

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF MEETING ON APRIL 16, 2004**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the John Grisham Room of the Mitchell Memorial Library at 2:00 p.m. on Friday, April 16, 2004.

Members absent and excused were Troy Blanchard, Denny Eshee, Carlen Henington, Nancy McCarley, Meghan Millea, and Peter Wood.

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 Walter Diehl called the meeting to order.

President Diehl referred to the minutes of the March 12, 2004, Regular Meeting as distributed. Senator D'Abramo moved, Senator Thaxton seconded, that the Robert Holland Faculty Senate approve the minutes of March 12, 2004. The motion passed on a unanimous voice vote.

GUESTS

President Diehl introduced guests: Provost Rabideau, Larry Templeton, Sylvester Croom, and Kirk Arnett.

LARRY TEMPLETON, ATHLETIC DIRECTOR

Mr. Templeton provided the following information:

- This has been a very successful month for MSU in terms of athletics. The basketball program under Coach Rick Stansbury just won the Southeastern Conference Basketball Championship. Lawrence Roberts was one of the five basketball players in the country selected for the John R. Wooden Award. Last week Tiffany McWilliams ran the best 1500 meter time in America and will be representing the U.S. on the Olympic Team.
- This month there have been two major gifts to intercollegiate athletics. The Henry Mize Foundation of Tupelo has given MSU a video scoreboard for baseball and a four-sided video board for Humphrey Coliseum.
- There are two major construction projects to begin soon. A 196-car parking lot will be added to the west side of the football stadium and hopefully be ready for this fall's football season. Also a new weight and training room will be built for MSU athletes.
- This afternoon at 2:00 p.m., the University is releasing its official response to the NCAA pertaining to MSU's football program being placed under official notice of allegations back in December. This response has been put together by an independent firm which the University hired. It states that the University does not accept any of these allegations as major violations.

- The Framework for Comprehensive Athletics Reform addresses the following five issues: (1) academic integrity, (2) athlete welfare, (3) governance of athletics at the school and conference level, (4) finances, and (5) commercialization.
- Mr. Templeton introduced Coach Croom.

SYLVESTER CROOM, HEAD COACH-FOOTBALL

Mr. Croom provided the following information:

- Croom has been in pro football for the past seventeen years.
- Croom likes knowing at the end of the day, at the end of a career, that he has made a difference. The game scores don't matter – it's the people he meets along the journey.
- Croom has a genuine concern for the players and an appreciation for their college life, especially at MSU.
- Croom stated that he appreciates and trust President Lee and Larry Templeton and the roles they play at this institution.
- Croom feels he is truly a part of this University family.
- Through combined efforts of faculty and coaches, Croom hopes that players will be better people after having had their MSU experiences.
- Croom expects his players to not only attend class, but to stay awake and pay attention during each and every session. He expects no favors for his players. There is a price to be paid for success on any level and that includes the classroom. Nothing will be given to these students, they must earn it. There will be no “freebies” in life and part of our responsibility is to help each student prepare for what life has to offer – both good and bad.
- Croom has made it very clear to his players that they are to attend class and show up for practice or get detention runs on their time off.
- Croom thanked everyone for their cooperation in his efforts to have a successful team.

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- On behalf of President Lee, Rabideau announced that MSU has reached an agreement with Dr. Colin Scanes to serve as the new Vice President for Research and Graduate Studies.
- The IHL Board recently met and MSU had two new programs approved: BA in Music and MAT in Community College Instruction.
- MSU was asked to provide materials to the IHL Board discussing reasons for having independent masters programs, but this topic did not appear on the agenda.
- The IHL Board has been interested in looking at the “Florida Plan” pertaining to credits to degrees. There has been a “first read” of a draft proposal about credit to degrees. There has also been some discussion pertaining to core curriculums.
- There has also been a discussion of tenure. A few months ago the Chief Academic Officers has a discussion with Dr. McHenry about the ability of institutions to hire faculty with tenure. Administrators

may be hired with tenure. Rabideau feels very strongly that MSU should have the ability to hire associate and full professors with tenure.

- Rabideau has recommended to President Lee that he establish a Planning Taskforce to be chaired by Rabideau comprised of some vice presidents, faculty, staff, and others.
- Senator D'Abramo asked if the 120 hours would be implemented this Fall or in 2005. Rabideau responded that the timetable which has been discussed plans for a decision to be made by this October and then go into effect the Fall of 2005 (whatever that means).
- Senator Yu asked if this year's turning down for promotion and/or tenure of certain faculty was a budget issue and secondly, could Rabideau provide any words of wisdom to help faculty be more successful in obtaining promotion and/or tenure in the future. Rabideau responded that there is a new MSU P&T document and he has called a meeting of all of department heads and deans from across campus to have a discussion and promotion and tenure and what is expected. In terms of success in obtaining promotion and/or tenure, the recent Roundtable encouraged mentoring. Some units across campus, such as Engineering, already have mentoring programs in place. Rabideau also commented on the search for a Dean of Education saying the search process is going well and he is encouraged. He hopes to find someone who can bring strong leadership to MSU and will convince him that MSU is doing the right things.
- Senator Montgomery commented that it was his understanding that many faculty whose promotion and/or tenure applications were supported up through their colleges were not subsequently supported by Rabideau; that faculty applying for full professor had to prove a "national reputation;" and that faculty applying for associate professor and tenure in their fifth year were denied even though MSU was supposed to be administering these promotions and/or tenure decisions under the "old" or current document. Rabideau hesitated to make many comments pertaining to this topic since the University was still in the middle of the current processing of applications. He did state that most of the MSU deans have told him that they already look for a "national reputation" from applicants seeking promotion to full professor within their colleges, therefore this is not a new criteria. Rabideau then stated that he has worked extremely hard to follow the guidelines as given within the existing "old" document. In the "old" document, there seems to be no definitions for excellence in teaching, excellence in service or excellence in research nor is there mention of the criteria of sustained performance. At most institutions, applications made in their fifth year are considered 'early' and Rabideau certainly is of that opinion. Rabideau also prefers to see less research listed in an application as in press, submitted or forthcoming and would rather see that application wait a year to give that research a chance to actually be published. He stated that he would be willing to discuss this topic further after this round of applications were completed.
- Senator Kohers asked if this new committee which Rabideau mentioned would be discussing streamlining on campus. Rabideau responded that universities across the nation often look at what they do well and how they can do these activities more efficiently and effectively. MSU excels at bringing in funds in federal earmarks so what this committee might do, for example, is look at the process, see if it is being conducted efficiently, determine if these earmarks are beneficial to MSU, etc. It would be a matter of prioritizing.
- Senator Ryan asked about Dead Days – why there were none listed on the Academic Calendar and when was the decision made not to have them. President Diehl responded that the Senate voted to eliminate Dead Days last year.

- Senator Ryan then asked about the movement of responsibilities from the Office of the Provost to the Vice President for Research and Graduate Studies and whether there will be some real clout and funding for the graduate programs. Rabideau responded that the new Vice President for Research and Graduate Studies will address these issues. The best way to have clout for the graduate programs is to have someone at the VP level responsible for them and now we do. The bottom line is that there is only one pot of money so do you want the money to go into increasing faculty salaries or for increasing graduate student stipends, etc.

KIRK ARNETT, ATHLETIC FACULTY REPRESENTATIVE

Dr. Arnett provided the following information:

- Arnett referred to the information included in the Agenda about student support by major which was requested at a previous Senate meeting and stated that he could answer questions about it at the end of his comments.
- On April 19-20, the NCAA will vote on 79 proposals. There is one proposal of student welfare interest which will be voted on that pertains to not allowing a travel day which falls between 6am and midnight to be counted as the student's day off. Another issue which will be voted on is to allow student athletes during their off season to have two days during the week where the student does nothing toward athletic preparation.
- At the conference level, there will be a vote in June on two proposals: (1) to limit the number of championship competitions that occur during the final exam period and (2) to limit the number of makeup games that occur during the final exam period.
- Another proposal which will not come up for vote at the June meeting will discuss what to do about student athletes who do not miss classes but are gone weekend after weekend due to competition and how to address this problem.
- At the local level, the Athletic Study Committee will be releasing a report by the end of this semester about the Athletic Academics Office operation.

REPORT OF THE PRESIDENT

President Diehl's report included the following remarks:

- President Diehl began his remarks by thanking Dean Coleman for allowing the Senate to meet in the Grisham Room of the Library.
- Diehl introduced the new Senators: from the College of Arts and Sciences: Troy Blanchard, Marita Gootee, Homes Hogue, and Rick Travis; from the College of Education: Jeanne Swafford and Kent Coffey; from the College of Engineering: David Bridges, Allen Greenwood, James Martin; from the

College of Forest Resources: Susan Diehl; from the College of Veterinary Medicine: Michael Brashier, and from the College of Business and Industry: Meghan Millea.

- Diehl described the Planning Committee/Taskforce previously mentioned by Rabideau as a semi-permanent ad hoc committee with most representatives having been elected to serve. The department heads, deans and distinguished faculty have elected a representative. The Faculty Senate President and the Student Association President are automatically members. The Faculty Senate Executive Committee will name additional individuals from the colleges not yet represented by the elected participants to also serve. This is a potentially important committee and the faculty representation on it is very good.
- AOP 12.16: Academic Suspension and Dismissal was passed by the Senate several months ago but no mention of implementation was made and, on the advice of University council, it was decided to completely grandfather in this AOP, therefore it will begin with the student starting in the Fall of 2004.
- Diehl signed the approval to eliminate AOP 12.14: Reporting Absences because it is redundant with AOP 12.09 which the Senate dealt with last year.
- At the end of April, there will be a meeting of the deans, department heads, and other individuals to meet with Rabideau and have a promotion and tenure wrap-up discussion.
- Diehl met with the University Faculty Senates Association yesterday and the situation at Southern Mississippi dominated the discussion. The hearing will be held on April 28-29, 2004, and will be open to the public.
- Possible implementation of the 120 hour degree requirements is critical. Diehl assumes that the earliest this proposal could be voted on by the IHL is at their June meeting which, if passed, might be implemented as early as this fall.
- Diehl thanked several individuals for the work which they have accomplished over the past year: Nancy Reichert, Vice President; LaDonne Delgado, Secretary; Greg Dunaway, Parliamentarian; Linda Morse, Chair of the Academic Affairs Committee; Mark Goodman, Chair of the Faculty Affairs Committee; Lou D'Abramo, Chair of the Charter and Bylaws Committee; Keith Hodge, Chair of the Student Affairs Committee; Melissa Mixon, Chair of the Ancillary Affairs Committee; Tom Cathcart, Chair of the University Resources Committee; Delores Hudson, Faculty Senate Office Secretary; and Kristin Hopper, Student Assistant.

ELECTION OF OFFICERS

Two nominations for President of the Robert Holland Faculty Senate for the 2004-2005 term were received by the designated date, Senator Greg Dunaway and Senator Mark Goodman, therefore there were no nominations taken from the floor. The first secret ballot taken resulted in a vote of 25-17 therefore a second vote was taken because the majority vote must be of the entire Senate (not those present). Senator Goodman was elected by a Senate vote of 27-14.

Two nominations for Vice-President of the Robert Holland Faculty Senate for the 2004-2005 term were received by the designated date, Senator Jacquelyn Deeds and Senator Peter Wood, therefore there were no nominations taken from the floor. Senator Wood was elected by a Senate vote of 33-9.

One nomination for Secretary of the Robert Holland Faculty Senate for the 2004-2005 term was received by the designated date: Senator LaDonne Delgado. President Diehl opened the floor for additional nominations. Receiving no further nominations for Secretary from the floor, President Diehl closed nominations. Senator Delgado was elected by a Senate vote of 42-0.

REPORT OF THE VICE PRESIDENT

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

- Reichert gave her last report and stated that this has been a enjoyable experience and she has gained new insight. She thanked President Diehl and Secretary Delgado for their support and assistance throughout the year.
- Reichert extended a special thank you to past-Senator Embree.
- Reichert referred to her report as given in the agenda.
- There was much discussion at the Spring Roundtable (on Faculty Retention) on mentoring new faculty.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

Employee Benefits Committee – Senator Nebeker referred to the Committee's report as included in the agenda packet with the following additional comments:

- A retirement income options workshop will be held on April 27, 2004, in the Bost Auditorium.
- The Health Intervention That Matters (HITM) program can be accessed via the Web site at www.hitm.msstate.edu. Faculty will have an opportunity to talk with a registered nurse.
- A program is being discussed to offer counseling for faculty on campus.

BUSINESS SENT TO COMMITTEES

None.

BUSINESS TO BE SENT TO COMMITTEES

Letter from Dr. Melissa Mixon, re: Promotion for Non-Tenure Track Faculty - Senator Bryant moved, Senator Deeds seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to an ad hoc committee.

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

Senator Hodge, Chair of the Student Affairs Committee, referred to this Committee's report initiated by a letter from Dr. Walter Diehl dated September 4, 2003, requesting that the Senate examine the Coalition for Intercollegiate Athletics (COIA) document, "A Framework for Comprehensive Athletics Reform." Senator Hodge moved, Senator Bryant seconded, that the Senate endorse the following recommendations:

1. That the Robert Holland Faculty Senate endorse, in principle, "A Framework for Comprehensive Athletics Reform," and
2. That the Robert Holland Faculty Senate and its representatives continue to participate in COIA activities.

The motion passed on a Senate vote of 35-1-2.

UNIVERSITY RESOURCES

No report.

AD HOC COMMITTEE ON FACULTY WORKLOAD

Senator D'Abramo, Chair of the *ad hoc* Committee, referred to this Committee's report on AOP 13.23: Faculty Workload. Senator D'Abramo moved, Senator Berk seconded, that the Senate approve AOP 13.23 as revised by the *ad hoc* Committee on Faculty Workload.

The motion passed on a Senate vote of 38-0-0.

POINT OF PRIVILEGE

On behalf of the Senate, Senator D'Abramo thanked President Diehl for his dedicated service over the past two years. He is truly a faculty advocate who has worked tirelessly for this body.

ADJOURNMENT

Senator Follett 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