

The University of Southern Mississippi
The Aquila Digital Community

Faculty Senate Minutes

Faculty Senate Archive

Spring 2-2024

Faculty Senate Meeting Minutes February 2024

Faculty Senate

Follow this and additional works at: https://aquila.usm.edu/faculty_senate_minutes



Faculty Senate Meeting Minutes

Friday, February 2, 2024

2:00p.m. Via Zoom

Call to Order

President Jennifer Courts called the meeting to order and welcomed everyone to the meeting.

Roll Call

Quorum: A quorum was established and recognized.

Voting Membership Present: $\frac{2}{3}$ membership for voting on Bylaws and Resolutions was established.

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 members.

Approval of the Minutes (PREVIOUS MONTH)

The December 2023 meeting minutes were approved.

4.0 Program

4.1 Vice President for Student Affairs and Enrollment Management, Dr. Kristi Motter

New student enrollment is pursued through funnel metrics. USM buys test scores (as do all universities), but USM analyzes the scores before purchase using criteria such as academic profile, geography, area of interest, proximity to campus, and student's level of interest in baccalaureate degree so that we can more strategically acquire that data. In terms of implementation of territory management, her office is conducting a series of trainings with recruiters, teaching them how to interact with prospective students and parents through a counseling and selling model. They have deployed a comprehensive communication plan, including the expansion of photography assets. They have launched the freshman communication plan and are developing a transfer communication plan and are working to rebuild relationships with community colleges. Through usage of CRM Slate, they are improving the processing of data and addressing disconnects between departments so that the enrollment team can better utilize the data. USM has been lacking enrollment management leadership on GP campus, so Michelle Konscak has stepped in to provide leadership and to support the development of a more comprehensive model between Hattiesburg, GP, and online enrollment. Her office is being more strategic about travel, being selective about where they go, working with fraternity and sorority life and financial aid. They are also working to improve systems including the purchase of a platform for communicating with parents in both prospective student space and the current student space.

Senators ask about recruitment and enrollment: It is wonderful to hear communication with parents is happening—will it happen at multiple stages? Yes, we are deploying communications at every stage. Is there an attempt to identify feeder schools? Yes, this identification is based on past data and current trends, and she has shared this data with the Deans about specific academic programs. Her office is tracking our competitor institutions as well to see where a student goes and what they study if they do not enroll at USM. If a student enrolls at USM as a

new student, additional data is collected and analyzed including geography, what they're studying, who they are, if they are a legacy, how we learned of that student (referral or test score) which feeds into strategies for communicating with students. The higher a student's probability of enrolling, the more specific communication they will receive from USM—including communication from Deans, Directors, Dr. Paul, Dr. Motter, student organizations, etc. Senators ask questions about recruitment falling off in junior colleges. Because we have converted CSM's Dr. Motter cannot see with certainty what happened in the time when she was not here. She has increased efforts in this area by assigning another recruiter and administrator to this area, and USM has MOU with MGCCC and is working on developing MOUs with JC and PRCC.

In terms of improvements in student success, Dr. Motter is exploring advising window and requirements, including if it would be a better use of resources to allow students to register for classes and then ask advisors to review the schedule once it is made. They are reviewing more strategic usage of scholarships and revamping criteria for retaining scholarships and identifying students who have gaps in need based financial aid. Dr. Motter met with students and will discuss with Deans a lack of consistency and need to clarify discrepancies in response to academic probation, academic probation continued, and academic suspension. With the improved and increased communication with parents and students, her office has had great success communicating with students via text message on status issues involving tuition invoices, deadlines, financial aid status, etc. She also is working with student success center to get her team qualified as student success coaches. She proposes that faculty can help with these efforts through outreach to students expressing interest in USM, outreach to those not yet registered, travel for recruitment purposes, and report struggling students to Dean of Students.

Senators ask if we are doing something to address students who are quietly dropping out, and what role faculty can play in retaining them. Research shows that connecting with one person can help them stay in school. She is working with Dr. Nail because we do not have a mechanism yet to track students who stop attending and/or quietly drop out. Canvas has dropout detective, but inconsistent use of Canvas gradebooks makes it difficult for that program to work at a university level for those purposes. USM lost 1000 students between fall and spring, and her office is reaching out to those students to better understand their situations. In the shift from university advising to advisors in the colleges, she is hopeful that the relationship created with an advisor at the beginning of a student's time at USM will support student retention. Senators ask her to speak about how she is planning to work with Gulf Park campus and the ways that student affairs on GP is going to work—will advising on GP campus going to revert back to colleges also? She believes it will, but she currently is studying the enrollment data by campus designation and student behavior. Student behaviors are not indicative of campus designation currently on the student enrollment file. For example, a traditional student living in campus housing appearing to be face-to-face may actually be primarily enrolled in online classes because the major is fully online. There are very few afternoon classes on GP campus, and she proposes that we need to provide services on GP campus—the services they need, not the duplication of services that are available elsewhere (e.g. don't need residence halls or frat or sorority life for a nontraditional population). She proposes taking care of students who are there first and then building for students that USM wants to attract. Senators ask if she has data showing change of enrollment after the reorganization, but she does not have data for that but will meet with GP faculty group to analyze pre- and post-reorganization data.

4.2 AVP Teaching & Learning, Kelly Lester, Academic Integrity

Dr. Lester provides updates on academic integrity and infrastructure changes. When analyzing data, Fall 2023 had an enormous increase in the number of academic integrity violations (increase in unauthorized use of AI—47% increase). 45% of violations are coming from GEC courses. Dr. Lester recommends approaches to address this situation including requiring all faculty to put a policy statement about the use of AI in their course within syllabus as well as efforts across campus to understand generative AI and to conduct workshops on issues that arise from it. CAS is

hosting a session about artificial intelligence each month and a keynote address in April. She has asked CFD to continue to find ways to support faculty with these issues as well. USM representatives (Dr. Lester, Dr. McClendon, Dr. Leuty, and Dr. Thomas--the new Academic Integrity Director) are joining a partnership across MS called "MAIN" (MS Artificial Intelligence Network), and they are also exploring a training course. ACUE has a new AI course, but it is cost prohibitive right now. With the increase in academic integrity violations and growth of the CFD, the Academic Integrity Director now reports directly to Vice Provost of Teaching and Learning rather than being in the CFD. They are continuing to work on efficiencies and clarifying their forms within the academic integrity process and exploring options for remediation for students who receive an XF.

Senators ask for an update on Zoom & ACUE. Dr. Lester is continuing to work on this situation. There is a possibility for lessening the number of Zoom accounts to greatly reduce the cost (we need to keep 100 users in order to keep the USM url). The university has two years left on current ACUE contract. A new structure for facilitating these trainings at USM is being implemented. By focusing on one certification through the year, USM will be able to keep ACUE facilitator cost inside CFD. Dr. Lester is continuing to research grants that could fund ACUE programs.

5.0 Officer Reports

5.1 President

Welcome back to the 2024 spring semester. Thank you to everyone who was able to make the trip to the Gulf Coast Research Lab for the Spring Retreat, and my particular thanks to Joyce Shaw for her invaluable assistance in facilitating the event. As a university, we routinely ask our Gulf Coast faculty to be present in all locations, and Hattiesburg-based faculty should be equally obligated. I know that many had other events that precluded their presence at GCRL, but I urge those of you that opted not to spend the time and gas to travel to be mindful when scheduling face-to-face events and meetings in the future. We cannot be one university with multiple sites without complete participation.

The theme of the retreat was to highlight the Gulf Coast sites, and senator Vincenzo Mistretta kicked off the event with a passionate talk about "the importance of place," to use the words of Eudora Welty, reinforcing the rich cultural tapestry that is the Gulf Coast, intertwining maritime economics with the humanities. Next, President Paul spoke about his holistic vision for USM and particularly his initiative to graduate students that are "ready for life" a phrase that means for him provided with more than vocational training but prepared to be responsible citizens. Provost Nail then spoke about his plans for what he called a "post-pandemic reset," which became with his email to the University community in December with a charge to reduce the number of adjuncts and overloads in order to increase efficiency. Of note, he discussed how \$250K could be saved through the elimination of central advising without having to lose staff positions. Further, he was clear that academic affairs (aka administration) was also in the process of being streamlined for efficiency with a goal of saving \$1M from administration alone. As for the Gulf Coast, he emphasized the need to find programming that can help enrollment, and mentioned the potential expansion of adult education, lifelong learning, and executive education. Our event closed with a history of GCRL by its director, Dr. Kelly Darnell, and a discussion of the Marine Education Center by Assistant Director of the MEC, Dr. Laura Blackmon.

On January 23, 2024, the Executive Committee met with Dr. Kelly Lester, AVP for Teaching and Learning regarding both our Zoom contract and the ACUE program. She has shared with the Provost information about getting a lower tier for Zoom so that we could potentially keep it for those that use it with lower cost for the university. According to Dr. Lester, ACUE has already cut back in its newest contract (a result of growing too quickly to manage the program) and they are in the process of applying for a Department of Education grant to cover the expense.

The Executive Committee met with President Paul on Thursday, January 25. We shared with him some of the projects that Senate has coming forward including recommendations based on the Reorg Survey, the UFSAM Parental Leave Proposal, and the creation of an ad hoc committee to

work on a workload policy for faculty. In turn, he updated us on the safety measure on the 4th Street parking garage and the memo of agreement for the new Center for the Study of the National Guard.

We met with Provost Nail on January 30. Under discussion was the status of the institution of an Ombuds, the initial results of the initiative to reduce the number of adjunct and overload courses, and the Secondary Education BS proposal from CEHS. The provost is moving forward with the plan to have a half-time ombuds found via an internal search. The senate is charged with making recommendations for a committee to determine the standards (possibility for renewal, assessment, etc.). A faculty ombuds is much needed, but more work must be done to have this essential service also available to staff. The provost provided unofficial data that suggests the efficiency in adjuncts/overloads this semester has been successful, saving the university an estimated \$250k. The Secondary Education BS proposal was brought to the attention of the Executive Committee from members of CAS who were concerned both about the potential for the proposed program to infringe on existing programs as well as issues in transparency and shared governance in the proposal. The CAS memo and a draft of a statement of a sense of the senate was circulated to all senators on Friday, January 26. Since then, the PEC committee has met and voted to table the proposal to “allow for appropriate conversations.” Dean Gould and Dean Winstead will likely work together along with representative faculty from both CEHS and CAS and the proposal will be discussed among the related PEC subcommittees. This is in keeping with the Executive Committee’s goals with the drafted sense of the senate. As this is happening, we are not pushing forward with a statement from the Senate; however, we will follow the progress to insure shared governance is followed.

Lastly, the USM Collation for Fair Pay is holding a second rally on Thursday, February 15.

5.2 President-Elect

1) Faculty Salaries Update. The FEC has met several times with the university leadership recently, and a few things have emerged:

a. There is an effort to slash \$1m from academic affairs in effort to trim expenses. While this does help address concerns about administrative bloat, including those voiced by AAUP, concern remains about the impact on learning.

b. The FS EC continues to be told that increases in faculty hiring since 2021 make pay adjustments difficult. Yet, according to SACSCOC Snapshot Data (Fifth Year Interim Report), USM’s FTE/student ratio, 19.9, is right on par with our peers and ranks right in the middle of the pack. See the attached chart. Our ratio is almost identical to those of Wichita State (20.4), UNC Greensboro (21), Montana (19.5), UMKC (19), and Memphis (18.8), all of which pay their faculty on average thousands of dollars more, even when accounting for differences in cost of living. So, it’s hard to see how the number of faculty we employ can be a reason for denying our faculty fair pay.

c. Another difficulty cited to us is the possibility that state institutions will have to pay added costs for PERS if the legislature doesn’t, and that could add \$2-\$3m in annual operating costs for USM. What we have stressed, as we did when the issue of rising insurance costs was mentioned, is that operating costs cannot be borne by employees. Paying faculty fairly is simply the cost of doing business as a university.

d.. The idea of cuts coming at some point has been introduced, particularly for staff. USM’s leadership has emphasized that our budget is not in a deficit but that the current framework is “unsustainable.”

e. Of course, the main reason the current framework is unsustainable is likely the same one that IHL Commissioner Rankin told the state legislature this week. As Mississippi Today summarized it: “In 2000, state appropriations supported nearly 60% of the universities operating budgets, while tuition was 26%. In fiscal year 2023, that ratio had basically flipped, with tuition supporting 64% of operating budgets.” (<https://mississippitoday.org/2024/01/31/mississippi-prepares-for-dramatic-decline-in-high-school-graduates/>) We are having a rally on Feb. 15 to convey exactly this: that state support for higher ed, and for USM salaries particular, is drastically needed, and

that USM needs at least \$12m annually in dedicated, additional funds to pay faculty fairly. Other rallies for fair pay will be taking place at public universities around the state that week.

2) Strategic Plan. We're still in the data-gathering phase. We've distributed a survey asking for community input; please share the survey with colleagues:

https://usmuw.co1.qualtrics.com/jfe/form/SV_6eO8aQNbM2GMvD8

3) FS Statewide (UFSAM). We hope to vote ASAP on the parental leave proposal, as proposed by the UFSAM task force. We hope to get the result to UFSAM in time for the legislative budgetary discussions in March. Two other updates:

a. UFSAM requested that the IHL re-recognize the UFSAM, as it has in the past, and UFSAM was met with an uncertain response and a reminder to adhere to our institutions' leave policies in attending IHL meetings.

b. The Faculty Senate at Jackson State held a vote of no confidence yesterday in their provost and associate provost, according to a senator there and a news report.

c. The Faculty Senate at Ole Miss reportedly updated the university's grievance policy to include more faculty participation and shared governance.

4) Ombud issue. The Provost has approved the proposal and will allocate funding for the new position. FSEC will work with him to put together a committee overseeing the creation of the office, select an internal candidate, and adopt a charter. I have told him I will send him a suggested charter in keeping with norms and best practice of university ombuds, and perhaps we can run that through the Shared Governance Committee for suggestions and approval.

5) Reorg survey. Based on last spring's survey, the FEC will make recommendations to Pres. Paul and Prov. Nail this spring. Those will also inform the strategic plan of the university. Provost Nail said at the retreat that he had read over all of the comments in the survey.

6) Staff Council update. The AAUP head and FSEC have relayed concerns to University leadership about the workplace environment for staff and concerns that some may fear retaliation for attending or supporting the rally for fair pay. We believe those concerns will be resolved.

7) Degree emphases. It was mentioned to the FSEC that USM may remove degree emphases at some point to clean up our reporting to the IHL. The FSEC has voiced substantial concerns about this, questioned the need, and recommended some faculty to speak with university leaders. We also stressed that removing these emphases could hurt recruiting and branding of programs.

8) Shared governance. Regarding potential job cuts, FSEC stressed to university leaders that if any cuts or changes that affect learning are needed, it is crucial that faculty be meaningfully involved in those decisions and that shared governance be respected at all points. I believe they agree with us on this and will remain committed to that principle.

9) Secondary Ed Proposal. There are potentially serious concerns regarding transparency and shared governance in the proposal, and those norms must be respected. It is also crucial that learning standards be upheld.

Senators engage in a robust discussion about this issue leading to the development of a Sense of the Senate statement.

Sense of the Senate on Shared Governance in Curricular Development

The Faculty Senate provides a forum and a voice for the faculty to assert its distinctive viewpoint and principles for the general welfare of the university. As a key partner in university governance, one of the guiding principles of the Senate is upholding shared governance. To this end, on Friday, February 2, 2024, The Senate voted in favor of the following statement:

“The Faculty Senate is aware of the proposals both for and against changing how USM provides the most effective teaching but emphasizes the issue of shared governance now and through the process.”

This Sense of the Senate passed with the following vote: Approve: 18 Oppose: 3 Abstain: 1

5.3 Secretary

The application for Carnegie Community-Engaged Institutions is now open, and USM’s Center for Community Engagement will be undertaking the writing of a new application. If you are interested in supporting CCE’s work on this, please let Candice Salyers or Christy Kayser know. In relation to the survey created for strategic planning purposes, one subcommittee’s questions specifically deal with the needs and experiences of community organizations. If you are a faculty member who works with community organizations in your teaching and/or research, please send the email addresses of your contacts in those organizations to Nina McClain so that she can ensure they receive the survey.

5.4 Secretary-Elect

No report.

6.0 Discussion/Decision/Action Items

6.1 Governance Committee Resolution Re: Administrative Pay

A FACULTY SENATE RESOLUTION ON: ADMINISTRATORS RETURNING TO FACULTY STATUS

WHEREAS some faculty may move into administrative roles with a salary increase for that particular administrative position;

WHEREAS these administrative faculty members may return to faculty status during their tenure at the University;

WHEREAS there is no current University of Southern Mississippi policy addressing the salary of these former administrators who return to faculty roles; WHEREAS there is an IHL policy (<http://www.mississippi.edu/board/downloads/policiesandbylaws.pdf>) stating “The additional salary or method of salary computation, if any, for the administrative position shall be stated in the employment contract and shall not be paid to the faculty member when he or she ceases to hold the administrative position.”;

WHEREAS some former administrators have kept all or some of their administrative pay increases when returning to faculty roles;

THEREFORE BE IT RESOLVED that the Faculty Senate calls upon the Provost to implement a policy to address salaries of administrators who return to faculty status;

THEREFORE BE IT FURTHER RESOLVED that the Faculty Senate proposes that the salary of administrators returning to faculty status shall be within the salary range of faculty of the same rank in the administrator’s department/school and shall typically be no higher than the highest faculty salary in that department/school.

Because the meeting no longer has a quorum for voting, this resolution will be voted on in the March 1 meeting.

6.2 UR&C Survey

Because the meeting no longer has a quorum for voting, this resolution will be voted on in the March 1 meeting.

6.3 UFSAM Parental Leave Policy

Because the meeting no longer has a quorum for voting, this resolution will be voted on in the March 1 meeting.

Standing Committee Reports

7.1 Academics

Workload: We will be working on workload guideline recommendations for faculty that could be shared with the Senate and sent to the Provost office.

Recruitment: There was discussion that faculty should be included in recruitment events, particularly for the Gulf Coast.

7.2 Administrative Evaluation

The committee will begin planning the next round of evaluations to go out in March.

7.3 Awards

The committee is reviewing applications and will send recommendations by March 1.

7.4 Bylaws

No report

7.5 Elections

The Elections Committee met on February 1, and the primary topic was the election of new members whose terms will begin in AY 2024. After review of faculty data from IR and following Section 2.1.3 in the Faculty Senate Bylaws, the committee recommends the following changes to the composition of the Senate:

Biological, Environmental, and Earth Sciences (currently 2, need 3)

Education (currently 2, need 3)

Kinesiology & Nutrition (currently 1, need 2)

Leadership and Advanced Nursing Practice (currently 2, need 1)

Professional Nursing Practice (currently 1, need 2)

This will increase the number of Faculty Senators from 45 to 47, and is in keeping with our bylaws and the charge of the Elections Committee.

The following senators terms will be ending in May 2024:

Emileigh McCardle (MNS; eligible for a second term)

Jeremy Scott (MNS)

Danilo Mezzadri (Music; eligible for second term)

Jennifer Courts (PVA)

Srinidhi Kanuri (Finance; eligible for second term)

Paul Donahue (KN; eligible for a second term)

Patsy Anderson (LANP; senate seat no longer needed)

Based on our recommendations, elections will be held for the following schools:

CAS, Biological, Environmental, and Earth Sciences (1)

CAS, Math and Natural Science (2)

CAS, Music (1)

CAS, Performing and Visual Arts (1)

CBED, Finance (1)

CEHS, Kinesiology and Nutrition (2)

CEHS, Education (1)

CNHP, Professional Nursing Practice (1)

IR has been contacted for a currently list of eligible faculty from each of these schools. During February and March elections will be held via online ballot administered by the Elections Committee through Qualtrics. New Senators will be announced in the April meeting.

7.6 Faculty Handbook Advisory

The committee held a meeting on January 8 and voted on 2 items:

- 2nd vote to remove appendix b from faculty handbook
- Added clarifying text about the process for becoming emeritus faculty because you could only get access to that information through an interportal site on provost's webpage. (If you were retired, you could not access it.)

CAS, CNHP, UL, Council of Directors, and FS should have been notified that there is a vacancy coming up and that you are eligible to serve on the University Faculty Handbook Committee.

The committee will be considering a change to Bylaws so that regular faculty members can submit recommendations to the committee to change bylaws.

The committee will also discuss a parallel time track for promotion between tenure-track faculty and teaching-track faculty. Because of discrepancies in pay increases associated with promotion, Dr. Scott advocates for not requiring teaching-track faculty to wait the same period of time as tenure-track faculty to apply for promotion. In the February meeting, the committee will also hold a second vote on changes to the emeritus faculty text.

7.7 Faculty Welfare and Success

No report

7.8 Finance

No report

7.9 Governance

Administrative Pay for Admin Returning to Faculty: We discussed that it would not be productive to dig into budget books to look up prior administrative salaries, especially since changes are unlikely to happen retroactively. We wanted, instead, for the focus to be on what could be done going forward and to encourage current administrators to work towards better equity in faculty salaries compared to former admin salaries. We have adjusted our proposal to reflect that.

School Documents: We have created a subcommittee to work to create a recommendations checklist for school documents that would potentially improve school documents for faculty in terms of workload, shared governance, and annual evaluations at the school level.

7.10 Gulf Coast

The library has reduced its hours without notification. It now closes at 9 p.m. instead of 10 p.m. and is not open at all on Sundays. https://lib.usm.edu/gulfcoast/gulfcoast_hours.html

The committee is also considering scheduling problems that exist on the GP campus and are looking into if there is an oversight committee composed of representatives from different schools for scheduling. The committee has concerns about what programs are coming back to the Coast while not having a director present on site, about a lack of transparency for plans for the GP campus and School of Coastal Resilience, and about representation on Faculty Senate.

**SGA representatives are present to discuss ways to improve software for international students. The international center has an orientation that they already provide for international students, and SGA would like for them to provide further support for international students in navigating

technology systems in US universities. They will present further information about this for a full FS discussion in March 1 meeting.

7.11 University Relations and Communications

No report

7.12 University Welfare and Environment

The Welfare and Environment Committee at the University of Southern Mississippi convened on November 17, 2023, to address critical issues related to the welfare of students, faculty, and staff, as well as initiatives to promote a sustainable campus environment.

Areas of Focus:

- Campus Sanitation

a) There is no additional information currently.

- Custodial Staff Shortage

a) There is no additional information currently.

Ongoing Focus Area:

- International Students

a) The Faculty Senate Executive Committee sent the endorsement to Dr. Paul and Dr. Nail, and Dr. Paul checked on this issue. His reply stated, “Business Services is moving forward toward an agreement with PayMyTuition, as they concur that this provides better options for our International students from Nigeria and other countries where we are experiencing growth.”

b) Fan met Dr. Kristina Mojica (who leads the pilot transit service on the coast) through Zoom on November 7, 2023. Kristina shared that the pilot program had ended due to running out of funding. The transit service was between Stennis Space Center and the Gulf Park campus where students live. The original plan was to fund the program for a year, half by student activity fees and half by collecting fares. It is \$2.5 per ride (about 45 minutes ride). However, only 2 students used the transit service regularly, resulting in student activity fees running out in two months and the end of the pilot transit program.

c) Bob and Fan attended the ISAB meeting on November 14, 2023. The meeting was attended by student leaders from different countries and ISSS staff. Students voiced many concerns, including lack of transportation, lack of funding, the increasing living cost, actual costs higher than listed on their I-20, etc. The international student office and different student associations organize many interesting events. One of the organizations named the Nations facilitates the collaboration between international students and US students, and among different international student groups. The president of the Nations mentioned a few issues he saw and suggested negotiating a better rate with Enterprise so that students can rent a car at the same rate as the USM-Enterprise rate.

- Structural integrity

a) We have not received the final report from the structural engineer who inspected the Walker Science Building about 3 weeks ago. Mark will follow up after the holidays to see if the final report has been received.

- Students with Disabilities

a) Mark stated that next semester a focus of the committee would be to get as much information on mobility issues for disabled people on campus and communicate them to the rest of the Faculty Senate and the administration. Kate Smith, Assistant to the Dean in the College of Arts and Sciences expressed her willingness to assist.

- University Retention

a) Robert spoke with Kate Smith, Assistant to the Dean in the College of Arts and Sciences. She is willing to help with the initiative to help reduce our high dropout rate. She suggested a word that might be more acceptable than ‘mentoring,’ which gets a negative reaction from faculty. The use of the word “connection” to faculty and staff would be a better word choice for the program.

Recommendations:

Based on our discussions, the Welfare and Environment Committee recommends the following actions in addition to the Faculty Senate approval:

· (For Faculty Senate or FS officers) The committee strongly recommends the creation of a transportation system between the Hattiesburg and Coastal Campuses. This is a critical step towards addressing the needs of the international student community and enhancing the overall functionality of the university. This initiative will bridge gaps, foster inclusivity, and create a more interconnected and efficient campus environment, benefiting not just international students, but the entire USM community.

Next Steps:

The committee recommends that these findings and recommendations be presented to the university administration for further consideration. Additionally, we propose ongoing collaboration with relevant stakeholders to ensure the successful implementation of these initiatives.

8.0 Outside Committee Reports

None

9.0 Reports from Other University Advisory Bodies

None

10.0 Consent Items

None

11.0 Unfinished Business

None

12.0 New Business

None

13.0 Good of the Order

Attend the Rally for Fair Pay on Feb. 15!

14.0 Announcements

14.1 Next Faculty Senate Meeting, March 1, 2024

Motion to Adjourn

A motion to adjourn was made. The motion was seconded. The motion passed by a majority of the Faculty Senate.