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Meeting Minutes

Faculty Senate

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5-7-2019

**May 7, 2019**

University of Mississippi. Faculty Senate

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## Faculty Senate MINUTES – May 7, 2019

- **In Attendance:** Brad Jones, Caecilia Parks, Cole Stevens, Dennis Bunch, Evangeline W. Ivy, Jeff Pickerd, Jennifer Gifford, Jeremy Clark, John Schuesselin, KoFan Lee, Kyle Fritz, Marilyn Mendolia, Meagen Rosenthal, Nancy Wicker, Phillis George, Robert Van Ness, Simone Delerme, Tess Lefmann, Thomas Peattie, Vivian Ibrahim, Lei Cao, Breese Quinn, Brice Noonan, Aileen Ajootian, Andy Cheng, Stuart Haines, Brenda Prager, Chris Mullen, Byung Jang, Stacey Lantagne, Fei Lan, Susan Allen, Cong Feng, Stephen Monroe, Kristin Rogers, Saim Kashmiri, Chalet Tan, John Berns, Mary Roseman, Le'Trice Donaldson, Beth Ann Fennelly, Ana Velitchkova, Carolyn Higdon, Laura Prior
  
- **Substitutions:** Robert Van Ness (Kathleen Fuller), Sara Wellman (Corina Petrescu), Michael Barnett (René Pulliam)
  
- **Absent:** April Holm, Kimberly Kaiser, Tamara Warhol, Amal Dass, Cristie Ellis, Matt Bondurant, Zachary Kagan Guthrie, Sumali Conlon, Tejas Pandya, Roy Thurston,
  
- **Call Meeting to Order**
  
- **Approval of April 9 2019 Minutes**
  - Motion: Vivian Ibrahim
  - Second: Brad Jones
  - Vote:
    - All in favor
  
- **Dr. Noel Wilkin (Provost and Executive Vice Chancellor):** Dr. Wilkin will speak of the ongoing work of the University to address gender pay gaps.
  - Gender pay equity study was conducted and during the following budget planning cycle we included directions to consider gender pay inequity adjustments from chairs and deans
    - 40 faculty were identified on campus
  - \$100,000 set aside
  - Got just over \$200,000 in requests – all requests were covered
  - After that we set up some systems to help track and make adjustments to the program going forward
  - This process led to the realization that we need to have some consultants comes in to help us with this process
    - Dr. Donna Strum is leading this project

- There were two bids and the winner will provide the analysis of metrics collected and also provide some guidance for how to use and apply the findings
  - The contract is currently with the office of general counsel
  - This work will begin over the summer
  - We will also be convening a task force to help guide this process and also report to the larger university committee
    - The committee will be comprised of representation from across the campus
  - Campus wide announcement to be sent out later this week
  - It is also important to note that there is an educational strategy across the campus to learn how to do this effectively and fairly
- Questions:
- Q: Did you say the name of the consultancy group?
    - A: AON – But I will double check
  - Q: Chairs, who are the people that make these decisions, are not all making these decisions in the same way, what are your thoughts on best practices, and what is your offices’ thought on this?
    - A: I believe that all departments are using a strategy for this process, however, not all strategies are equal. And this is layered over the fact that IHL doesn’t allow across the board increases. They demand merit-based increases. We also have diverse range of department sizes. All of that said we have not dictated a strategy for all departments to use. Dr. Strum has begun developing a database of strategies being used and helping departments choose an approach that is defensible. I think that a rubric of some sort is useful, and that faculty should be told what those measures are.
  - Q: Will additional proposals be solicited going forward for addressing pay inequities?
    - A: Yes, we are waiting on some information from the consulting company. I am also aware of some instances that have been brought forward from departments so that we can try and find a way to solve the issue.
- Comment: I (Brice) have also encouraged Noel to encourage a mechanism through which faculty can self-identify themselves for these considerations. Also keep in mind the idea of “time in rank” when consulting with your faculty members.

- **Committee Reports**

- Academic Instructional Affairs (Corina Petrescu)
  - No report
- Academic Conduct (Vivian Ibrahim)
  - No report
- Finance & Benefits (Phillis George)
  - No report
- Development & Planning (Mary Roseman)
  - No report
- Governance (April Holm)
  - No report
- Research & Creative Achievement (Thomas Peattie)
  - No report
- University Services (Brad Jones)
  - No report
- Executive Committee (Brice Noonan)
  - The Emeritus faculty policy revision went to CAC and there were some questions, so it is going back to committee for additional changes. One issue that came up during the EC meeting was whether or not this title should be honorific or automatic. There was some argument for it being honorific, but this will necessitate review committees etc...
    - Q: Could you clarify if it is automatically conferred or does it have to requested?
      - A: The Chair has to click a button on the form 3 form for retiring faculty and determines if that person is eligible. And this can be tricky if there is a lack of equal application of the interpretation
    - Q: Do you have to be of retirement age to get this?
      - A: The present language states that you have to eligible for retirement under PERS and have worked here for at least 10 yrs.
        - F/u: Is that likely to change?
          - R: I am not sure about that, but requirement is 55 years of age and 10 years of service.

- It is also clear in some instances that some departments are treating “Distinguished professor” title as just the next step in the promotion ladder, rather than a recognition of outstanding research, service, and teaching. The language in the policies is being worked on to clarify this issue.
    - Standing committees – most are 1-year terms
      - If you want to stay on in these roles, please let Brice know
- **Old Business**
  - Consideration of previous motion to amend Faculty Senate Bylaws
    - Motion: Vivian Ibrahim
      - To consider the proposed amendments to Faculty Senate Bylaws
    - Second: Stuart Haines
    - Discussion:
      - Propose an amendment: Michael Barnett - I propose that the department will determine which senator will relinquish their position
      - Second – Kyle Fritz
      - Discussion – I appreciate the idea that departments should have a say, but I wonder if this would result in some faculty member having hurt feelings.
      - I share your concerns and I think that’s why we should do it
      - Vote:
        - In favor – 23
        - Opposed – 13
      - Comment: This draft of bylaws has not been updated to take out Library’s second seat
        - R: Same with history
        - R: Also applies to Music
      - Question: Since this table will be constantly changing every year, is it something that needs to be in the bylaws?
        - A: I had thought about that since everyone is being elected to three-year terms, we could get rid of it, but that would rely on the chair to remember and calculate that.



- All in favor

- Comment: Thank you Brice for being chair for the past three years we appreciate all of your efforts and time.

- **Adjournment**

- Motion to adjourn:

- Meagen Rosenthal