

## **ROBERT HOLLAND FACULTY SENATE UNCORRECTED MINUTES OF NOVEMBER 12, 2010**

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in the Coskrey Auditorium at 2:00 p.m. on Friday, November 12, 2010.

Members absent and excused were: Michael Berk and Gregg Munshaw.

Members absent were Ioana Baniscescu, David Nagel, and Keith Walters.

The meeting was called to order by the Senate President, Hart Bailey.

The minutes of the October 8, 2010 meeting were approved.

### **GUESTS**

#### **DR. MARK KEENUM, PRESIDENT**

Dr. Keenum recapped the 2010 year's accomplishments and changes such as the development and implementation of SCEI recommendations, the successful retirement incentive, the development of the Benchmarking Committee, the beginnings of a strategic plan for the university.

Dr. Gilbert was named Provost and Executive Vice President; Dr. Shaw, the new Vice President for Research and Development; Mr. Don Zant was selected as the new Vice President for Budget and Planning; Mr. Stricklin was named the new Athletic Director; and Dr. Jackson will assume the new role of Director of Extension Services in January. Also, a search has been initiated for the new Dean of the Shackouls Honors College.

MSU had an all-time record number of students enrolled: 19,644.

The Board of Trustees has granted approval to build a parking garage, and the renovations of Lloyd-Ricks Watson and Harned Buildings are being completed. The newest residence hall was opened this fall. A housing committee has been formed to determine future needs and plans for housing on campus, and a master plan for campus is in the process of being created.

Fundraising has been successful this year; over \$65 million in gifts were received. The StatePride Initiative raised over \$44 million in this first year. The Riley Foundation has greatly helped to renovate the Riley Building on the Meridian campus, has donated the Barry Building which will become the location of the Business programs in Meridian, and has helped the Foundation to generate scholarships for students from that area.

Additionally, in the area of research, MSU had a growth of external dollars to \$202 million in FY10 to over 1,200 sponsored research projects. MSU has been selected for the 2<sup>nd</sup> year to the President's Higher Education Honor Roll and to the top 20 Most Veteran Friendly Colleges in the nation. Again, Kiplinger's personal finance magazine has named MSU in the top 100 Best Values of Public Colleges. The Maroon Edition common reading program was successful again using the book, *Three Cups of Tea*. The Alumni Association has announced record active membership this year, and the Football team is currently ranked in the top 20 in the nation.

Dr. Keenum said that MSU has some interesting times in the year ahead. Our state economist says we are technically out of a recession, but it may take years for Mississippi to recover. With next year being an election year and Gov. Barbour's last year, he wants establish a reserve fund of 2% of the budget to assist the next administration. Additionally, all state agencies were called to submit a plan

on how they would operate without stimulus monies in FY12. Our plan generated by the SCEI has already been approved by the IHL Board.

Dr. Keenum plans to spend time with members of the House Ways and Means Committee and the Senate Finance Committee to ensure that we get the resources we need for facilities and maintenance. His number one priority is to get the final bond money to initiate renovations on Lee Hall, and his second priority is for new classroom space on campus and new classroom space for the College of Veterinary Medicine and Animal and Dairy Science.

He wants to expand our campus and recognize that we need to increase faculty ranks as well.

Dr. Keenum concluded wishing the faculty a safe holiday season and thanking them for their time and effort this year in the Faculty Senate.

### **DR. JEROME A. GILBERT, PROVOST AND EXECUTIVE VICE PRESIDENT**

Dr. Gilbert said he met with the Information Technology Task force, which was formed from SCEI recommendation #39, and whose charge is to look at possible consolidation and coordination of information technology on campus, the feasibility of creating a Chief Information Officer, and the possibility of unifying campus e-mail.

He had the opportunity to meet this week in two open forums with faculty about his idea to create class of Faculty members: Instructional Professors. He said the dialogue was great and appreciated the good ideas and opinions expressed.

He is in the process of forming a new standing committee on Work and Life Balance. This committee will address issues such as child care, family leave options, spouse and partner employment, community and cultural affairs, and faculty and staff retention.

In one of the Center for Teaching and Learning: Meet the Provost Sessions, the issue of Permanent Residence as it relates to Tenure came up. Our previous General Council had made a ruling on what the eligibility requirements were for someone who did not have citizenship to receive tenure. After looking at IHL Board policy and talking with IHL members, a new policy will be proposed for approval a new process where in order to apply for tenure and promotion, you would need to be in the process of applying for permanent residency. The application for promotion and tenure would be considered and a ruling would be made as to whether tenure would be granted or not. If the ruling is positive, the applicant would be notified and promoted but the awarding of tenure would be held until permanent residency is established.

In the IHL System Annual Report on Faculty Tenure, a question was raised by Faculty Senate Executive Council about the number of individuals that received tenure. The actual numbers in the report look confusing because of how IHL asked for the data. It does not account for individuals that left the university, those who received tenure earlier because of credit towards tenure, or individuals that had their tenure clock stopped and would receive tenure in the next year. Dr. Gilbert's office found that 98% of faculty members that applied received tenure in the 2003-2004 hiring year. Dr. Gilbert is working on a complete report to submit to the Faculty Senate in December or January.

### **MR. SCOTT STRICKLIN, ATHLETIC DIRECTOR**

Since becoming Athletic Director six months ago, Mr. Stricklin is sensitive to Athletics being separate or apart from the university, but his intention is to be a unit that is a part of the whole that creates great experiences centered on the university.

The Athletic Department has three focuses: To focus on the student athlete, we have an opportunity and responsibility to each athlete to help them develop as a student and an athlete; to possess great integrity; and to market and promote the university. Those three things can create a great experience.

### **DR. STEVE TURNER, ATHLETIC COUNCIL**

Dr. Turner reported that all athletic teams at MSU rate above 925 in the October NCAA Academic Progress Rate data. MSU is ranked 2<sup>nd</sup> in the SEC with an 84.5% graduation success rate. Also, the Spring 2010 overall grade point average for MSU athletes was 2.93 – for males it was 2.7 and for females, 3.23.

## **REPORT OF THE PRESIDENT**

The month of October continued to provide numerous opportunities for the Faculty Senate to engage with different entities on important issues. President Keenum and I met and discussed different issues concerning campus.

Provost and Executive Vice President Jerry Gilbert met with Vice President Meghan Millea and me concerning various issues. Among them was the number of different committees he has put together in which he has requested the opinion of the Senate on the composition of these groups. The different groups include search committees for the Director of Human Resources, the Associate Provost and the Associate Vice President, as well as a group looking at the future of IT on campus. We applaud Dr. Gilbert for insisting on using the University Governance model for the make up of these committees.

Vice President of Agriculture Forestry and Veterinary Medicine Greg Bohach and I met and discussed a number of items including the governance issues related to the future search for the Dean of College of Agriculture and Life Sciences and the College of Forestry Resources. The uniqueness of the position presents unique questions as to how to best select representation on the committee for the affected parties. He is committed to working in the spirit of University Governance as well.

Athletic Director Scott Stricklin and I met to discuss the general state of athletics on campus and the Thursday night football game event. I have assembled and am chairing a taskforce to study the issue, composed of Dr. Walter Diehl, Mr. Butch Stokes, Mr. Thomas Sellers, Ms. Mary Vaughn, and Mr. Stricklin. If you have any particular thoughts on this subject, please let me know.

Vice President of Budget and Finance Don Zant, Mr. Wayne Bland and I met to discuss the process of how bonds are used to finance projects on campus. The university will have to sell bonds to finance any new dormitories that will be built and management of this process is very critical.

The committee studying the future of campus housing, convened by Vice President of Student Affairs, Bill Kibler, has met a number of times. Your faculty representatives are Drs. Meghan Millea, Linda Pote, Michael Berk, Jerry Emison, and me. There has been much discussion in these meetings and your representatives are looking very closely at the issue of expansion of living space on campus. Among the topics discussed have been the financing of construction of dormitories, Aiken Village and the location of another proposed building on south campus. We are scheduled to discuss the process of how we determine the need for dormitories and the philosophy of what types of students should housing be provided.

The campus Master Planning group met with the Faculty Senate and we had 16 Senators participate in the meetings. The Senators present fully engaged in the discussion on every aspect of the planning. The planning consultants will return in January with a draft of the plan, based on the comments received at the recent meetings on campus.

Dr. Joyce Yates, of the Campus Health Center and I met concerning the possibility of the Senate collaborating with them on a pilot project to promote good health among our Faculty. If this is of interest to any Senators please contact me and I will get you involved in the planning phase.

A meeting was held to review at potential future expansion of Aramark on campus. Other Senators attending were Drs. Tom Carskadon, Susan Seal and LaDonnne Delgado. The ideas presented were in the initial phase and require much more discussion before any decisions are made.

The Faculty Senate will hold two Faculty Forums this week to discuss the proposal concerning the creating of an Instructional Professor category of Faculty, put forth by Provost Gilbert. He requested the Faculty Senate gauge the Faculty's sentiments on the subject and I encourage you to attend one of the sessions.

Our guest at this week's Faculty Senate meeting will be President Keenum., Dr. Jerry Gilbert, Mr. Scott Striklin, and Dr. Steve Turner, Chair of the Athletic Council.

Submitted November 8, 2010,

R. H. "Hart" Bailey  
President  
Faculty Senate

## **VICE PRESIDENT REPORT**

### **Academic Dean's Council**

#### October 11

Provost Gilbert announcements

1. Mergers recommended by the SCEI will not be further pursued unless departments were interested in initiating the discussion.
2. There is a housing committee working to review plans for residence hall and housing construction and destruction.

3. StatePride faculty awards were distributed to colleges on October 8. If you received a StatePride award, please write a note of appreciation to the donor of your award.

Molly Watkins from the Office of Study Abroad described how they are trying to centralize study abroad programs.

The Council reviewed several AOPs

- a. AOP XX.XX Study Abroad- Passed
- b. AOP 10.03: Deans Council and Associate Deans Council- Passed
- c. AOP 12.22: Undergraduate Student Course Load- Passed  
The discussion centered around how to provide flexibility to allow students to take high course loads but control so students do not load too much. They decided to require good academic standing to take up to 19 and Provost approval for anything over 21 hours
- d. AOP 12.25: Pass-Fail Option- Passed
- e. AOP 12.36: Repeat Policy- Passed
- f. AOP 13.02: Selection of William L. Giles Distinguished Professors- Tabled  
Issues were the number of years of service at MSU to be eligible and the exclusion of anyone from assistant dean level and above from eligibility. Discussed and tabled until next meeting.
- g. AOP 13.04: Attendance at Classes: Teaching Faculty Passed
- h. AOP 13.21: Faculty Released Time for Specified Committee Chairs- Tabled  
It was recommended to include a release for the VP of Senate but it was not immediately clear how that would work or be financed) Discussed and tabled until next meeting

Dr. D'Abramo presented the Council with a review of the diplomas of several peer and peer plus institutions that include the Dean of the Graduate School as a signatory on the graduate diplomas.

Butch Stokes's Comments

TEXTBOOKS: one difficulty with the textbook policy adoption is that faculty are not always including the textbook information for all sections of cross-listed courses.

ONLINE ASSESSMENT: potential problems with uploading of grades to third party vendors- meaning the online assessment tools in terms of FERPA compliance.

NEW DEGREE AUDIT: a new degree audit program will be available for the Office of the Graduate School beginning in November.

### November 1

Tim Chamblee and Mike Rackley presented an online registration for faculty credentials where instructors will register their degrees and fields of concentration for instruction. This information will be used for SACS accreditation for the university.

AOP 13.02 – William L. Giles Distinguished Professors- Passed

Minimum of five years at MSU for eligibility and no administrator from dean or above is eligible

AOP 13.21 – Faculty Released Time for Specified Committee Chairs- Tabled

AOP 12.27 – College-Level Examination Program (CLEP) - Passed

AOP 12.31 – Freshman Course Loads- Passed

AOP 12.32 – Refund and Course Credit Policy for Student Members of the Military Called to Active Duty or Deployed- Passed

AOP 13.11 – Academic Freedom- Passed

### **Academic Outreach and Continuing Education**

As the Vice President of the Faculty Senate, I have been participating as a member of the AOCE taskforce, chaired by Allison Pearson, every Tuesday mornings since the beginning of the semester. We are reviewing the offerings of AOCE as well as the funding models applied to distance courses. Our charge is to have a series of recommendations for Provost Gilbert by mid-summer. Each meeting has been extremely informative.

### **Housing Committee**

I am also serving on the housing committee that is reviewing the plans for residence halls and campus housing. This committee has met three times. We have learned about studies conducted evaluating the need for housing, enrollment projections, bond issues related to residence hall construction and renovation. There is currently a consultant contracted to update a housing study conducted 6 years ago.

### **Other activities**

Senators met with the Master Planners for the campus. The discussions integrated into their presentation demonstrated an interest among the faculty to be involved to constructively inform the planning process.

On Wednesday, November 10 and Thursday, November 11th there is an open forum to discuss the proposed “Instructional Faculty”

Respectfully Submitted,

Meghan Millea  
November 8, 2010

## **REPORTS FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES**

### **EMPLOYEE BENEFITS COMMITTEE**

A representative from the State Insurance Plan came to explain the increase in rates and deductibles. Our insurance is not funded by the state legislature and the reserve funds have decreased. The increase in rates and deductibles will replenish the reserve funds. Dr. Bailey can send the minutes from that meeting to anyone who would like them.

## **BUSINESS TO BE SENT TO COMMITTEES**

### **6.1 LETTER FROM DR. RYAN RE: AOP 12.01 ACADEMIC ADD/DROP POLICY (ACADEMIC AFFAIRS)**

## STANDING COMMITTEE REPORTS

### ACADEMIC AFFAIRS

NO REPORT

### ANCILLARY AFFAIRS

#### 7.1.1 Letter from Dr. Gilbert re: AOP XX.XX Substantive Changes

AOP XX.XX Substantive Changes was presented for consideration. A motion was made to endorse adopting the Substantive Changes AOP XX.XX. The motion passed unanimously.

#### 7.1.2 Letter from Dr. Gilbert re: Annual Evaluation for Administrators

Dr. Gilbert's letter regarding Annual Evaluation for Administrators was presented for consideration. A motion was made to approve the following recommendations:

- 1: The Faculty Senate endorses and assists, when asked, the development of a mechanism to annually evaluate department heads and deans by the Provost and Executive Vice President.
  - 2: The Faculty Senate will not terminate the annual confidence survey conducted by the Faculty Senate.
  - 3: The Faculty Senate work with the Office of the Provost and Executive Vice President with the implementation of both of these devices for faculty input to avoid or minimize confusion. This could consist of the timing of these two events, wording of notice, etc.
- The motion passed unanimously.

#### 7.2.3 Letter from Dr. Gilbert re: AOP 10.08-Classroom Regulations

AOP 10.08 Classroom Regulations was presented for consideration. A motion was made to approve changing AOP 10.08 to state "tobacco use" in place of "smoking". The motion passed unanimously.

#### 7.3.4 Letter from Dr. Gu re: Tuition Remittance for Spouses

The letter from Dr. Gu re: Tuition Remittance for Spouses was presented for consideration. A motion was made to endorse pursuing the waiver of ½ tuition for employee spouses. A discussion followed regarding stipulations such as pursuit of degree or certification, defining spouse or domestic partner, and how this would affect funds. The motion passed with one abstention.

### CHARTER AND BYLAWS

NO REPORT

### FACULTY AFFAIRS

#### 7.2.1 Letter from Dr. Goodman re: Promotion and Tenure Procedures

Dr. Goodman's letter regarding Promotion and Tenure Procedures was presented for consideration. A motion was made to approve the following recommendations:

Recommendation #1: Sufficient and appropriate recommendations exist in Faculty Handbook Section 6.1.1. that can be applied as a guide for the inclusion of documentation in dossiers submitted for tenure and/or promotion evaluation that can serve to demonstrate expertise and productivity in teaching/instruction.

Recommendation #2: Faculty Handbook Section 8.3.2.2. not be changed so that the "professorial faculty" still retain the authority to select ad hoc members to promotion and tenure committees if insufficient faculty are available due to absence, recusal or insufficient rank.

Recommendation #3: Faculty Handbook Section 8.3.2.5. not be changed so that it remains “*No faculty member may participate on an applicant’s promotion and tenure review at more than one level.*” The Faculty Affairs Committee did recognize the real need in some highly diverse colleges for their departments to provide important supplemental background information to college deans and college promotion and tenure committees. In such instances, department promotion and tenure committees and department heads should fully exercise the opportunity to provide in writing convincing supplemental background information that illustrates their perspective.

Recommendation #4: Faculty Handbook Section 8.3.2.8. not be changed so that it still states “*An individual will not serve in a year that his or her promotion application is being considered.*” Concerns were expressed that if the proposed change was implemented then faculty that were candidates for promotion could potentially influence committee decisions related to new policy, guidelines and interpretation that would have an impact on deliberations involving the evaluation of their own dossier. However, department promotion and tenure committees, department heads, and college promotion and tenure committees should schedule discussions and decisions about major functions and responsibilities at a time when all appropriate faculty members can fully participate. After much debate, the motion passed with three abstentions.

#### **7.4.2 Letter from Dr. Gilbert re: Promotion and Tenure Application Forms**

Dr. Gilbert’s letter regarding Promotion and Tenure Application Forms was presented for consideration. A motion was made to approve the following recommendations:

Recommendation #1: The revised change related to immigration status is required.

Recommendation #2: The current version of the Promotion and Tenure Application form should be revised so that it does not conflict with Faculty Handbook Section 6.1.1. that provides a list of teaching criteria which ***may be included*** in faculty dossiers being evaluated during the course of the tenure and/or promotion review process.

Recommendation #3: The current version of the Promotion and Tenure Application form should be revised so that it does not conflict with Faculty Handbook Sections 9.1.3., 9.1.4. and 9.1.5. that describe scenarios when faculty applicants are allowed to add documentation to dossiers after they have been forwarded to the college promotion and tenure committee. Examples include the inclusion of optional letters of clarification composed by the faculty applicant and the submission supplemental information requested by promotion and tenure committees or academic administrators. Possibly the simplest solution would be to refer to Sections 9.1.3., 9.1.4, and 9.1.5. on the application form page.

The motion passed unanimously.

#### **7.5.3 Letter from Dr. Gilbert re: Proposal for the Creation of a New Category of Faculty at MSU: Instructional Professors**

Dr. Gilbert’s letter regarding the Proposal for the creation of a New Category of Faculty at MSU: Instruction Professors was presented. The Faculty Affairs committee recommended that the Office of the Provost should consider hosting an open forum for discussion that faculty from across campus could attend. Because the open forums had previously been held on November 10<sup>th</sup> and 11<sup>th</sup>, the Faculty Senate did not vote on this particular item.

**STUDENT AFFAIRS**

**NO REPORT**

**UNIVERSITY RESOURCES**

**NO REPORT**



**SPECIAL COMMITTEE REPORTS**

**None**

**OLD BUSINESS**

**None**

**NEW BUSINESS**

**None**

The meeting was adjourned at 4:24 p.m.

Submitted for correction and approval.

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Dana Pomykal Franz, Secretary