ROBERT HOLLAND FACULTY SENATE September 14, 2007

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the Coskrey Auditorium of Memorial Hall at 2:00 p.m. on Friday, September 14, 2007.

Members absent and excused were Michael Berk, Denny Eshee, Dana Franz, June Garner, Tom Matney, Meghan Millea, Al Myles, Jerry Mathews, Juan Silva, Ray Vaughn, and Shu Wu.

No members were 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 Robert Wolverton called the meeting to order.

President Wolverton had each senator introduce themselves.

Wolverton referred to the minutes of the April 13, 2007, Regular Meeting as distributed. Senator D'Abramo moved, Senator Wood seconded, that the Robert Holland Faculty Senate approve the minutes. A number of individuals indicated they had been erroneously been counted as absent (e.g., Noel Polk, Randy Little, Rich Raymond, Jason Loewg). The minutes were accepted as amended on a unanimous voice vote.

GUESTS

President Wolverton introduced guests: Dr. Peter Rabideau, Provost; Mike Rackley, Head of Information Technology Services; and Ann Bell and Judy Spenser from Human Resources.

PETER RABIDEAU, PROVOST

- Provost Rabideau welcomed all faculty.
- Rabideau introduced Al Rankins as an administrative intern with his office. Rabideau referred to his handout (Transitions in Academic Affairs) to provide comparative data regarding faculty numbers. He mentioned several of the items in the handout: (a) Faculty resignations are comparative (Mean = 26 across the last 4 years) adding that this number is adjusted to the total number of faculty at the institution, (b) retirement, (c) promotion and tenure, (d) new faculty members, and (e) an increase in student enrollment (>17,000).
- Rabideau stated that faculty retention activities include: (a) new faculty bus trip scheduled for 9/24/07, (b) mentoring for new faculty in all departments, (c) the revamped new faculty orientation, and (d) appointments with appropriate workload allocations.

- MSU has a record number of students and congratulated the deans and faculty for the smoothness of the adjustment.
- With regard to dean searches, two new deans are in place (e.g., Dr. Lynn Richardson in COBI, Dr. Donna at Meridian) with searches in Arts and Sciences, and Engineering underway.
- With regard to the budget, Rabideau reported: (a) 21 ½ tenure track faculty and 12 instructor positions have been added across campus; (b) the Library has obtained extra funding; (c) the summer and maymester sessions were static with regard to numbers, but summer enrollment had decreased in recent years so static numbers may indicate success; (d) the tuition incentive plan added revenue through SCHs in a number of majors (although exact numbers are yet unknown).
- Rabideau reported the following information items: (a) freshman activities are underway; (b) Art on Campus will focus on the Chapel, Library, and the lake near the Bryan Building (pictures were provided) and a visual arts center will be placed at the buildings on the edge of campus toward town; (c) IHL activities (e.g., Textbook Taskforce) and new programs such as the masters online courses and interdisciplinary studies have preliminary approval under the new procedures for new programs; and (d) he plans to continue his annual college visits including meetings with deans, associate deans, department heads and possibly with faculty.
- Questions posed to Dr. Rabideau:
    - Progress and status of the Dean of Graduate School – Rabideau responded that President Foglesong is working on this and has recently issued a statement in his State Gram. In response to comments that faculty had indicated that this should be a priority, Rabideau stated the President should speak for himself about the postponement. Additional concern was that the position has recently been conceptualized as a "part-time" position. Rabideau stated there are many configurations for the position across academia. Several senators urged that the past MSU activities/reports regarding the issue be considered.
    - Information regarding inconsistent Promotion and Tenure numbers in the handout – Rabideau indicated that some departments had requested one without the other.
    - In response to a request for information about the proportion of minority and international students represented in the growth in students on campus Rabideau indicated that MSU is near the top with regard to Historically White Institution in terms of minority enrollment. Rabideau stated the university is not doing as well with regard to numbers of minority faculty. He stated that the university has an a three year incentive package for new minority hires (i.e., 100%, 75%, 50%). The university has hired 4 to 5 new minority faculty.
    - Regarding the retirement buy-out, Rabideau stated that IHL has provided permission, but that President Foglesong is still considering the issue. It is expected that a decision will be made in 2 to 4 weeks.

MIKE RACKLEY, HEAD OF INFORMATION TECHNOLOGY SERVICES

- Mr. Rackley referred to his handout and provided the senators information about the status of the security program and referred to OP 01.10. He stated the policy has four

components: (a) formation of a committee to oversee information security, (b) development of a response plan, (c) the security program, and (d) discussion recovery and business continuation plan. Mr. Rackley highlighted importance of individual responsibility and the training program for handling sensitive information. He stated the trainings will be conducted online or live, and will take about 20 minutes with 10 training modules. Training is expected to be required within 90 days.

- Questions posed to Mr. Rackley included:
  - In a request for clarification about website and email scans, Mr. Rackley indicated that there has been a scan for social security numbers and for incoming span. He indicated that the anti-spam filter is voluntary. He stated that outgoing email is not typically scanned and the faculty are not being surveiled. He warned that faculty need to be vigilant for attachments which may contain harmful viruses, etc.
  - It was requested that faculty be added to the committee.
  - Concern for Banner in that it appears to struggle 2 to 4 times a year during heavy/peak times. Mr. Rackley responded that there is new Banner hardware on order.

ANN BELL AND JUDY SPENSER, FROM HUMAN RESOURCES

Ann Bell and Judy Spenser were present to provided information and answer questions on the two policies in the Senate agenda packet: (a) the Criminal Background Screening , and (b) the Drug and Alcohol Policy. Ms. Bell indicated these were a joint effort between campus units and law enforcement personnel. She stated that the policies came about as the result of inquiries by campus units. President Wolverton stated that the Executive Committee will be working on these policies to make recommendations, with Senator Walter Diehl to head that effort. Wolverton opened the floor for questions about the policies. The following questions were posed:

- In response to a question as to whether these were current policy, Ms. Bell responded that they had been signed in January or February of this year, but implementation was not in place. President Wolverton stated they were OP and HRM policy and, therefore, would not come before Faculty Senate. He stated that no screening was in place and is awaiting faculty input. A committee had been formed to develop the policy, but faculty were not represented. Ms. Bell read a list of the individuals on the committee and stated that screenings were not being conducted currently.
- Discussion included:
  - The cost of the drug screening is to be absorbed by the individual's department.
  - The screening was for administrators (as stated by President Foglesong multiple times); however, department heads (included in the policy) were faculty.
  - The need for clear definitions (e.g., sensitive information and security sensitive position) and clarification of the penalty for violation of the drug and alcohol policy (i.e., termination or appropriate disciplinary action).

REPORT OF THE PRESIDENT

President Wolverton gave the following report:

- Wolverton referred to his report, highlighting information from the Executive Council and the Vice Presidents' meetings during the summer.
- Wolverton stated the agenda item, Bark for Buck$, has been tabled at this time.
- Wolverton provided an update on the cafeteria and Aeromark plans.
    - The Union would not be open for fall semester, but it is hoped that it will be ready later in the semester. In the distant future, Perry will be closed for renovations.
    - Several facilities have been expanded (e.g., Food for Thought), and Burger King has opened.
    - There will be a meal plan for faculty and details were discussed.
    - Discussion included the lack of choices in dining facilities, and the plan to have all freshman purchase a meal plan.
- Wolverton referred to IHL's communication regarding textbook issues and their outlined suggestions to address the issues. Wolverton requested input/recommendations from the senators which could be sent to either him or Delores Hudson by the November meeting.
- Three senators will need to be replaced, two from Arts and Sciences and one from Education (two left campus and one moved to administration).
- The Round Table will be October 2nd at Plymouth Bluff. There will be a panel discussion about distance education. Senator Wood reminded Wolverton that in spring 2005 a round table was held and a report is available about that issue.
- Questions posed to Wolverton:
    - It was noted that President Foglesong has not met with Faculty Senate in some time. Wolverton stated that Foglesong had meetings with other individuals that prevented him from meeting with the senators.
    - The report was that the average for faculty raise was 7%, however many received 5% or less. President Wolverton stated that the merit raise was 5%, but reclassification of positions and other adjustments brought the amount to 7%.

REPORT OF THE VICE PRESIDENT

Vice President Walter Diehl referred to his report. He highlighted the report from IHL and stated comments/discussion of class attendance reporting was in progress. Diehl reported that Gregg Nettles thanked the faculty for their cooperation with the Game Day Parking committee and had stated there had been relatively few problems associated with the game.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

Employees' Benefits Committee – No report

Info-Technology Committee – No report

Faculty Research Advisory Committee – No report

Instructional Improvement – No report

Calendar Committee – No report

Facilities Use Committee – No report

Athletic Council – Senator Donohoe reported that two issues were discussed in the Athletic Council: (a) the new requirement for class attendance for student athletes (e.g., a total of four unexcused absences – athlete will sit out next competition, 8 unexcused absences - athlete will sit out remainder of semester competition); and (b) Game Day parking as already reported.

BUSINESS SENT TO COMMITTEES

Wolverton referred to three propositions he had written and which were and included in the agenda packet (a) the request for a signature line for Faculty Senate President on OP and HRM documents, (b) senator elections are to be conducted within the respective college, and (c) a change to the senate officer election process which should go to committee. Following a discussion that these actions would likely require a change in Senate Bylaws, Senator Adebiyi moved, seconded by Senator Goodman, to refer the third issue to the Charter and Bylaws committee. The motion carried by a unanimous vote.

Letter from M. Wiseman regarding Faculty Salaries – Senator Byrd moved, Senator Nagel seconded, to refer this issue to committee. Discussion included questions about the accuracy of the information provided in the letter. The motion passed on a unanimous voice vote. President Wolverton assigned this issue to Faculty Affairs.

Letter from M. Goodman regarding Athletic Advising Program – Senator Goodman moved, Senator Bradshaw seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Wolverton assigned this issue to Academic Affairs.

Leave Policy – Senator Bridges moved, Senator Nagel seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Wolverton assigned this issue to Faculty Affairs.

Resolution from L. D'Abramo regarding OP on Drug and Alcohol Policy – Senator D'Abramo moved, Senator Wood seconded, to place a written record regarding the Faculty Senate opposition to the proposed drug and alcohol policy and its application to faculty. Discussion included the role that the Senate would play in the final version of this OP, the inclusion of employees (e.g., department heads, deans, staff), and the need to work with Staff Council on the issues involved with the policy. An amendment to include additional individuals in the resolution was not seconded. Thus, the amendment was not brought forward. Following a call for a hand vote by Senator D'Abramo, the motion carried by 24-3-4 vote.

Letter from M. Alexander regarding Harassment Training for Supervisors – Senator Nagel moved, Senator Byrd seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Wolverton assigned this issue to Ancillary Affairs.

IHL recommendation on textbooks – President Wolverton requested that Senators provide him with feedback on this issue, thus the Senate, as a whole, will be the committee to address this issue.

Letter from A. Greenwood regarding task force recommendations on Promotion and Tenure – Senator Deeds moved, Senator Porter seconded, to refer this issue and the letter to committee. The motion passed on a unanimous voice vote. President Wolverton assigned this issue to Academic Affairs.

Letter from M. Alexander regarding the Suggestion Program – Wolverton stated the issue had been tabled pending identification of a funding source for the program.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE

No report.

ANCILLARY AFFAIRS COMMITTEE

No report.

CHARTER AND BYLAWS COMMITTEE

No report.

FACULTY AFFAIRS COMMITTEE

No report.

STUDENT AFFAIRS COMMITTEE

No report.

UNIVERSITY RESOURCES

No report.

AD HOC COMMITTEE ON THE TEACHER EVALUATION

Senator Goodman, Chair of the Ad Hoc Committee, referred to this Committee's report on

Teacher Evaluations. Senator Goodman moved, Senator Wood seconded, that the Robert Holland Faculty Senate accept this committee's report. Senator Adebiyi stated that the Committee was to be commended upon their job and the focus should be on the process rather than the outcome of the evaluations. He asked to be placed on record that evaluation is based on an aspect that irrelevant to the issue. The motion passed on a unanimous voice vote of the Senate.

OLD BUSINESS

None.

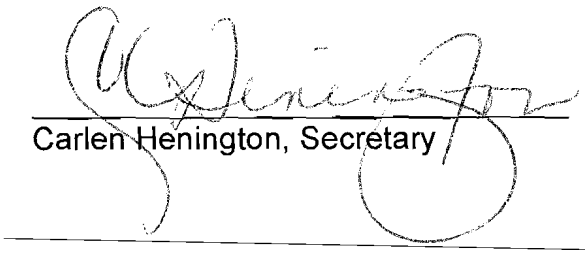
NEW BUSINESS

None.

ADJOURNMENT

Senator Adebiyi moved, Senator D'Abramo seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate. President Wolverton adjourned the meeting at 4:58 pm.

Submitted and approved.



Carlen Henington, Secretary