



Robert Holland Faculty Senate

Uncorrected Minutes of January 17, 2025

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in the Grisham Room of the Library at 2:00 p.m. on Friday, January 17, 2025.

Members absent and excused were Russell Carr, Evan Kaplan, Kris Krishnan, Barry Stewart, Beth Stokes, Tara Sutton, and Molly Zuckerman.

Members on Sabbatical: Kimberly Kelly and Peter Messer

Faculty Senate President Robert Banik called the meeting to order. Hearing no corrections for the minutes of the November 8, 2024, Faculty Senate meeting. President Banik accepted the minutes as presented.

Guests

Dr. Gary Jackson, Associate Vice President of Outreach and Engagement

Dr. Jackson greeted the Senate and discussed the Outreach and Engagement of the University. He presented a PowerPoint which can be found in [Appendix A](#) in the online version of these minutes.

Dr. David Shaw, Provost & Executive Vice President

Dr. Shaw greeted the Senate and announced that after a committee search the new Ombuds was Dr. Mike Breazeale. Dr. Shaw stated Dr. Breazeale will be an excellent addition moving forward in this role.

Dr. Shaw stated there was a question asked about the Work Life Balance Committee at last month's meeting. Dr. Shaw stated that after checking he found the committee had been dormant. He is working with Human Resources and Dr. Jim Dunne, who is over the standing committees, to re-engage that committee.

Dr. Shaw stated a question had been raised about scantrons and the ability to send faculty the results. He said the equipment is being worked on and should be repaired soon so faculty will not be required to go pick those up.

Dr. Shaw stated a request had been made that OIRE student workers pick up the scantrons. They do not have the resources at this time but are making a note for the future.

Senator Chamberlain asked Dr. Shaw to comment about the absence of the university's organization of the Martin Luther King Day, Jr. Unity Breakfast. Dr. Shaw stated the MLK Unity Breakfast had outgrown The Mill where it had been for several years. He said there was also a great deal of additional interest in more participation. VP Forbes had been in dialogue with several churches in the community and expressed desires to have those breakfasts scattered around the community rather than one centralized effort.

Senator Chamberlain asked Dr. Shaw to comment on rumors he has heard about plans to introduce new metrics or new assessment procedures regarding teaching effectiveness in the annual evaluations of faculty. Dr. Shaw stated they are not requiring anything new, but the annual performance review states multiple metrics are expected to be used. Dr. Shaw stated he communicated with the Department Heads that every performance evaluation for faculty use something other than just student evaluations.

Senator Gregory stated that regarding the scantron her request would be for them to be picked up and returned to her to prevent her from making two trips. Dr. Shaw stated he would visit with Dr. Tracey Baham to see what they could do.

REPORT OF THE FACULTY SENATE PRESIDENT

Happy New Year everyone! I hope everyone took some time over the last few weeks to rejuvenate and spend quality time with family and friends. I wish only the best for us all as we get back to teaching, researching, and serving at the best university in the state of Mississippi.

I would like to welcome back Senator Tara Sutton, returning from her sabbatical last semester, and welcome Senator Oliva Boatman from the College of Education. I also want to congratulate Vice President Mike Breazeale on his new position as the University Ombuds effective January 2nd, 2025. I know Mike will do a fabulous job in this position.

The Spring General Faculty Meeting will be held on Monday, January 27, 2025 at 2pm in Foster Ballroom U in the Colvard Student Union. Since President Keenum was not able to join us today, this would give you an opportunity to ask him or others in attendance about concerns you may have.

On Wednesday, January 15, 2025, I will attend the first Faculty Success Team Meeting. Dr. Jim Dunne wants to create a committee to discuss ways to elevate and promote successful faculty endeavors. The first meeting is to discuss the charge of the committee.

On December 10, 2024, I received a resolution from Senators Matthew Priddy and Lauren Priddy supporting a dual career hiring program. This resolution is under "New Business" in the agenda.

On January 9, 2025, I attended a meeting to discuss Promotion & Tenure concerns raised by two faculty members at the university. Their concerns were brought to the attention of the Provost office, and a letter was drafted discussing these concerns. You will find that letter under “New Business” in the agenda.

Reports from Committees on which I Serve:

Athletic Council – This committee met January 8, 2025. Dr. Eric Moyon was a guest to Athletic Council to discuss his book, *College Sports: A History*. The council is also working on a 3-year report on athletic academics, reviewing ten areas with athletics. The council hopes to have that report finalized before our Faculty Senate meeting in April 2025. Our next meeting is scheduled for February 12, 2025. With academics, check out this article from HailState.com.

<https://hailstate.com/news/2025/1/6/athletics-dawgs-deliver-highest-semester-gpa-in-school-history>

There are 55+ student athletes who are new enrollees for the year. We also discussed the new contributions to the Bulldog Club starting Fall 2025 with men’s basketball and football faculty and staff tickets. Athletic Director Zac Selmon will be attending Faculty Senate in February 2025.

Dean’s Council – This council did not meet in either November or December 2024. A meeting was held on January 13, 2025 to discuss three AOPs. AOP 12.01 Academic Add/Drop had a technical change to adjust the drop time the university uses and bring the AOP in line with the application. This AOP will go through a full review starting next year. AOP 12.38 Undergraduate Academic Advisement was taken up as well to discuss changes from Faculty Senate in November 2024. A couple of minor word changes occurred at Associate Dean’s Council (ADC) in December, but nothing was edited at Dean’s Council. This AOP will be sent to legal before going to Executive Council in February. The last AOP discussed was AOP 13.05 Faculty Grievance Procedures. ADC approved the Faculty Senate edits in the December 2024 meeting, but Dean’s Council had several concerns on various parts of the AOP. As such, a subcommittee of Dean’s Council was formed to investigate those concerns. Vice President Breazeale, as the university’s new Ombuds, will be on that subcommittee, among others.

Design Review Committee – This committee met on November 7, 2024. Two items were discussed:

1. Signage at the Wise Center entrance – A request was made for a sign to serve as a landmark to aid visitors in finding the correct place. The committee voted to table this to learn more on the visual standards for the proposed sign.
2. Hardy Road closure – It was discussed to officially close Hardy Road to create a pedestrian safe route and a functional public space from the corner of Hardy and Morrill (near the Longest Health Center) to the south up to Walker/Ethridge Halls. The motion passed unanimously.

The committee did not meet in either December 2024 or January 2025.

Inclusive Excellence Leadership Council – This council met on November 6, 2024. Dr. Christine Taylor from the University of Alabama joined virtually to discuss SB129 in the state of Alabama and how their institution is currently navigating changes imposed by this legislation. She provided examples of information to gather, how funding will be impacted, and how UA will be working on programs intended for particular groups of students and the needs of those students. The council sees Dr. Taylor as a great resource moving forward this year, as MS Legislators will be bringing forward bills that may be like SB129 in Alabama.

On December 4, 2024, the council met to talk through plans and programs for each college for Spring 2025, as well as topics for our meetings in the spring.

Executive Council – This council did not meet in November or December. The January 2025 meeting will also be cancelled, as the Spring General Faculty Meeting will take place at 2pm on January 27, 2025.

Game Day and Special Events – No meeting is currently scheduled for this committee.

Master Plan Development and Advisory Committee – This committee did not meet in November 2024, December 2024, or January 2025.

Parking and Traffic Regulations Committee – This committee had no in-person meetings in November or December 2024. A letter was shared from Student Affairs concerning the construction near the Physical Plant on Herbert St. and the traffic congestion. Some ideas were suggested, such as a traffic guard to direct traffic or opening gates earlier in the day. The work should be done by January 15, 2025, so this should not be an issue for the Spring 2025 semester.

Sustainability Committee – This committee did not meet in December 2024.

United Faculty Senates Association of Mississippi (UFSAM) – This committee has not met since last year, but I wanted to give an update on the parental leave petition. I shared a petition with our Faculty Senate on November 12, 2024 concerning a Parental Leave Petition for IHL Employees. The petition received several hundred signatures from across the state of MS. The Mississippi Women's Economic Security Initiative also invited the president of the UFSAM to attend their coalition meeting and event in Jackson on Wednesday, January 8, 2025.

The resolution letter that passed at Faculty Senate in November 2024 was passed by all IHL Faculty Senates and was sent to Dr. Al Rankins, the IHL Board of Trustees, President Keenum,

and Provost Shaw. I also thanked both President Keenum and Provost Shaw for their support of our academic freedom at our institution and throughout our state.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Committee on Campus Access

This committee has not met since the last Vice President's report.

Calendar Committee

This committee has not met since the last Vice President's report. There was an informational update, however. Just before the holidays, ITS moved the Registrar's new website into production. Unfortunately, the most recent edits to the Spring 2025 Academic Calendar were not reflected when the move occurred. The Registrar was alerted, and the changes were quickly made. There has been a statement added to the top of that page, but while it was incorrect it was discussed in the Parent Facebook Group and possibly elsewhere. This is just in case you get any questions about the calendar.

Master Plan Development and Advisory Committee

This committee has not met since the last Vice President's report. A remote vote was held January 2 to approve the expenditure mentioned in the November meeting to have the plans drawn up for the renovation of the restrooms on the fifth and sixth floor of Allen Hall. As a reminder, PDCA has requested \$60,000 for design of the renovation of these restrooms. They have been a longstanding concern, the subject of a couple of complaints, and are not accessible.

Undergraduate Research and Creative Discovery Committee

This committee has not met since the last Vice President's report. In November, MSU launched the Maroon Leadership, Employment, and Development for Students (L.E.A.D.S) initiative, a comprehensive program designed to enrich the on-campus employment experience for undergraduate students. The program aims to transform student jobs into meaningful learning experiences that better prepare students for life after college. Maroon L.E.A.D.S. provides structured resources for student-employees and their supervisors. Student-employees will navigate a LinkedIn Learning course focused on the top eight competencies sought by employers. Each module is designed with short, engaging videos and reflection prompts, giving students the chance to apply what they've learned to their jobs and discuss their insights with supervisors.

A Maroon L.E.A.D.S. Canvas course will give supervisors a roadmap to help guide their student-employees in developing key career readiness competencies. It also will offer sample job descriptions and step-by-step instructions on using CONNECTIONS, MSU's job-posting board for campus employment. In January, all undergraduate on-campus employment opportunities will be required to be posted on CONNECTIONS.

Reports from Faculty Senate Designates on University Committees

Business Sent to Committee

Business to be Sent to Committee

Standing Committee Reports

ACADEMIC AFFAIRS – No Report

ANCILLARY AFFAIRS – No Report

CHARTER & BYLAWS

Senator Spurlin, on behalf of the Charter & Bylaws Committee, provided the committee report on the updates to the Faculty Handbook.

The motion to accept the committee report on Faculty Handbook updates passed with 40-yay, which is over a 2/3's majority.

FACULTY AFFAIRS – No Report

STUDENT AFFAIRS

1. AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes

Senator Haynes, on behalf of the Student Affairs Committee, provided the committee report on AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes.

The motion to accept AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes as presented passed by majority hand vote.

UNIVERSITY RESOURCES – No Report

Old Business

1. Academic Freedom Resolution

President Banik presented the letter on the Academic Freedom Resolution as previously sent at the November meeting to the Robert Holland Faculty Senate that included all the committee signatures. The letter has now sent to the Presidents and Chancellors of all the IHL institutions.

New Business

1. Dual Career Hiring Resolution

President Banik presented a resolution from Senator Lauren Priddy and Senator Matthew Priddy in support of a Dual Career Faculty Hiring.

President Banik asked for a motion to open discussion. Senator Breazeale gave a motion. Senator Haynes seconded the motion.

Senator M. Priddy stated the resolution was being brought forward to formalize and advertise Dual Career hiring.

Senator L. Priddy stated the new faculty success initiative that has come out of the provost's office seems to align well with some of the ways to support Dual Career hiring.

The Dual Career Hiring Resolution passed with majority hand vote.

2. P&T Letter

President Banik presented a letter of request from the office Dr. Jim Dunne in the provost's office regarding Section V of the handbook.

President Banik asked for a motion to send the letter and its concerns to the Charter and Bylaws committee. Senator Haynes gave a motion. Senator Robinson seconded the motion.

The vote was approved by majority hand vote.

Senator Breazeale made a motion to adjourn. Senator Lemley seconded the motion.

The motion to adjourn passed unanimously. The meeting adjourned at 3:32 pm.

Submitted for correction and approval.

Stacy Haynes, Secretary

Dinah Jenkins, Administrative Assistant

Appendix A

Dr. Jackson's PowerPoint presentation can be found in the online version of these minutes.

The University's Third Mission: Engagement

Holland Faculty Senate Mississippi State University

January 17, 2025

Gary Jackson, Ph.D.

Associate Vice President for Outreach and Engagement

Professor of Agricultural Education and Communication



MISSISSIPPI STATE
UNIVERSITY™

The University's Three Missions

- **Instruction (Formal & Non-Formal)**
- **Research**
- **Engagement**

The University's Third Mission

The third mission is extending education and service to citizens who are not resident on campus, and which draws upon the knowledge base of the university.

*John V. Byrne, President
Oregon State University, 1993*

Engagement & Outreach Defined

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- Engagement is two-way communication and involves a deliberate, well-planned process where the university faculty and staff inform, involve and have participation from community or business. Engagement typically occurs through 1) *community-engaged research* and 2) *teaching (both credit and non-credit) that includes learner assessment and/or program outcomes & impact.*
 - Outreach is one-way communication where the university faculty and staff provides information about an issue, problem, or opportunity. We typically describe this as *public service*.
 - Outreach and Engagement are two distinct ways for the university to connect to external individuals, groups, organizations, agencies, businesses, etc.

Scholarship Reconsidered: Priorities of the Professoriate (Boyer, 1995)

New Paradigm of Scholarship (four functions)

- **The Scholarship of Discovery** – to observe and research phenomena to create new knowledge and add to the body of knowledge of a discipline.
- **The Scholarship of Integration** – to research, synthesize, evaluate and interpret the use of knowledge through an interdisciplinary approach, illuminating the data and focusing on a specialized need/areas.
- **The Scholarship of Sharing Knowledge (Teaching)** – to improve student learning through innovative instructional design, teaching methods and techniques, conducive learning environments, etc., that answer's the “so what?” question. This includes non-formal or non-credit teaching. It also requires that the systematic study of teaching and learning and the work be made available to the public.
- **The Application of Knowledge** – applying research to address noteworthy problems that benefit society.

The Scholarship of Engagement

Scholarship resulting from a collaborative and mutually beneficial partnership between university faculty, staff and students and external non-higher education partners. Engaged scholarship is typically created and communicated through the discovery of new knowledge, the development of new knowledge, dissemination of new knowledge, and a change in learning, behavior and/or condition (Franz, 2009).

Major Changes in Research

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- The **application of research** and the commercial frame. Research is not valued until it is used” (Nick Baker, Savanta, 2019).
 - Rethinking market research and **how to engage with consumers to conduct it...**” (Jane Rudling, Walnut Unlimited, 2019).
 - Technology as an enabler of new ways of **engaging research participants** and making data available faster....” (Sinead Jefferies, Research Consultant, 2019).

NSF Strategic Goals

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- Empower – STEM talent to fully participate in science and engineering.
 - Discover – create new knowledge about our universe, the world & ourselves.
 - ***Impact – benefit society by translating knowledge into solutions.***
 - Excel – at NSF operations & management.

USDA NIFA Goals

- Invest in and advance agricultural *research, education and extension to solve societal challenges.*
- Lead innovation across the nation through transformative discoveries, *education and engagement* that addresses agricultural challenges.

Major Changes in Instruction

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- A national trend to extend instruction beyond the campuses to work more closely with communities locally and globally to meet needs.
 - The public's need and demand for the expertise of the faculty.
 - Forming partnerships with community and business and industry leaders to provide and deliver degree programs and micro credentials to meet individual and workforce needs.
 - Providing adult learners with professional and continuing education programs that are accessible, innovate and transformational for professional growth.
 - The inclusion of community engagement in student learning outcomes.

APLU Mission

APLU fosters a community of public and land-grant university leaders committed to improving the lives and livelihoods of individuals, communities, and society through the continuous advancement of public higher education. This community creates powerful collective action that extends to the association's advocacy work, which shapes a federal policy landscape that maximizes the impact of its members. APLU's work centers on:

- Driving student success
- Fostering research and innovation
- Deepening community and economic engagement

Ohio State University

We create unrivaled experiences that bring together expertise, ideas and resource that improve communities locally and globally.

- **Education: helping others create and discover knowledge.**
- **Research and innovation: discover how we're advancing innovation and creating a more vibrant future.**
- **Heath care: learn how we're dedicated to improving patient lives and advancing medical innovations.**
- **Community engagement: see how we're extending teaching, learning and research beyond our campuses and into our communities.**

Notre Dame University

Notre Dame has a responsibility to advance knowledge in a search for truth through original inquiry and publication. This responsibility engages the faculty and students in all areas of the University, but particularly in graduate and professional education and research. **The University is committed to constructive and critical engagement with the whole of human culture.**

A Few MSU Engagement Highlights

- *Carnegie Foundation for the Advancement of Teaching Community Engagement Classification*
- Engaged Research Projects (with educational deliverables & impacts)
- Federal Plans-of-Work (MSU Extension & MAFES requiring impacts)
- Certificate Programs (formal & non-formal) across Colleges, Extension, Centers, etc.
- CEL Designation Credit Courses across Colleges
- MSU Workshops, Seminars, In-Service Trainings, etc. (learner assessment)
- Faculty Consulting Projects (learner assessment and/or impacts)

How can MSU enhance our engagement efforts?

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- *Carnegie Foundation's Community Engagement Classification 2025-26!*
 - Assess and increase our engaged research projects that have educational deliverables, and assess the impacts.
 - Increase our CEL designation credit courses across colleges.
 - Provide integrative degree programs to meet student, community and industry needs, incorporating multiple academic units and offerings.
 - Provide extensive educational and professional development opportunities designed to meet the needs of non-traditional students, professionals, industry partners and community members, fostering lifelong learning and professional excellence.
 - Assess our certificate program productivity across Colleges, Extension, Centers, etc.
 - Assess our workshops, seminars, and in-service training production (with learner assessment).
 - Assess our faculty consulting impact (with learner assessment and/or impacts).
 - **Ask the faculty!**

MSU Task Force Recommendations

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- Recognize outreach and engagement as a **critical element** to the mission of the University.
 - Create a **university infrastructure** to support outreach and engagement.
 - Support, **evaluate and improve outreach assessment and data collection.**
 - Provide **additional training and support** for outreach and engagement.
 - **Tell stories** about MSU outreach and engagement.

MSU Transformational Plan Goal #4:

“A critical element”

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- Serve the whole student
 - Strengthen our bonds
 - Ignite Innovation
 - Elevate our community – *serve our communities with the knowledge and experience that address critical challenges and unique opportunities.*
 - Tell our story

Create an infrastructure to support the Scholarship of Engagement

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- AVP coordination
 - CCEL realignment
 - Annual Faculty Evaluation revision
 - P & T Application revision
 - MSU Engagement Council
 - Guidelines for the Scholarship of Engagement
 - Continuum of Engaged Scholarship Model

Continuum of Engaged Scholarship – The How

(modified from Colorado State University, 2024)

	Inform	Consult	Involve	Collaborate	Co-Creation
Research/ Creative Activity	Stakeholder Analysis Research with real world data Contribute expertise to community research project	Conversations with stakeholders Needs assessments Case studies Utilizing community feedback	Citizen science* Convene various stakeholders on research issue Demonstration projects* *with program outcomes & impact	Collaboration with industry/agencies to identify research priorities Joint problem-solving initiatives Partnerships for program evaluations* *with program outcomes & impact	Community science* Community-based participatory research Include community partners as authors Co-founding startup with external partners *with program outcomes & impact
Teaching	Guest Speaker* Short Courses* Workshops* Certificate Programs* Media interviews *with learner assessment & program outcomes & impact	Case Studies* Field experiences, data collection* Workshops on identified community needs* *with learner assessment & program outcomes & impact	Service learning* Applied internships* Field experiences* Managed learning environments* *with learner assessment & program outcomes & impact	Industry challenge-focused course (credit or non-credit)* Real world/on-site class projects (credit courses)* Co-teaching with community/industry/agencies (credit or non-credit)* *with learner assessment & program outcomes & impact	Co-develop of programs with industry, students (non-credit or credit)* Coordination of community-led teaching (credit or non-credit)* *with learner assessment & program outcomes & impact
Service	Expert Testimony Responding to citizen inquiries Providing information community-wide	Consulting Diagnostic/clinical service Advisory board Technical Assistance	Serve as information professional Relationships with companies Bringing community members to MSU committees	Influencing policy/legislation Hosting national associations/societies Long-term commitment to working with organizations	Partnerships with national associations Higher ed consortia Co-hosted seminars, events for community industry/agencies
	Outreach			Engagement	

Create an infrastructure to support the Scholarship of Engagement

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- Using 4 *Engagement Impact* categories for *Instruction, Research & Public Service (Social & Culture, Environment, Economic & Health & Well-being)*.
 - Funding for Engagement.
 - Engagement awards expansion.
 - College of Professional and Continuing Studies.
 - Modern Campus (launching January 27).

Support, evaluate and improve assessment and data collection for engagement

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- **Assessment & infrastructure support for engaged credit courses** (Community-Engaged Learning, Internships, Co-Ops, Workforce Development, etc.).
 - **Assessment & infrastructure support for engaged non-credit programs with the support of the *College of Professional & Continuing Studies*** (Certificates, Micro credentials, Workshops, Seminars, etc.).
 - **Assessment & support of engaged research programs & impacts.**
 - **Assessment & infrastructure support of service projects.**
 - **MSU Data Repository.**

Provide training and support for engagement

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- Engaged Teaching Academy.
 - Engaged Research Academy.
 - New Faculty Orientation/ORED Seminars, etc.
 - Program Alignment.
 - Engagement Conferences & Affiliations.
 - How to engage via *Community Connections* (will include Business & Industry).
 - International program opportunities (*example-University International of Rabat*).

Tell stories about MSU outreach and engagement

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- New MSU Engagement Website.
 - Digital Measures.
 - Faculty Experts.
 - External Advisory Council.
 - Partnership Principles.
 - Marketing.
 - Networking/Relationships.
 - Carnegie reclassification (April 1, 2025 application date).

Thank you!

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