

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF MEETING ON JANUARY 14, 2005**

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, January 14, 2005.

Members absent and excused were Alan Blaine, Thomas Cathcart, Kent Coffey, Marita Gootee, Allen Greenwood, Homes Hogue (sabbatical), Randy Little, Al Myles, Chein Yu, and Mark Zappi.

The member absent and unexcused was Michael Brashier.

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 November 12, 2004, Regular Meeting as distributed. Senator Bryant moved, Senator Wolverton seconded, that the Robert Holland Faculty Senate approve the minutes of November 12, 2004. The motion passed on a unanimous voice vote.

GUESTS

President Goodman introduced guests: Dr. Charles Lee, President; and Dr. Peter Rabideau, Provost.

CHARLES LEE, PRESIDENT

President Lee provided the following information:

- The MSU General Faculty meeting will be held on February 2, 2005, at 3:00pm in the Hunter Henry Center.
- Lee received the written letter today that resolves MSU from any further follow-up reports pertaining to SACs.
- The National Association of Schools of Music has notified Mississippi State that the university's music education department continues to be in good academic standing and accreditation.
- Enrollment for this spring should be about the same as last spring.
- Lee stated that people in almost every setting are saying that they do not know what is going on at MSU and they want to see more publicity about the University in the big news sources. A consultant is working with University Relations to improve MSU's image and getting news stories out to the public.

- In the last six months, Lee has received no negative letters pertaining to landscaping.
- Interviews are being conducted this week for the Landscape Management position.
- Jim Jones is the new Director of Facilities, Physical Plant Administration.
- Lee stated that if you took MSU's \$10 million in budget contingency funds and add that to what the other state agencies have, this would not begin to fix the Medicare problem that exists.
- Lee thanked the faculty for their assistance and support in the accreditation process, the post-tenure document, and MSU's federal funding accomplishments for this year which are at record high.
- Senator Eshee asked what emphasis has the MSU administration placed on student recruitment and, if there has been an emphasis, what effect has it made toward student recruitment. Lee responded that there is a new Vice President for Student Affairs and the entire recruiting process has been re-organized and is more of a one-stop process. It is the case that MSU is carrying a debt of about \$3.5 million due to the downturn in enrollment. The new dorm is also generating many new student entries to campus.
- Senator Walter Diehl asked what the University's role is in the beef plant situation and what impact this is going to have on the University. Lee responded that this was hard to say. He had a conversation with Sid Salter about this and many other issues last week and he reminded Lee that the Ag Division turned down the opportunity to become directly involved feasibility analysis twice and Lee could remember a third time. Lee pulled the report that MSU submitted to the House of Representatives just before Christmas and re-read it. He has never spent, in his professional career, as much time on being sure about the assumptions that would surround this high risk proposition. Lee feels certain that MSU was not at fault and that there should be no repercussions.
- Senator Wood asked about the recent news of the University possibly increasing its enrollment to 20,000 students; what would be the time table for implementation; and how will faculty hires factor into this situation. Lee responded that this number came from the creation of the Master Plan and as a default of extending past trends out to 2010, the number 20,000 emerged. Lee stated that it is obvious that the University cannot grow to this number without state support and the funds and resources in place to accommodate such a number of students.

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- Rabideau offered his compliments for the faculty's work on the SACS accreditation process – especially thanking Leslie Bauman, Jerry Gilbert and Gary Pike.
- In the next two weeks, RFPs (request for proposals) will be sent out to faculty for the establishment of learning communities. Incentives will be offered for up to \$2,500 per faculty member for two faculty members. If there are more than two faculty, the amount will be prorated. The Division of Student Affairs is very excited about the soon-to-be-realities of learning communities at MSU. The new student facilities will encourage learning communities.

- Post Tenure Review – Rabideau thanked the Senate for their efforts in developing a post tenure review policy that addresses the issues that were raised by the IHL Board of Trustees. This document has been signed off by everyone on campus and Rabideau will be taking a copy with him to the next Board meeting.
- 124 hour to degree proposals have arrived in his office and he will be working with those soon.
- On Wednesday of next week (1-19-05), the Chief Academic Officers will meet in the morning and then have committee meetings in the afternoon. There is a new Interim Director of IHL and a new Deputy Director. The big issues of discussion are program evaluations and program duplication. IHL Board feels very strongly that the eight universities should not have unnecessary duplication of program. The key issue in Rabideau's mind is that no one has defined what "unnecessary" means.
- Senator Wolverton asked how many public universities besides Ole Miss have these Intersessions. Rabideau responded that he thinks that Indiana University has, or has had, a similar Intersession program as what MSU is considering.
- Senator Wolverton also asked if Rabideau had heard anything back from the person who was visiting MSU from Phi Beta Kappa. Rabideau responded that he had a wonderful visit with the representative from Phi Beta Kappa. He was very impressed by the campus and particularly the Library.
- Senator Walter Diehl stated that it seems as though the University of Southern Mississippi is fast tracking their 124 hour degree programs to begin this fall. Are there other universities that are trying to also do this? Is MSU trying to use this at a student recruiting tool? Rabideau responded that he does not know if this is being used for student recruiting – he would hope so.
- Senator D'Abramo asked if Rabideau had found any Intersession programs that didn't work as he was doing his research. Rabideau responded no, but that his office wasn't looking to see if programs were successful or not, but was looking at the mechanics of how the Intersession programs were set up in order to make them work in the time frames allowed if faculty wanted to offer classes during these Intersessions. There are some concerns as to the nature of the courses that can be successfully taught during Intersession and we should be careful in choosing which ones would be appropriate.
- Senator Swafford asked if there had been any discussion of having a spring intersession rather than a winter intersession. Rabideau responded it has not been discussed but if the faculty wanted to explore that avenue, he would be willing to do so.
- Senator Millea asked that she remembered reading something in the student newspaper about an instructor's contract not being renewed because of professional qualifications. Do we have specific definitions for professional qualifications and is this happening across campus? Rabideau responded that he did not want to discuss any specific personnel issues, but that his office looks very carefully at the credentials of instructors, assistant professors, associate professors, full professors, and all new hires – particularly when the credentials don't seem to match job requirements.
- Senator Henington asked for an update on the deans searches. Rabideau responded that he and Vice President Watson met yesterday with the search committee for the Dean of the College of Veterinary Medicine and that committee is active and moving forward. The search committee for the Dean of the College of Forest Resources may have narrowed their search to a short list. The search committee for the Dean of the

College of Education had a short list before the holidays and may have since narrowed their list although he has not talked to the chair of that committee recently.

REPORT OF THE PRESIDENT

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

- The Spring Faculty meeting is scheduled for February 2, 2005, at 3:00 pm in Hunter Henry.
- The April Faculty Senate meeting needs to be moved from April 8, 2005, to April 15, 2005, due to Super Bulldog Weekend.
- There has been much discussion about Intersession. Goodman is particularly interested in the option of teaching courses during Intersession because it would be an opportunity for faculty to receive an extra paycheck of possibly 8%.
- Senator Walter Diehl and President Goodman have been in discussion with Bill Kibler, Vice President for Student Affairs, pertaining to student orientation. They and several other faculty were not happy with the first plan announced for student orientation. Kibler withdrew the first plan and, after meeting with Goodman, Diehl, etc., a new plan will be implemented.
- The previously created ad hoc committee on non-tenure faculty will have its first meeting before the end of January and has already begun working on a document.
- Page 17 of the Senate Agenda is information provided by Gary Pike on MSU grades of transfer students from Mississippi community colleges.
- Senator Deeds commented that some departments across campus have already started working on incorporating into their promotion and tenure documents what is involved for non-tenure faculty and she suggests that the Senate make it know to these groups that their input is welcome.

REPORT OF THE VICE PRESIDENT

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

- The Spring Roundtable is scheduled for Saturday, April 2, 2005, at Plymouth Bluff Conference Center. The primary topic of discussion will be in the general area of 'teaching' – such as teaching excellence, how teaching is evaluated, technology and teaching, seeking balance, research faculty and teaching, Intersession, and online teaching.
- Gary Pike has noted that students who transfer to MSU from community or junior colleges typically register a 0.5 to 1.5 decline in their GPA in at least one semester after enrolling. More analysis is forthcoming.
- The Post Tenure Review was approved by the Executive Council and forwarded to the IHL Board this month.
- A new grade has been established at MSU. It is called a 'Permanent Incomplete' or 'WI.' If a student does not complete a course within one year of receiving this grade,

the grade will automatically change to a permanent incomplete grade which cannot be changed – not even by the instructor of record. Students would then have to retake the entire class in order to receive credit.

- Winter Intersession – One of the big sticking points pertaining to this issue is with the 12-month faculty. Some past versions of Intersession excluded 12-month faculty from participating in at least so far as gaining compensation for their additional efforts. Discussion on how to solve this is ongoing. Courses offered during Intersession will need to be approved by both the College Course and Curriculum Committee and the University Course and Curriculum Committee.
- There is a new change in the Tenure Policy scheduled to go before the IHL Board soon which will negate the possibility of early promotion and tenure. Also a tenure-track faculty with no prior service can only apply for tenure in the sixth year of a seven-year probationary period. This policy also allows for faculty who have tenure at other institutions to be hired at MSU with tenure. Non-tenure track faculty can now be hired on contracts up to a full year length.
- The Senate Executive Council is issuing a standing invitation to all IHL Board members to meet with at least the Executive Council during their visits to campus.
- Senator Donohoe commented on the possibility of hiring faculty with tenure and asked if there was any mention in the policy of the department's role in this process. Wood responded that it would obviously be subject to approval by the department/department head and up through the chain-of-command. It would be a case-by-case basis.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

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

- The committee is looking at the possibility of having an offering group home and automobile insurance coverage. Travelers and MetLife have been asked to make presentations to the committee.
- PERS is trying to work out its problems and has particular concerns that there are approximately 25,000 employees eligible for retirement.
- The new pharmacy cards and Blue Cross cards have been sent to all employees.
- Bill Broyles reported that the insurance filing on HIT'M (Health Interventions That Matter) charges are working well.

Campus Planning and Development Committee – Senator Deeds reported that this committee met recently and the new dorm is on the fast track. The committee was given the new long-range plan for the northeast area of campus outlining new dorms for that area on a year-by-year basis. Approval was granted to go to the Executive Committee with the continuation of the revision of five-points.

Coalition on Intercollegiate Athletics – Senator Deeds reported that she and Goodman attended this conference in Nashville, TN, last week and contributed input toward the document entitled *Academic Integrity in Intercollegiate Athletics: Principles, Proposed Rules, and Guidelines* (see: <http://www.math.umd.edu/~jmc/COIA/COIA-Home.html>).

When the vote was taken to approve this document, MSU's representatives were the only negative votes. Goodman and Deeds has some concerns about this document being detrimental to smaller universities in large conferences. Some of the implications could be very negative as far as women's athletics are concerned. Also many of the things that this document wanted NCAA to mandate, MSU is already doing.

BUSINESS SENT TO COMMITTEES

None.

BUSINESS TO BE SENT TO COMMITTEES

OP 01.15: Wireless Communication Plan and Policy – Senator Walter Diehl moved, Senator Reichert 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

No report.

ANCILLARY AFFAIRS COMMITTEE

Senator Montgomery, Chair of the Ancillary Affairs Committee, referred to this Committee's report initiated by a letter from Dr. Roy Montgomery dated July 19, 2004, requesting the Senate determine what, if anything, could be done to curtail the quantity and the objectionable nature of "SPAM" e-mail messages received through the university computer system. Senator Montgomery moved, Senator D'Abramo seconded, that the Senate request the MSU administration to:

1. direct ITS to implement measures to control incoming SPAM using SPAM-tagging or improved solutions as they become available, provided that:
 1. the user is the ultimate decided of how her/his messages are to be handled and
 2. such solutions do not include any surveillance of e-mail usage;
and
2. pursue means of providing protection for MSU-sponsored web pages from being electronically "mined" for e-mail addresses.

The motion passed on a Senate vote of 43-0-0.

CHARTER AND BYLAWS COMMITTEE

No report.

FACULTY AFFAIRS COMMITTEE

No report.

STUDENT AFFAIRS COMMITTEE

No report.

UNIVERSITY RESOURCES

No report.

NEW BUSINESS

None.

SUPPLEMENTAL

ADJOURNMENT

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

Submitted for correction and approval.

LaDonne Delgado, Secretary