



## **ROBERT HOLLAND FACULTY SENATE**

### **Uncorrected Minutes of September 11, 2015**

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in the Grisham Room of Mitchell Memorial Library at 2:00 p.m. on Friday, September 11, 2015.

Members absent and excused were: Matthew Boggan, Stacy Haynes, Wendy Herd, Missy Hopper, Robert Thompson, and John Wyatt.

Members absent were: David Jones, and James Martin.

The meeting was called to order by Senate President Cody Coyne.

President Coyne asked if there were any corrections to be made to the minutes of the August 21, 2015 meeting. Senator Boyd stated that “Faculty” was misspelled on page fifteen of the minutes. Senator Wolverton made a motion to accept the minutes as amended. Senator Randle seconded the motion. The amended minutes were approved by unanimous voice vote.

### **GUESTS**

President Coyne explained that the order of guests would be different than the agenda indicates due to prior engagements.

#### **Dr. David Shaw, Vice President for Research and Economic Development**

Dr. Shaw began by thanking the Senators for allowing him to address them. He notified the Senators that he would return to Senate to give a more formal presentation later this fall. From a

research and economic development standpoint, Mississippi State has a tremendous amount going on right now. Research expenditures are significantly up due to the hard work of the faculty. Every metric that can be used to measure success is moving in the right direction. This does not mean that we need rest on our laurels however.

Dr. Shaw referenced his Dear Colleague letter that was released earlier in the month. Dr. Shaw said that his office is continually looking for ways to improve service to faculty in the best ways possible. His office strives to facilitate research and not be an obstacle to it. Feedback is strongly encouraged and welcomed.

Dr. Shaw stated that his office is undergoing some reorganization with regards to responsibilities. He is looking at ways to facilitate the proposal process as well as promoting excellence in scholarship and research. It is not just about the number of dollars that are brought in, but more about the reputation of the University. Dr. Shaw said that he just returned from a meeting in Rome, Italy with the United Nations Food and Agricultural Organization. Mississippi State was held as the model University for partnerships with the FAO. Dr. Shaw stated that campus was hosting congressional staff to discuss strategic opportunities that we have been working on for the last six years. Conversations regarding an FAA Center of Excellence for Unmanned Aircraft began six years ago and we won it this year.

Dr. Shaw stated that he wanted the University to be very strategic in the way we build our research infrastructure and research expertise. Dr. Shaw went on to say that he believes that it is very important that the University closely ties research and economic development together.

Senator Lemus asked how Dr. Shaw was involved in the International Institute and the relationship that he is trying to develop with the FAO. Dr. Shaw replied that one of the tasks that President Keenum tasked him with was to make sure that Mississippi State was as globally engaged as we could and should be. Dr. Shaw went on to say that he, Dr. Bohach, and Dr. Gilbert came together to create the International Institute. President Keenum had directed Dr. Shaw to utilize some of his existing relationships with the FAO and the World Food Organization. Mississippi State is recognized as the global aquatic health research center designated by the FAO. Continuing discussions are addressing how we can have a similar impact in other areas as well.

### **Dr. Jerry Gilbert, Provost and Executive Vice President**

Dr. Gilbert began by saying that this morning he was able to meet with the special committee that was formed to look at the potential expansion of tenure track faculty into research and extension. The committee members are very committed to looking into the matter and Dr. Gilbert stated that he would like to thank all of the Faculty Senate members that are participating on the committee.

Dr. Gilbert said that the final enrollment numbers have been calculated. The total enrollment is twenty thousand eight hundred and seventy three. This is over seven hundred more students than last fall. The record freshman class has thirty four hundred students. Dr. Gilbert thanks all of the faculty that were involved in the recruitment process. Dr. Gilbert and Dr. Keenum are discussing creating more faculty lines, and will do so when the budget is determined.

Dr. Gilbert mentioned the suspected shooter incident that occurred on campus on August twenty seventh. Dr. Gilbert said that the term “active shooter” was inappropriately used as a result of the inaccurate information that was provided by outside law enforcement. Dr. Regina Hyatt met with the faculty of the College of Business recently. The College of Business was one of the sites where there was a tremendous amount of attention focused. The suspected shooter was originally thought to be in Carpenter Hall and then was thought to be in McCool Hall. Dr. Gilbert said that he did not realize the level of psychological and emotional trauma that the faculty in those buildings experienced. Dr. Gilbert apologizes for the unfortunate incident and thanks the faculty for hanging in there and getting through the ordeal. The University is looking into how we can make campus more secure. Training will be available for faculty and staff shortly. We are committed to training and looking at ways to secure classrooms with locks and various other devices. A consultant will be hired to help formulate a plan to secure the campus. Communication is also being addressed.

Dr. Gilbert said that the University offered a number of freshman study abroad scholarships. There were two hundred and forty seven incoming freshman that received study abroad scholarships this year. This was the first time ever that we have had freshman come in with study abroad scholarships. Dr. Gilbert said that he hopes this will make undergraduate students more inclined to go abroad and study. There were roughly twice as many scholarships offered, but about half of the students decided not to come to Mississippi State. The scholarships were offered to the highest achieving students.

Dr. Gilbert said that he and Dr. Hyatt met with a group of African American students to discuss the environment on campus for African American students. There was a video produced by African American students in the spring that discussed not having a sense of belonging or a sense of being affirmed on campus. Dr. Gilbert said that the University will be looking for ways to work with various student groups to allow the African American students to feel more incorporated into the fabric of the University.

Senator Wilmoth stated that he was teaching class when the shooter incident occurred. He said that he was the last one in the classroom to receive the notification of the emergency. Dr. Gilbert replied that the notification system is carrier dependent. He also said that there are fifty thousand people who subscribe to the Maroon Alert system and the notifications are sent out sequentially which leads to a time lag transmission. This is something that is being looked at because some people had several minute delays on the messages.

Senator Williams asked if any thought had been given to activating the tornado sirens to warn people of an incident on campus. Dr. Gilbert replied that an attempt was made to announce the situation over the loud speakers and they did not function properly.

Senator Clary asked why there was no notification on the instant message system. Dr. Gilbert replied that he was not sure why no messages were distributed through that system.

Senator Wipf asked if there was any way to send the messages directly to the podia in the lecture rooms. Dr. Gilbert replied that he did not know, but would ask ITS if it was possible for the future.

Senator Baldwin stated that he felt that the administration did a great job dealing with the situation at hand. He added that he works in Dorman hall, which has electronic door locks, and the building did not automatically lock. Dr. Gilbert replied that in some situations having the exterior doors lock automatically could do more harm than good. He added that the consulting firm that will be hired to look at security measures will be looking at which buildings to automatically lock and have people manning the doors to let those that need access in.

Senator Barefield stated that he observed very dangerous behavior by students as the second unfounded threat struck. Dr. Gilbert agreed that some potentially dangerous behavior occurred as secondary effects to the situation.

Senator Marrett asked for more information regarding the training that will be offered. Dr. Gilbert asked Dr. Regina Hyatt to address the question. Dr. Hyatt explained that the training will occur next week and will focus on how faculty and staff can respond to active shooter situation. The training will be led by the Mississippi State Police Department as well as outside agencies. The training will last for an hour and a half with time for questions and answers. Additional emergency training will also be available in the future. Dr. Hyatt said that they have also developed an emergency guidelines flip chart that will be in every classroom as well as distributed to all departments.

Vice President Elder asked if there would be any training available to students. Dr. Hyatt replied that a three to four minute video is being produced geared to students regarding active shooters. There will also be print material available to students.

Senator Wolverton said that he heard that all of the responding law enforcement agencies were using different frequencies and were unable to communicate effectively with each other. Dr. Hyatt replied that Mississippi State Police operate on a separate tower and were unable to communicate with the outside agencies. The issue is a very complex one. For the time being, MSUPD radios have been distributed to outside agencies and a central meeting place has been established for all agencies.

Senator Krishnan asked if the training was going to be mandatory for all employees. Dr. Hyatt responded that the training would not be mandatory.

Senator Marsh asked if the contractors that were working on campus were alerted to the situation. Dr. Hyatt replied that she was not sure and would look into it. She added that if they were not alerted a mechanism for alerting them would be put in place to do so in the future.

Senator Lemus stated that the test messaging for Maroon Alert was not working when he attempted to test it. Dr. Hyatt responded that ITS manages the system and they should be contacted to resolve the issue. Dr. Hyatt added that Maroon Alert is a text message system only. It does not interface with any other technologies that the University employs. The University is approaching vendors to determine if there is a product that could interface across all technologies.

Senator Sherman-Morris asked if the training would be available online. Dr. Hyatt responded that the training would be taped and published online.

Senator Spain pointed out that due to the incident that occurred, students were experiencing emotions that they did not know how to cope with. She said that consideration should be given to preparing the faculty to deal with the effected students. Dr. Hyatt responded that there was a plan to distribute a document to faculty that describes the processing of traumatic events in a non-counselor manner.

Senator Mary Ann Jones asked if there was counseling available to faculty staff and students. She stated that she had not seen any official announcement that it was available. Dr. Hyatt responded that the Universities Employee Assistance Program is available which provides tele counseling as well as in person counseling. The Student Counseling Center is available to students. In the days after the incident the students were notified of their services via social media and pamphlets. Dr. Gilbert added that he asked his class, through an in class assignment, if they felt that they needed counseling. None of his students indicated that they needed counseling. He added that the controversial decision to resume classes was partly to send the message that everything was well on campus and we could continue on.

Senator Mary Ann Jones stated that she had heard complaints regarding the traffic congestion that occurred when everyone tried to leave campus. She asked if there were any plans to possibly direct traffic in an effective manner to ease the congestion. Dr. Hyatt replied that law enforcement was very focused at that time and could not perform other functions. She said that she would look into a possible solution for the future. Senator Lemus stated that he felt that a unit such as Parking Services could serve in that role.

## REPORT OF THE PRESIDENT

- i. Committee Chairs and Committee Members: Thank you for the rapid review of assignments
- ii. Redesign of the State Flag for Mississippi ... (Press Release Sept 9th / Other Faculty Senates)
- iii. Initiative/Proposition 42 (State Court) -vs- Alternative 42 (Legislature) -vs- Neither
- iv. Tenure Category for Extension and MAFES Faculty: Ad Hoc Committee met this morning
- v. Game Day and Special Events:.....Horse Park game day alternate parking site  
Traffic: Sheriff / Highway patrol / police / campus police
- vi. Master Planning Steering Committee:.....Dudy Noble Field / Greek Housing
- vii. Senate Committee Assignments: several new ones exist and attempts will be made to use committee members instead of committee chairs so that more of you gain the have the experience of delivering a report.....
- viii. Undergraduate Admissions Policy Committee (n = 2)
- ix. Dining Advisory Council (n = 1)
- x. Search Committees Pending/Initiated
  - Center for Distance Education
  - Assistant Vice President for Enrollment
  - Director of International Institute
  - Meridian Administrative Director and Head of Campus
  - Assistant Vice President for Multicultural Affairs
- xi. Clicker purchase cost.....Turning Technologies is changing clicker models
- xii. Minutes General Fall Faculty Meeting August 26th
- xiii. White Paper Brief for August 21st 2015 Faculty Senate meeting

### Fall General Faculty Meeting Minutes

August 26, 2015

**President Mark Keenum**

#### STUDENTS AND CURRICULUM (Summary Brief Format)

One hundred new faculty members have joined Mississippi State University this past year  
Enrollment is a record high of 20,800 students which is 650 more than last year (official on 10<sup>th</sup> day)  
Usually student enrollment goes down between the 5th and 10th day of class but not this year  
Enrollment Goal is 22,000 students in 2018.  
First-time freshman enrollment is 3450 (new record) while last year there were slightly less than 3000  
ACT scores were a record high last year and this year they are still above a 24 average  
More than 2/3 of students are from Mississippi (25% minority students and 770 international students)  
Over the past three years MSU has had Goldwater Scholars associated with math/science/engineering  
This past year there was a Truman Scholar for public service and also a very prestigious Rhodes Scholar.

Students are being encouraged and mentored to obtain their degree in 4 years or less  
Freshman Convocation (2<sup>nd</sup> annual) promoted class attendance and responsibility for academic success  
Faculty can be a great help by taking roll and reporting absences (accessible through the Parent Portal)  
Many large lecture rooms (n = 18) now have scanners and there are plans to expand this number  
MSU has a responsibility to educate more workers and leaders for the state of Mississippi  
There were 4200 degrees awarded this past year (4<sup>th</sup> year in a row with >4000 degrees awarded)

An MSU education (tuition) is a clear bargain especially when compared to other Carnegie Level 1 research universities

Forbes has listed MSU in the top 50 best bargains for education at an institution of higher learning  
Mississippi State University needs to work hard to provide opportunities for more in-state students  
Mississippi is 50<sup>th</sup> in education achievement  
Mississippi is 50<sup>th</sup> in per capital income

MSU is offering new educational opportunities  
The Petroleum Engineering major is now back on campus  
Mississippi State University is now teaching engineering courses at Mississippi Gulf Coast Community College

A precision agriculture program utilizing un-manned aerial systems has been developed in collaboration with Hinds Community College (2 plus 2 partnership arrangement)

Collaborative pilot programs have been established with Jackson Academy and Jackson Preparatory School that has facilitate MSU jointly participating in instruction of engineering and graphic design respectively. Dr. Jerry Gilbert has led the development of these two programs.

The International University of Rabat (IUR) in Morocco entered into a collaborative agreement with MSU earlier this year. The IUR has sent their first 20 students which are majoring Air Space Engineering involving an agreement with the College of Engineering. Many more will arrive in the future majoring in Mechanical/Vehicular Engineering.

### RESEARCH (Summary Brief Format)

Research expenditures are expected to be a record \$250 million devoted to research oriented activity

#### Argonne Laboratory

MSU has signed a collaborative research agreement with Argonne Laboratory in Chicago Illinois devoted to energy storage technology devoted to producing batteries that are longer lasting and more cost effective/efficient for residential utility.

Some research activity will focus on exploring new alternative energy sources (wind/solar)

Meteorological faculty will be collaborating on research devoted to weather modeling.

Establishing collaborations with the very prestigious automotive division are pending.

#### National Center for Excellence for Un-Manned Aerial Systems

MSU was selected by the FAA to host a National Center of Excellence for Un-Manned Aerial Systems will represent a leading national institute that will facilitate introduction of this technology into society  
Research is estimated to generate 1200 new jobs and a \$970 million economic enhancement to the Mississippi state economy over the next decade.

Agreement established with the University of Alaska at Fairbanks to facilitate monitoring oil fields from the Alaskan North Slope to the Gulf of Mexico.

Boeing Aircraft will locate a composite material research center in the Raspet Flight Laboratory and will also partner with the University of Southern Mississippi in the collaborative research development of the next generation of composite materials for aircraft systems.

### MISSISSIPPI ECONOMY AND UNIVERISTY BUDGET (Summary Brief Format)

#### State Economy and Budget Update

The state economy continues to improve but at a relatively slow rate.

State Economists predict a 2.2% annual rate of growth for the state economy  
Legislature perception is based on a conservative 1.7% growth rate predicted by the Joint House Budget Committee.

Significant constraints on the IHL budget will occur related to both K12 formula funding and increases in Medicaid with the potential for harsh consequences

Initiative 42/Proposition 42 (MS Adequate Education Program)

Proposition could mandate immediate transfer of \$200 million increase to K12 (18 yr old formula)  
Many state agencies will have budget reductions as a consequence  
Alternative 42 (A42) instead provides the state legislature with greater discretion in fund allocations.

President Mark Keenum supports the concept of more funding for all education (K12/community colleges/universities) in the state because Mississippi is critically dependent on education in order for the state to move forward in the future.

The proposed drastic cuts to higher education would result in a 7.8% budget reduction across the state university system and the apparent intent is for those changes to be effective immediately (January 1)  
The Commissioner, Glen Boyce informed the state universities to prepare for a 7.8% reduction.

\$31 million in reduction in the general fund	\$8 million reduction at MSU
\$27 million reduction in separately funded projects	\$6.5 million reduction to DAFVM

The budget “gap” could potentially be addressed with a 13% increase in tuition (\$1000 tuition increase)  
Such a tuition increase would probably blunt the goal to increase the number of in-state graduates  
Mississippi is ranked 50<sup>th</sup> in educational attainment (1 in 5 residents have a college education)

President Mark Keenum assumed his position here at Mississippi State University in 2009 and in that year our university assumed a 5% budget reduction.

In a recent evening Governor Haley Barbour joined President Keenum for dinner after a book signing at which time he reminded the Governor about the budget reduction that had to be implemented by a June 30, 2010 deadline.

Between 2007 to 2013 our university endured 4 straight years of budget reductions totaling \$14 million.  
The Faculty Senate Efficiencies and Innovations Task Force helped the university to adjust and survive.  
Budget cuts occurred while at the same time quality improved (making do with less and being optimistic)  
President Keenum stated that the process would not have been successful without the faculty  
State appropriations have improved over the last 3 years but the allocation total is less than 7 years ago  
Enrollment has increased 3000 students / research activity has increased / outreach programs have expanded

Budget reduction of \$8 million at MSU would have significant effects.

Much progress gained to date could be undone.

The Agricultural Division/Extension/MAFES is not able to increase tuition to off-set budget cuts  
Due to the budget structure in agricultural units reductions in personnel would be unavoidable because 95% of annual budget allocations are devoted to salary/benefits (narrow employment retention margin).  
Maintenance/repairs/services/teaching loads/ course offering/ DAFVM would be most affected.

The state legislature could cover a \$200 million increase in demand by raising taxes.....but they won't.  
The budget cuts could be phased in instead of implemented with a sudden onset but the proposal wording does not include text describing a phase-in format.

A Hinds County Chancellor Court judge will be responsible for implementing an Initiative 42 decision



MSU is hoping for the best but preparing for the worst.

If the budget cuts occurs, the Office of the University President will be reaching out for council and leadership from Faculty Senate as they have in the past in order to navigate through the process.

This year was the best legislative year since 2009 for funding IHL (\$16 million or 4.3% “new” funding) All the university presidents agreed to request increases in state funding allocations for higher salaries In 2014-2015 it was the first time during President Keenum’s term that MSU specifically received appropriations from the state for salary increases.

All previous salary increases were an outcome improvements from efficiencies and innovations MSU was awarded a 2.5% increase and MSU made contributions for a total increase of 3.0% while an across-campus 3.6% average salary increase was realized.

MSU has the lowest salary level compared to peer institutions and SEC average.

Professor salaries are 80% of the average level at peer institutions

Associate Professor and Assistant Professor salary levels are 89-90% of peer institution averages

Rectifying this disparity will be a number one priority of President Keenum.

Provost Jerry Gilbert implemented a program designed to reduce the Professor salary “gap”

The program resulted in 268 full professors receiving salary adjustment increases

Associate Professors salaries were also adjusted to close the “gap” for 250 faculty (effective Jan 1)

The Agriculture Division received a 5% or \$3.9 million increase and a \$1 million increase for CAVS Repairs and maintenance funding was supported in an amount of \$2.2 million which really helps.

### Construction

The past academic term was a good bond year. University presidents collaborated on a 3-year bond plan but a 3-year bond bill was not approved. However, bond funding promised to MSU has been met during 3 consecutive years.

Planned needs on capital infrastructure proposal involved participation of all university presidents \$25 million bond funds allocated to MSU

\$13 million Civil an Environmental Engineer Building and \$12 million for Animal Science Poultry Science Center

The state legislature was approached to provide 50% of the construction costs for a new Engineering Building with a total cost of \$26-\$28 million while MSU has agreed to match that amount with private contributions. Bond funding received to date for the building is \$13 million. One private contributor that is an MSU Civil Engineering graduate has donated \$8 million dollars and there have been a few other million dollar gifts that will be allocated as matching funds. Construction could begin next year at this time.

Construction activity on the MSU campus is high (\$350 million capital projects currently under way)

Mitchell Memorial fourth floor addition is underway and the Fresh Foods facility is completed

New Wise Center classroom is operational and Center for American Veteran construction will begin soon

North Hall (one of the Honors College halls) has been renamed Alan Nunnelee Hall who was a member of the Senate Appropriations Committee in the US House of Representatives

Classroom Building is a little bit behind schedule. Demand for the completed building is very high.

Robert Building renovation will begin very soon to facilitate relocation of the post-office from YMCA.

Extensive renovation of the YMCA building should then begin by around the first of the year

Bond funds have been held in account for the YMCA renovation

Meat Science Laboratory construction should begin Fall 2015 (Blackjack Road)

South Entrance Road bids were recently opened which should begin before or after Jan 1

Duty Noble Stadium constructions plans are being evaluated the Master Plan and Advisory Committee

New Mill Convention Center is complete and is exceptional

Multi-year bond bill plan is underway that would last approximately 4 years. (could become a bond bill)  
New buildings are needed for Music Dept, College of Architecture Art Design, Animal/Poultry Sci.

#### Capital Campaign

Goal: raise \$600 million total funds by 2018

July 2015 end-of-month total contributions totals \$565 million that has been raised largely due to the influences of faculty and inspiration of students through instruction and research accomplishments.

President Keenum expressed his gratitude to the Faculty Senate for considering the creation of a tenure track category for Extension and MAFES faculty which will increase cohesiveness and fairness across our campus.

MSU has endured quite a bit in recent years and that pattern may not change in the future.

MSU will need to continue to work together and encourage...candor...and cooperation.

MSU as a university will continue to thrive.

President Keenum is dedicated to the university and everyone here.

## **REPORT OF THE VICE PRESIDENT**

Coffee with the Provost will continue this year. His scheduled dates this fall include September 17, 23 and October 2. Currently, he is offering spots to those on the waitlist from last year. He plans to schedule days for the spring term. Questions and requests can be directed to his administrative assistant, Lecrisha Nail.

Currently and for first time, athletics budget is not subsidized by funds from E&G. This is unusual for most universities.

There are 5 upcoming administrative searches that the Provost is organizing and for which some faculty representation will be needed. These include Assistant VP for Multicultural Affairs, Executive Director for the Center for Distance Education, Assistant VP for Enrollment, Director of International Institute, and Administrative Dean, Meridian Campus. Senators and other faculty may be invited to serve.

Ad-hoc committees and /or task force recently formed and currently active include:

- Adoption of uniform Annual faculty review form (Chair: Tim Chamblee)
- Tenure for extension faculty (Chair: Randy Follett)
- Summer school enrollment (Chair: Melissa Moore)
- Internal review of UCCC processes (Chair: Angi Bourgeois & Tim Chamblee)

As a part of my duties as Faculty Senate VP, I will be attending the Academic Dean's Council meetings as well as the Master Plan Development and Advisory committee. These have not yet met for this school year, but I will share pertinent information in future reports. Other committees I may continue to serve on as faculty senate representative include Community Engagement Committee, and Dining Advisory Council. In addition, President Coyne and I meet biweekly with the Provost.

## **FACULTY DESIGNATES ON UNIVERSITY COMMITTEES**

None

## **BUSINESS TO BE SENT TO COMMITTEES**

None

## **STANDING COMMITTEE REPORTS**

### **Academic Affairs**

#### **1. AOP 12.09 Class Attendance and Reporting Absences**

Senator Addy, on behalf of the Academic Affairs Committee, presented AOP 12.09 for Senate consideration. Senator Addy explained that the reason that the AOP is being re-evaluated is that there needed to be a paragraph that discussed attendance for online classes.

Senator Clary commented that she liked that the attendance for online courses states "participates in a course activity".

Vice President Elder suggested that the word "attendance" be removed in the procedures section. She stated that the phrase does not encapsulate course work. Senator Clary stated that some graded coursework would not be able to be made up and the student should not be penalized if the absence was excused. Senator Clary added that she would like to see the word "documented" appear before excused absences. Secretary Fountain stated that this policy is speaking to absences and not course work.

Senator Clary made a motion to edit the first sentence under the procedures section to read "These documented approved excused absences are not subject to instructor discretion in course penalties.". Vice President Elder seconded the motion.

Senator Strawderman stated that the word "documented" infers that it is documented in the list, not documented by the student.

Senator Williams stated that in the first paragraph of the Policy section it states "and provide satisfactory documentation".

Senator Addy replied that the sentence reads “provide satisfactory documentation of the impending absence” which would not cover the situation that the student did not have prior knowledge of the absence.

Senator Wilmoth stated that if the motion was passed paragraph two in the policy section would be in conflict.

Senator Bullington stated that the amendment seems to not leave the instructor discretion to choose whether to allow make up work or be removed from grade calculation.

Senator Riehm stated that the discretion is not about the reaction to the absence, but is referring to whether or not the absence counts. He added that the term “course penalties” is too vague.

Senator Boyd asked who approves excused absences. Senator Addy replied that he believed that it was up to the instructor. Senator Boyd stated that this language implies that the instructor does not have discretion to approve or disapprove the excused absence.

Senator Clary withdrew her motion.

Senator Wipf made a motion to amend the first sentence under the procedures section to read “The following, when documented, must be considered excused absences.” Senator Potter seconded the motion.

Senator Spain stated that by removing some of the language, earlier concerns of the Senate will be undone as it relates to course penalties.

Senator Wipf called the question. Senator Potter seconded. The question was called by unanimous voice vote.

President Coyne called for a vote on the motion to amend the first sentence under the procedures section to read “The following, when documented, must be considered an excused absence.”. The motion passed by a twenty two to fifteen hand vote.

Senator Mary Ann Jones made a motion to include grandparents in the list of excused absences. Secretary Fountain seconded the motion. Senator Wilmoth made a friendly amendment to include grandchildren as well. The friendly amendment was accepted.

Senator Bullington asked if there was an appeals process the student can follow to dispute an instructor’s decision. Senator Bullington added that there is a loop-hole paragraph that allows instructor discretion. He suggested that it may be better to not add items to the non-discretionary list and leave the decision to the instructor while having an appeals process.

Senator Mary Ann Jones withdrew her motion to amend the list.

Senator Bullington made a motion to send the policy back to the Academic Affairs Committee. Senator Mary Ann Jones seconded the motion. The motion to send AOP 12.09 back to committee passed by majority voice vote.

## **Ancillary Affairs**

### **1. AOP 10.02 Academic Administrators and Directors Update**

Senator Mary Ann Jones, on behalf of the Ancillary Affairs Committee, provided an update regarding AOP 10.02 Academic Administrators and Directors. She stated that due to concerns from previous Senate review, more information was being gathered and the committee hopes to report on the policy at the November Senate meeting.

### **2. Senate Endorsement of Anti-Bullying Workshop Update**

Senator Mary Ann Jones stated that the request for Faculty Senate to endorse the Anti-Bullying workshop that was chosen by Human Resources was reviewed by the Ancillary Affairs Committee. The committee feels that the resource chosen is not adequate. The Executive Committee has requested that the Ancillary Affairs Committee meet with Human Resources before rendering their final report.

Secretary Fountain asked if there was an update on the Senate's request that an ad hoc committee be formed to look into the creation of an anti-bullying policy. President Coyne replied that the creation of the ad hoc committee is on hold until the anti-bullying workshop is completed.

Senator Lemus stated that having a training workshop without a policy in place did not make sense. He stated that when the policy is created, the training that occurs before the policy creation may not follow the policy. President Coyne stated that the hope was that the training would help with policy creation.

Senator Williams stated that the training information itself states that the training will not help with the creation of policy.

## **Charter & Bylaws**

### **1. Report on Amending Bylaws for Regular August Meeting of Senate**

Senator Potter, on behalf of the Charter & Bylaws committee, presented a report on the amendment of the Faculty Senate bylaws to include a regularly held August meeting of the Senate. Senator Potter explained that his committee felt that they wanted to include an August meeting and that the bylaws should be altered to specify that.

Senator Riehm stated that he did not like requiring that a canceled meeting must be rescheduled. He stated that there may be circumstances which would not allow the rescheduling of a meeting.

Senator Mary Ann Jones made a motion to address the revisions individually. Senator Ward seconded the motion. The motion passed by majority voice vote.

President Coyne asked for a second to adopt the revision to the Faculty Senate bylaws that reads “The Faculty Senate shall hold regular meetings in August, September, October, and November during the fall semester and January, February, March, and April during the spring semester”. Senator Lathan seconded the motion from committee. The motion to accept the first revision to the bylaws passed by unanimous voice vote.

President Coyne asked for a second to adopt the revision to the Faculty Senate bylaws that reads “The August meeting will be held on the first Friday in August after classes have begun, i.e., normally the third Friday in August.”. Senator Mary Ann Jones seconded the motion from committee. The motion to accept the first revision to the bylaws passed by unanimous voice vote.

President Coyne asked for a second to adopt the revision to the Faculty Senate bylaws that reads “If extraordinary circumstances cause a meeting to be cancelled (e.g., inability to meet because of natural disaster), the meeting should be rescheduled.” Senator Bullington seconded the motion from committee.

Senator Wilmoth stated that he did not believe that the addition was necessary since the first sentence already states that the President can call a meeting. Senator Potter replied that his committee felt that the addition would compel the President to reschedule a canceled meeting.

Secretary Fountain stated that he felt that having discretion be left to the President put a lot of pressure on the office of President.

President Coyne called for a hand vote on the adoption of the revision to the Faculty Senate Bylaws. The motion to adopt the revision passed twenty five to seven.

## **Faculty Affairs**

### **1. AOP 13.09 Credential for Teaching**

Senator Bullington, on behalf of the Faculty Affairs Committee, presented his report for AOP 13.09. Senator Bullington highlighted the revisions that were performed and explained that most of the edits are a direct result of SACS requirements.

Senator Strawderman asked if there was a reason that the paragraph titled “Alternative Certification through Commensurate Experience”. Senator Bullington replied that it appears that the second instance of the paragraph appears not to be needed.

Senator Potter suggested that the second occurrence of the paragraph may apply to faculty, staff, and graduate students.

Senator Spain stated that the paragraph in question appears under the Developmental Courses section. If it is not intended to relate to Developmental courses, it should be deleted.

Senator Strawderman motioned to delete the second occurrence of the paragraph titled “Alternative Certification through Commensurate Experience”. Senator Wilmoth seconded the motion.

President Coyne stated a concern that it was his impression that there was a specific reason for the second paragraph for “Alternative Certification through Commensurate Experience” was originally included in AOP 12.09. An inquiry was also direct by President Coyne to Senator Brashier and Senator Burt with regard to veterinary house officers.

Vice President Elder stated that she was concerned that the removal of the paragraph would preclude someone from consideration.

Senator Potter asked if the removal of this paragraph would preclude adjunct professors without a terminal degree from teaching graduate courses. Senator Bullington replied that they would not be allowed to be the instructor of record, but could be the secondary instructor.

The motion to delete the paragraph passed by majority voice vote.

President Coyne asked the Senate to vote on the adoption of the amended committee report. The vote to accept the amended committee report passed by majority voice vote.

## **2. Requested Review of Promotion & Tenure**

Senator Bullington, on behalf of the Faculty Affairs Committee, presented his report on the request by Arts & Sciences to review the Promotion & Tenure document. Senator Bullington explained that the request was made due to a lack of full professors in certain departments and the problem that creates in the composition of Promotion & Tenure committees. The request was to allow Associate Professors to sit on a Promotion & Tenure committee for an applicant to full professor status. Senator Bullington explained that his committee did not see a need to edit the Promotion & Tenure document. He stated that there are policies in place that allow properly ranking individuals from other units to fulfill the composition of the P&T committee.

Senator Spain stated she believed that having Associate Professors involved in P&T review of applicants for full Professor would be beneficial due to the experience that they have in a particular field.

Vice President Elder stated that she believed that the College of Arts & Sciences had a system in place that was taken away with the last revision of the Promotion & Tenure document. She said

that she thinks that having input from Associate Professors in the review of their peers is appropriate. Vice President Elder conceded that there could be issues with allowing Associate Professors to vote.

Senator Burt asked if this would affect SACS accreditation. Senator Bullington replied that he did not know, but did not think that it would.

Senator Marsh asked if the committee had entertained any ideas of how the affected units could address this problem. Senator Baldwin replied that the affected units could use individuals from other departments or colleges with similar disciplines.

Senator Riehm stated that he agreed with the committee's report. He said that adjusting policy for one unit could potentially have ramifications for many others.

Senator Spain stated that she believed that the request was a result of an unintended consequence of the adoption of the latest version of the Promotion & Tenure document.

President Coyne stated that by not allowing Associate Professors to participate in P&T for full professorships, any possible conflict of interest is completely avoided.

Senator Ridner stated that the issues that she has heard were in regards to a lack of diversity on P&T committees. She also said that within the College of Arts & Sciences, the disciplines are very different in terms of what is produced and how it is produced. Senator Bullington replied that his committee in no way is minimizing the issue. He stated that his committee did not endorse the proposed resolution to the issue.

Senator Wilmoth stated that you cannot mandate diversity in an election.

Senator Spain made a motion to have the consideration for the option to allow Associate Professors to review Associate Professors be considered by the Senate as a whole. Senator Ward seconded the motion.

Senator Riehm stated that in his college they have similar issues and the college has developed procedures to alleviate the issue.

President Coyne restated the motion and called for a vote. The motion failed by majority voice vote.

## **Student Affairs**

### **1. AOP 10.07 U.S. Department of Veterans Affairs Update**

Senator Ward, on behalf of the Student Affairs Committee, provided an update on the status of AOP 10.07. She stated that the committee was gathering more information at this time and they would present their report at a later date.



## **2. AOP 13.15 Evaluation of Teaching Performance Update**

Senator Ward, on behalf of the Student Affairs Committee, provided an update on the status of AOP 13.15. She stated that there was discussion in the committee whether the evaluations should be online. There are also concerns regarding response rates. She added that the online evaluations would save fifteen to twenty thousand dollars as a result of not using paper forms.

Secretary Fountain asked if anything would be directed to the Department Head when response rates were low. Senator Ward responded that there was concern regarding the validity of the comments when there was a low response rate. She added that there are appeals processes for those comments if they are moved forward in a promotion packet.

## **University Resources**

### **1. AOP 10.08 Classroom Regulations**

Senator Grace, on behalf of the University Resources Committee, presented her report on AOP 10.08. She explained the two changes that her committee made in addition to the other edits that were sent for consideration.

Senator Wilmoth made a friendly amendment to change the title of item number three to “Issuance of Access to Buildings”. The friendly amendment was accepted.

President Coyne called for a vote on the amended committee recommendation. AOP 10.08 Classroom Regulations was passed as amended by unanimous voice vote.

## **SPECIAL COMMITTEE REPORTS**

### **OLD BUSINESS**

### **NEW BUSINESS**

### **ADJOURN**

Senator Burt made a motion to adjourn. Vice President Elder seconded the motion. The September 11, 2015 meeting of the Robert Holland Faculty Senate adjourned at 5:33 p.m. by unanimous voice vote.

Submitted for correction and approval.

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Brent Fountain, Secretary

Jason Cory, Administrative Assistant II