

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF MEETING ON JANUARY 17, 2003**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in Coskrey Auditorium of Memorial Hall at 2:00 p.m. on Friday, January 17, 2003.

Members absent and excused were Carolyn Adams-Price, Alan Blaine, Susan Bridges (sabbatical), Kathy Dooley, Mike Goatley, Ken Hood, David Huddleston, Nancy McCarley, Melissa Mixon, Linda Morse, Nancy Reichert, Peter Ryan, Paul Thaxton, and Mark Zappi.

Members absent and unexcused were Robert Long, Clyde Williams, and Peter Wood.

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 Walter Diehl called the meeting to order.

President Diehl referred to the minutes of the November 8, 2002, Regular Meeting as distributed. Senator Bryant moved, Senator Rogers seconded, that the Robert Holland Faculty Senate approve the minutes of November 8, 2002. The motion passed on a unanimous voice vote.

Senator Hodge moved, Senator Bryant seconded, to allow David Shaw and Butch Stokes to speak during this meeting. The motion passed on a unanimous voice vote.

President Lee could not attend this Senate meeting but did address the Senators at an earlier meeting and his comments are attached.

REPORT OF THE PRESIDENT

President Diehl's report included the following remarks:

- President Diehl mentioned that the Governor would be on campus Wednesday, January 22nd, in the Library Auditorium at 1:45pm, and encourages the Senators to attend.
- The SEC Governance Conference was cancelled and has not yet been re-scheduled. Plans are to have the conference at Vanderbilt in Nashville, Tennessee.
 - The search for the Faculty Athletic Representative has been suspended. The reason for suspending the search is the on going interactions with the NCAA and the need for continuity with the current Faculty Athletic Representative.
- The search for the Vice President for Research is moving forward.
- Senator Embree asked if President Diehl was involved in the search process for the Faculty Athletic Representative. Diehl responded that he was and is still involved in the search process. Senator

Embree asked if those involved in the search process presented their findings to the President in October 2002 and Diehl responded that it was probably early November 2002. There was not a search committee per se, therefore there were no official findings reported to the President but the group from the Faculty Senate which was involved in the process did present its findings to the President in early November as did other groups involved in the search process. Diehl stated that it was his understanding at one time, that the President intended to make a decision by Thanksgiving and other matters have caused this delay.

REPORT OF THE VICE PRESIDENT

Vice President Pote referred to the Senate Vice President's report as distributed and added the following remarks:

- The future role/organization of the Division of Continuing Education situation is still being examined. Dr. Verrall asks for anyone with strong feelings about this division's future to contact him with their thoughts.
- Grade inflation is being discussed.
- President Lee mentioned his optimism for no mid-year budget cuts.
- The highest priorities for funding for building construction at MSU are: the Student Union and Agricultural and Biological Engineering Buildings.
- Dr. Verrall stressed the importance of adhering to the approval process to ensure approval and financial reimbursement of foreign travel.
- The Traffic Policy Committee has recommended to Gaddis Hunt that half of the parking spaces behind the Hand Chemical Lab be converted to "faculty only" parking spaces.
- Vice President Pote is in charge of the Spring Senate Roundtable and seeks Senator input for topics, etc.

BUSINESS SENT TO COMMITTEES

Letter from Dr. Verrall, re: Changes to 2003/2004 Academic Calendar Year -- President Diehl assigned this issue to the Executive Committee.

BUSINESS TO BE SENT TO COMMITTEES

Letter from Student Association, re: Academic Forgiveness Policy – Senator Rogers moved, Senator McLaurin seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to the Academic Affairs Committee.

Letter from Dr. Rent, re: AOPs 12.09, 12.17 and 12.19 – President Diehl assigned AOPs 12.09, 12.17 and 12.19 to the Academic Affairs Committee.

STANDING COMMITTEE REPORTS

President Diehl turned the gavel over the Vice President Pote.

EXECUTIVE COMMITTEE

President Diehl referred to the Executive Committee's report initiated by a letter from Dr. George Verrall dated December 10, 2002, on changes to 2003/2004 Academic Calendar Year. Senator Diehl moved, Senator Delgado seconded, that the Senate endorse the following recommendations:

- (1) That the Robert Holland Faculty Senate approve the proposed changes to the final exam schedule exam schedule.
- (2) That the Robert Holland Faculty Senate approve the proposed fall break for 2003 only and proposed reduction in contact minutes for the fall 2003 and spring 2004 semesters only.
- (3) That during spring 2004, the Office of the Provost and the Faculty Senate re-evaluate the need for and impact of a fall break and make a new decision concerning a fall break in 2004.
- (4) That the Office of the Provost and the Faculty Senate study the issue of compensation for 12-month faculty.

The motion to endorse the first recommendation passed on a Senate vote of 31-0-0. The motion to endorse the second, third, and fourth recommendations failed on a Senate vote of 12-17-1.

Vice President Pote turned the gavel back over to President Diehl.

ACADEMIC AFFAIRS COMMITTEE

No report.

ANCILLARY AFFAIRS COMMITTEE

Senator Cinnella, member of the Ancillary Affairs Committee, referred to this Committee's report initiated by a memo from Interim President Charles Lee, dated September 5, 2002, requesting the endorsement of the Senate in support of the Proposed Institute and Centers Policy. Senator Cinnella moved, Senator Embree seconded, that the Senate endorse the following recommendations:

1. That the terms Institute, Center, and Facilities, Laboratories, and Units be designated as being a Level I Unit, Level II Unit, and Level III Unit and that an additional category, Level IV Unit be added to reflect units not covered by this policy.

2. That the evaluation process for the director of ~~an Institute~~ a Level I Unit be changed:

From:

Will be evaluated annually by the senior administrator to whom he/she reports, with consultation from the Internal Academic Advisory Committee.

To:

Will be evaluated annually by the senior administrator to whom he/she reports, with consultation from the Internal Academic Advisory Committee. At the end of each three-year period, a thorough review and evaluation of the director will be conducted by the appropriate Dean(s)/Director(s) or Vice President(s). This review and evaluation will be based upon data solicited from faculty, staff, students, and other appropriate individuals. Following this review and evaluation, a decision will be made by the appropriate Dean(s)/Director(s) or Vice President(s) regarding the continued administrative appointment of the director.

3. The evaluation process for the director of a ~~Center~~ Level II Unit be changed:

From:

The individual's performance as Center Director will be reviewed annually by the Head/Director of the administering unit, in consultation with the Steering Committee.

To:

The individual's performance as Level II Unit Director will be reviewed annually by the Head/Director of the administering unit, in consultation with members of the unit.

4. That the section related to Existing Entities of All Levels be changed:

From:

All existing institutes, centers, and other entities will be granted permission to continue under the following conditions:

To:

This document is intended to provide some general policies and guidelines for the establishment of Research and Academic Institutes and Centers at Mississippi State

University. All Institutes, Centers, and other entities already in existence at the time of the adoption of this policy are required to conform to these guidelines in a timely fashion. Unless the appropriate Dean or Vice President grants it unnecessary or impractical, all existing units will change their designation as follows: Level I Units will be Institutes; Level II Units will be Centers; and Level III Units will be Laboratories, Facilities, or Units. Specifically, within three calendar months from the final adoption of this Policy, all Existing Institutes, Centers, Laboratories, and other similarly designed activities at Mississippi State University shall determine whether their current scope and outreach best qualifies them to be considered a Level I Unit, Level II Unit, Level III Unit or a Level IV Unit following the definitions in this Policy. Ideally, the personnel in each entity shall make this determination, with consultation with the appropriate dean(s)/director(s) or vice president(s). Then, within nine calendar months from the above determination, all existing entities shall submit the following documentation for approval by the appropriate authorities:

5. That future Level I Units will be named Institutes, Level II Units will be named Centers, and Level III Units will be named Facilities or Laboratories.
6. That within six months of the adoption of this policy, a complete listing of the units, by level, be compiled and listed on the MSU website, in the MSU Bulletin and other places deemed appropriate.

The motion passed on a Senate vote of 31-1-0.

CHARTER AND BYLAWS COMMITTEE

Senator Embree, member of the Charter and Bylaws Committee, referred to this Committee's first report initiated by President Diehl's request that the Committee update the General Faculty and Faculty Senate Charter and Bylaws to reflect recent changes. Senator Embree moved, Senator Rogers seconded, that the Senate accept the report.

The motion passed on a voice vote of the Senate.

Senator Embree, member of the Charter and Bylaws Committee, referred to this Committee's second report initiated by a letter from Dr. Dan Embree dated April 11, 2001, requesting that the Senate "specify procedures governing the election of faculty to the senate." Senator Embree moved, Senator Rogers seconded, that the Senate approve the following recommendation:

- (1) That the Bylaws of the Faculty Senate be amended to include the following text under section 2. Procedures:

Election of Senators

Each senator shall serve a period of three years, with elections held between January 15 and March 15 for membership to be assumed in April. Colleges/units may elect senators by any procedure provided that:

- the call for nominations is open to the entire college/unit for a reasonable time;
- each person named on the ballot has agreed to serve, if elected;
- there is a clear provision, announced in advance, to determine how multiple vacancies of different terms (three-year term, completion of three-year term, sabbatical-replacement) will be filled;
- there are provisions for run-off elections to ensure that only candidates receiving a majority vote are elected;
- elections occur during the 9-month academic year, except in units in which all faculty members have 12-month contracts.

(2) That these election procedures be distributed to college/unit heads.

The motion passed on a Senate vote of 32-0-0.

FACULTY AFFAIRS COMMITTEE

Senator Goodman, Chair of the Faculty Affairs Committee, referred to this Committee's report initiated by a letter from Interim President Lee dated October 9, 2002, requesting the Senate to review and make recommendations to a Promotion and Tenure Policy for the Meridian Campus. A straw poll was taken asking Senators if they agreed with the direction that this committee is taking and there was overwhelming support by the Senators.

STUDENT AFFAIRS COMMITTEE

Senator Hodge, Chair of the Student Affairs Committee, referred to this Committee's report on AOP 12.03: Dead Days Policy. Senator Hodge moved, Senator Light seconded, that the Senate approve AOP 12.03 as amended.

The motion passed on a Senate vote of 32-0-0.

UNIVERSITY RESOURCES

Senator Nagel, member of the University Resources Committee, referred to this Committee's report initiated by a letter from Dr. Leslie Bauman dated August 13, 2002, on archiving key faculty documents. Senator Nagel moved, Senator Jackson seconded, that the Senate approve the following recommendations:

1. A copy of the html version of the Faculty Handbook be printed by the Faculty Senate

Office Secretary at the Senate Office each July 1 and that the copy be labeled and stored in thee fireproof safe located therein.

2. That all documents forwarded to other Mississippi State University offices be accompanied by a request for notification about said document's disposition and that, if such notification is not forthcoming in 30 days, the Senate Office Secretary follow up with a request for such notification.

Senator Cinnella offered a friendly amendment to change "30 days" to "90 days" and it was not accepted by the Committee.

Senator Cinnella moved a substitute motion, Senator Embree seconded, changing "30 days" to "90 days." The substitute motion failed on a Senate vote of 6-24-1.

The motion passed on a Senate vote of 33-0-0.

AD HOC (COMMITTEE ON PRESIDENTIAL SEARCHES)

No report.

REPORT FROM FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

University Research Council – Senator Cinnella stated that his written report would be included in next month's packet. A brief report on the Research Institute Program was given stating a 38% success rate with 13 proposals. At the six month point of this fiscal year, there is a 28% increase in submitted proposals.

ADJOURNMENT

Senator Rogers moved, Senator Embree seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate.

Submitted for correction and approval.

LaDonne Delgado, Secretary

Faculty Senate
January 17, 2003
(President Lee's remarks)

Thank you for the opportunity to visit briefly with you this afternoon. I appreciate very much the expressions of support and confidence that have been extended by several of you and many of your colleagues.

To repeat to some extent what I said earlier this afternoon, I pledge to serve the university and the state to the very best of my ability. To elaborate somewhat on those earlier remarks, let me assure you that I have a full and deep appreciation for the role of the faculty in determining academic policy and procedure and in defining the mission of the university.

I fully intend to have an administration that is collaborative and collegial. I will certainly encourage and solicit broad input, and I will also clearly designate authority and responsibility. I want to be clear about directions and priorities, but I don't intend to run everything from the top of the organization chart.

We will base decisions to the maximum extent possible on objective information, and we will strive to allocate our resources in a way that is consistent with our priorities.

Certainly we will place a high priority on rewarding achievement.

All of us who are part of the university have an important role to play, and I will work to ensure that we provide a working environment in which everyone is respected and has the opportunity to develop their potential.

We have a full agenda of important matters that require our urgent attention.

We must move ahead as quickly as we can with permanent appointments in key leadership positions.

We must rapidly complete the initial phase of our self-study and immediately begin preparing for the reaffirmation of accreditation site visit planned for early April. That will entail serious discussion of the processes that we will use for planning and assessment.

We must continue to work closely in the coming weeks with legislative leaders to do all that we can to stabilize state funding for the university.

I realize that matters of process and procedure that relate to issues of governance occupy your thoughts to some extent today. I will not try to dissuade you from expressing your views on those topics.

However, I do hope that we will be able to avoid a divisive and acrimonious debate that would unduly distract us from the urgent work at hand or make it more difficult to work in a constructive manner toward stronger and more mutually satisfying relationships in the future.

I am grateful for the hard work and the dedication of the faculty and all employees of the university throughout the state during this past year of uncertainty and austerity. I appreciate the consideration and support that has been shown to me. Now we have an opportunity to refocus our energies and make major contributions to the university and the state. I look forward to working with you.

J. Charles Lee
January 17, 2003
(Broadcast remarks)

I would like to begin by thanking the Board of Trustees for their expression of confidence in me. I am truly honored. I am also very grateful to the many policymakers, alumni, faculty, staff, and others throughout the state who have provided encouragement and support during the past several months. And certainly I want to thank the men and women who make up Mississippi State University—those located on this campus, in Meridian, and across the state—for their support and for making real progress under difficult financial circumstances.

My wife Pat and I will always cherish the new friendships that we have developed over the past year.

To all of you, I pledge to do all in my power to justify your confidence and to serve the university and the state to the best of my ability, and Pat is equally committed as my full partner in this undertaking.

We are here today because of our shared interest in the future of MSU.

All of you and the people of Mississippi deserve to know what my priorities are and the general directions in which I propose to lead the university. The details will take shape in coming weeks in consultation with the faculty, policymakers, our Board, and those we seek to serve.

First, this will remain The People's University. As we prepare to celebrate next month the 125th anniversary of the founding of this land-grant institution, we also will recommit to our mission of providing access and opportunity to students from all sectors of our population.

This is our most sacred mission and the most critical contribution that we can make to the future of our state. We will spare no effort to secure the resources that are necessary to make sure that there is a place at the university for every student who has shown the determination and ability to take advantage of what this university offers. We will expand our mentoring programs and other services designed to give our students every opportunity to succeed. And we will remember that, while research and service are important elements of the university's mission, learning is its heart and soul.

We will do our part to help Mississippi rise at least to the national average in the percentage of our population that holds a college degree.

While providing access and support, we will continue to recruit the state's best and brightest students, encourage them to stay in Mississippi, and work to improve the academic profile of our student body. We see no conflict between inclusiveness and quality.

Second, in the land-grant tradition, and building on our statewide presence, we intend to broaden our commitment to extend the resources and expertise of the university for the benefit of the entire state. We will strengthen our numerous partnerships with K-12 schools and community colleges.

We will continue to play a major role in preparing the state's school teachers and other education professionals.

We will reach out to the youth of the state through 4-H and other programs targeted toward youth development, and we will broaden our efforts to serve non-traditional students through non-traditional means. We also want to strengthen our partnerships with business and industry and the agricultural sector, with communities and organizations, and with others. We are already exploring the addition of an industry

extension component to the outreach mission of the university and looking at ways to better coordinate and streamline existing outreach and service programs.

Third, we will embrace and enhance our role as a major contributor to the economic development of the state. As Mississippi's principal research university, we will build on existing strengths in engineering and agricultural sciences and we will pursue emerging opportunities in other fields that match our areas of expertise and the needs of the state.

There is no reason to believe, I am told, that we cannot become a major center for automotive research and development for the entire country. The new Center for Advanced Vehicular Systems represents a major step in that direction.

Our programs in computational sciences, biotechnology, early childhood learning, biological engineering, remote sensing, and alternative energy sources, among others, have unlimited potential to stimulate our economy and improve the quality of life.

Finally, we will work to raise our national stature as a university, which can bring benefits to our students and to the state as a whole. National recognition for a university is important for three reasons:

it helps to attract the best faculty and students, along with more competitive grants and private support;

it increases the value of the degree awarded to our students and provides them with more options in the job market;

and it creates across the country a more favorable image of the state in which it is located.

We are well positioned to earn a place among the nation's top universities as we move up in the ranks of research institutions, aspire to membership in the Association of Research Libraries, and continue to produce graduates of distinction.

These four key priorities—

- access and excellence in the academic program;
- expansion of outreach and community development;
- leadership in research and economic development; and
- a focus on improving the stature of the university—

will guide Mississippi State's direction and development during the foreseeable future.

As we pursue these priorities, we face a number of pressing short term challenges and opportunities.

First, we will step up efforts to fill key leadership and faculty positions as quickly as possible.

Second, we will work with the legislative leadership and others to stabilize and protect state support for higher education.

We have urgent needs for more full-time faculty members; increased technological support for teaching, research, and administrative systems; and overdue major maintenance of buildings, streets and utilities, among other needs. And we must better compensate our excellent faculty and staff in order to retain and attract the talent we need.

We also will move ahead with plans for a major capital campaign, recognizing that private sector support is critical to our success.

We will build on a significant record of achievement and a tradition of providing opportunities for young men and women to excel in the realm of athletics.

We will further improve the already commendable graduation rate of our student-athletes while ensuring that our intercollegiate athletics program is committed to financial and competitive integrity, in keeping with the true Bulldog spirit.

While we work toward these long-range and short-term goals, we will be constantly aware of the need to provide a safe and nurturing environment for our students and a working environment that lets men and women pursue their highest individual potential at every level in our institution.

We will strive to balance authority with responsibility at all levels, to encourage risk taking, and to reward individual and unit achievement.

Although we are not a business in the usual sense, the magnitude of resources entrusted to us necessitates a businesslike approach to planning, budgeting and assessment of outcomes. Those who provide our support expect nothing less.

Mississippi State has been opening the doors of opportunity and improving the quality of life of the people of this state for 125 years. I have no doubt that the university's future will be even brighter than its past, and that its contributions to the people of the state and nation will continue to grow.

I am deeply honored to have the privilege to serve as president of this great institution, and Pat and I look forward to working with all of you with our utmost energy to help Mississippi State fulfill its potential and its purpose. Our state and nation can afford nothing less.