

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF MEETING ON MARCH 11, 2005**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the Grisham Room of the Mitchell Memorial Library at 1:30 p.m. on Friday, March 11, 2005.

Members absent and excused were Paul Allen, Lora Ballweber, Alan Blain, Carolyn Boyle, Kent Coffee, Pat Donohoe, Greg Dunaway, Denny Eshee, Keith Hodge, Randy Little, Rudy Rogers, Bob Wolverton, and Ratnasingham Shavaji.

There were no members absent and unexcused.

The meeting was broadcast real-time over the World Wide Web. The file will be left active for a few weeks and can be reviewed by clicking on the Senate homepage at <http://www.facultysenate.msstate.edu>.

President Mark Goodman called the meeting to order.

President Goodman referred to the minutes of the February 11, 2005, Regular Meeting as distributed. Senator Bryant moved, Senator Reichert seconded, that the Robert Holland Faculty Senate approve the minutes of February 11, 2005, as amended. The motion passed on a unanimous voice vote.

GUESTS

President Goodman introduced guests: Dr. Peter Rabideau, Provost; Dr. Colin Scanes, Vice President for Research and Graduate Studies; and Mr. Jim Jones, Executive Director of Facilities.

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- A request for proposals was issued to MSU faculty pertaining to learning communities and received an enthusiastic response. Eight learning communities have been approved and funded for Fall 2005. They are as follows:
 - Learning Community #1: "Beyond Taking Sides: Building on the Foundations of Liberty" which will include PS 113.H01, American Government, Dr. Diane Wall; CO 1003.H04, Honors Oral Communication, Ms. Kristi Edmonds; and EN 1103.29, Composition I, Dr. Rich Raymond
 - Learning Community #2: "Modeling an Interdisciplinary Approach to Environmental Design" which will include Landscape Architecture, Mr. Glenn Cook, and Special Education, Dr. Glen Hendren

- Learning Community #3: "Examining the Individual through Personality Theory and Literature" which will include PSY 4203, Cognitive Psychology, Dr. C. Edward Snodgrass, MSU-Meridian, and EN 4990, Special Topics in English, Dr. James Kelley, MSU-Meridian
- Learning Community #4: "Berth Morisot: Word and Image, Gender and Culture" which will include EN 3303.03, Creative Writing, Ms. Becky Hagenston, and ART 49909.02, Art History, Dr. Benjamin Harvey
- Learning Community #5: "A Learning Community for Freshman and Sophomore Biological Engineering Students" which will include Biological Engineering, Dr. Thomas Cathcart; Mathematics, Dr. Ted Dobson; Biological Engineering, Dr. Filip To; and Biological Engineering, Dr. Jonathan Pote
- Learning Community #6: "Freshman Acculturation and Marketing Education" which will include Marketing, Dr. Melissa Moore, and Marketing, Dr. Robert Moore
- Learning Community #7: "Improving Selected Course Grades and Student Retention" which will include Agricultural and Biological Engineering, Dr. David Smith; Accounting, Dr. Clyde Herring; and Physics, Dr. Mark Worthy
- Learning Community #8: "Introduction to the Diverse University through Psychology and Communication" which will include PSY, General Psychology, Dr. Tom Carskadon, and CO 1003, Ms. Stacy Mann
- Received a recommendation from the Faculty Senate concerning SPAM. Rabideau recommended to Mike Rackley that this recommendation be implemented and Rackley agrees and will do so.
- "We" have been working for some time on the 'for credit side' of Continuing Education. There are some new policies and guidelines which will be announced within the next several weeks.
- SECAC (Southeastern Conference Academic Consortium) -- The presidents, chancellors and provosts from the twelve SEC institutions have created an organization named SECAC to coordinate efforts to bolster teaching, research, public service and other educational activities at the schools. Several areas where it is thought that this collaboration will be useful are library resources and costs, study abroad programs, academic leadership, and minority recruitment.
- Rabideau feels that faculty salaries is one of the more serious issues at MSU. Faculty quality needs to be the core of the University. The President's Committee on Planning, chaired by Rabideau, had named a subcommittee entitled the Provost's Advisory Committee on Faculty Salaries to look into this issue. The members of this subcommittee are Walter Diehl (Faculty Senate), Linda Coates (C&I and COE), LaDonne Delgado (Library), Paul Grimes (COBI), Jan Chambers (CVM), David Shaw (Georesources Institute), Colin Scanes (Research), and as ex officio members: Mark Goodman, Jerry Gilbert and/or Ruth Prescott.
- Senator Yu asked if MSU will consider offering complete online degrees in the future. Rabideau responded that there are already at least two online degrees at MSU that he is aware of. The Broadcast Meteorology Program and an MBA from the College of Business are two such online programs. Yu then asked if it is left up to the departments to decide to offer online programs and Rabideau responded that it is.

COLIN SCANES, VP RESEARCH AND GRADUATE STUDIES

Vice President Scanes provided the following information:

- The congressional delegation in Washington, DC are very excited about the research being done at MSU.
- The nominations for faculty awards are looking good.
- Expect to see within the next month, announcements for research-based companies moving to Mississippi.
- Research expenditures have hit a new record of \$190 million.
- African-American Graduate Students – MSU has already surpassed its goal of 10% and the more realistic figure is 12%.
- While research grants are up, overhead is down. Some reasons for this could be sub-contracts or a shift to foundations. Senator Walter Diehl asked how carefully does the Office of Research follow up on the recovery of overhead. Scanes responded that since he began working at MSU, he is not signing off on reduced overhead except where it is mandated by the appropriations language of the federal government, for a foundation, or for a Mississippi company and it was the first time MSU was doing business with them.
- Senator Walter Diehl stated that he had heard a rumor that a state senator might be interested in sweeping unencumbered funds, including unencumbered overhead funds, from the university budget. Is there any truth to this? Scanes responded that he had not heard this but would check into its validity.
- Senator Zappi asked if it was true that some federal agencies may no longer request matching funds for their research programs. Scanes responded that this was true for the National Science Foundation but not true for other agencies (to the best of his knowledge). Zappi then asked if we could use our strong political position in Washington, DC to get some of the other agencies to follow suit. Scanes made note of this request and will speak to the congressional delegation.
- Senator Wood stated that he knew that Scanes was working on a new redistribution of overhead for the University, and asked if Scanes had a committee assisted him with this task. Scanes responded that he is using a committee partly of deans and directors to evaluate a draft proposal. Once it works through that committee, he plans on bringing the draft before the Faculty Senate for input.

JIM JONES, EXECUTIVE DIRECTOR OF FACILITIES

Mr. Jones provided the following information:

- Jones shared some of his personal and professional background with the Senate.
- His charge from President Lee has been to take three organizations and combine them into one organization and become more efficient in the process. Some changes have already begun.
- There are three tiers to Jones' management: business management operations tier, logistical tier and an operational tier.

- Overhead and direct labor are too far apart. Jones plans to combine resources and eliminate waste.
- Jones asks that the University community remain sensitive to all of the transition that is taking place. His goal is to transform...not change.
- Tim Lacy has recently been hired as Director of Campus Landscaping.
- Jones stated that he has never worked with a custodial crew that is more professional than the one here at MSU.
- Every technician will lay a customer service card on the desk of every service call they perform to get feedback from the customer.
- Benchmarking – Jones has sent requests to over 45 universities asking how their facilities management operates. He will then take this information and compare it to what is happening at MSU and determine benchmarks and areas for improvement.
- Jones has a committee which looks at the rules and their interpretations when there are inconsistencies. Human Resources is consulted, the University's policy is clarified, and that rule is implemented accordingly. If deviation from the rule(s) seems to be in order, then Ray Hayes' permission is sought.
- Another of Jones' goals is to have the model facilities management team in the U.S.
- On the Facilities Management web site, there is an electronic Physical Plant Work Request form.
- Senator Cathcart asked what is MSU paying for utilities? Jones responded that he does not know what the per unit price is. MSU is still charging its customers the same per unit price and that needs to be updated. Cathcart stated that the numbers he has been given show about \$7-8.4 million per year is being spend on utilities. He brings this point up because there are plans to build new buildings on campus that are oriented in the wrong direction which will cause MSU to pay 20-30% more for utilities. Jones stated that the \$7-8.4 million figure is low – that the utilities cost are probably more like \$10 million.
- Senator Wood asked if Jones anticipated a workforce reduction and Jones quickly responded no and added that he has no intentions of allowing it to happen.

Senator D'Abramo moved, Senator Montgomery seconded, that the Senate suspend the rules to allow a change in the order of business so that the Ancillary Affairs Committee could present their report next. The motion passed on a unanimous voice vote.

ANCILLARY AFFAIRS COMMITTEE

Senator Montgomery, Chair of the Ancillary Affairs Committee, referred to this Committee's report initiated by a letter from Dr. Mark Goodman dated August 26, 2004, requesting the Senate to review the *University Promotion and Tenure Policies and Procedures* adopted by the Faculty Senate on March 12, 2004, to make corrections, clarifications, and any other changes to improve the document. Senator Montgomery moved, Senator Zappi seconded, that the Robert Holland Faculty Senate accept the revised version of the University's promotion and tenure document.

Senator D'Abramo moved, Senator Thaxton seconded, that the words *collegiality/professionalism* be removed from section 2.2.1. of the Promotion and Tenure Policies and Procedures Document.

The motion passed on a Senate vote of 24-13-1.

Senator D'Abramo moved, Senator Walter Diehl seconded, that in MSU's *Promotion and Tenure Policies and Procedures*, the words...

1. *the four categories of collegiality/professionalism* be removed from section 2.2.2.
2. *the last three categories* be removed and replaced by *these areas* in section 2.2.2.
3. *the four categories of collegiality/professionalism* be removed from section 2.2.3.
4. *the last three categories* be removed and replaced by *these areas* in section 2.2.3.
5. *collegiality/professionalism* be removed from section 4.5.
6. *collegiality/professionalism* be removed from the second sentence in section 6.1.
7. *collegiality/professionalism* be removed from section 8.2.2.6.
8. *collegiality/professionalism* be removed from section 8.3.3.1.4.
9. *collegiality/professionalism* be removed from section 9.1.7.3.
10. *collegiality/professionalism* be removed from section 9.2.2.2.1.
11. *collegiality/professionalism* be removed from section 9.2.3.2.1.

The motion passed on a Senate vote of 31-5-2.

The original motion as amended passed on a Senate vote of 37-1-0.

REPORT OF THE PRESIDENT

President Goodman referred to his report as distributed and made the following additional remarks:

- Please remember a fellow MSU faculty, Dr. Mfanya Tryman, who recently passed away.
- Next Senate meeting is scheduled for April 15, 2005 to avoid Super Bulldog weekend.
- Nominations for Faculty Senate officers will begin on April 1, 2005, and end on April 8, 2005. Please send all nominations to Delores Hudson, Faculty Senate Office Secretary.
- Goodman thanked Senator Delgado for her six years of service as the Senate's Secretary. He also thanked Senator Walter Diehl for his previous years of service as the Senate's President and this past year as its Past President. Goodman then thanked Senator D'Abramo, Senator Montgomery, Senator Reichert, Senator Hodge,

Senator Follett, Senator Dunaway and Senator Wood for their service as committee chairs and part of the Senate's Executive Council.

REPORT OF THE VICE PRESIDENT

Vice President Wood referred to his report as distributed and added the following remarks:

- Looking at a January 2005 copy of the IHL Systems Profile which gives a faculty salary comparison of Mississippi Comprehensive Institutions and peers in the southeastern region, the bottom five schools in this ranking are Mississippi State University, University of Mississippi, University of Southern Mississippi, University of Alabama at Huntsville, and North Carolina at Greensboro.
- Wood asked if the Senators were aware of the informational session that Provost Rabideau held with department heads and deans on February 28, 2005, and was any of this information passed on to your faculty. Only one senator responded that he attended this session and most other senators were not aware that it was held or received any information from that meeting.
- The Deans' Council has approved the most recent version of Winter Intersession yet there still seem to be a few points to be ironed out.
- Roundtable scheduled for April 2, 2005. Some spots still available.
- Provost Rabideau distributed a list of peer institutions at the most recent Deans' Council meeting.
- Senator Walter Diehl stated that *US News and World Report* ranks universities according to their academic reputation and MSU ranks last. This list, the Provost's list and any other list of this nature can be more dangerous than whether we have *collegiality/professionalism* in our p&t document. It is extremely important that departments determine the criteria which separate the peer institutions, the peer programs, the peer faculty from others.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

Faculty Research Advisory Committee – Senator Henington referred to her report as distributed and added that the Vice President for Research Office has a new web site.

BUSINESS SENT TO COMMITTEES

None.

BUSINESS TO BE SENT TO COMMITTEES

Letter from Dr. Jerome A. Gilbert, re: AOP 11.13 – Winter Intersession – President Goodman assigned this issue to the Academic Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 10.03 – Deans Council – President Goodman assigned this issue to the Faculty Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 12.36 – Repeat Policy – President Goodman assigned this issue to the Student Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 13.01 – Emeritus Appointments – President Goodman assigned this issue to the Faculty Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 30.02 – Use of Copyrighted Software – President Goodman assigned this issue to the Charter and Bylaws Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 30.03 – Management Copyrighted Site – President Goodman assigned this issue to the Charter and Bylaws Committee.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE

No report.

CHARTER AND BYLAWS COMMITTEE

No report.

FACULTY AFFAIRS COMMITTEE

Senator Follett, Chair of the Faculty Affairs Committee, referred to this Committee's report on AOP 13.12 – Summer School Teaching. Senator Follett moved, Senator D'Abramo seconded, that the Senate approve the changes in AOP 13.12.

The motion passed on a unanimous voice vote of the Senate.

STUDENT AFFAIRS COMMITTEE

No report.

UNIVERSITY RESOURCES

Senator Wood, member of the University Resources Committee, referred to this Committee's report initiated by a letter from Senator Walter Diehl requesting that AOP 10.08 – Classroom Regulations be modified to prohibit the use of cell phones in the classroom. Senator Dunaway moved, Senator D'Abramo seconded, that the Robert Holland Faculty Senate recommend that AOP 10.08 dealing with Classroom Regulations be amended by the following addition:

1. Cell Phones and Electronic Devices in Classrooms: In order to limit classroom disruptions, as well as to protect against academic misconduct, the use of cell phones; messaging devices and any other non-authorized electronic devices is prohibited in the classroom.

The motion passed on a majority voice vote of the Senate.

NEW BUSINESS

None.

ADJOURNMENT

Senator Walter Diehl moved, Senator Reichert seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate.

Submitted for correction and approval.

LaDonne Delgado, Secretary