

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF MEETING ON NOVEMBER 12, 2004**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the Grisham Room of the Mitchell Memorial Library at 2:00 p.m. on Friday, November 12, 2004.

Members absent and excused were Carolyn Adams-Price, Alan Blaine, Kent Coffey, Paula Dohoney, Pat Donohoe, Denny Eshee and James Martin.

Members absent and unexcused were PC McLaurin, Mark Zappi and Adam Telle.

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 October 8, 2004, Regular Meeting as distributed. Senator Bryant moved, Senator Wolverton seconded, that the Robert Holland Faculty Senate approve the minutes of October 8, 2004. The motion passed on a unanimous voice vote.

GUESTS

President Goodman introduced guests: Dr. Peter Rabideau, Provost; and Dr. Colin Scanes, Vice President for Research and Graduate Studies.

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- Robin Robinson, member of the Mississippi Board of Trustees of State Institutions of Higher Learning, visited campus during the week of November 8th. She serves as the chair of the Academic Affairs Committee.
- Post Tenure Review – discussed at the IHL meeting and updated versions are due to them for their February meeting. Institutions were also asked to provide annual reports with respect to post tenure reviews to the IHL Board.
- Faculty Forums sponsored by Academic Affairs – The first program was held in the Library's Grisham Room and the topic was the Honors Program. The second program will be held on Tuesday, November 30, 2004, as a breakfast in the Library's Grisham Room and the topic will be Learning Communities. Rabideau welcomes suggestions for future topics.
- Senator Wolverton asked if Rabideau felt like the IHL Board members understood tenure. Rabideau responded that he had not had many conversations with Board

members about tenure. He then stated that it is important for Board members and anyone that has connections with universities in the state of Mississippi have a good understanding of the tenure process. MSU now has a very good and rigorous promotion and tenure document with external reviews as part of the process.

- Senator Walter Diehl stated that his concerns are that the IHL Board members do not seem to understand their own policies pertaining to tenure and promotion. Both hiring policies and tenure and promotion policies among the institutions are not uniform so why does the Board feel that the post tenure review policies should be uniform? It is impossible for post tenure review policies to be uniform as long as promotion and tenure policies among institutions are not uniform. Rabideau clarified that he does not think that post tenure review policies should be the same or that the IHL Board wants them to be the same. What he thinks is that it came as a surprise to some Board members that the policies are not the same.
- Senator Bridges asked for an update on the search for a new Dean of Engineering. Rabideau responded that the search committee is very close to releasing some information to the public about this situation.
- Senator Henington asked about the other ongoing Dean's searches. Rabideau responded that the search for the new Dean of Education is up and running. The number of applications seem to be low.
- Senator Walter Diehl asked if there were any reorganizations planned for this upcoming year. Rabideau responded that there were not.
- Senator Deeds asked about the possibility of the university paying for faculty's regalia when they march in graduation. Rabideau responded that he is still checking into this and will get back to the Senate.
- Senator Henington stated that during Discovery Day, several faculty had to pay the parking fees as if they were on campus to attend the football game and asked if a designated parking lot could be set aside for those only wanting to attend Discovery Day and not the game. Rabideau responded that this sounded reasonable. Senator D'Abramo stated that the east end of the parking lot near Allen Hall is already designated for any faculty to park in if they are on campus for reasons other than to attend the football game, but there was miscommunication on that particular day.
- Senator Yu asked if Provost Rabideau had any plans for establishing an organized mentoring program for new faculty or would this be left up to individual departments. Rabideau responded that he feels that more mentoring has taken place this year than in years past, but that he encourages more mentoring on both the departmental and university level.
- Senator Wood asked for an update on finding a new NCAA Faculty Athletic Representative. Rabideau responded that he did not know.

COLIN SCANES, VP RESEARCH AND GRADUATE STUDIES

Dr. Scanes provided the following information:

- Scanes began his remarks by giving a few impressions of MSU: the feeling ones gets on campus is one of excitement; the strength of the university to do teaching, research

and service is extremely high; there is a very strong faculty at MSU; the reputation of the university is lagging and not congruent with its reputation.

- Scanes mentioned that last year, MSU had \$150 million in funded research support. For every million dollars, thirty-nine jobs are created, thus $\$150\text{m} \times 39 = 5,850$ jobs. This is equivalent to the total number of employees at Nissan. When looking at the increase in federal funding over the past year, MSU is in the top twenty of American universities.
- Scanes recited the importance of research and why it has been important to universities throughout history.
- Scanes mentioned some of the university's priorities: to improve the reputation of the university; to increase the number of PhD graduates; and to acknowledge that research is important in terms of economic development. Technology can also effect economic development. Start-up companies and spin-off companies have grown.
- MSU has almost 60% of all research dollars in the state.
- Scanes mentioned some of his upcoming goals: to see an increase in competitive funding; to see an increase in PhD graduates; to increase technology commercialization and the recruiting of companies; to increase federal earmarks; and to support the recruitment and retention of faculty.
- Senator Walter Diehl stated that he was surprised to hear that MSU's PhD graduation rates were low and asked if Scanes knew why. Scanes responded that it is a series of reasons such as low stipends, non-recruiting, international students having trouble getting into the country, some colleges on campus only recruiting post doctorate fellows, the university not providing sufficient support, and the cost of tuition.
- Senator Dunaway stated that the problem with low PhD graduates can be fixed simply by increasing the stipends and having fellowships pay for their insurance.
- Senator Berk asked if Scanes' office planning to do to support existing faculty and their research. Scanes responded – not enough. This is very important and some examples of what his office is doing are funding to visit federal agencies, companies, etc. and some seed grant programs.
- Senator D'Abramo stated that he sees a direct relationship between the PhD graduation rate at MSU and the quality of students. MSU needs to expedite the processing of applications and stop "dragging our feet" causing us to lose some of the best and brightest students.
- Senator Kohers asked what Scanes' viewpoint was on funded research verses unfunded research. Scanes responded that his office encourages and will contribute toward the success of both types of research.
- Senator Yu stated that it seems as if grant proposals from the social science departments of the university are not treated as importantly as those coming from the science departments of the university and would it be possible to judge those using different criteria. Scanes responded that the evaluation of grant proposals is done by a faculty committee. He plans to have training programs teaching how to write grants this next semester. A mentor can make a huge difference in the success of grant writing.
- Senator Susan Diehl asked if there were money in his office for professional development travel. Scanes responded yes....usually matching funds.
- Senator Wood asked if Scanes would comment on the incentive programs being considered by MSU. Scanes responded does not want to have programs tied only to

dollar amounts. Any planned incentive programs would consider number of publications, place of publication, etc. as well as grant dollars brought into the university.

REPORT OF THE PRESIDENT

President Goodman referred to the his report as distributed.

REPORT OF THE VICE PRESIDENT

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

- Wood asked for topic suggestions for the spring roundtable.
- Faculty and academic appointments no longer have to submit job applications electronically.
- The faculty workload policy has been approved and signed.
- There will be two graduation ceremonies at the end of this semester.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

University Benefits Committee – Senator Nebeker referred to the his report as distributed and added the following remarks:

- Open enrollment process was discussed and seemed to work well this year. Employees will be notified via e-mail if they failed to click the “Complete” button or had incomplete applications.
- Next year there will be an increase in the amount going into the retirement system from 9.75% to 10.75% effective July 1, 2005. This proposal is yet to be approved.

BUSINESS SENT TO COMMITTEES

None.

BUSINESS TO BE SENT TO COMMITTEES

Letter from Dr. Walter Diehl, re: Use of cell phones in classrooms – Senator Wolverton moved, Senator Henington seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Goodman assigned this issue to the University Resources Committee.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE

Senator D’Abramo, Chair of the Academic Affairs Committee, referred to this Committee’s

report on AOP 10.02: Academic Administrators. Senator D'Abramo moved, Senator Wolverton seconded, that the Senate approve AOP 10.02 as revised by the Associate Deans Council and the Academic Affairs Council.

The motion passed on a Senate vote of 37-0-0.

ANCILLARY AFFAIRS COMMITTEE

Senator Montgomery, Chair of the Ancillary Affairs Committee, referred to this Committee's report initiated by a letter from Dr. Dan Embree dated February 3, 2003, requesting the Senate determine whether some procedures may be devised to more accurately screen transfer students and to direct them into remedial courses. Based on this report, the Ancillary Affairs Committee believes that no further action is required on this issue.

Senator Montgomery moved, Senator Boyle seconded, acceptance of this report. The motion passed on a Senate vote of 32-0-3.

Senator Montgomery, Chair of the Ancillary Affairs Committee, referred to this Committee's report initiated by a letter from Dr. Montgomery dated July 19, 2004, requesting the Senate assess the problem of email "spam." Senator Montgomery withdrew this issue from discussion until a later meeting.

CHARTER AND BYLAWS COMMITTEE

No report.

FACULTY AFFAIRS COMMITTEE

Senator Follett, Chair of the Faculty Affairs Committee, referred to this Committee's report initiated by a letter from Provost Rabideau dated July 19, 2004, requesting the Senate to update the current Post-Tenure review document (OP 01.21, dated 10/23/02). Senator Follett moved, Senator Reichert seconded, that the Senate approve the changes in OP 01.21 as shown in the draft. Specifically, this includes:

1. the deletion of the last paragraph in the section entitled "Principles,"
2. change the word "may" to "shall" (in the third paragraph of the "Procedures" section), and
3. inclusion of the following two new paragraphs at the end of the document, to detail the appeals process:

If, at the end of the development period, the administration believes that a tenured faculty member's level of performance is so low that continued employment would be a detriment to the university's mission, then it is appropriate for it to institute formal dismissal hearings, under the authority of Policy 401.0103 of the Board of Trustees, Institutions of

Higher Learning, for the specific reason of inefficiency.

In the case of termination of a tenured faculty member for inefficiency under the guidelines of this Post-Tenure Review policy, the faculty member will be informed in writing of the proposed action against him/her and that he/she has the opportunity to be heard in his/her own defense. Within ten (10) calendar days of notification of the proposed action, the faculty member will state in writing his/her desire to have a hearing. He/she will be permitted to have with him/her an adviser of his/her own choosing who may be an attorney. The institution is directed to record (suitable for transcription) all hearings. In the hearing of charges of incompetence, the testimony will include that of a faculty and other scholars. Tenured faculty members, who are dismissed by reason of inefficiency will have their contracts terminated at any time subsequent to notice and hearing with no right to continued employment for any period of time. At the discretion of the Institutional Executive Officer, any faculty member's salary may be paid and he/she may be relieved of all teaching duties, assignments, appointments and privileges when he/she is dismissed for inefficiency.

The motion passed on a Senate vote of 34-3-1.

STUDENT AFFAIRS COMMITTEE

No report.

UNIVERSITY RESOURCES

No report.

NEW BUSINESS

None.

ADJOURNMENT

Senator D'Abramo 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