The University of Southern Mississippi  
Faculty Senate Meeting  
Friday, February 1, 2019, 2:00 p.m.  
Union Hall of Honors (Hattiesburg)  
IVN to North Academic Building 125 (Gulf Park) and Stennis Building 1022 Room 112


Absent: Susan Howell, Miles Doleac, David Lee, Tim Rehner

1.0 Organizational Items  
1.1 Call to Order: The meeting was called to order by Mac Alford at 2:03 p.m.

1.2 Roll Call

1.3 Recognition of Quorum (20)

1.4 Recognition of ⅔ membership for voting on Bylaws and Resolutions (26)

2.0 Adoption of Agenda: Approved unanimously by voice vote

3.0 Program – No official program. Dr. Moser was available to answer questions.

1. The provost indicated Initiatives 1 and 2 were vetted for about two months. Issues were discussed and ironed out. The president approved the initiatives last week. The documents are posted on the website. They are still working on details to improve process flow. For example, UAC and promotion & tenure requirements are an area where the process can be worked on further.

2. The lack of transparency in the Gulf Park Proposal were addressed. The provost emphasized that no decisions have been made yet. When the proposal is ready for full disclosure and involvement, the faculty will be involved. They are being careful to not make any commitments too early. They are only fact-finding at this stage. A proposed timeline of the process was requested, but the provost is hesitant to commit to any dates at this point in time as things can change quickly.

3. The provost mentioned there will be possible changes to our bad weather notifications. The issue for coast IVN students when the Hattiesburg campus is closed was mentioned.

4.0 Approval of Minutes

4.1 December 2018: Approved unanimously by voice vote with slight modification to the president’s report.
5.0 Officer Reports

5.1 President (Mac Alford):

1. Although the administration did not accept all of our recommendations regarding faculty mental health resources, they did add a link to the HR website that includes more thorough information for faculty/staff, which includes on- and off-campus mental health and addiction resources and meditation apps (https://www.usm.edu/employment-hr > Forms & Resources > Mental Health). Let me know if you think other components should be added. For the Gulf Coast, there is now a full-time counselor, Monday-Thursday at Gulf Park and Friday at GCRL.

2. A new ceremony has been approved for graduate students. This ceremony will occur on the Thursday before undergraduate commencement. Gulf Coast graduate students will have the option to attend either the Gulf Coast ceremony and/or the special Thursday ceremony. This will provide more time to recognize our graduate students and shorter undergraduate ceremonies.

3. Sabbatical policy should be back to "normal." Ole Miss presented their sabbatical candidates at the last IHL meeting (under the historical model of funding), and they were approved. So, when our faculty who will be selected for sabbaticals are presented to the IHL for approval, we expect that they will earn a salary as was done historically (full for one semester or 1/2 for a year).

4. The staff emeritus proposal was rejected. I suggest that someone from Staff Council and Faculty Senate meet again with HR to determine what issues were bothersome and could be overcome.

5. Just a reminder that our Faculty Senate administrative evaluations do NOT take the place of the regular evaluation within a School (on teaching, research, and service done by a school committee).

A big thanks to all faculty (almost 10% of you!) who agreed to help evaluate the large applicant pool to the Honors College, and congratulations to Sarah Morgan in Polymer Science & Engineering for being awarded a southeastern graduate mentoring award. USM has been home to THREE of the last four winners.

I attached the institutional event schedule in an e-mail reminder. If you know of other important events that should be included, please forward those to Christa McLeod (christa.mcLeod@usm.edu).

5.2 President-Elect (Susan Hrostowski): No report

5.3 Secretary (Melinda McLelland): No report

5.4 Secretary-Elect (Amber Cole): No report
6.0 Decision / Action Items

6.1 None

7.0 Standing Committee Reports

7.1 Academics (Kevin Green): No Report

7.2 Administrative Evaluations (Melinda McLelland): Survey was sent out earlier this week. The deadline for participation is February 18, 2019. Please communicate to your school/college to participate.

7.3 Awards (Bradley Green): The Awards Committee is currently reviewing and rating the Faculty Senate Teaching Award applications for the 2018-2019 academic year. We expect to be able to submit our results on Feb. 11, 2019. We expect to receive the Junior Faculty Award applications soon, as the deadline for those was Jan. 28, 2019.

7.4: Bylaws (Kim Ward): No Report

7.5 Elections (Tom Rishel): Report included in 11.1

7.6 Finance (Amber Cole): No Report

7.7. Governance (Don Redalje): No Report. Will be discussing idea of openness/inclusiveness at next meeting.

7.8 Gulf Coast (Lee Follett): No Report

7.9 Handbook (Jeremy Scott): No Report

7.10 University Relations and Communication (Nicolle Jordan): No Report

7.11 Welfare and Environment (Bob Press):
1. Paid maternal leave (currently we have no policy; mothers – and fathers) must cover costs from their annual or sick leave pay.

CSRW and the Senate are now exploring the topic jointly. Here is an update from Eric Saillant, a member of the committee.

- I attended the recent meeting of the Committee on Services and Resources for Women (CSRW) on January 15 and we discussed our work and potential collaboration on the topic of parental leave benefits. The CSRW would like to look into getting some standardization across units on the time faculty and staff are allowed to take when they have a new child and also a defined and standardized course release policy for those with teaching responsibilities. In this context, the committee would like to request help from the Senate running a survey on women's experience with parental/maternity leave while
working at USM (in particular to get feedback on actual practices in various parts of USM).

From our discussion it seems that the childcare facilities are already existing in Hattiesburg and Gulf Park. I did check with colleagues in the Department of Marine Science and there is one on the Stennis campus too. GCRL does not have one and seems the only place without such facility so we could request the administration to look into the need and feasibility for GCRL (The total staff at GCRL is above 150 employees I believe which may still not be enough but we can ask if something could be done).

We did discuss the idea of requesting a standalone paid maternity leave or some form of improvement of the current policy (e.g. at least allowing employees to donate leave in this case) and, as a next step, to request that HR provides clarification on the actual state laws and whether there is an existing law that specifically would prevent the University from establishing a standalone paid parental leave.

Of related interest: UM has established a higher education union, and one of the issues mentioned was “lack of policy on family and parental leave. Wilkerson said Mississippi’s higher education only has the federal policy which says an employee can only take 12 weeks unpaid leave when many other universities offer some type of paid leave.”

UM Faculty, Staff Establish First Higher Education Union in Mississippi (November 26, 2018) by Talbert Toole

2. Compression and Inversion: I recommend the Senate Invite the Human Resources team to update us on where this stands. It is an issue that will not go away until addressed and we plan to keep raising it. The Administration has expressed agreement that this is an important issue, but so far, at least as far as we know, there has been no plan drawn up to indicate who is suffering from this and no plan to address it as funds become available. But ultimately lack of action on this may end up costing the University more as discouraged faculty at lower pay leave only to be replaced by less experienced faculty hired at current higher rates.

3. Equal pay for equal work. The Committee is not clear at this point what Human Resources is doing on this issue after an initial discussion at Senate retreat. The Senate should invite that office to update us on this critical issue. The Administration has expressed strong support for this on numerous occasions.

4. Gun policy: no update. The issue as previously reported is that USM apparently can expand the spaces it deems ‘non-public’ beyond what it already has, given that Ol Miss apparently has done so.

5. Air quality of workspaces at USM. No update.

6. Faculty Survey: Two Committee members have committed to design and distribute this as soon as possible.
8.0 Outside Committee Reports: No Report
9.0 Reports from Other University Advisory Bodies: No Report
10.0 Consent Items
  10.1 None
11.0 Unfinished Business
  11.1 Size and Composition of the Faculty Senate

- Tom Rishel presented the following proposal out of committee. Discussion followed. David Holt called for a vote. The vote was unanimous in support of the proposal with two abstaining. The committee will now organize a spring election for faculty senate.

December 21, 2018

USM Faculty Senate Election Committee Proposal for Re-structuring Faculty Senate Based on Current Academic Units and Faculty Census

See the attached spreadsheets for details of all data referenced in this report.

Section 2.1.3 of the Faculty Senate Bylaws states:

Section 2.1.3: The total number of senators shall range from 42 to 45 with representatives assigned by proportion of the total faculty members in the year of apportionment. Allotment of representative(s) shall be guided by the following principles: (1) insure geographical breadth and (2) insure each department with at least ten full-time faculty has one senator before any department has two senators.

According to the data provided to the committee by the USM Office of Institutional Research there are currently 622 full-time, permanent faculty at USM. This number includes associate deans and directors, as the holders of those offices are considered full-time, permanent faculty and are therefore represented by the senate even though they are not eligible to serve on the senate (i.e. representation and candidacy are determined via different criteria). Using a ratio of 1:15 senators:faculty (hereafter “faculty” refers to full-time, permanent faculty) yields a senate of 41 members, a figure close to the current size of the senate. This proposal aims to allot senators to the various colleges, academic units, and locations while following the guidance of the Faculty Senate bylaws and accounting for the new academic structure. Simply dividing the number of faculty in each academic unit (27 schools, university libraries, and the Center for Science and Mathematics Education) by 15 and rounding to the nearest integer results in a senate of 43 members. The obtained membership includes at least one senator for each academic unit except for the Center for Science and Math Education, which does not get one because this unit has only two faculty. While this simple apportionment provides appropriate representation for all academic units, it does not meet the requirement of the bylaws for geographical breadth.

Dividing the faculty by assigned location results in the following distribution:

<table>
<thead>
<tr>
<th>Locations</th>
<th>Faculty</th>
<th>Faculty / 15</th>
<th>Recommended Senators by Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>GCRL</td>
<td>13</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>GULF PARK</td>
<td>78</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>HBG</td>
<td>524</td>
<td>35</td>
<td>37</td>
</tr>
<tr>
<td>STENNIS</td>
<td>8</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Totals</td>
<td>42</td>
<td></td>
<td>44</td>
</tr>
</tbody>
</table>

The committee recognizes that the academic unit location assignments do not always fully align with actual work locations for all faculty in that unit, and we based recommendations below on available geographic assignments. The School of Ocean Science and Engineering, for example, is spread over four campuses, yet most of the faculty in that school (25 out of 29) are based at the Stennis campus (13) or GCRL (12). Based on the numbers and location assignments provided to the committee, appropriate geographical breadth would be met by allotting five senators to the
Gulf Park campus and one each to the GCRL and Stennis campuses. These additions would increase the senate size to fifty members but would also lead to a number of double representations, as faculty at the coast locations would be represented both by their geographic senator(s) and by the senator(s) of their academic units.

Considering that the entire faculty at Stennis and all but one faculty at GCRL are members of the School of Ocean Science and Engineering, the committee proposes to take the two positions allocated to the School of Ocean Science and Engineering and assign one to GCRL and the second one to Stennis. While this does leave one member of that school located in Hattiesburg and three at Gulf Park without geographic representation, the concerns of those faculty can be covered by the large number of other senators who represent the Hattiesburg faculty and the two senators assigned to the school for Stennis and GCRL. Similarly, one position each from the School of Biological, Earth, and Environmental Sciences, the School of Humanities, the School of Mathematics and Natural Sciences, and the School of Social Science and Global Studies are re-assigned to the Gulf Park campus. This proposal is justified by the fact that these units all have Gulf Park-based faculty and would retain two or three senators for the Hattiesburg campus under the proposed allotment. This proposed re-assignment thus helps address the issue of double representation noted above and provides the required geographical breadth while maintaining adequate representation for affected units on all campuses. Finally, the committee proposes adding one additional senator to represent the Gulf Park campus in order to meet the requirement of a balanced geographical breadth, thus bringing the total number of senators to 44. The five Gulf Park senators would be elected “at large” among all the faculty at the Gulf Park campus, considering the low numbers of faculty assigned to individual units. At large representation also provides the simplest and most flexible representation given the current uncertainty of the Gulf Park reorganization plan.

The attached spreadsheets provide details of all data referenced in this report.

Respectfully submitted,

Elections Committee, Faculty Senate
Tom Rishel, Chair
Eric Saillant, Member

11.2  (University) Faculty Handbook Committee Bylaws proposed changes
- David Holt indicated the committee is currently taking comments, but they are in procedural abeyance until further notice.

11.3  University Symbols and Mission Resolution
- Mac Alford reported his findings based on discussions with the Mississippi Department of Archives and History (Jim Woodrick). He provided some very relevant information:

1. He said that a committee that studies who should be honored on a building is always a good way to go. Diverse voices expressed in a report make it easy to see any rationale for changes and provides for adequate time for relevant feedback from difference constituencies.

2. He said that their agency has no authority over building names, only the structures and associated monuments themselves.

3. He said that there is a state law (Section 55-15-81 amended of the MS Code of 1972) that prohibits the re-naming of public buildings that are based on the names of veterans, including Civil War veterans. So, McCain was a veteran of WWII, so that building could not be re-named, according to the law. However, in an interesting twist, he said that the law doesn't provide for any enforcement, and one building has already been re-named (a
Jefferson Davis school was named to Obama school). A legislator has proposed legislation this session that would enforce that law. Here are the details:

http://index.ls.state.ms.us/isynative/UzpcRG9jdW1ibnRzXDIwMTIcm90ZGVhZFxoYlwwODAwLTA4OTlcaGIwODUyaW4ucGRm/hb0852in.pdf#xml=http://10.240.72.35/isysquery/irl2bf4/3/hilite

- Bob Press read the resolution from the December 2018 meeting about supporting the SGA initiative to research the naming of campus buildings. Kimberly Ward made a motion to table the discussion until the SGA put forth a resolution. Alan Thompson seconded. Voice vote was affirmative with one opposed.

12.0 New Business
12.1 None

13.0 Good of the Order

14.0 Announcements
14.1 Next Senate Meeting: March 1, 2:00 p.m., Union Hall of Honors with IVN to North Academic Building 125 (Gulf Park)
14.2 Next Staff Council meeting: February 7, 9:30–11:00 a.m., Trent Lott 207

15.0 Adjourn