

DEPARTMENT OF ECONOMICS, FINANCE, AND INTERNATIONAL BUSINESS
UNIVERSITY OF SOUTHERN MISSISSIPPI

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M E M O R A N D U M

To: Harold Doty, Dean
From: George Carter, Chair *George Carter*
Copy: Department Faculty
Subj: Department Personnel Committee Election
Date: September 19, 2006

The Department faculty met at 12:30pm on Tuesday, September 19, 2006. Present were: Carter, Clark, Dakhli, Green, Gunther, Haggard, Hood, King, Klinedinst, Lambert, Lindley, Marvasti, Mixon, Monchuk, Niroomand, Nissan, Salter, and Sawyer. Niroomand had written proxies for Malik and Shi.

Carter called the meeting to order and read the following prepared statement:

The 45 Minutes document showed us that certain individuals are writing about public faculty information in an uncomplimentary, derisive, and hurtful manner. The question rises, therefore, about what those individuals would write should they obtain private faculty information. Consequently, I have seriously reviewed my responsibility for protecting private faculty information (such as your annual evaluations, student and parental complaints, and other sensitive material). Much of this sensitive material is known only to me as chair. When I resigned as chair before, I disposed of it, and I will dispose of what I have when I resign as chair this time.

The election of an Option 2 Department Personnel Committee (a committee of two faculty members plus the chair) means that I must now release private faculty information to additional individuals. I am concerned about wider dissemination so I consulted the University Counsel. His opinion is that the Faculty Handbook policies require me to release such information to Option 1 and Option 2 committee members, and I will do so.

In addition, the Faculty Handbook policies require an independent assessment by the chair on Annual Performance Reviews, regardless of option. I will be most comfortable if my independent assessment is prepared independently of the Committee. I, therefore, resign from the Option 2 Committee. This leaves the Department Personnel Committee without the required chair member.

The University Counsel's opinion is that, with my resignation, the department faculty must now explicitly address the Department Personnel Committee choice. Since Option 2 (two faculty members plus the chair) is not a choice, the faculty must choose between Option 1 (three faculty members) and Option 3 (chair only).

Lindley moved, Mixon seconded, that the faculty not vote on an option committee until it received a written opinion from the University lawyer. The motion failed with 5 votes for, 14 votes against, and 1 abstention.

Mixon moved, Lindley seconded, that the results of the motion above be reported to the Faculty Senate and AAUP. Motion failed with 7 votes for, 9 votes against, and 2 abstentions.

The faculty then voted to elect a Department Personnel Committee. On a vote of 8 for Option 1 (three faculty members), 11 for Option 3 (chair only), and 1 abstention; the Department faculty selected Option 3 (chair only) as the Department Personnel Committee for academic year 2006-2007.

The meeting was adjourned.