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Meeting Minutes

Faculty Senate

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4-9-2013

**April 9, 2013**

University of Mississippi. Faculty Senate

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**Senators in Attendance:** Adam Smith, Ahmed Al-Ostaz, Allison Bell, Andrew Paney, Bahram Alidaee, Brad Cook, Breese Quinn, Brian Reithel, Brice Noonan, Carolyn Higdon, Chuck Ross, Daneel Ferreira, David Murray, Donna Davis, Erwin Mina Diaz, Jeff Roux, Jodi Skipper, Joshua First, Judy Greenwood, Karen Christoff, Leigh Anne Duck, Matt Long, Michael Barnett, Mike Mossing, Milorad Novicevic, Mitch Wenger, Mustafa Matalgah, Oliver Dinius, Philip Rhodes, Rahul Khanna, Robert Barnard, Robert Doerksen, Robert Holt, Ruth Mirtz, Seong Bong Jo, Tom Garrett, Will Berry, Yongping Zhu, Yunhee Chang

**Senators absent with prior notification:** Christian Sellar, Gregory Heyworth, Jason Solinger, Joe Sumrall, Latoya Brooks, Mark Dolan

**Senators absent without notification:** Allison Ford-Wade, Dennis Bunch, Lorri Williamson, Matthew Hill, Ricky Burkhead, Susan Allen, Susan Bennett

#### **Call Meeting to Order**

- **Approval of March 19, 2013 Minutes**
  - Moved
    - Seconded
    - Approved

#### **Senate Committee Reports**

- **Executive Committee**
  - University Ombuds Committee
    - will have Faculty Senate representative. Send any concerns, comments, etc. to this person.
- **Academic Affairs**
  - No Report
- **Academic Support**
  - No Report
- **Finance**
  - No Report
- **University Services**
  - No Report
- **Governance**
  - No Report

#### **Old Business**

**Faculty Excellence Task Force ([Initial Feedback](#))**

The UM2020 Strategic Plan called for charging a task force to review issues surrounding faculty excellence. The Strategic Planning Council is attempting to work with existing committees rather than charge and assign new task forces, unless necessary. It has reviewed this charge and believes that it or elements of this charge would be best handled by the Faculty Senate or one or more of its standing committees.

- **Develop a university-wide policy on the status and employment of non-tenure-track faculty**
  - Explore accreditation criteria for various Colleges and Schools instead of approaching a uniform policy
  - Develop School or College wide policies on the status and employment of non-tenure track faculty
  - Convene a task force to determine the appropriate upper limit for the percentage of faculty in non-tenure track positions
    - School or College dependent
  - Explore upper limits for credit hours taught by non-tenure track faculty
  - Include research obligations in consideration of status of non-tenure track faculty
  - Develop more methods for inclusion of non-tenure track faculty in faculty business
    - Breaking down hierarchies in the University
  - Develop pro-active hiring policies in terms of diversity of non-tenure track faculty

**Discussion from the floor:**

Q. Define excellence.

A. Sent to the Strategic Planning Committee

Q. When we are done with it, can it be referred back to us?

A. Send copy out tomorrow.

Q. Departments are working on status on promotion for non-tenure track. How will this be affected by University-wide policy?

A. Timing, fall much in the way as tenure-track faculty, University-wide, then departmental.

- **Develop incentive programs to encourage faculty productivity and reward success**
  - Develop systems to reward teaching more than presently rewarded
  - Quality of publications should have specific value attached to it
    - Quality over quantity
    - Compensate faculty for quality placement
  - Gather different definitions of merit that are currently applied in departments
    - Evaluate uniformity of definition
  - There is currently no mention of bonuses for grant generation to faculty
    - This should be accomplished through salary
  - Develop more substantial pool of incentive funds for Department Chairs to use in faculty career planning
    - Not necessarily tied to external funding
    - Explore incentive plan in place within the School of Pharmacy
  - Include “creativity” with “research” throughout Strategic Plan
  - Systematic evaluation of outreach and extension programs
    - Bring intellectual wealth of University to bear on societal problems

- Consider ways to balance expectations between teaching, research/creativity and service

**Discussion from the floor:**

Q. Could this be handled by the Office of Outreach and Extension?

A. The goes beyond the Office.

A. Policy on supplemental and extra funding, OMB circular A-21, being used by departments on campus. Encourage other schools to use.

- **Develop plans to define and adopt post-professorial titles**

- Compensate faculty who continue to be productive
  - Emphasize funding, not title
- Develop program to incentivize those with rank of full professor to embark upon targeted 5+ year projects

**Discussion from the floor:**

Q. Similar to Barnard Professorship?

A. Defined by the Foundation.

Q: Chancellor's drive to increase salary or drive and reward?

A. Balance between the two.

Q. Does University want to raise level of all faculty?

A. Benefits- done with tenure and promotion

- **Develop a proactive policy on counteroffers and dual career hiring**

- Clarify actual expectations and factors affecting the decisions regarding counteroffers
- Clarify what factors are considered in dual career hiring process
  - More transparency
- View spousal hires as recruitment opportunity to incentivize the University to potential employees (increase overall excellence by bringing in better qualified faculty)
- Consider more flexibility in spousal hires – creative structuring of spousal jobs and lines (e.g. split positions)
- Include same-sex couples in consideration of spousal hires
- Look into other incentives such as tuition waivers for spouses who wish to pursue further education

**Discussion from the floor:**

Q. Is it official policy to make counteroffers?

A. Generally no. There is no official policy.

**Comments:**

--More expensive to start over.

--Khayat started separate fund for counteroffers.

--Everything is about money.

--Retention of coveted faculty members, understanding with Administration, can be worked out.

- all being handled on individual basis, unspoken policy.
- Are we sending the wrong message? Indirectly encouraging faculty to look outside.
- Do we know what percentage of faculty is 55 or over? Retirement?

- **Develop proposals to enhance diversity and the intellectual environment for faculty (e.g., identify benchmarks or successful practices at peer institutions)**
  - Joint funds available to incentivize exploratory projects or research between departments
  - Identify what programs work at peer institutions to get faculty together to engage in “the life of the mind”
  - Reconsider “Diversity *in* the Intellectual Environment”
  - Identify disciplines that would interact well in an interdisciplinary environment (e.g. Public Policy, Entrepreneurship and Engineering)
    - Need top down support (administration) to show credible institutional commitment
  - Incentivize faculty to leave their discipline for a short period of time (one year), work in a different discipline, and then move back
    - Changing focus in this way can reinvigorate research by presenting a different point of view
    - Could be an alternative “sabbatical”
    - In addition to traditional sabbatical (every seven years)
  - Establish interdisciplinary educational programs (e.g. nanotechnology)
    - Establish research identities for these programs
  - Establish joint professorships (joint lines) between departments (e.g. history, criminology)
  - Set aside funding at the departmental level to assist faculty who wish to co-teach courses as part of their regular load
    - Should not count as an overload

**Discussion from the floor:**

--Strategic plan has low interest expressing interest in interdisciplinary work. Something needs to be pro-active.

--We have multi-disciplinary programs but they don't have research identify.

Q. Would University consider shortening sabbatical period?

A. IHL policy that we must follow.

- **Develop proposals to enhance the intellectual environment for faculty (e.g., reward collaborative work; develop a faculty dining facility, etc.)**
  - Create a faculty lounge where faculty could drink alcohol on campus (faculty bar)
  - Create a faculty lounge where faculty can plan joint service learning activities
  - Develop a grant for interdisciplinary conference participation/attendance (conference buddy)
  - Develop a system to inform colleagues of the work occurring in other departments
  - ORSP semi-regular reports
  - Faculty technology support for individual websites
  - University wide poster day
  - Weekly research & creativity briefs (include author, title, abstract)

- If a model is developed for this, encourage IHL to implement state wide to enable faculty to find collaborators amongst the state institutions

**Discussion from the floor:**

Q. What is focus? Talent bottom-up/rising stars?

A. Strategic planning deferred to individual colleges & schools.

**Comments:**

- Better way of communication.
- Collected under COS but available externally.
- Difficulty with websites – need help with profiles.
- Common or easy way to get departmental events, NOT UM Today.

- **Develop proposals to meet the nonprofessional needs of employees related to work/life balance (e.g., areas including child care and elder care, dual career support programs, newcomer transitions, and employee benefits)**
  - Full tuition waivers for children and spouses of faculty
    - Have these waivers cover tuition at all state schools in Mississippi
  - Cover La Bonheur hospitals in our insurance
    - It's hugely insulting to our families that we have one of the best children's hospitals an hour away that is not covered by our insurance
  - Subsidize family insurance
  - Presentation to the faculty about how 2014 will change our insurance (Affordable Care Act)
  - Continue to expand bus & alternative transportation offerings
    - Including the transportation to and from Oxford and branch campuses
  - Child-care facilities
  - Provide better financial advice during enrollment period for faculty from Ole Miss Human Resources staff
  - Reduce Turner Center fees for faculty
    - Helps promote health and vitality
  - Create a faculty exercise center
  - Turner Center memberships should provide the option to renew automatically
  - Reduce the cost of faculty parking
  - Individual overhead accounts should be flexible enough to cover parking fees and Turner Center memberships
  - Reserved parking stalls for faculty, twenty-four hours a day, seven days a week (renewable on a yearly basis)
  - Provide simple legal services (e.g. wills)

**Discussion from the floor:**

Q. What impact will bumping rate to 44%?

A. Negotiated every 4 years. We provide evidence to negotiate overhead rate.

- **Uncategorized**
  - Shorten the seven year waiting period between sabbaticals
  - Reduce the amount of extraneous required recruiting/administrative/volunteer efforts for faculty (e.g. orientation, writing letters to students)

- Define the role of faculty excellence with stake-holders (e.g. businesses, K-12 schools, non-profits, government)
  - Define the role of faculty in fund raising efforts
- Address accountability of heating/cooling issues
- Address accountability of IT products available to faculty
- Increase faculty diversity and retention
- Increase institutional support for research
- Increase institutional support for graduate stipends
  - Including full tuition waivers
- Explore specific methodologies to increase diversity in hiring and retention
  - Work with EO/RC to redraft procedures for faculty hiring
- Establishment of award for excellence in organizational stewardship for creating & sustaining resource conditions (e.g. financial, IT, physical and capital) for faculty academic excellence
- IT accountability for fixing broken computers faster
- Increase journal subscriptions in the library
- Convene a task force to determine the appropriate upper limit for the percentage of faculty in non-tenure track positions
  - School or College dependent
- Explore upper limits for credit hours taught by non-tenure track faculty
- Include research obligations in consideration of status of non-tenure track faculty
- Develop more methods for inclusion of non-tenure track faculty in faculty business
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**Discussion from the floor:**

--Proposals in Strategic Plan – re: Diversity and Retention – UM2020, may be worthwhile to look at plan to see if already there, maybe highlight.

**New Business**

Proposed resolution regarding Colonel Reb (see [Draft](#))

--Strike 2003 section

- **Move to strike**
  - **Seconded**

**Discussion from the floor:**

Q. Student groups have not asked?

A. Kimberly sent email with call for administration response.

**Comments:**

--Work with faculty member who wanted this.

--Show of support for ASB.

--They are our kids. We should show support.

--Two issues: 1) Colonel Reb is for students. 2) Was procedures followed?

--We need to back our students.

--Departmental discussion-most were against. Concerns with procedures.

- We don't understand what happened.
- We should get involved. It's a teachable moment.
- Timing-wise better they work it out.
- Based on procedural issues – we should strike mention of procedures.

**Motion to amend**

- o **Seconded**

- We should leave it in. Our resolution is to support what they are trying to do.
- Colonel Reb is an Ante-Bellum character- we should move forward.
- Leave in.

**Vote on amend:** 1 abstention, 0 for, 36 against

- Event driven reaction Look at broader.
- Not supporting resolution does not mean we support Colonel Reb.
- Moral obligation to support.
- Key to support act of judicial action
- Shouldn't consider this as only resolution to be mad.
- Our resolution is to support their efforts to remove Colonel Reb.
- Question of procedure, I must take to my department. Personally, I don't want Colonel Reb.
- Troubled by the behind-closed doors action
- The discussion is about students and what they did or did not do. Take that all out and take a stand that we want Colonel Reb out.
- Timing is bad. If we support their efforts & they were found improper procedure then we are on record as supporting what they did.

**Move to amend:**

- o **Seconded**

**Vote: 31 for, 2 opposed, 4 abstain**

**Vote to adopt amended Resolution: 31 for, 4 opposed, 2 abstain**

**Adjournment**

- Meeting adjourned 9:00