

**Minutes of Faculty Senate Meeting**  
**Thursday, August 29, 2013**  
**SUB Ballroom A, ULM Campus**  
**12:30 – 2:00 p.m.**

* indicates excused absence; Name/Name indicates Moved/Seconded
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**Senators Present:** Anderson, Caldwell, Craighead, Cumming Strunk, Dagley, Frye, Giles, Gissendanner, Jackson, Lasiter, Niemla, Stockley, Sylvester, Vangelisti, Wiedemeier, White

**Senators Absent:** Bray, Hill\*, Pope, Wilson\*

**Special Guest:** Fred Baragona, CRC, CRA Director of Human Resources.

**Handouts circulated:** Electronically circulated documents included the Agenda for FS August 29 meeting, the Draft of FS Minutes for the April 18, 2013 meeting, the Draft of an Appendix to the FS Minutes for the April 18, 2013 meeting, FS Roster for 2013-2014, FS Committee Assignments 2013-2014, Faculty Handbook Revision Request, Request for FS recommendations for select committee assignments, Dr. Pani's request for feedback on the operating principles of Academic Affairs, the Criminal Background and Financial Credit Check Policy and Procedures and President Anderson's response, and the New Employee Orientation Policy.

President Anderson **called the meeting to order**, at 12:32 p.m.

Secretary Cumming Strunk **called the roll**.

The **Minutes of the FS March 14** meeting were **reviewed**. Minor changes were noted. The minutes were accepted by email vote on May 14, 2013.

**Agenda Items:**

- The motion to **accept the appointed senators** passed (Sylvester/Giles).
- Senator Hill's absence was noted. Senator Frye has been asked to get a card. Secretary Cumming Strunk will deliver it to Senator Hill.
- The motion to accept the **minutes from the April 18 FS meeting** as written without the President Bruno section as a separate appendix passed (Sylvester/Jackson).
- **Nominations:**
  - Senator Stockley was nominated for FS President (Sylvester/White). He accepted the nomination. Senator Gissendanner was nominated for FS Secretary (Sylvester/Jackson). He accepted the nomination. Senator Giles was nominated for secretary (Cumming Strunk). She politely declined the nomination.
  - A motion to approve Senator Stockley as FS President passed (Giles/Frye). A motion to approve Senator Gissendanner as FS Secretary passed (Sylvester/Weidmeier).
- Committee Assignments were reviewed.
- The Committee Selection Committee has been charged with filling seats on the following committees: *the Academic Appeals Committee, the Electronic Learning Committee, the General*

*Education Assessment Committee, the Information Technology Steering Committee, the Premedical/Pre dental Advisory Committee, the University Advising Committee, and the University Library Committee.*

- There was a discussion of ULM budget issues, the most recent development being the “Academic reorganization draft” that was distributed as early as August 27 to the faculty.
  - The ad hoc Administrative Structure Committee met this week. Senators Sylvester and Niemla were there to represent the Faculty Senate. They gave the highlights of this meeting.
    - This was an introductory meeting where the “Academic reorganization draft” was presented. They will be doing away with the “Colleges” in favor of “Faculties.” This structure was designed to save faculty members and programs. There will be no deans and no department heads.
    - We will move from 5 “Colleges” to 3 “Faculties” each headed by an “Assistant VP” instead of a “Dean.” Within each Faculties, there will be subdivisions called “Schools” each with a “Director.” Within each School, there will be “units” formed from our departments.
    - Nothing is currently set in stone; this is merely a draft.
    - The deans are to have their proposals submitted by October 1.
    - This committee will meet weekly. Please forward any concerns or comments to Senators Hill, Niemla, and Sylvester or to your dean (via email).
  - Comments from the general Senate.
    - Not all the deans were notified about this version of reorganization.
    - This restructuring is rumored to save between \$350,000 and \$400,000 per year. Half of the savings will come by cutting 20 secretaries. Clearly, the quality will decrease.
    - In the corporate world, an “Assistant VP” has a higher salary than our deans do. These positions are often very powerful. Questions were raised if there would be national searches or by appointment.
    - The naming of the positions is very important. “VP” and “Dean require a national search. “Assistant VP” and “Assistant Dean” means there is no need for a national search. While this may be necessary in the short term, a failure to do national searches is problematic at all levels in the university.
    - The term “Faculties” from the European model is misused here. It should be “Faculty of \_\_\_\_\_,” not “Faculties of \_\_\_\_\_”. “Faculties” are the powers or capacities possessed by the human mind. Universities in Western Europe only use "Faculty of..." with departments under that. So not only is the term "faculties" incorrect, but if we are following that model it would not be faculty/school but faculty/department.
    - A lot of the names should be changed. Some of these school names do not fully represent our programs, e.g. “School of Teacher Education” and “School of ?”
    - Only 19 universities in the U.S. that have "School of Teacher Education" under “College of Education.” There are no universities/colleges in the U.S. that use the term "faculties" that this senator and colleagues could find. They were unable to find any schools in the U.S. using the "Faculty/School/Department" model.

- Dr. Pani mentioned that showing the community the state of the university is supposedly our first priority. What is being done to show this to the community? The answer from a committee member: they did not address it. The community could not grasp that the Guide plant was going to close until it did.
  - The ad hoc Increasing Collaboration Committee has been looking at productivity metrics. An example of the changes involving collaboration with respect to the tenure and promotion policies.
  - The ad hoc Workload Committee mentioned that there will be another round of Program Priorization after the Reorganization.
  - Senator Sylvester remarked that Pharmacy will go through accreditation next month and will be cleared for 6 years after that. The Health Sciences senators have high accreditation standards. Medical Laboratory Science will come up for accreditation in 1.5 years.
  - There were calls for a statement or a resolution for or against this draft. Senator Niemla was asked to start a discussion thread on Moodle to work on a resolution. There was also a request of the Faculty Welfare Committee to look at a resolution.
- The next Academic Affairs talk is Thursday, September 12 at 1pm in the Student Center 161.
- The Faculty Handbook needs some work. Ms. Sewell has asked us
  - to change the faculty office hours clause to say “Deans have the discretion to adjust office hour for special circumstances upon faculty request.”
  - to include the policy for the ULM Foundation Awards for Excellence.
- The ad hoc Faculty Workload Committee members reported on their meeting.
  - The faculty suggested the current policy is good. Dr. Pani asked them to revisit it.
  - The goals for the Faculty Workload Policy.
    - meets ULS policy.
    - balances protection of faculty and fiscal realities.
    - recognizes discipline specific missions and individual strengths.
    - is comprehensive of faculty types.
    - is manageable within university administration structure.
- Special guest Fred Baragona addressed the FS at 1:30pm to discuss the New Background Check Policy and Procedures.
  - Some revisions to the Background Check Policy have been made since the FS Executive Council reviewed the document this summer. He has incorporated comments from FS, Staff Senate, the President’s Council into the final copy, and it has been reviewed by legal counsel.
  - 87% of companies do background checks. It
    - reduces violence in the workplace
    - ensures safety on-campus
    - complies with certain laws
  - All new employees will have background checks. Any employee who is promoted or transferred to another department will have a background check, if one has not been done in the previous 12 months. Also high security positions such as financial, computing, and those

working with a high volume of cash (ask Kirby Campbell to clarify what is a “high volume of cash”) will also have a credit check.

- Any time credit or background checks result in non-employment or non-promotion, the person will get a copy of the credit or background check to dispute such claims.
- Only convictions will be considered and then by nature, security threat, date, and relevance to position. Credit checks will only be used to help make an informed decision including bankruptcies and other issues.
- All new employees will be required to go through New Employee Orientation within 90 days.
- This May, then President Sylvester and President-Elect Anderson presented a report listing ULM’s strengths and weaknesses to the ULS. The report outlined that faculty and students are the heart of the university and should be the last to go. They noted that ULM is in the middle of the pack of the ULS rankings of how many months ULM could survive without state funding or tuition.
- No old business
- New business
  - There was a request to look into the changes in parking. President Anderson requested that the Faculty Welfare Committee review the changes.
  - Drs. Bruno and Pani have discussed the communication issue. Dr. Pani is going to walk around campus and talk to people once a week for the foreseeable future.
  - This year is the 40<sup>th</sup> anniversary of the Faculty Senate. This calls for some kind of celebration.

The meeting was adjourned at 1:58 pm.

Respectfully submitted,  
Christine Cumming Strunk, Faculty Senate Secretary

(Thank you to all the senators who have helped me compile these minutes.)