Faculty Handbook Committee Minutes

Sept. 14, 2026
3:00 p.m. – 5:00 p.m., Cook 206AA
Chair: Melissa Brooks to David Holt
Secretary: David Holt to Frank Heitmuller
Start: 3:05
Stop: 4:10

1. Adopt agenda
2. Approve previous minutes (May 11, 2026)
3. Officer reports
    a. Chair
    b. Secretary
4. Chair and Secretary Elections
        a. Chair – Nominated David Holt, Elected
        b. Secretary – Frank Heitmuller, Elected
            a. Future meeting rooms to be explored in either TEC 102 or WSB 232
5. Old Business
        a. Gratitude to Melissa Brooks for service as AY 2025-26 Chair
6. New Business
        a. TEC 102 will be prioritized for future meetings if possible. Alternate locations will be considered if unavailable.
7. Discussion
        a. Invited guest Andrew Haley – report on Ombuds for AY2025
            a. Increase in number of visitors --> 87 during AY2025-26 (~50% increase over previous AY). Most of the increase associated with problems with immediate faculty supervisors and/or school policies.
            b. Handbook issues --> (i) Faculty evaluation process (3 options) 3rd option (FEC only with scores transmitted to Director) has no guidance for how to interpret conflicting FEC & Director-only evaluations & (ii) Progressive Discipline Policy misapplication (focus on punitive measures rather than corrective measures)
        b. Review of proposals not accepted by the President
            a. 1.8.6 – Faculty Ombuds
                1. Council of Directors / Council of Deans to deliberate
            b. 3.3 Responsibilities Related to Research/Creative Activities
                1. Faculty Senate Advisory Committee to deliberate
        c. 3.3.3 Conflict of Interest Disclosure form link and language
            a. Table until Masterson provides more information
                1. Becton motion / Heitmuller second --> 9-0-0-0, in favor, opposed, abstain, absent
        d. 3.4.2.4 Contact Hours and Instructor Absences

        a. Each semester hour requires at least one week of instruction – intersession issues
        b. Table until Masterson provides more information
            1. Becton motion / Heitmuller second --> 9-0-0-0, in favor, opposed, abstain, absent

8. Good of the order
    a. Faculty Senate Information:
        a. Extending window for faculty to respond to recommendation for censure.
        b. Option to request an ad-hoc review panel of qualified faculty for recommendation of censure and/or other modes of mediation.
        c. Re-visit language for conflicts of interest/commitment as it pertains to outside employment.
    b. Early motion to adjourn meeting online & separately in Hattiesburg based on technical issues
            1. Heitmuller motion / Becton second --> 9-0-0-0, in favor, opposed, abstain, absent

Voting Elected Members Group One (September 2024 – August 2027)

Member of Faculty from the College of Arts and Sciences – **Eric Tribunella (Proxy Paul Strait)**

Member of Faculty from the College of Nursing and Health Professions – **Hyunmin Kim**

Member of Faculty from the University Libraries – **Melissa Brooks (Tisha Zelner)**

Voting Elected Members Group Two (September 2025 – August 2028)

Member of Faculty from the College of Business and Economic Development – **Gregory Bradley**

Member of Faculty from the College of Education and Human Sciences – **Stacy Reeves**

At-Large Member of the Gulf Coast Faculty – **David Holt**

Voting Appointed Members

Member of the Faculty Senate (Appointed by the FS Executive Committee) – **Franklin Heitmuller**

Member of the Dean's Council (Appointed by the Dean's Council) – **Bret Becton**

Member of the Council of Directors (Appointed by the Council of Directors) – **Melissa Kossman**

Non-Voting Ex-Officio Members

Representative from the Office of General Counsel – **Subrina Cooper**

Representative from the Office of the Provost – **Doug Masterson (Absent)**