5-8-2018

May 8, 2018

University of Mississippi. Faculty Senate

Faculty Senate Minutes – May 8, 2018

Attendance:

Present: Jeff Pickerd, Patrick Alexander, Nancy Wicker, Brice Noonan, Brad Jones, Zia Shariat-Madar, Brenda Prager, Amac Dass, Aileen Ajootian, Tossi Ikuta, Byung Jang, Beth Ann Fennelly, Adam Gussow, Andrew Lunch, Jennifer Gifford, KoFan Lee, Zachary Kagan Guthrie, Vivian Ibrahim, April Holm, Evangeline Robinson, Alysia Steele, Stacey Lantagne, Dennis Bunch, Kimberly Kaiser, Cecelia Parks, Amy Gibson, John Berns, Sumali Conlon, Allyn White, Tejas Pandya, Sarah Wellman, Stephen Fafulas, Thomas Peattie, Mary Roseman, Chalet Tan, Meagen Rosenthal, Gary Theilman, Tim Nordstrom, Marilyn Mendolia, Christian Sellar, Younghee Lim, Roy Thurston, Mark Ortwein, Stephen Monroe

Excused:
Rory Ledbetter, Martial Longla

Absent: Chris Mullen Lei Cao, Ethel Scurlock, Antonia Eliason, Christina Torbert, Deborah Mower, Breese Quinn, Ana Velitchkova, Marcos Mendoza, Jessica Essary

- **Call meeting to order**
  - Called to order (6:00pm)

- **Approval of April 10, 2018 minutes**
  - Motion: Michael Barnett
  - Second: Vivian Ibrahim
  - All in favor

- **Dr. Jeffery Vitter (Chancellor): University update**
  - Searches:
    - General counsel search ongoing
      - About half way finished as of May 8, 2018
      - Hope to have a new general counsel named soon
    - General counsel search for UMMC to begin after the UM general counsel is hired
      - Idea to have them working together more closely going forward
    - UM will also be hiring an attorney specifically for athletics and compliance
      - NCAA issues should be addressed later this summer (July)
    - Alice Clark is retiring at the end of June (Interim Vice Chancellor for University Relations)
      - Changing the title to "VC External Relations"
      - Search for replacement to start this summer

        - Search for Chief Communications officer (Associate VC of Communications and Marketing) underway
            - Reviewing applications
        - Chief of staff Sue Kaiser retiring by the end of September
            - Job posting going out to various locations
        - Faculty meeting on Friday
            - Salary updates (2% salary pool) and enrollment (needs a boost)
    - Questions:
        - None
- **Dr. Noel Wilkin (Provost and Executive vice chancellor): Salary issues**
    - Budget
        - This is going to be a difficult budget year because are again facing another decrease in enrollment
        - IHL has been asked to approve a tuition increase
            - This will cover the hole in the budget caused by decrease in enrollment
            - Won't cover all of the other costs of running the institution
        - One-time money sources
            - Larry Sparks and Noel Wilkin spoke about converting one time money to permanent money to make the budget whole
            - This means a 2% increase in salaries
                - Despite decreased enrollment and no new money from IHL
                - And with no draw-back from departments
                - Allowed departments to use other money sources to go towards pay increases or other areas
    - Gender pay inequity
        - Follow-up to commitment from the Provost
        - Funds available to make changes to equity and pay increases to address this issue
        - Department chairs will be involved in the decisions
            - Set aside $100,000 to begin to address this and chairs to come up with plan/proposals to begin to fix this problem
            - Many chairs have been doing the hard work of looking at their staff to begin this process
        - Deans asking questions and debating what gender pay-equity means and how to achieve it
        - This is not the end of the discussion
        - There will be a consultant coming to campus to help chairs and deans with this issue
    - Questions:
        - Q: Now that we have recognized the problem with gender pay equity, and understanding that it is illegal, when do we decide that going forward everyone gets the raises?

        - A: I am trying to overlay this onto who gets to be the group to make this decision. We have not totally answered this question yet.
            - F/U: The library was not covered within the initial survey and while I am not the most egregious case of this, but I would like my money. Will my pay raise count from this point in time?
                - R: This is a complicated issue without question. And it is difficult to say how this will work going forward.
- Q: What kind of support will chairs be receiving in evaluating this information and their current circumstances?
    - A: I've seen that happen differently in different departments. Some new chairs evaluate with fresh eyes and starting the evaluation at this point in time. We can talk to the consultant about this issue. My first reaction is to evaluate based on performance now, but that is easy to say, not necessarily to do.
        - F/U: I appreciate that perspective, but I wonder whether or not they should have had bigger raises in the past when there were no raises.
- Q: What about comparing people across departments?
    - A: There are multiple levels of this. In round one we are going to compare people within the same positions, because it is a little easier. We are running into the same problem on the staff side. We may even begin looking at departments outside of the university. There are certain professions like pharmacy that already have this information, but that is not the same for all disciplines. We may have to begin to develop a comparable list ourselves.
- Q: Is there any discussion about what to do to prevent these issues going forward?
    - A: Step one is to hire competitively on the front end. And having this discussion will help bring that to light.
        - F/U: Will there be any training for chairs and deans going forward?
            - F/U: I agree that this will be an issue. We have policy specifically to things like maternity leave. It will take some sensitivity. This will also require conversations with faculty as they are responsible for drafting the tenure and promotion policies. We will need buy-in from all of these groups.
- Q: Do you have any guidance on replacement hires when one person negotiates and the other doesn't?

                - A: I have seen chairs make the same offer to the non-negotiating person. The provost's office and dean may help identify issues within the culture to address that.
            - Q: One of the major issues is wage compression, what kind of advice is being shared with the chairs about how this impacts the rest of the faculty? Are chairs prepared to balance being competitive in the market and attending too all of the other important issues related to the rest of the faculty?
                - A: Some are better at dealing with this issue than others and all could probably use some additional guidance in this area. Chairs have a difficult job managing, administering, and leading. We have developed a chair and department head workshop to begin to address this issue.
                    - F/U: An observation I have had that there is an HR void for negotiating and contract development.
                        - R: We have covered that in a previous workshop, but it is an issue that will need to come up again.
            - Q: A lot of this depends on talking with a sympathetic chair who is willing to work with you. But what do you do when your request falls on a deaf ear?
                - A: My policy has always been that these issues need to go through chairs and deans before the Provost's office gets involved. But I am happy to be involved in those discussions to help problem solve.
            - Q: Can we ensure as this committee is built that we have some female representatives, as there are not very many women in upper administrative positions?
                - A: That is certainly an issue and we will certainly think about that going forward
    - Searches:
        - Four active searches
            - Not going to finish interviews before faculty leave for the summer
            - In 3 of four positions they will continue to fill the pools and hold the first round of interviews in August and in person interviews in the fall
            - Engineering dean search is continuing

- **ASB faculty senate liaison – Introduction**
    - Reagan Moody will serve as the ASB liaison to the faculty senate. She will be joined by Elam Miller (President) and Tom Fowlkes (Executive liaison)
        - The idea behind this will be to ensure that everyone is within the loop of communications with respect to shared governance on campus

- **Committee reports**
  - Academic Instructional Affairs
    - Nothing to report
  - Academic Conduct
    - Nothing to report
  - Finance & Benefits
    - Nothing to report
  - Development & Planning
    - Nothing to report
  - Governance
    - Nothing to report
  - Research & Creative Achievement
    - Nothing to report
  - University Services
    - Nothing to report
  - Executive Committee
    - Meeting with candidate for general counsel Wednesday and Thursday this week
- **Old business**
  - **Motion: Christian Sellar. Bring tabled motion of Bylaws revision off of the table.**
    - Second: Vivian Ibrahim
      - Discussion:
      - Motion: Brice Noonan – delete definition of eligible faculty and move it into the constitution
        - Second – Christian Sellar
        - Discussion
        - The way that is currently stands a rouge senate can change the definition of who counts as eligible faculty without input from the larger faculty across campus
        - Vote: All in favor
      - Motion: Brice Noonan

    - Adding some text to more clearly outline how to count faculty for the census: i.e. defining FTE
    - Second: Tossi Ikuta
    - Discussion:
    - Q: Where does southern studies count?
        - F/U: Croft is also not counted
        - R: In calculating the census those groups do not count technically as departments. There are a lot of groups that don't fit neatly. There are about 20 FTEs that can't neatly be placed. In the EC we discussed that when the census happens the EC will contact each of those people and let them know that we as the EC represent them. If they have a problem they can come directly to us.
            - F/U: IREP counts you as the first title you have.
    - Vote: All in favor
- Motion: Brice Noonan – move election cycle table from constitution to bylaws with edits
    - Second: Christian Sellar
    - Discussion
    - Vote: All in favor
- Motion: Brice Noonan - adjust section numbers so that they are consistent within the document
    - Second: Christian Sellar
    - Vote: all in favor
- Motion: Brice Noonan – adjust duties of chair and co-chair, adjust language to remove senators who have 4 unexcused absences
    - Second: Christian Sellar
    - Discussion:
        - Motion - Michael Barnett removed "unexcused"
        - Second – Amy Gibson

        - Discussion:
        - Q: If someone goes to the trouble to getting an alternate, can't they still represent?
            - A: We have 9 meetings a year, if you miss 4 of them you are not representing your department
    - Vote:
        - In favor: 32
        - Opposed: 9
    - Vote: all in favor
- Motion: Brice Noonan - Adjust chair and co-chair duties to meet with chairs of other shared governance bodies
    - Second: Christian Sellar
    - Discussion:
        - Q: Did you think about changing the wording to make the meetings based on percentage?
            - A: There are no meetings of these chairs currently. The idea of no fewer than three idea is to set up times to meet at the beginning middle and end of the year. I don't want to set specific dates. The ASB election cycle varies dramatically every year.
        - Q: Are the other organizations codifying these changes as well?
            - A: Yes, not this evening, but they will be.
        - Q: Is there someone charged with calling this meeting?
            - A: As long as one of us "has to" do it, someone will track them down to hold the meetings
                - F/U: That's why I asked the earlier question because the

GSC has traditionally been hard to track down

- F/U: Can we change the wording to insert “scheduled” meetings then you don’t necessarily lose face, or fail at your duties.
- F/U: There is some lee-way in how I interpret these additions that doesn’t necessarily mean I have to meet with them all at the same time.

- Motion: Christian Sellar - To insert “scheduled”
  - Second: ??
  - Discussion:
  - C: I like the intent of the statement, I like the language less.
  - Vote: All opposed
- Motion: Stacy Lantange – to make best efforts to participate with the chairs of each of the other bodies.
  - Second: Mary Roseman
  - Discussion:
  - Vote:
    - In favor: 30
    - Opposed: 4
- Comment: My rational for this happened when the issue of “sanctuary cities” came up from ASB I had to scramble to see what they were thinking. If I had known about this earlier it might have been handled differently.
  - F/U: I agree with the intent, I am just not sure that it needs to be codified in this document. Rather than trying to front load the policy, perhaps we can get the practice

going and then it becomes part of institutional memory.
                - R: I think that is a nice idea, but at the end of tonight there could be a new chair who doesn't feel this way or gets too busy and these meetings don't happen.
            - Vote:
                - In favor: 39
                - Opposed: 6
    - Vote to approve all of the changes made to the bylaws and will only come into effect if the constitution is approved, which will not happen until the fall
        - Question: There is a meeting on Friday, we can't do this?
            - A: We need to give them a week to turn the vote around
    - Vote:
        - In favor: 43
        - Opposed: 1
- **Motion (Amy Gibson): Remove tabled motion of revised Constitution from the table.**
    - Second: Christian Sellar
    - Discussion
        - Motion: Brice Noonan - Insert definition of eligible faculty from bylaws
            - Second: Cecilia Parks
            - Discussion:
            - Vote:
                - In favor: 43
                - Opposed: 1
        - Motion: Brice Noonan – Define FTEs
            - Second: Christian Sellar
            - Discussion
            - Motion: Andrew Lynch – Move to add "other" to better define faculty members

- Second: Vivian Ibrahim
- Discussion:
- Q: What is the difference between full-time budget listed and 1 FTE?
    - A: I think the difference is between who can serve versus who is counted as part of the senate.
    - F/U: I feel like this paragraph leaves out the very people we are trying to include as part of the senate.
        - R: This is about the census count.
- Q: What about temporary faculty members that teach four classes that aren't budget listed?
    - A: Let's deal with Andrew's amendment first.
- Vote:
    - In favor: 18
    - Opposed: 25

- Motion: Andrew Lynch – Additional faculty members will be counted as follows: Those teaching four or more courses a semester will be counted as 1 FTE, and those teaching fewer than four courses per semester will be counted as 1/3
    - Second: Christian Sellar
    - Discussion:
    - Q: The word additional doesn't seem to fit? Did we decide that non-budget listed faculty work?
        - A: I think it could work if we clarified that to "non-full time budget listed"
    - Vote:
    - In favor: 38
    - Opposed: 1

    - Q: Can you speak to why people who are 1 FTE can't serve on the senate?
        - A: Here administration is excluded because their interests do not necessarily align with faculty. Visiting faculty and artists/writers in residence are not allowed to serve based on the vote from the previous meetings discussion.
    - Vote:
        - In favor: 42
        - Opposed: 1
- Motion: Andrew Lynch – departments should have no more than four representatives
    - Second: Tossi Ikuta
    - Discussion:
    - Comment: This will enable a nice balance between those departments on campus that are large get adequate representation, while not overruling the smaller departments
        - Comment: I disagree
    - Question: How many FTE would be needed to get to 5 senators?
        - A: you would need 73 FTEs
    - Vote:
        - In favor: 32
        - Opposed: 9
- Motion: Brice Noonan – the election cycle is detailed in bylaws and remove reference from constitution
    - Second: Tossi Ikuta
    - Discussion:
    - Vote:
        - All in favor
- Motion: April Holmes – based on the reading of the last sentence of the constitution and inserting a sentence in article two stating that we will report to the larger faculty

        - Second: Adam Gussow
        - Discussion:
            - Q: Have we adequately defined faculty?
                - A: Yes in the previous section
        - Vote:
            - All in favor
    - Vote:
        - In favor: 44
        - Opposed: 0
- **New business**
    - Election of officers
        - Chair
            - Brice Noonan - Nomination – Christain Sellar
                - Second – Vivian Ibrahim
                - Vote:
                    - All in favor
        - Vice-chair
            - Stacy Lantagne – Nomination – Vivian Ibrahim
                - Second – April Holm
                - Vote:
                    - All in favor
        - Secretary
            - Meagen Rosenthal – Nomiation - Vivian Ibrahim
                - Second – Tossi Ikuta
                - Vote:
                    - All in favor
- **Motion to adjourn**
    - Vivian Ibrahim
    - Adjourn 7:57