Faculty Senate Minutes - June 9, 2006

USM Faculty Senate

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Minutes

The University of Southern Mississippi

Faculty Senate Meeting on June 9, 2006

Reconvening of May 5, 2006 meeting at the Hall of Honors at 2:00 p.m.

9.0 The meeting began on May 5, 2006 was reconvened at 2:05pm.

10.0 Election of Faculty Senate Officers

10.1 Senate President-Elect opened for nominations. Stephen Judd was nominated and elected.

10.2 Senate Secretary-Elect opened for nominations. Amy Young was nominated and elected.

11.0 Meeting of May 5, 2006 adjourned.

Minutes

The University of Southern Mississippi

Faculty Senate Meeting on June 9, 2006

Hall of Honors at 2:40 p.m.

1.0 Call to Order- The meeting was called to order at 2:40pm.

2.0 Approval of Minutes- February 17, April 7 and May 5, 2006 meeting minutes were approved.

3.0 Approval of Agenda- Added to the agenda: Compensation for Alternative Learning Courses, Retreat announcement (4.2.1), Independent Study (4.1.9) and Tenure and Promotion Decisions (4.1.9). Amended agenda approved.
4.1.1 Gulf Coast Status- Bill Powell reported that he attended an IHL meeting at Jefferson Davis Community College on the Coast. The term University Center was used in reference to rebuilding USM on the Coast. A new 100 acre campus is being discussed by the IHL, with an “open market” atmosphere to meet the needs of the community; i.e. If the Coast needs a program, and USM cannot offer it, it may be brokered out to another university. Conversely, the same would be true if other Universities were unable to provide service in their communities: i.e. A polymer science program in Oxford, MS.

Other information shared at the meeting is that FEMA can provide money for restoring historical buildings, which might include USM Gulf Park buildings.

Bill Powell also reported that ideas for the Point Cadet property are being sought, because it may revert back to the state if it is not used. The aquarium there will not be rebuilt due to the estimated cost (40 million).

4.1.2 Raises- The Council of Chairs has encouraged transparency in the process and some chairs have provided raise recommendations to chairs and deans within colleges and departments. The Faculty Senate endorsements of the Council of Chairs resolutions made in May were forwarded to the Council and administration.

4.1.3 May motions and other business reports:

4.1.3.1 The motion in support of the upcoming Presidential Search was sent to the IHL Commissioner.

4.1.3.2 The motion about the teaching load policy was sent to Dr. Grimes, Dr. Exline and Dr. Beckett (chair of the Faculty Handbook Committee).

4.1.3.3 The Emeritus Status policy is the one in the Faculty Handbook and will be corrected on errant documents and websites.

4.1.4 SACS/NCATE- Bill Powell reported that the official SACS report came in 2 days ago and will be posted on the USM website as soon as possible. The official NCATE report will be sent in October 2006.

4.1.5 Cabinet meetings, meetings with Dr. Thames & Dr. Grimes

4.1.5.1 No meetings with Dr. Thames to report.
4.1.5.2 Cabinet Meetings- Freshman applications had increased over last year, but transfers had declined. The Coast’s summer enrollment was 1,362 this year, down 182 from Spring 2005.

4.1.5.3 No Provost meetings to report.

4.1.6 Distance Education Committee- Bill Powell informed the Senate that this group is working through a number of issues. One is the surcharge of $10/credit hour for Web or Web enhanced courses. The committee was not asked for input about the charges.

4.1.7 Syllabus review committee Bill Powell and Ann Blackwell are on a committee to review Syllabi format. He reported that the contents of syllabi and who should be reviewing these, particularly online syllabi should be faculty and academic originated, and not done by iTech or other staff.

4.1.8 Shared Governance document Provost Grimes has formed a committee to review the shared governance document. There are 4-5 faculty and 4-5 administrators on the committee. Myron Henry from Faculty Senate, the chair of Academic Council and Graduate Council, and an AAUP representative are suggestions for the faculty part of the committee.

4.1.9 Other

4.1.9.1 Tenure and Promotion decisions that have been irregular/questionable are being investigated. It was suggested that AAUP Committee A members and Faculty Senators need to follow-up. Reports of out of cycle 3rd year reviews, and violations of the intent of 3rd year reviews as stated in the Faculty Handbook were discussed in generalities. In Education and Psychology a number of irregularities in Tenure and Promotion have occurred. Faculty were encouraged to follow the Faculty Handbook procedure, also the Faculty Senate cannot become involved until invited by the affected professor(s) since it is a personnel matter.

4.1.9.2 Senator Stephen Judd made a motion “To encourage the Administration at University of Southern Mississippi to adhere to the Faculty Handbook especially as it relates to Tenure and Promotion decisions.” The motion was seconded and passed unanimously by the Faculty Senate.

4.1.9.3 Independent Study-Mary Beth Applin received a copy of an email from Ray Stevens, head of Independent Study that indicated that administration was considering actions towards independent study, which includes correspondence courses. Soon after, another email stated that the program was suspended or eliminated and the Web Site was taken down. It is not clear what
the status of Independent study is, or the impact on students who were taking these courses. Mary Beth will try to find out more.

4.2 President-Elect- Myron Henry

4.2.1 Retreat Dates- August 16 or 17 at Tom Rhea Phillips Family Camp.

4.2.2 Meeting with Dr. Meredith- Dr. Meredith, IHL Commissioner has agreed to meet with the Faculty Senate. September 8 is the target date.

4.2.3 Outsourcing- Myron Henry introduced a motion. The motion was seconded. It states:

“The Faculty Senate is concerned about the plan by the Administration to outsource all Physical Plant services. Because a decision to outsource is basically irreversible for probably a decade, and because a new USM administration may see this matter very differently, we urge the Thames Administration and Board of Trustees to defer indefinitely the outsourcing of Physical Plant services. In addition to our concern about the Thames Administration making such a long-term decision at this time, additional rationale for not outsourcing follows under two headings, "process" and "specifics."

PROCESS

1. Opportunities for employee input on outsourcing have been few and far between. Many Physical Plant staff found out about the initiative to seek bids on outsourcing Physical Plant services from the Hattiesburg American just before the 2005 holiday season and after so many Physical Plant employees had spent countless hours on Katrina recovery.

2. Objective data on fiscal year Physical Plant expenditures were constructed (the fiscal year expenditure of $12.1 million) only after the decision was made to circulate an RFP. So data upon which the decision to build an RFP might have been based were apparently not compiled before hand. Yet as soon as the decision to circulate an RFP was made, Physical Plant quite naturally began to experience attrition, because many Physical Plant staff felt outsourcing was a "done deal."

3. An "outside" representative to the committee was added only after the Faculty Senate raised real issues in December 2005 about the outsourcing initiative in a letter to former CFO Gregg Lassen.

4. Several members of the Outsourcing Review Committee are supervised by other members of the committee. Generally, that makes it difficult to cast truly independent votes.

5. The interim CFO of the university was quoted in the May 11, 2006 Hattiesburg American as having stated, "The goal is to have the contract approved by President Shelby Thames, and the state College Board, by the beginning of the new fiscal year on July 1." This statement appeared a full 11 days before committee members were to cast their votes for or against outsourcing.
6. Physical Plant employees circulated a petition eventually signed by 124 Physical Plant staff. This petition was not brought to the attention of members of the Outsourcing Review Committee until the Faculty Senate member of the committee asked why it wasn't being discussed. In response, the Outsourcing Review Committee leadership dismissed the petition as if it were not important rather than provide copies of it to committee members so they could review and discuss it.

7. The Outsourcing Review Committee voted 10-1 to support negotiations with Aramark, but after hearing details about the proposed contract, voted only 6-5 to support outsourcing. Considering the makeup of the Outsourcing Review Committee (see bullet #4 above), the declining support for outsourcing on the committee is notable.

CONTRACT SPECIFICS

8. We do not think the Aramark 410(k) retirement plan measures up to what Physical Plant employees now have under PERS. Specifically, Aramark contributes $1 to the employee's 401(k) for every $2 in employee contributions up to 3% of an employee's wages. Thus if an employee contributes 4% to the 401(k), then Aramark contributes 2%. If the employee contributes 6% then Aramark max's out at 3%. The Faculty Senate representative to the Outsourcing Review Committee reported that the committee was told that only seven food services people have subscribed to the Aramark 401(k) plan. Might further outsourcing generate a class of employees that will be assured that Social Security is their only "retirement plan?" Parenthetically, we wonder about the solvency of PERS retirement plan if every large state agency off-loads 400 or more employees (as USM seems to be doing).

9. The only fiscal year expenditure figures presented to members of the Outsourcing Review Committee indicated that recent fiscal year expenditures by Physical Plant were 12.1 million dollars. The Aramark bid that is "best" for employees is for about 12.3 million dollars. Although possible energy savings over ten years are trumpeted, those savings appear to be only "projections" for a distant future.

10. There is an automatic increase for Aramark for each year of the contract. In contrast, the rest of the USM budget is not assured of automatic increases from year to year.

11. Aramark has very little real experience in managing a comprehensive facilities operation. None of their reference colleges are as complex as USM. Yet once outsourcing occurs, it may be next to impossible to reverse the course. Aramark will even have purchased most USM tools. It is worth noting that only 9% of colleges and universities outsource energy management, only 9% outsource mechanical maintenance, and only 8% outsource grounds (From an article in University Business, web address http://www.universitybusiness.com/page.cfm?p=722).

12. There will be a change in the senior administration at USM in the not too distant future. It is prudent to delay a far reaching decision such as outsourcing of Physical Plant services that will have a long-term impact on the very character of USM until a new administration is on board.

Finally, it seems appropriate to close this motion with a quote from the Physical Plant staff petition.

"We have felt that we are part of a USM family and have often encouraged our friends and neighbors to send their sons and daughters to a USM we have
been proud to serve. We have dedicated much time and energy to help the University get back on its feet in the aftermath of Katrina. We now feel like the University is dismissing us as members of its immediate family and telling us to go work for an outsider. We want to remain part of the true USM family and believe we have earned that privilege."

As Faculty Senators, we believe this paragraph is in and of itself a persuasive reason for continuing Physical Plant staff as members of the immediate USM family.

Respectfully submitted on behalf of the Faculty Senate by the executive officers."

After lengthy discussion regarding the motion length and language, as well as potential implications for physical plant employees regarding retirement and salary, and long-term economic implications of outsourcing, the motion passed, 31 ayes, 2 nays, 0 abstentions. Friendly amendment: Bold font the first paragraph.

4.3 Secretary- No report

4.4 Secretary-Elect No report

4.4.1 Facility Management Plan- SACS requires a 10-year plan for the Hattiesburg campus for future space use. Two groups presented plans for building use, etc. the cost of the first plan would be $300-500,000, and the second would be $500,000. Mary Beth Applin questioned this cost, particularly after Katrina, and reports that Joan Exline assured her that it was a SACS mandate and that the money is there for that purpose. Bill Powell commented that his impression was that this planning was something that USM should have been doing, but was not. IHL approved the expenditure.

5.0 Committee Reports

5.1 **Academic and Governance**: Bill Scarborough, chair. No report.

5.2 **Administration and Faculty Evaluations**: Steve Oshrin, chair- Steve Oshrin reported that online faculty evaluations were accessed by the Honors College Dean to evaluate Honors College faculty. The committee recommends that administrators approach each faculty for their evaluations instead of accessing them directly.

5.3 **Awards**: Mary Lux, chair- Awardees have been chosen. Ceremonies and announcements will be in fall.

5.4 **Budget**: Myron Henry, chair- No Report

5.5 **Constitution and Bylaws**: Randy Buchanan, chair- No Report

5.6 **Faculty Welfare**: Tim Rehner, chair reported that the policy regarding non-tenure track faculty that had originated several years ago in the URC was reviewed and brought forward for Faculty Senate approval. The most recent version is cut down in size, wording is more precise, covers concerns about peer-reviewed evaluations and protection
of academic freedom of both tenure track and non tenure track faculty. The committee presented the document for approval, was seconded. During discussion a friendly amendment was introduced to change page one, line 27 words “the same as” to “similar to” and page one, line 29 words from “similar to expectations” to “different”. The motion was passed, 32 ayes, 1 nay, 0 abstentions.

5.7 Government Relations: Dave Duhon, chair No Report
5.8 Technology: Barton Spencer, chair reported that the email system is challenged and has many latency problems, including missing and late email, inability to screen SPAM messages. He stated that iTech has solutions in the works. He encourages us to call the HELP desk for help and to report problems.

5.9 Elections: Paula Smithka, chair. Second round of elections will be started in Fall when everyone returns. Until these second rounds are completed, she asks that all Senators remain in their positions to represent their Colleges. Paula also asks that the Bylaws committee work to create election rules that prevent prolonged voting periods.

5.10 Ad hoc committee reports and liaison reports

5.10.1 President’s Council. Discussions included outsourcing of physical plant, and budget shortfalls which were being covered with emergency funds.

5.10.2 American Association of University Professors- No report

5.10.3 Academic/Graduate Council- AC council reports that the next meeting is next Monday at 3pm. Donna Davis is the new chair.

GC reports that it meets in 3 weeks, and Bobby Middlebrooks is the chair.

5.10.4 Faculty Leadership Council. No report.

5.10.5 Transportation. No report

6.0 New Business

6.1 The Council of Chairs was asked by Asst. Provost Moore to review compensation and recommend policies for teaching in alternative learning formats, including mini sessions and summer pay, as well as minimum enrollment decisions. Bill Powell was selected as Faculty Senate Representative on this committee.

6.2 Joe Olmi reports that Research posters have to be approved by the University Proofreader, so make plans ahead of time.
6.3 Stephen Judd reports that Summer Theatre opens soon, go and enjoy several plays including *The Game of Love and Chance*, *Around The World in 80 days* and *The Good Doctor*.

7.0 Old Business- None

8.0 Outgoing President’s remarks

8.1 Bill Powell thanked the Senators for their outstanding work this past year. He appreciated the work of other University committees and faculty. He thanked the Senate Faculty Executive Committee, including Bonnie Harbaugh, Myron Henry, and Mary Beth Applin for their important contributions.

9.0 Seating of New Officers.

The new officers for 2006-2007 were officially seated. Myron Henry- President, Mary Beth Applin- Secretary, Stephen Judd, President-Elect, Amy Young, Secretary-Elect.

10. New President’s Remarks- Myron Henry presented plaques of appreciation to Bill Powell and Bonnie Harbaugh, and thanked them for their work this past year on behalf of all of the Faculty Senate.

Myron Henry remarked on 3 points that will be important for faculty next year.

1. The upcoming presidential search, and the role of the faculty in that process.

2. Rebuild the Gulf Coast campus and help Gulf Coast faculty fully recover.

3. Urge administrative restraint in making large changes that could be deferred to the next administration.

11.0 Adjournment: The meeting was adjourned at 5:00pm
Faculty Senate Meeting 6/09/06

Members Present and Those Represented by Proxy (Proxies are in Parentheses):

College of the Arts & Letters

Cindy Brown
Anita Davis
Cheryl Goggin (Paula Smithka)
Stanley Hauer
Stephen Judd
John Meyer
Bill Powell, President
Bill Scarborough (Bill Powell)
Paula Smithka
Amy Young

College of Business

David Duhon
Bill Gunther (Myron Henry)

College of Education & Psychology

Ann Parker Blackwell
Taralynn Hartsell
Joe Olmi
Janice Thompson

**College of Health**

Wendy Bounds
Bonnie Harbaugh, Secretary
Mary Lux (Margo Hall)
Stephen Oshrin

**Coastal Science, Marine Science & Gulf Coast Research Lab**

Don Redalje

**College of Science & Technology**

Randy Buchanan
Jeff Evans
Jerry Griffith
Myron Henry, President-Elect
Lawrence Mead
Bobby Middlebrooks
University Libraries

Mary Beth Applin, Secretary-Elect

Jay Barton Spencer (Mary Beth Applin)

USM-Gulf Coast

Darlys Alford

Patsy Anderson (Allisa Beck)

Allisa Beck

Eric Nelson

Members Absent without proxy:

College of the Arts & Letters:

Bob Press

College of Business:

James Magruder

College of Education & Psychology:

Antonio Rodriguez-Buckingham

College of Health:

Tim Rehner

Coastal/Marine/GCRL:
Chet Rakocinski

College of Science & Technology:

Eyler Bob Coates

Mary Dayne Gregg

Gail Russell

University Libraries:

USM-Gulf Coast: