

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

Members absent and excused were John Byrd, Lou D'Abramo, Susan Diehl, Pat Donohoe, Marita Gootee, Bill Hardin, Terry Hanson, Randy Little, Vince McGrath, PC McLaurin, Meghan Millea, David Nagel, Paul Thaxton.

Members absent and unexcused were Jon David Cole.

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 September 9, 2005, Regular Meeting as distributed. Senator Wolverton moved, Senator Chamblee seconded, that the Robert Holland Faculty Senate approve the minutes with the following modifications: the letter from Dr. Xiangsheng Xu was assigned to Student Affairs, rather than Human Affairs. The motion passed on a unanimous voice vote.

**GUESTS**

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

**PETER RABIDEAU, PROVOST**

Provost Rabideau provided the following information:

- Dr. Rabideau provided the following information on behalf of President Lee:
  - Update on MSU's United Way efforts.
    - We have collected approximately \$125,000 with 100% of the custodial staff contributing for the third consecutive year. He stated that MSU is down in the rate of participation as illustrated with a visual, and that he and Dr. Lee called for a strong show of support.
  - Dr. Lee wanted him to thank the faculty for their work related to the various external visits that the departments and units have experienced (ABET for Engineering, Life Sciences program, College of Business).
  - Update on the budget.
    - Rabideau stated that the university is experiencing uncertainty. Rising energy costs (a \$1 million increase) are a certainty.

- The support from the federal government is uncertain as to the level of support with a timeliness factor which is also an issue. Dr. Lee is requesting patience with regard to the budget.
- Rabideau provide the following updates from Academic Affairs.
  - Ruth Prescott moved to his office and Nancy Reichard is taking the vacated position.
  - With regard to the winter intersession, he has met with the UCCC with Jerry Gilbert and Butch Stokes (Registrar). There are several issues, most importantly the academic integrity issues related to offering intersession courses.
    - Consideration is being given to a “May-mester” and to the duration of the intersession. There is various thoughts ranging from 2 ½ to 3 weeks in length).
    - A subcommittee will be formed to look further into options for these types of endeavors with approximately 4 slots to be filled by faculty.
- No questions were posed to Dr. Rabideau by the senators.

### **COLIN SCANES, VICE PRESIDENT FOR RESEARCH AND GRADUATE STUDIES**

Dr. Scanes provided the following information:

- Graduate enrollment is up approximately 81 students this fall relative to last year
  - More than 100 new doctoral students with a reduction in masters students
  - The number of African American graduate students is up from last year's (at 18%, a larger percentage than other SEC schools)
  - The number of males and females is approximately equal (indicating an increase in males)
  - There are 990 Ph.D. students, the largest increase in Engineering (24%)
- The external review was positive with evidence of a strong commitment to graduate and undergraduate teaching.
- With regard to the budget, Dr. Scanes is hoping for news in mid-November for regular budget, with a possible third supplement for Katrina coming late in the semester.
- No questions were posed to Dr. Scanes by the senators.

### **STEVE TURNER, FACULTY ATHLETIC REPRESENTATIVE**

Goodman introduced Dr. Turner as the new Faculty Athletic Representative. Turner provided the following information:

- He was appointed in June 2005 for a 5 year appointment.
- He provided two pages of handouts covering the following three topics:
  - Academic Progress Rate (APR; new NCAA measurement) and Graduation Rates for athletes
    - This information is provided one time per year
    - Each team at MSU must maintain a 92.5% (or 925) APR, with 1 point assigned to athletes for remaining eligible and 1 points assigned for retention (staying at the university or graduation) of the athlete. Turner indicated all team APRs are over the requirement for all teams except football (918) and

basketball (913), but there is an allowance for certain teams. Thus, MSU is “okay” and not subject to scholarship penalties for this year.

- According to news reports last spring, MSU had the highest graduation rate of the major teams in the NCAA basketball tournament. MSU’s athlete graduation rate exceeds the rate for the MSU student body.
- There will be an external review November 8 - 10<sup>th</sup> by two visitors.
  - Based on the response to the document we submitted, there are five issues to address in the intermediate report.
- MSU has the smallest athletic budget in the SEC with Tennessee at the top. The budget of the SEC schools, with no names assigned to the numbers, ranged from \$29,077,000 to 65,528,000. MSU did not receive money from the SEC football championship or the bowls.
- The distribution of majors for athletes was reported in a handout, with the College of Education having the largest numbers.
- Questions posed to Turner include:
  - Where are the BSIS students located in the table? Turner responded that these were likely to be housed in Arts and Sciences.
  - Senator Wolverton asked if the graduation rates were based on 4 or 6 years. Turner responded numbers are based on 6 years for graduation.
  - In response to further questions about the graduation rates, Turner indicated the rates are lagged by those who entered 6 years ago and do not reflect current student athletes.

### **REPORT OF THE PRESIDENT**

President Goodman gave the following report:

- Goodman stated the Faculty Senate office had been damaged by the tornado created during Hurricane Rita. He stated that there was water damage and that the offices for Faculty Senate and UCCC had been moved to Lloyd Ricks. He provided a special thanks to Delores for her efforts in the move.
  - Goodman indicated that it is uncertain what will be done (e.g., to repair or move the offices permanently). There is a committee meeting with Dr. Lee regarding this issue.
- No questions were posed to Goodman by the senators.

### **REPORT OF THE VICE PRESIDENT**

Vice President Wood gave the following report:

- An AOP for the policies and procedures for the Academic Outreach Unit with the Division of Academic Outreach and Continuing Education (AOCE) is being developed and circulated.
  - Wood stated that he had urged consideration to be given to offering faculty incentives to develop courses and to facilitate faculty involvement. The UCCC will also be involved in this issue.

- Winter intercession pilot will involve approximately 12 courses.
  - Requirements for inclusion of a course include passing department review, UCCC, and other bodies
  - A minimum enrollment of 15 students is required for full compensation; fewer students may lead to reduction in compensation to the instructor.
- A new process for evaluation of Academic Deans is being developed by the Provost's Office.
  - The Dean's review is to be conducted every 3 years with solicitation of information from faculty, staff, students, and other appropriate individuals.
  - A Dean's Review Committee to facilitate faculty input will be developed, with two committee nominees from each department submitted to the Provost. He will then appoint the Chair and Committee (number to be determined) from the nominees. The Committee will use a survey (under development) to solicit input from the following: University administrators, department heads, faculty members, staff, students, and external constituents/alumni. The Committee will also review the dean's self-evaluation and submit a confidential summary report and the survey results to the Provost. Other info will also be collected by the Provost's Office.
  - The information will assist in determining such matters as reappointment and salary adjustments.
  - Wood highlighted the faculty involvement and the input on the survey.
- There is increased interest in departmental "productivity" from administration.
  - This productivity will play a larger role in resource allocation with focus on: SCH produced and SCH/FTE faculty, publication productivity, and external funding.
  - Deans have been asked to review this information and consider it in allocation of college resources. There is interest in examination of departments with low productivity in all three areas.
  - Individual departments may want to access information used to determine productivity so that they may correct/challenge inaccurate data
    - Credit given to institutes, etc. rather than departments when faculty work with those institutes).
    - Another focus area is the "ability to fill course section" offerings. Some course capacity is based on room size versus desired class numbers; this may then give misleading productivity data.
    - Wood indicated a need to take care in the information about productivity sent to Institutes and to watch the percentage of enrollment allowed.
  - Questions posed to Wood
    - Comment that productivity should be adjusted for research and other workload versus teaching with additional discussion regarding making "sense" for the data, graduate classes concerns for adjustments due to the low SCH for the courses.
    - Goodman asked if there was a call to invite someone to come to talk with Faculty Senate about this issue and the process. Senator Deeds indicated that this may be coming from President Lee's office and that would be the logical place to start when determining who to invite.

## **REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES**

**Research Council** – Senator Ballweber reported that the council met on September 15, 2005. The following was discussed: name change for DIAL and ERC, a change in the annual report to reflect a calendar year (rather than academic), response to federal initiatives resulting from Hurricane Katrina, an increase in the number of MSU doctoral degrees, and the focus on accountability for grant funds.

**Employee Benefits** – Representative Myles not present to report, but Goodman indicated that there has been attempts to get someone to come to Faculty Senate about changes in health insurance, perhaps will happen in November meeting.

**Campus Planning and Development Committee** – Senator Deeds indicated no report.

## **BUSINESS SENT TO COMMITTEES**

None.

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

**Letter from Dr. Jerry Gilbert, re: AOP 13.04 – Attendance at Class** – Senator Wood moved, Senator Deeds seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Goodman assigned this issue to Student Affairs.

**Letter from Dr. Jerry Gilbert, re: AOP 12.23 – Cooperative Education** – Senator Wolverton moved, Senator Allen seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Goodman assigned this issue to Academic Affairs.

**Letter from Dr. Melvin Ray, re: United Way Campaign** – Goodman stated he has no recommendation to offer on this issue. Senator Wood moved, Senator Wolverton indicated that there are mechanisms in place to address the issue. Some concern that an endorsement would be outside of the scope of the Senate. No second was obtained. Motion died.

**Letter from President Mark Goodman, re: Graduate Education** – Senator Wolverton moved, Senator Deeds seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Goodman assigned this issue to Academic Affairs.

## **STANDING COMMITTEE REPORTS**

### **ACADEMIC AFFAIRS COMMITTEE**

No report

## **ANCILLARY AFFAIRS COMMITTEE**

No report.

## **CHARTER AND BYLAWS COMMITTEE**

Goodman introduced Senator Boyle as the newly appointed Chair of the Charter and Bylaws Committee (replacing Senator Reichard).

Boyle referred to this Committee's report pertaining to AOP 10.01 – Academic Operating Policy and Procedure Manual for Mississippi State University. Senator Boyle moved, Senator Adams-Price seconded that this report be accepted.

In the discussion, Senator Montgomery made the following recommendations: (a) due to removal of entire section (Section 5) the sections should be renumbered, (b) add “academic” to the title of Section 4 (to read: Academic Operating Policy Approvals and the Numbering Plan), and (c) he asked if the wording was correct in Section 6b (should it be “or” versus “of”). Senator Boyle indicated that the committee would accept the corrections. Goodman indicated that a note would be sent to Dr. Jerry Gilbert's office to check the wording of Section 6b, to fix the numbering with interest in Section 5, and to have Section 4 entitled Academic Operating Policy.

Resolution and motion passed by unanimous voice vote.

## **FACULTY AFFAIRS COMMITTEE**

No report.

## **STUDENT AFFAIRS COMMITTEE**

Senator Homes Hogue, Chair of the Student Affairs Committee, referred to this Committee's report pertaining to AOP 12.36 – Repeat Policy for Mississippi State University. Senator Hogue moved, Senator Wolverton seconded, that this report be accepted. The motion passed on a unanimous voice vote.

## **UNIVERSITY RESOURCES**

No report.

## **AD HOC COMMITTEE**

Goodman provided background on the two promotion issues within the report: the Instructor and the Research/Extension Faculty Policy. Goodman requested that David Shaw and Michael Brashier be added to the committee membership list within the report. Goodman indicated that upon consultation with Senator Wolverton, Parliamentarian, the appropriate procedure for review of the Committee's report is

introduction of the resolutions at the current meeting with voting to be held at next month's meeting. Goodman also clarified the appropriate route for each policy: (a) the Instructor's document would go through the AOP process, and (b) the Non-tenure Research and Extension Faculty document would be on par with the current Promotion and Tenure document (e.g., it will be signed by the President of Faculty Senate and the University President with meetings with the appropriate Vice Presidents).

### **Instructional Faculty Policy Recommendation:**

Senator Greenwood moved and Senator Deeds seconded, to turn the recommendation into an AOP covering instructors. Guests were present to speak on the issue and Senator Wolverton moved, Senator Montgomery seconded, to allow each guest 5 minutes to talk. Following discussion to extend the time to 10 minutes, the motion for 5 minute time limit passed 22-8-3.

Guest, Dr. John Forde - Communication Department, spoke on the issues related to the Instructors document. He referred to letters and statements of individuals that had been submitted and were contained in the agenda (pages 14 – 25). After Forde exceeded his allotted time, Senator Wood moved, Senator Dunaway seconded, to allow a time extension to Forde. Forde indicated he had quotes from a number of departments including foreign language, geoscience, English, and Engineering. He summarized a letter compiled by Amy Fountain outlining concerns of instructors within his department. He listed a number of others who have also expressed concerns and outlined their comments. Forde responded to a question about his desire for the document (a vote to defeat entire document versus modification of specific sections) that it would be possible to submit suggested changes. Goodman clarified that the Committee met with a number of individuals, including Forde. Forde indicated he wished to have the entire Senate hear the concerns he had expressed at his meeting with the Committee. Senator Montgomery asked if this would go through the AOP process with review of a number of individuals, including Department Heads, in the steps typically taken with AOP acceptance. Goodman responded that the Associate Deans and Deans would have direct responsibility for reviewing the document. Montgomery clarified that this document is not in its final form and that there would be revisions. Discussion followed regarding the involvement of instructors in the process of approval, the option of alternative suggestions from Department Heads and others, and other related concerns.

Following Dr. Forde's presentation, additional discussion involved clarification of the process of feedback to the document and clarification of questions about the document policies including upper division and graduate level classes.

Wolverton moved, Senator Woods seconded, to request that Department Heads develop and submit an alternate proposal, and to send the issue back to the Committee for revisions. Discussion included the need for others to come forward to make their presentation. Goodman outlined the attempts by the Committee to obtain input and feedback from the individuals listed as having potential concerns who had not met with Committee during the development of the document. Senator Wood asked about

timelines/deadlines involved with the issue. None were noted by Goodman. Senator Wolverton asked if research was done to determine what other universities have done on this issue or SACS documents for direction. Discussion also involved the process of the AOP policies which would bring the document through the established procedure and, eventually back to Faculty Senate.

The motion to send the document back to committee was defeated 14 – 19 – 0. The document will be voted on at the next Senate meeting. Goodman urged senators to review the document and attached materials and to talk with constituents. He also reiterated that others may address the Senate at the next meeting regarding this issue.

### **Non-Tenure Track Research and Extension Faculty Policies Recommendation**

Senator Greenwood then referred to the Non-Tenure Track Research and Extension Faculty document. Senator Montgomery moved, Senator Brashier, seconded to accept the report and recommendations of the Committee. Goodman provided a background on the committee activities regarding this document. Goodman noted that guests were present to speak to Faculty Senate on this issue. Senator Deeds moved, seconded by Senator Dunaway, to allow 10 minutes for each guest to speak.

The motion passed by unanimous voice vote.

Guest, Dr. Laura Grace - Forestry and other units, spoke for approximately 4 minutes regarding her concern that the policy was unwieldy with procedures. She indicated, as an example, that she had joint appointments and was unsure how this would affect implementation of the policy (e.g., whether each unit would develop their own promotion committee, and would an individual be evaluated by each unit to which they are assigned).

Questions involved assignment issues. Senator Brashier asked what would happen when an individual had three bosses. The response was that the policy is likely to work within a department; but, beyond that level the issues become complicated, as it does when the assignments are across areas (research, service, and teaching). Clarification was made that individuals are assigned to a department and are included in that department's promotion and evaluation process. Grace indicated that the facets of the department (research, service, teaching) are represented within their units. Senator Brashier asked if there was a level of tenure review policy below this document. Goodman indicated departments and units would create their own promotion committees. Goodman also indicated there would be situations in which an individual would be unusual and these would be addressed on an individual basis. He clarified that the difficulty would occur if the individual appealed the decision.

Goodman again urged senators to review the document and attached materials and to talk with constituents. He also reiterated that others may address the Senate at the next meeting regarding this issue.



## **NEW BUSINESS**

Mark Goodman referred to the email from Bill Powel, USM Faculty Senate President thanking the MSU Faculty Senate's resolution expressing support for those affected by Hurricanes.

Mark Goodman also referred to a similar letter from Shelby Thames, President, University of Southern Mississippi.

## **ADJOURNMENT**

Senator Adams-Price moved, Senator Travis seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate.

Submitted for correction and approval.

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Carlen Henington, Secretary