Faculty Senate Minutes - February 21, 2003

USM Faculty Senate

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The University of Southern Mississippi

Faculty Senate Meeting

February 21, 2003

Union Hall of Honors

2:00 p.m.


1.0 Call to Order [2:00]

2.0 Approval of Agenda: S. Oshrin: move; S. Hubble: second; Passed.

3.0 Approval of Minutes


4.0 Forum Speaker: Provost J. Grimes: Thank you for inviting me. I would like to attend all of your meetings, just to be here and answer any of your questions and to convey information that I may have for you. I would not to be here for the whole meeting. I think that there are miscommunications. Part of my role is to liaison between faculty and the administration.

B. Scarborough: I have no problem with you coming to answer questions, but not sitting through the whole thing.

J. Grimes: I agree, that is not the intent. Let me address the faculty activity report. It is nothing more than a way to streamline, standardize, and digitize internal access to information about our faculty. We've done this before, but not in digital form. You've filled out an activity form before, and we'd like to go back to that, but using a single format/software package/spreadsheet device. We'll have a single digitized way to look at what the faculty do. This will provide aggregate data for our Institutional Research Office to report the accrediting agencies, and it offers administrators a quick way to see what faculty members are doing in regard to raises and other decisions. For example, I've been asked by a chair to help retain a faculty member who has been offered a job elsewhere. Right now I just have information on courses taught and the annual ORSP report. Using that information I can't see why we'd want to keep this person. If I had access to an activity report, I would have more information to go on. If the chair wants to keep this person, there must be something beyond the credit hours or research dollars. If I had access to an activity report, I would have better reasons to help offer that person a better salary to entice them to stay here.

A. Young: Why can't you get that information from chair? We do annual evaluations.

J. Grimes: We could, but we'd like it available so that at any point in time we can take a look at it. Also, this will be a living document that you can add to as you do things. There will be a cut off date if a department decides to use it for annual evaluations. We're also concerned about privacy, and this won't be open to the public. Though keep in mind that legally the public could request access to the information, since we're all public employees. We're requiring all tenured and tenure track faculty to complete it. We're considering adding research faculty next year. This is an opportunity to brag about the wonderful things that you do and communicate why it's important.

B. Coates: There are some things that we do that don't fit. Where do I get some help?

J. Grimes: We want this to be a living document, so that you can add things in there. I'm sure that we missed things, so we'll want to add them.

B. Coates: I'm a coordinator for a program, and that takes up a lot of my time. There's no place for that. Will anyone ever read the comments section if I include it there?

J. Grimes: Yes. If I go to the trouble to access the report, then I would look at every area, because
we understand that we don't have the appropriate box for everything.

M. Cobb: This year we had 13 days to fill this out. It was due at a particularly busy time. Also, the information that we need for this form is not in the form that we collect for department evaluation. I don't think that we were given enough time to complete it. In terms of using it for annual evaluation, my department does evaluation by committee. How would that work?

J. Grimes: We set the deadline so it could be used for annual evaluations if departments chose to do that. We're backing off of our deadline. We thank those who did fill it out on time, and we would like for those who haven't to fill it out.

B. Scarborough: Are you asking or ordering, because I don't plan to fill it out. Did you get the AAUP letter that we delivered to your office?

J. Grimes: I did. This is a FS meeting, not an AAUP meeting.

B. Scarborough: This is information that already is collected at the department level. We're worried that this will be used to penalize people.

J. Grimes: It will not be used to penalize people. I want to be able to quickly and efficiently access information about our employees. I don't always have time to go to a chair, and chairs aren't always available.

T. Green: Who do I call to find help in completing the form? If I make an error, will it count against me?

J. Grimes: There are no errors to make. It would be our error if we didn't provide the appropriate box. S. Siltanen and her staff would be the ones to contact, since they'll add the new boxes.

J. Bethel: It seems that for an administration that is focused on efficiency, this duplication of effort seems inefficient. We're already being evaluated. Also, do I get to count the time I spend on this?

J. Grimes: No, it's one of the things that we have to do as faculty.

J. Bethel: You're asking for the information because you don't have time to call my department head?

J. Grimes: That would be a simplistic answer.

J. Bethel: Could there be a data entry clerk to enter the information that we submit in hard copy?

J. Grimes: We wouldn't have time to do that.

P. Butko: Could we put all of this information in electronic form--abolish the dossiers--so that I can use it for tenure and promotion and everything else?

J. Grimes: That sounds like a good idea, but I'm not going to propose that. In general, I think that doing these things online rather than on paper is something that would be good to look at.

M. Hall: So, non-tenure track instructors shouldn't complete it?

J. Grimes: If I were non-tenure track I would want to fill this out. It might help us to make a
decision about whether could make tenure track appointment. We've been asked to renew contracts of non-tenure track faculty who have been here for multiple years. If we get new money this year, should we use it to make these positions tenure-track appointments? With the activity report, I could pull up information on those people.

M. Hall: I'm not sure what you're trying to get at with some of the questions, including how many instructional improvement grants one has gotten in a year.

S. Siltanen: We participate in a Delaware survey along with the other institutions in the state. Rather than duplicate surveys, we tried to merge the activity report and Delaware. It did create some issues. As far as the categories, these went out to the deans for consultation. We tried to be inclusive based on what we got back. If we left off consulting and administrative duties, then that needs to be added.

J. Grimes: We'll collect information for 2002, but the 2003 form can be added to during the course of the year. If you add to the report regularly, it will help you to avoid a crunch at next year's deadline.

J. Palmer: There is mistrust because of past events. Will you use this document to look at teaching class loads to make recommendations to my chair about what I'm teaching?

J. Grimes: Yes.

J. Palmer: For research?

J. Grimes: Possibly.

J. Palmer: For grant writing?

J. Grimes: It's a possibility.

J. Palmer: What about for tenure and promotion, once it has gone through the faculty committees?

J. Grimes: Probably not. I can't speak for the dean or the university advisory committee. But as provost, I would have enough information without it by that time unless we get to where all of this is done electronically. The activity report is a snapshot and not a replacement for the promotion and tenure processes. Not everything that you would need to know would be there.

J. Palmer: It sounds like there are many uses, and it should be expanded to allow faculty to elaborate, especially for teaching.

J. Grimes: Yes, the numbers alone could be misleading. For example, a field course or a special problems course with few students on paper that may not look like much when in fact it costs many hours.

S. Siltanen: Your teaching, enrollment, credit hours will be there. Then we can view an information box with this other information from the activity report. It won't show blank boxes for what you haven't done. We don't ask for enrollment, because we already have it.

J. Lytle: Since you want it electronically, why couldn't we use our own format in electronic form?

J. Grimes: We need a common format, so they will all work together.

Ki. Davis: Will this eliminate the need for department and university-level input for tenure and promotion, and it would go directly to you?
J. Grimes: No, but I see how the comments at the different levels could be done online.

Ki. Davis: It bothers me that you're looking at the research dollars for this faculty member who you're trying to retain. We don't have those opportunities in the Arts. We don't always have access to ticket sales. How big of a penalty will there be?

J. Grimes: You've helped me to answer why we need the activity report. All of those other things can be communicated. If I depended on just ORSP reports and teaching loads, I wouldn't fully understand what you're doing.

S. Nielsen: I teach 4-hour/wk classes for which I only get 2-credit hours. Can the form account for the contact hours as opposed to credit hours?

S. Siltanen: It sounds like you're falling through the cracks. A lab allows that flexibility if you want to call it that. With PeopleSoft you can't track contact hours if not a lab.

S. Nielsen: I think it's actually that the lab counts less.

J. Grimes: Maybe this is a vehicle for correcting that.

S. Siltanen: We can pull up PeopleSoft and look.

J.P. Smith: A concern is that administration is not viewing us in the context of what we do. Some produce numerous brief publications in a year, others lengthy publications over multiple years. We'd feel better if you'd ask the chair to place the individual within the context of the unit.

J. Grimes: I admit that I don't know what goes on in the Arts and in History. I understand that you can't quantify much of what you do. This is our instrument for you to communicate what you do. I like your idea of going to the chair and asking to put the individual in the context of the unit.

M. Cobb: Does each faculty member have access to his or her own information?

S. Siltanen: The information gets merged into a file that goes to the chair. The chair can add comments. The faculty member can review it at that point. Besides the activity report, it includes coursework and comments added. We could add in so that the chair can contextualize the dept.

S. Naghshpour: Why didn't you ask us before rather than afterward? Also, if the chair knows what the person is doing and makes a recommendation, why can't you take that at face value?

J. Grimes: The chairs aren't always available. We want this information online so everyone from chairs on up can have access to it.

S. Naghshpour: So, what we submit is as important as what we have done.

J. Grimes: That is not the intent of this exercise. It is incumbent on you to demonstrate what you've done.

D. Duhon: We have a breakdown in communication. Some people have had input (Arts), but most faculty never saw it until the email arrived. We should think about this year being a trial run year. Our target date ought to be next February.

J. Grimes: I like that, but with this provision: what if I want to access information this year? It
would behoove you to fill yours out completely. I did see this as a phase-in year.

D. Duhon: To not do this electronically is kind of like putting our heads in the sand.

S. Siltanen: We're working with the AACSB accreditation, now. This will help in making reports for accreditation for NCATE and others.

M. Henry: Have you or your staff filled it out yourselves?

J. Crockett: It's not hard.

J. Grimes: Yes, but I was testing it to make sure it worked so I filled out boxes hypothetically for categories that don't relate to my work.

M. Henry: Maybe you should fill this out and share it. Previously, you said that it would have a limited number of uses, but now it seems that it will be used for many of the things that you formerly said that it would not be used for, things like raises and tenure. It seems that it will be a personnel document that will be used in a variety of ways. Were you misquoted earlier?

J. Grimes: No, I was not misquoted. We didn't plan to use it so extensively, but as the document evolved and as we see its worth, we see this as a useful document for a variety of purposes, including raise determinations. But keep in mind that the recommendations for raises come up through the departments, and we'll have that information first and foremost. If we don't have everything that we need, then this document will provide that. You've been there, and you know that you want as much information as you can get your hands on.

M. Henry: I would have contacted the dean or chair about personnel matters, and would wait to make the decision until they were available.

B. Scarborough: The document starts at 2002. What happens to what faculty have done prior to 2002. My spreadsheet would go back to 1964, and your form doesn't account for that.

J. Grimes: What you've done before is important, and it counted. You've been promoted, tenured, and given raises on the basis of that. We can't go back and digitize all of this past information. That would be like digitizing documents in the library; the cost would be prohibitive.

B. Scarborough: I'm concerned about your answers to Jesse's and Myron's questions. That is what we were afraid that you were going to use the information for. We're worried that you're going to make all of the decisions about promotions and raises up there, top down. That's not the way a university should be run. It will create more trouble than you can imagine. I'm speaking for many people and in all colleges. Nobody asks us anything, and it looks like everything will be managed from the CEO down. That's very disturbing for a lot of people.

J. Grimes: The only input you haven't had is into the reorganization. We stand by our decision to do it the way that we did.

B. Scarborough: We haven't had input on this activity report. Didn't we have a FS committee to look at this Dave [Duhon]? The last I heard was that we couldn't find out from the administration or the deans what this was about.

D. Duhon: In certain departments, the communication process worked. In the majority of them it did not work well.
J. Grimes: In at least 3 deans council meetings, I asked the deans to take this back to their chairs and directors, to make sure that it worked for the colleges and the units within the colleges. I followed up with an e-mail. Then I heard that departments never saw it.

D. Duohon: There probably was a breakdown between deans and chairs.

D. Cabana: We sent letters to deans, made phone calls, and the provost intervened. Then there was semester break. We never heard from deans. Since the deans didn't respond to FS, the breakdown probably was between the deans and the chairs. Since we heard that the activity report would not be used for evaluation, we did not pursue it with the deans after the break.

B. Coates: Now we know that it didn't make it to every department, so you didn't get the input you needed. The 2003 document will be filled out all year long.

J. Grimes: That's a decision we made 2 days ago [to allow it to be filled out all year long].

B. Coates: That part is a good idea. But now that we know that it's imperfect, can we change the 2003 or is it frozen?

J. Grimes: I've told all departments that I have visited that I have experience with a graduate-only program, and I have no experience with Hattiesburg. Now, I'm trying to learn about the departments and what I can do to help them. I may not be able to wait to make a decision to reach people who know. With this I can get the information I need. The 2002 document isn't perfect, but let's do the best we can with it. Hopefully for 2003 and definitely by 2004, we'll have something that is working.

S. Hubble: I have 3 questions: 1) Could you clarify the credit hour fee for summer? 2) What is the rationale for uncapping the fee structure? 3) Will it apply to both grads and undergrads?

J. Grimes: It applies to both. It was $134/credit hour for undergraduates and $173 for graduates. That's per credit hour with no break. Summer school is a stand-alone process and we need all the revenue we can get to make it work. Most universities are not capped, and we're uncapping. We understand that we're putting students in hardship situation, so we're uncapping but using last summer's rates. You also may know that the president has agreed not to ask for a tuition increase next year.

S. Hubble: Regarding the deans search, how do you define staff? I can't find what I would call staff in the dean selection committee for my new college.

J. Grimes: I can't think of who they were for your college off the top of my head, but they were non-tenured, non-tenure track. We're supposed to have 2 staff on each committee. It's not too late. I'll look at that.

[5-minute recess]

J. Grimes: Several of us have talked about the need to compensate excellence among our faculty. We have a way to do that for research, and A. Dvorak will announce that policy at the annual awards function in April. We need a way to do this for core instruction. Faculty are teaching countless hours, inspiring and motivating students. They are the kind of faculty that you want in the classroom. I'm asking you to set up guidelines. We want a mechanism to determine who they are and to supplement their pay. We don't know yet how much we can supplement their pay. We want an evaluation instrument to find out who
those people are on an annual basis. If you do this by Monday April 7, then the Friday of that week is the awards program, and we'll be able to announce both the research and teaching award. I'm asking D. Cabana to charge this group to do this.

J. Lytle: Can we see the research mechanism?

J. Grimes: No, it's too early. There will be rewards if you've bought out a percentage of your teaching time. It's legal; other universities do this. It will only involve those involved in research, however. That's the reason for the teaching compensation.

J.P. Smith: There are rumors about the provost home at Gulf Park, and the money spent on renovation. Do you have information on this?

J. Grimes: I have no idea as to this other than that remodeling is going on.

J.P. Smith: I think that trust is an issue. Would naming additional members to the dean search committees from Academic Council, FS, Graduate Council be possible to promote trust?

J. Grimes: I will carry this back to cabinet. There is at least one FS member on each committee, but you didn't name them.

S. Nielsen: Why so many outside people?

J. Grimes: They need to be connected to community and be able to work with the president to raise funds. We see them as presidents of mini-universities and as entrepreneurs. We all realize that state revenues are declining, are flat, or show small increase. We need to be better in terms of development. We won't hire any dean that can't connect with the community and raise money. We chose people for the selection committees with a passion for and understanding of the particular college.

R. Folse: Will Mathematics remain a department or be merged?

J. Grimes: We're pleased with the 5 colleges, but further changes belong to the faculty. I have a copy of the list of departments within colleges [posted as pdf on FS site]. We can't change departments and schools without IHL board approval.

R. Folse: There is a rumor that you are on a search committee

J. Grimes: I am not, and it would be a huge conflict if I were, because those groups have to make recommendations to the 2 provosts.

H. Applin: Dr. Thames was quoted in the paper saying that he wouldn't fire directors or department heads. Ours has been removed after 37 years of service. It has demoralized our department. Why did this happen?

J. Grimes: That is a personnel issue, so I can't answer your question.

D. Duhon: Has someone been fired from the university?

H. Applin: No, removed from an administrative position, and 4 months before retirement. Also, we're top 5 in engineering technology, but when you take workforce training out it's taking us out of the top 5. It's particular to Science and Technology.
J. Grimes: Workforce training is in Business, and we felt that it belongs there.

H. Applin: Is it possible that you are wrong?

J. Grimes: That's always possible

H. Applin: Is it set in stone?

J. Grimes: Yes.

H. Applin: When you take the department head and workforce training out of the School of Engineering Technology, what you have done is to take the balance of men and women out of the school. Engineering schools generally have about a 43% man/woman balance.

J. Grimes: Now we're getting into personnel and diversity issues that would need to be discussed in closed session.

H. Applin: Then I'd like to have a closed session.

J. Grimes: I'd be happy to talk to you in my office.

B. Scarborough: This is on another subject: phased retirement. There are several prominent retirees in my area. They don't know if they'll be able to continue to teach on a part-time basis although continued requests have been made to the administration. They have a lot to offer. When will you inform someone whether they will be able to teach?

J. Grimes: Very soon. We're close to a revised policy. I've been championing your request to the cabinet. We want to retain these people through phased retirement.

M. Cobb: The implication is that computer science and mathematics is a combined department. Our department chair and dean don't know that this is in their hands, that this is not a decision already made in stone. They don't know that we're supposed to be deciding this.

J. Grimes: Your dean certainly knows that its not etched in stone, so talk to your dean. I see that this is as an opportunity; there is a huge need to move into computational science and applied mathematics.

M. Cobb: So, should we take that as a strong recommendation to structure the departments that way?

J. Grimes: We're not going further than the 5 colleges. It's up to you the faculty. Take this matter into your hands and think about what you see yourselves as in the future. You should have great ideas by the time that the deans come in. It should be driven by where the opportunities are in your discipline, needs and funding opportunities. We're not going to make those decisions for you.

D. Duhon: We're going to try to keep accreditation for all accredited programs?

J. Grimes: I would hope so. We have no intention of losing accreditation. We need to work with you to make sure that we retain those.

S. Oshrin: Will the use of the activity report for promotion and tenure deliberations necessitate changes in the faculty handbook?
J. Grimes: If it is used for official functions down the line, then yes. There is a need to get the Faculty Handbook Committee functional, and so we're going to get that group together next week.

S. Judd: Can you explain the thinking behind merging the Colleges of the Arts and Liberal Arts? One reason I came here was because this was the only college of the arts in Mississippi. That was a draw for faculty and students. Around the country, most of the best arts institutions are freestanding units. This is because artists work differently, and it is difficult to put them in a standardized academic framework. How is this reorganization advantageous to us? How are we going to overcome this liability?

J. Grimes: When we paired those colleges, we felt there was synergy between departments in the two: artists working in some area of history, or whatever that may be. When we looked at other institutions, there were colleges of arts and letters at many places. USC only has one college with the rest as schools. That would be the extreme example. I don't think that it diminishes the arts to have it combined. We want to focus on the importance of the schools. We want to see them become endowed, become named. We would hope that the School of Music would become endowed and named. We want to focus on the disciplinary units within the colleges. The colleges will be more like a mini-universities and the deans like mini-presidents.

S. Judd: I think that it represents a step backwards. It also pushes Darwinism. There will be in-fighting in regard to who will survive this change. Music will not want to be part of a School of Art. There also will be disequilibria between arts and liberal arts.

J. Grimes: We don't want that to happen, so we want to choose a dean that will not be partisan. We'll put an interim in place before we choose a dean that will not be successful. Work with us to make sure that the fears that you have don't come to fruition.

M. Henry: When will you complete the faculty activity report, and may I defer mine until yours is done? Also, it would be useful to make available the figures associated with the remodeling of the provost's house at Long Beach. There are rumors being circulated about what is being spent.

J. Grimes: I could fill it out, but there would just have to be one box to check that says provost. Regarding the remodeling, this is the first that I have heard of these rumors.

B. Coates: Does the activity report marginalize the role and decision-making capability of chairs? The chair is there daily and understands the goals of the department.

J. Grimes: New deans will need to make sure that chairs do what chairs should do.

B. Coates: I think that you should spend a lot of time in Jackson and Washington and thinking about long term strategic issues. It worries me that you will be spending so much time looking at someone's activity report. Why worry about that when there is a chair and a dean that should worry about that? Think about the big issues.

J. Grimes: I agree, but chairs and deans haven't always looked at the kinds of things that they need to look at. That's part of our responsibility as management, to make sure that the chairs and deans do that. I do think about the big issues. I was in Washington 2 weeks ago, and I'm going again.

B. Coates: That's important; that's what we want to see you doing [laughter].

J.P. Smith: Maybe making presentations to the legislature and bond hearings and things like that.

R. Folse: Last time you spoke to us, we asked you to look into the savings numbers from the reorganization.
J. Grimes: L. McFall did this and shared them with the Hattiesburg American. Did you get them [D. Cabana]?

D. Cabana: I did. L. McFall will explain those to FS.

J. Grimes: We both know that statisticians and mathematicians can do whatever they want to with numbers. We felt that our projections were done with great sincerity; they are good and accurate. But you know that someone can take any projection that you do and rip it apart.

M. Henry: We also know that a good analysis of numbers can reveal the truth.

J. Grimes: Back to the activity report, what deadline is realistic? [Attendees settled on March 17.]

[Applause] Again, I'd be happy to come back for every meeting.

5.0 Officers’ Reports

5.1 President’s Report: D. Cabana: The Faculty Senates for the Universities have a right to stand a little bit taller, today, because the Education Bill passed. FS met with governor in November. The Executive Committee communicated that would like to see education funded first, to make it the priority. The Governor responded positively and communicated his intention to fund K-Higher Education with the same bill. Executive Committee then laid out the same concerns to the local legislative delegation. The legislators felt that there was a window of opportunity. If the FS of the universities spoke with a unified voice, there would be a possibility. At the brown bag luncheon, the Governor also responded favorably to the suggestion of a higher education meeting while the legislature was in session. Instead, he decided to have a press conference. He did not attend, because he wanted it to focus on faculty and representatives of other educational entities. The Faculty Senate presidents and Art Kaul, commissioners of education, higher education and community colleges, and IHL board members participated. The message was to make history in this state by making education the priority, making a statement and funding education first. There was good attendance. Key legislators were there and the Lt. Governor. There seemed to be a possibility of a very early bill for education. The legislators did not slam the door on the Governor's idea of funding all educational levels under one bill, and it happened. The people who worked on this were faculty and students from all levels, IHL board, and other boards all singing from the same hymnal. It felt good in these economic times to have the governor whisper in my ear, "I told you that we could do this." The Governor and the legislature listened to the faculties at the 8 universities. The only university that was represented by administration was USM: Dr. Thames, Dr. Grimes, and others. Ours was the only one of the 8 that had administration pressing the issue at the press conference. On this one issue, there was a coming together. I take that as a hopeful sign. It was hard work to get the legislators’ attention. I personally commend the Governor and the legislative leadership. I hope that FS will join me in that, because this was an historic accomplishment. I hope that this is the way that its done from here on out, that education is funded first.

The bad news is that next year will be very tough budget-wise if things don't improve. The Executive Committee raised the issue of tax increase with the Governor and with the legislators. We know that won't happen in an election year, but the legislature now is thinking of some kind of an increase. Cuts can only go so far.

Yesterday, the IHL Board publicly approved the reorganization. A number of members spoke positively on it. Other institutions are expected to look at their administrative structures. If anyone has a doubt about how the legislature feels about how the IHL Board is doing business, it has appropriated
$500K to USM for the reorganization. I don't know what it is to be used for, but it is a message from the legislature.

5.2 President-Elect’s Report: M. Henry: We had Executive Committee meeting while Don was away. We discussed Elections, Faculty Activity Report, selection of deans, and real savings of reorganization.

J.P. Smith: Do we know how many members of FS, Academic Council, and Graduate Council are on selection committees?

M. Henry: There is at least one senator on each committee, but we didn't select them.

D. Duhon: I think that one of the reasons that Dr. Grimes is here is to address that.

5.3 Secretary’s Report: T. Graham: See proxies, above.

6.0 Committee Reports

6.1 Administration and Faculty Evaluations: K. Davis: Evaluations have been turned in with exceptions of mathematics, computer science, and medical technology. Accounting and MIS never do theirs. There were some that turned theirs into Dr. Johnson directly. Education-Psychology evaluated their associate dean. We decided last year that faculty could evaluate their associate deans if they choose to. The results should be completed by Tuesday or Wednesday. My college had a low turnout, but some may have submitted the evaluations directly. From J.T. Johnson's point of view the process went smoothly.

M. Cobb: The computer science evaluations were sent to the provost’s office. I don't know what happened them, because we sent them well before the deadline. I'll check back with our office.

6.2 Budget: M. Henry: We met today and looked at graduate programs in the summer. We also looked at a projected model for savings from creating a College of Arts and Letters. If one assumes two associate deans, then the savings would be if there were 5 staff rather than 9. We discussed follow up from the letter we sent, and we'll be glad to get the response of the administration on the $278K. You can cut, but if you don't include what you put back in, then the picture can become distorted. It would be good to review this information before L. McFall speaks to FS.

S. Nielsen: If they are not firing staff then what happens to the people beyond 5? We have a marketing person and a development person in Arts; what happens to them?

A. Young: So, you're saying that whatever savings there is is from staff?

M. Henry: Yes, if one assumes 2 associate provosts.
D. Duhon: Are you sure that they said that they wouldn't reduce staff?

S. Nielsen: Yes, they said in the paper they wouldn't fire staff.

S. Malone: My understanding is that they said that any extra administrators (beyond 1 associate dean) would come from external funds.

M. Henry: We assumed 2, since that seems more realistic.

S. Malone: I agree, but I don't think that it is the model that they have in mind.

M. Henry: Even there, they would save another $94K or so. But I added the second associate dean because I thought it was more realistic.

J.P. Smith: Has the university budget process begun, and are our officers involved?

D. Cabana: It has not begun, yet. I spoke with them last week on this, and that pledge to have FS involved still is being verbalized. There have been no budget meetings yet.

J.P. Smith: Would a resolution of reminder be useful, or are they listening to you?

D. Cabana: A resolution may be counterproductive at this time, but if it appears to be useful I would not hesitate to ask FS for a resolution.

D. Duhon: Are there still conversations about an additional 2% raise for next year?

D. Cabana: As far as I know, it's still alive. There are discussions about an additional 2%. It's nowhere near a decision.

**6.3 Transportation:** B. Scarborough: That committee has become inactive since Royce Pierce was fired. Cecil Wilson and I will try to resurrect it. I think that they are ticketing assiduously.

**6.4 AAUP:** B. Scarborough: AAUP had a meeting on Tuesday. We sent a letter to the president and 2 provosts seeking information about the faculty activity report. We started the process of getting the national AAUP body in Washington to write a letter to IHL board and presidents expressing concern about the governance style at the institutions.

M. Henry: I was concerned about the provost's terse remarks regarding AAUP. Members of that organization should be able to share information with FS. It would be disappointing if there is a hint that it is inappropriate for Bill [Scarborough] to share information in this forum from AAUP. I think that it is appropriate for AAUP and other faculty organizations to share information with senators and for senators to share that information with us. I felt uneasy about it, and I'm glad that you spoke up on those issues, Bill. [applause]

D. Duhon: I think that we negate the view of both groups when we have the same people representing both. Myron [Henry], you serve both as president-elect of FS and vice-president of AAUP. I think that you need to make a choice on which one you want to represent. When you speak for both, we have one voice rather than two. The opportunity to be disregarded or regarded is reinforced. We need two
voices. The more people we involve in the discussion the better.

M. Henry: I'm proud to have been elected to office in both. I was vice-president of AAUP before I was elected president-elect of FS. Many people knew it. I won't be vice-president of AAUP after the spring elections, but I'm going to keep my membership in that organization because I believe in the AAUP principles. They line up with the principles that many senators hold.

D. Cabana: Before we move to Old Business, there are two issues that I'd like to have addressed:

**Academic Council:** B. Velasquez: On February 7, AC sent a response to the provost’s office to share with Dr. Thames regarding comments made on faculty not having input [into reorganization]. This response is on the AC Web site, and I encourage you to view that. We responded to comments about AC being indecisive, but we also reiterate that we have serious reservations about the general education curriculum to be instituted next fall. See: [http://edudev.usm.edu/usmweb/academics/acminutes.html](http://edudev.usm.edu/usmweb/academics/acminutes.html)

**Council of Chairs:** S. Oshrin: The president spoke to the Council of Chairs in regard to the administrative supplement. The administration proposed a policy that would have eliminated for deans, chairs, and other administrators signing new contracts the retention of their administrative supplements when they step down. The flip side was that individuals who gave up their administrative posts rather than sign the new contract could keep their supplement. This created the potential for a great deal of turnover. The president spoke to chairs and said that current chairs would be grandfathered in and could keep their supplements. Only new chairs will have their supplements disappear when they return to teaching.

M. Ryan: Current administrators or current chairs will be grandfathered in?

S. Oshrin: All administrators.

M. Ryan: That is not my understanding.

S. Oshrin: The inference was made that all administrators are under the same policy. I would want to have that clarified if I were someone other than a chair.

D. Cabana: My sense was that this represents an important turn of events for the chairs.

S. Oshrin: It was encouraging that the president revised the policy.

7.0 Old Business

7.1 Resolution: Extending the Six-Credit-Hour Benefit to Spouses: J. Meyer presented this resolution held over from the November meeting. S. Hubble: move; S. Nielsen: second; Vote: passed. The text of the resolution is as follows:
Because:

--a USM-Gulf Coast program of allowing nontraditional students to take three hours of coursework for free has encouraged continued coursework and generated funds for the university.

--faculty and staff have received no raises for more than two years in the face of increasing health plan costs.

--most faculty do not take advantage of the below noted benefit.

--motivating people to take USM courses may draw people in to complete a degree.

We, the Faculty Senate of USM, advocate extending the six-credit-hour per semester coursework benefit enjoyed by faculty and staff members to their spouses.

8.0 New Business

8.1 Elections: M. Henry: In reference to the AAUP discussion, I intend to be an AAUP member next year, and if enough of you feel that there is a conflict of interest then I will be willing to step aside [as president-elect of FS]. For elections, I defer to D. Duhon.

D. Duhon: At our last meeting, we discussed elections in the context of the organizational changes. There was a suggestion that we should defer elections until the reorganization is complete. In Executive Committee, we reached the conclusion that we should not do that. We should have elections in the spring based on the current structure. We don't need a resolution, because it is consistent with the constitution. We thought we'd get a sense of the Senate:

Be it resolved that the FS elections scheduled for spring 2003 should proceed as scheduled in accordance with provisions in the current FS constitution. Be it also resolved that elections of new officers will be governed by the present structure of colleges and departments and existing policies.
Next year, when we reapportion FS, it will be according to structure in place at that time. This follows the constitution.

M. Hall: We would have a very difficult time at this point getting multiple rounds of ballots done where run-offs are needed. The way the rules are written, you must have a 50% + 1 majority to win. Frequently, the first two ballots that go out don't reach that majority.

D. Duhon: That's a different issue. If we don't proceed as suggested then we'll have to either revise the constitution or postpone the elections. Motion.

B. Scarborough: Second.

S. Hubble: I support this, and it will give us plenty of time to do apportionment and revise the constitution. I don't believe that it will affect representation negatively.

J. Meyer: Why do we need a resolution to follow the constitution?

D. Duhon: So everyone knows what we're doing and in response to the discussion last month. It's a sense of the Senate resolution.

[The resolution was changed to a recommendation, and then passed].

8.2 Expansion of Dean Search Committees: J.P. Smith: I would like for us to suspend the rules and send the provost a resolution asking that each of the elected faculty bodies appoint a representative or representatives to the search committees. Move to suspend rules; B. Scarborough: second; Vote: passed.

J.P. Smith: This is to get us on the record as having recommended to the president what I think that most of us think would be a good step. It is not incumbent on him to do this, but it is incumbent on us to give him good advice. Here's an opportunity to give good advice on how to address the cynicism about these search committees.

Resolution: Be it resolved that the Faculty Senate of the University of Southern Mississippi out of concern for the creation and strengthening of an internal climate of mutual trust that is necessary for the long-term well-being of the University's teaching, research, creative, and public service mission hereby urges the University's president to expand each of the dean's search committees to include members selected by the Faculty Senate, Academic Council, and the Graduate Council.

D. Cabana: On the morning of the announcement of the reorganization, I made the request to the president that the FS have a role in selecting faculty for involvement in the search committees, and I have made the request since then. Hopefully, with a resolution in hand and at a meeting of the full cabinet there will be some support there.

J.P. Smith: Move resolution; S. Nielsen: second.

J. Palmer: Is this resolution what you really want? These committees already have 19-20 people. What you really want is that these bodies in the future are able to select more members or the entire search
committee. We already have FS members on the committees. The committees are huge now. I'm not sure that this resolution is the one that you want to submit. I think we want direction for future search committees.

J.P. Smith: We need to let them know that there is a trust problem. We can give them advice on how to get out of that.

M. Cobb: So, if we submit this resolution, and they respond that we have FS members on the committees, is that acceptable?

J. Palmer: I was requested in an email to serve on the committee, I assume because I am a Senator but that wasn't stated. It's not clear how this resolution would play out? What do we want?

M. Henry: The statement here is about how faculty are involved in determining how committee members should be selected. This isn't about whether the current members should be there.

S. Nielsen: I probably would have chosen Jesse, but we weren't asked. I have a problem with there being so many outside members (5-6) as opposed to faculty (11-12). This would increase the number of faculty. The provost seemed amenable.

G. Mattson: Should we be speaking for Academic and Graduate Councils? Have they been consulted?

J.P. Smith: These are elected bodies, and we should point back to them as good vehicles to be used for things like this.

D. Cabana: When I discussed this with the president, it was specifically regarding FS.

G. Mattson: Can we assume that they feel like we do?

B. Scarborough: We're trying to convey the point that we want elected faculty representatives on these committees.

A. Young: I'm on both of these bodies, and I see this as a good thing. They can look out for issues related to their work.

P. Butko: I agree with the spirit of the resolution, but I have concerns with the practical application. Will it be futile?

D. Duhon: They're not going to change the committees. We're not happy that we weren't able to help select members of the committee. We want them to start listening.

B. Coates: What does another futile effort hurt? This resolution can do two things: let them know that we want to be represented and it might work.

J. Crockett: The provost has promised to take this to the cabinet, and they know that we're upset. We're not going to help ourselves by continuing to pass resolutions like this. They'll say that they can't deal with us.

Ka. Davis: D. Duhon, were you asked to serve as a member of FS?

D. Duhon: Yes.
Ka. Davis: Can we treat those people asked as representatives of FS?

J. Palmer: It was not presented to me as a representative of FS.

J. Meyer: I was the same way. FS wasn't mentioned.

J. Palmer: What if they allow us to elect someone? We elect one, and they appoint the rest? Do we want a process set up so that we have say over all faculty representation? Just having one vote isn't much of a voice.

S. Oshrin: This is a moot point, because the deans will be selected by the time we could get this past cabinet and carry out elections.

M. Henry: Could we defer this until the provost reports back to us on his indication that he will explore further participation with cabinet? The time frame is against us.

D. Cabana: I will be at cabinet and will bring this up. It may cause a problem if we pass a resolution before we give him a chance to do what he said he would do.

S. Hubble: We should demand a process that gives us true involvement in all administrator searches, and not just for these deans. We want a process that gives us true involvement in faculty representation.

J. Crockett: Move to table; D. Duhon: second; Vote: passed.

D. Cabana: Is there other business?

M. Hall: We're starting elections 2 months later than last year. We had trouble getting it all done last year. Can we make the call on elections without 50+1 if have been through 3 ballots?

J.P. Smith: We have to follow the constitution.

P. Butko: We will not violate the constitution, and the elections will occur. The bylaws are not clear on how to count votes. I will take the responsibility for interpreting, and I will endeavor to make sure that the elections are successful.

D. Cabana: Peter, we trust you.

B. Scarborough: Can you refer to a committee drafting the resolution described by S. Hubble

D. Cabana: Yes, I will do that on Monday.

S. Hubble: Move to adjourn.

9.0 Adjournment [5:05]