we could look at minority disparities and intersectionality (women and minority . . .) in the same way we looked at gender disparities in hiring, salary, promotion, and

tenure. I'm willing to take the lead on the analysis but I would like to have faculty support as we look into minority faculty hiring and retention issues. If you are willing to join with me on this or you know of other who would be willing to join with me on this process, let me know. I think that if we don't look we won't know and if we don't know we can't be doing all that we can to diversify our campus in much needed ways.

Bob relayed the following information from Krystyna.Varnado@usm.edu, Vice President for Human Resources indicating that she is available to come to Faculty Senate this Friday and make a 30-minute presentation on the University's just-finished plan on affirmative action.

I responded to Bob with the following request for information:

I'm interested. I would like to know the percentage of Black, Latino, American Indian, . . . faculty separated by supervisory position (chair, dean . . .) versus non-supervisory position and separated by part time, teaching faculty, and research tenure-track faculty by college, and supervisory versus non-supervisory positions for staff (if we want to go here). I would like racial or ethnic percentages for graduate students and separate for the undergraduate students by college so that we can see if we are matching our faculty profile to the student profile. I would like to know about turnover broken down as above and hiring, promotion and pay differences by rank and separated as above as well. To get at intersectionality, we need all of this by male and female.

Maybe her presentation will go into all of this. I'm hoping so. And it's good to get this information out in the open because then if we have issues, we can address those specific issues and not just have some blanket position. Really, it's due diligence.

It's my philosophy that if we don't look, we won't know, and if we don't know, we can't possibly address these important issues in a meaningful way.

End of report