

ROBERT HOLLAND FACULTY SENATE AGENDA

August 19, 2022

1. Call to Order
2. [Adoption of Minutes, April 8, 2022](#) (p. 2)
3. [Adoption of Minutes, May 6, 2022](#)..... (p. 23)
4. Introduction of Guests
 - a. Dr. Mark Keenum, University President
 - b. Dr. David Shaw, Provost and Executive Vice President
5. [Report of the Faculty Senate President](#)..... (p.30)
6. [Report of the Faculty Senate Vice President](#)..... (p.31)
7. Reports from Faculty Senate Designates on University Committees
8. Business to be sent to Committee:
 - 8.1. [AOP 13.11 Academic Freedom](#) (Faculty Affairs)..... (p.35)
9. Standing Committee Reports:
 - 9.1. Academic Affairs
 - 9.2. Ancillary Affairs
 - 9.3. Charter & Bylaws
 - 9.4. Faculty Affairs
 - 9.5. Student Affairs
 - 9.5.1. [AOP 12.32 Refund and Course Credit for Student Members of the Military Called to Active Duty or Deployed](#)..... (p. 33)
 - 9.6. University Resources
10. Special Committee Reports
11. Pending Business
12. New Business
13. Adjourn



ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of April 8, 2022

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in Bettersworth Auditorium at 2:00 p.m. on Friday, April 8, 2022.

Members absent and excused were Frank Adams, Rachel Allison, Jenna Altomonte, Tom Carskadon, Robin Fontenot, Kimberly Kelly, Santanu Kundu, Todd Mlsna, Sol Pelaez, Tara Sutton, Kelley Wamsley, and Molly Zuckerman.

Members absent were Thu Dinh.

The meeting was called to order by Senate President Rebecca Robichaux-Davis.

President Robichaux-Davis said the Faculty Senate Office received one correction to the minutes prior to this meeting. The requested correction was to change the word “last” to “late” in the Report of the President. President Robichaux-Davis asked for any additional corrections to the minutes of the March 11, 2022 meeting. Hearing no additional corrections, President Robichaux-Davis accepted the minutes as amended.

GUESTS

Dr. Mark Keenum, University President

Dr. Keenum said it is hard to believe that this is the last regular meeting of the Faculty Senate. He said it is hard to believe the semester has gone by so quickly. Classes will end in less than a month on May 2nd. Final Exams will begin on May 5th and then our first commencement ceremony will be held on May 11th including the College of Veterinary Medicine followed by the new ceremony begun last year to recognize our PhD graduates. On May the 12th the Meridian Campus ceremony will be held in the morning followed by the first main campus ceremony.

Two more ceremonies will be held on campus on May 13th. Dr. Keenum said graduation is fun and exciting for not only the graduates, but their families as well.

Dr. Keenum said this is the last official regular meeting of the Faculty Senate for Dr. Robichaux-Davis to preside over as President. Dr. Keenum thanked President Robichaux-Davis for her leadership over the past two years. He said over the past two years we have faced numerous challenges. We have all had to deal with the global pandemic and Covid 19. We have had to do things over this time that we never thought we would have to do in our lifetimes. There was a lot of stress and a lot of strain. Dr. Keenum said through this time he was blessed to have such a great leader as President Robichaux-Davis. The leadership team of the Senate and the senators have also helped to have a meaningful voice in how we operated. Dr. Keenum said not everyone always saw eye to eye on every issue. He said he did not always see eye to eye with President Robichaux-Davis or even Dr. Shaw. Dr. Keenum said the voice of the Faculty Senate does make a difference and he would not be able to function and operate without them and all the faculty they represent. Dr. Keenum thanked the senators for all they have done. Dr. Keenum said to the newly elected senators that this is a huge responsibility for them and said that he commends and thanks them for their willingness to take on this important role. Dr. Keenum said he would like to show his appreciation by presenting President Robichaux-Davis with an engraved cowbell. The inscription reads "Presented to Dr. Rebecca Robichaux-Davis in recognition of outstanding leadership and service as President of the Robert Holland Faculty Senate. 2021-2022 Ring Responsibly".

Dr. Keenum said he would have the opportunity to come together again with President Robichaux-Davis at the General Faculty meeting on April 28th. The General Faculty is being asked to consider the addition of new faculty ranks. There will be three Town Hall meetings held to discuss the subject. The meetings will be held on April 12th, 13th, and 19th. After the General Faculty meeting, a faculty vote will be held over three days to determine if the additional ranks are added. Dr. Keenum said he has been a strong advocate for additional ranks at MSU for quite a long time. He said it is a way for us to show our appreciation for our faculty, give recognition to what they do, and to give opportunities for advancement.

Dr. Keenum said he hopes everyone saw the notice that he sent out earlier in the week which discussed, with Vice President Bodie-Forbes, doing an assessment on our campus of who we are and help us make decisions about our future. He said we have contracted with a consulting firm to perform a climate assessment of our university. He said he hopes that faculty will take the opportunity participate as the announcements come out. The administration wants to hear everyone's voice as to how meaningful strategic decisions can be made to improve inclusivity and be focused on the needs of all individuals across our campus and campus community.

Dr. Keenum said the State Legislature officially adjourned on Tuesday of this week. He said it has been a very long and arduous legislative session. All K-12 teachers in the state received a pay raise. He said this helps attract our own students to stay in education and pursue it as a career. Dr. Keenum said he was very happy to see the legislature recognize our teachers and provide them with this meaningful pay raise. He said a lot of time was spent discussing our income tax structure. The leadership in the House wanted to do away with our tax structure over several years. The Senate wanted to focus on reducing taxes. There was much debate on the subject due to the differing ideas. Dr. Keenum said if he was addressing the Senate last week he would not be as upbeat and cheerful as he is right now. He said as of earlier this week not even the members knew what funds would be available to the IHL system. Dr. Keenum said he has spent time with legislators over the past few months reminding them of what we do and what we contribute to the state of Mississippi, the nation, and the world. Dr. Keenum said this has been the best legislative session he has been a part of. He said this may be the best outcome of a legislative session for higher education in the history of the State of Mississippi. The results of the session saw an increase in funding for our general operations, a 5.5% average increase for our Ag units, increased funding for our subsidiaries, additional funds for repairs and renovations, and inflationary capital infrastructure funds. The inflationary capital infrastructure funds are to supplement the additional costs associated with funding we previously received for our renovations of Ballew Hall and the new supercomputing building. Dr. Keenum said we also received funding to supplement building the new Kinesiology, Student Support Services, and Autism building. The hope is to put the construction of this building out later this year. Dr. Keenum said the legislature did not do a bond bill this year. The legislature had so much money to invest that they decided to not do a bond bill and instead did a direct appropriation. This appropriation provided \$15 million to fulfill the remainder of what we needed to move forward with the new College of Architecture, Art, and Design building. We also got roughly \$10 million to move forward with the Dorman Hall renovations. Dr. Keenum said federal ARPA funds will provide an additional \$6 million or \$7 million dollars for infrastructure projects depending on the funding model chosen by the legislature.

Dr. Keenum said later this month he will be meeting with the Board of Trustees to discuss tuition, housing, and meal plan rates. They will also be discussing merit pay raises for employees. Dr. Keenum said there will be merit pay raises this year and he just needs final approval from the board to move forward with our plan.

Dr. Keenum said construction on the Humphrey Coliseum has begun but will not impact commencement ceremonies this spring or next fall. We may have to adjust commencement due to the construction next spring. The renovations will cost \$50 million and is being funded completely by private funds. Dr. Keenum said a new road is being constructed just east of the

Coliseum. The building will be moving into the space where Lakeside Dr. currently occupies so the new road will replace it and connect directly to the new parking garage.

Dr. Keenum thanked the senators for all that they do and said that they bring so much recognition and prestige to our university.

Senator Davis said this meeting is the last meeting of his six-year tenure on the Faculty Senate. He said he has gotten to learn more about the inner workings of the university since he became a senator. He said he spent 6 years at MSU as a grad student and has been a faculty member for the last 12 years. Senator Davis said he would like to thank Dr. Keenum, Dr. Shaw, and the leadership team. Senator Davis said the new senators need to understand how much Dr. Keenum goes to bat for faculty and how much he cares. Many people do not know Dr. Keenum's past with Mississippi State University and Starkville. Senator Davis said he appreciates everything Dr. Keenum does for faculty. Most of the time you hear negative things when people are mad. He said he just wants to say thank you. Dr. Keenum thanked Senator Davis.

Senator Davis said he thinks the Senate should consider a Faculty Senate Hall of Fame and Randy Follett would be our Tom Brady representative. He said Senator Follett told him before the meeting that this was the end of his 18th year on Faculty Senate. Senator Davis said he did not realize that was legal at MSU.

President Robichaux-Davis presented Dr. Keenum with a potted plant as a token of the Senate's appreciation for everything he does. Dr. Keenum thanked President Robichaux-Davis and the Senate.

Dr. Brent Fountain, Faculty Athletic Representative

Dr. Fountain said six years ago he was presiding over his last Faculty Senate meeting. He said he knows it is a bitter-sweet moment, but he wants to echo Dr. Keenum's comments and commend President Robichaux-Davis for the fantastic job she has done over the past two years.

Dr. Fountain said, for the first time since he became the Faculty Athletic Representative, things are more like they were before Covid-19. The Faculty Athletic Representatives body is back to a normal meeting schedule in-person. Our athletic events look more like they did pre-Covid as well. The SEC Medical Task Force have officially disbanded. He said testing requirements are also much more relaxed. Teams are still working with Covid-19 adjusted rosters and this may continue for some time as the NCAA determines what eligibility looks like.

Dr. Fountain said one of his goals as the Faculty Athletics Representative was to meet with coaches annually to reiterate his position and inquire about the academic goals for the team. He said he has not been able to do this up to this point due to Covid, but he has now begun

meeting with the coaches. These meetings have gone well and he has enjoyed his time with them. Dr. Fountain said faculty would be impressed with the desire the coaches have for our student athletes and the ideas they have to help with the student's successes. Dr. Fountain said his plan is to meet with the fall sports in the spring and the spring sports in the fall.

Dr. Fountain said last fall the NCAA tasked Robert Gates, a former Secretary, and a Constitution Committee with developing a new Constitution. The resulting document was much shorter at 21 pages. This is several hundred pages shorter than the previous document. In January, the new Constitution was adopted by a vote of 801 to 195. The vote included representatives from all three divisions. Division II and III schools make up the vast majority of institutions in the NCAA. The new Constitution shifts much of the responsibility from the NCAA to the universities and their Presidents and Chancellors. It also increases attention to student athlete well-being and charges the divisions on how they will transform themselves. The Division I Transformation Committee is chaired by Greg Sanky, SEC Commissioner, and Julie Cromer, Athletic Director of Ohio University. They are expected to completely transform NCAA Division I by August of this year. Dr. Fountain said this is no small feat.

Dr. Fountain said, as of yesterday, there were 22,907 students in the Transfer Portal. The students are taking advantage of the portal and will be able to compete immediately with the one-time transfer rule. The SEC had a policy which required a sit-out period for students who transferred between SEC institutions. In May of 2021, the SEC voted to remove this requirement. There are a few stipulations to this such as tampering by institutions through activities such as recruiting and the deadlines for the student athletes to enter the portal. The portal deadlines are currently under consideration and may change as a result of the May meeting.

Dr. Fountain said Mississippi was one of the first states to pass a law related to Name, Image, and Likeness (NIL). The NCAA has since ruled that it is not fair to allow some student athletes to have access to NIL and others to not based on state law. This gave the right to all student athletes to participate in NIL opportunities. One year after the passage of the Mississippi NIL law SB 2690 was introduced to revise the standing law. This bill had the support of the in-state institutions and passed both the House and Senate. It is currently awaiting the signature of the Governor. At Mississippi State University, 28% of our student athletes currently have NIL deals. These deals range from no monetary value to thousands of dollars. Compensation is not only in the form of money and can include things such as discounts, meals, and free goods and services. Some of our student athletes choose not to participate in NIL agreements. We are seeing NIL opportunities in traditional endorsements in social media, in kind deals, appearances, autographs, and camps. Some more exotic deals our student athletes have engaged in include receiving equity and non-fungible tokens as payment. With regard to NIL

agreements, Mississippi State University is involved by providing education to the students about the process. Dr. Fountain said we provide resources to help them understand contracts, payment, potential limitations on future agreements, potential limitations on future earnings, and how compensation can adversely affect students or their families from a tax standpoint. We have worked with the College of Business and third parties to provide this information. State law requires student athletes to disclose all agreements and for them to be reviewed by our Compliance Office. Student athletes are permitted to use the MSU logo or wear jerseys with permission from the University.

Dr. Fountain said the Austin vs NCAA case went to the Supreme Court. On June 21, 2021, the Supreme Court unanimously ruled in favor of Austin. This ruling allows universities to provide up to \$5,980 per year in academic support for athletes in football and men's and women's basketball. There is a formula to determine how much a university can provide. The universities can determine the criteria for these awards and how they are to be awarded. Mississippi State has established benchmarks for these awards. These benchmarks are being enrolled as a student or recently graduated, good academic standing, good standing with team and Athletics Department, being on the competition squad for most recent competitive season, no violation of MSU or NCAA drug testing program during the previous year, and not having entered the transfer portal. The first disbursements were provided this spring based on fall performance totaling \$1.116 million to over 340 student athletes. Athletes who graduated in December got the full \$5,980. The decision of the court also allows for non-monetary benefits. This year the Athletic Department provided every student athlete with an iPad. The tablets will be provided to all new student athletes going forward.

Dr. Fountain said this is the first year of the Top Dawg Leadership Academy. The first class had 13 student athletes. One athlete from each sport was chosen by their coaches. The vision of the Top Dawg Leadership Academy is to continue to develop and engage leaders who have a positive influence on the culture within the team, athletic department, university, and community. The second new program is the Bulldog Experiential Leadership Internship. This program provides work related opportunities for MSU student athletes where they develop professional skills while working within a specific department in athletics. The vision is to develop career ready professionals for a life and career after sports. The selected student athletes must be in their junior year or above and commit to a minimum of 8 hours per week for 8 weeks. This is in addition to all of their current commitments. This semester, there were five interns in Student Athlete Development, Communications, Compliance, Learfield Sports, Baseball Game Operations.

Dr. Fountain said Networking Night 2022 was hosted over two nights in the skyboxes of Davis Wade Stadium. There were 18 companies who participated including organizations from

Atlanta, New York, New Orleans, and several MSU departments including the Graduate School, Career Center, College of Education, College of Business, and Communication Department. Both the student athletes and the organizations felt this was a success.

Dr. Fountain said this spring our student athletes have participated in 51 community service events and provided over 320 hours of service.

The SEC post graduate scholarships include the Brad Davis Community Service Award and the Boyd McWhorter Award. Each institution nominates a male and female student athlete for each award. Jaylon Reed and Ashley Melcherts were nominated by MSU for the Brad Davis Community Service Award and Austin Williams and Mia Davidson were MSU's nominees for the Boyd McWhorter Award. The SEC overall winners will be named in May. Dr. Fountain said our athletes are very competitive in these awards. The nomination packets look at how they excel in their sport, academics, and community service. Jaylon Reed was also selected to the 2021 NCAA Division I Oversight Committee. Allison Florian from Softball was selected to participate in the 2022 NCAA Career in Sports Forum. This is an annual education program which brings together 200 NCAA student athletes to learn about and explore careers in sports, primarily in collegiate athletics. Mia Moore, Francesca McBride, and Burgundy Walters will participate in the Black Student Athlete Summit in Houston, TX from May 23rd to 25th. This is a premier conference that focuses on the opportunities and challenges facing black student athletes and the support available.

Dr. Fountain said this year the NCAA celebrates 50 years of Title IX. During the SEC Women's Basketball Tournament, the SEC Trailblazers were recognized. Each institution named two individuals for this recognition. Ann Carr, Senior Women's Administrator and Leader of Student Athlete Development, and Sammy Johnson, former Senior Women's Administrator were recognized from MSU.

Dr. Fountain said our student athletes continue to excel in the classroom. He said a lot of credit has to go to our students, but our Athletic Academics team also deserves credit. The overall Athletic Department GPA is 3.10 which marks the ninth consecutive semester with a GPA over 3.0. The highest men's GPA was Men's Tennis with 3.71. The highest women's GPA was Soccer with a 3.58. Eleven of thirteen teams earned a 3.0 or higher. Seven out of seven women's teams earned a 3.0 or higher. More than half of our student athletes earned Bulldog Honor Roll. Of these, 46 student athletes earned Top Dawg Honors which is a 4.0. There were 33 student athletes who graduated in the fall including 27 current students and 6 former athletes that returned to complete their degree. There were 65 student athletes named to the SEC Fall Honor Roll. MSU won the Halbrook Award for the highest female athlete graduation rate of the Mississippi public institutions.

Dr. Fountain said Athletic Academics has recently initiated two proctoring forms. One form is for our student athletes as they travel so they can keep up with assessments and one form is for members of visiting teams.

Dr. Fountain said he chairs the Athletic Council and the next meeting will be next week. The two guests will be Sam Purcell, Women's Basketball Coach, and Chris Jans, Men's Basketball Coach. Dr. Fountain said he is excited to have them there to be able to hear about their academic goals. Dr. Fountain thanked Dr. Rachel Allison, Dr. Darrin Dodds, and Dr. Anthony Neal for their service on the committee as their terms come to an end. He also thanked Garrett Smith, Student Association President, Anna Kate Segars, Student Athlete Advisory Committee President, and Micah Smith, M Club President, whose terms on the committee are expiring.

Dr. Fountain said April is the Athletic Department's Faculty/Staff Appreciation Month. He said this was hosted in the fall as well. During the month of April there will be several opportunities for faculty and staff to attend sporting events. Today is the first event with Women's Tennis versus Arkansas at 4:00 p.m. The remaining events will be Men's Tennis versus Vanderbilt on April 15th, Baseball versus Jackson State on April 19th, Softball versus Auburn on April 24th, and Track and Field Maroon and White Invite on April 30th.

Mr. Chris Dallager, Director of Disability Resource Center and ACCESS

Mr. Dallager thanked the senators for allowing him to address them. He said he has been in Mississippi for just over 13 months and one thing that strikes him is the openness of the University to changes. One of the first meetings he attended in his position was the result of a lawsuit at another institution over captioning on the screens at athletic events. He said he met with the athletic department to discuss this and it was thought that the cost of including captioning on the screens was beyond the budget of the Athletic Department. Mr. Dallager said he saw captioning on the screens in the football stadium this year. He said this showed him that even though the initial response was that it was cost prohibitive, they were able to make it work.

Mr. Dallager said that during the interview process for his current position he mentioned that in a disability office it is nearly impossible to budget correctly since you are relying on a different group of students with different needs every year and there is no way to predict the costs. The cost of video remote interpreting for American Sign Language for a deaf student is roughly \$30,00 per year. It costs \$1.50 per minute for video captioning. He said the costs can skyrocket greatly or can be very limited. Mr. Dallager said his superiors understand this and had a separate budget line created to allow for unanticipated costs. He said he feels as a result of this we are now better meeting student needs.

Mr. Dallager said when he arrived, his office was called Disability Support Services. He said while this is a traditional name of this type of office on many university campuses, there has been movement toward other names for a variety of reasons. He said the idea of serving students comes with a price tag. It sounds like these are costly students and they are a burden on the University. He said he does not see students with disabilities as a burden on the University. He said he sees them as a benefit to the overall diversity of the University and the workforce. Changing the name of the office to a resource center from a service center may be small in some ways, but it is much bigger in others. Mr. Dallager said he also altered the required syllabus statement. Previously, the syllabus statement talked about testing and then pointed to the grievance policy if needs were not met. The new syllabus statement invites people to talk even if they did not know that they had a disability so people could be connected. The Disability Resource Center mission statement was also changed to "Providing full access for students with disabilities". He said it is short and easy to remember and he believes it is what they are doing. Mr. Dallager said that his office has a small staff and cannot meet this goal alone. He said his office relies on working with faculty to help meet his goal.

Mr. Dallager said one of the biggest changes his office addressed was related to attendance policy modification and assignment due date extensions. He said when he arrived, his office was unilaterally making decisions for attendance and extensions with extensions not being granted due to the dates being published on the syllabus. He said the appropriate decision needs to be based on the specifics of the situation. The process now involves both the student and the faculty member. One problem with this change is that it is time consuming to approach the issue this way. Mr. Dallager said another issue with this change is that there were still a lot of students out there that fell under the old model who were not contacted about the new model. As a result, faculty may have one student in their course who they are meeting with to establish a plan and another student in the same class who is already approved for five days of absence. Mr. Dallager said this issue will be corrected. Assignment extensions, while rare, are situation specific as well and must be examined to determine if extensions should be granted.

Mr. Dallager said the disability accommodation information faculty have access to in BANNER is vague. He said if he was a faculty member looking at it, he would not be sure of what he needed to do. The Disability Resource Center is currently working with ITS to clarify this information so faculty clearly know what is needed. He said the student will also receive a copy of what is sent to the faculty member which is not currently being done.

Mr. Dallager said during the fall semester, his office administered roughly 4,100 exams for 825 distinct courses. Testing is a big deal in the office and there were a few hiccups along the way. There was a discussion this semester about how the delivery of exams would occur. The process for exam delivery was altered as a result of these conversations. The Disability

Resource Center is no longer delivering exams. The process is now that faculty will pick up the exams or the faculty member can request that the exam be scanned to them. Mr. Dallager said that he has been asked by several faculty about the administering of exams and he would like to let all faculty know that there is no requirement that his office administer the exams. If faculty want to make arrangements to administer the exam, they are welcome to. He said his office is a resource to faculty and are happy to administer the exams, but faculty are welcome to make their own arrangements if they so choose.

Mr. Dallager said he wants everyone to be aware that there is a difference between what accommodations are expected between a high school and a university. This is not always understood by students and families. The Disability Resource Center tries to educate people about this difference. The law governing accessibility in k-12 is a success driven model. The law governing universities is an access model.

Mr. Dallager said a number of faculty participated in the external review of his office. He said he is currently going through the report. One of the suggestions in the report was to have a better communication vehicle between the faculty and his office. Mr. Dallager said to address this he has proposed a Faculty Advisory Board. This is currently in discussion and may or may not be instituted. He said he has spoken with the Associate Deans Council several times but is not sure that the information is always disseminated to faculty.

Mr. Dallager said when a request is received, an interactive process is initiated. The decision on what a student gets does not rest solely on a disability diagnosis. The process considers everything including the request and the specific situation. He asked the senators to please refer students to his office if they are discussing things which could be disability related but have no accommodations in the system.

Mr. Dallager said the attendance accommodation process generally involves an email from his office to the student and the faculty member which includes a form that needs to be filled out and approved. He said he respects that faculty may want to consult with his office while they are engaging with the student to develop an accommodation plan.

Senator Gregory thanked Mr. Dallager for his presentation and said that she feels it is important for faculty to be knowledgeable about disability accommodation. She suggested that Mr. Dallager have someone from his office attend departmental faculty meetings to discuss the variety of disabilities. She said she works in the School of Architecture, and architects tend to think only about physical disabilities. Senator Gregory said during the period of time when instruction was online, she had students with accommodations for extended test time. She said there is no way in Canvas to extend the test time for one student and not have all students see that there is extra time available. Senator Gregory said she then has to inform the students

that there is a student that gets a longer time to take the test due to a disability. While she does not name the student, the student with the disability still gets embarrassed. She asked if Mr. Dallager could work with ITS to resolve this issue. Senator Gregory also asked Mr. Dallager to speak about individuals who are immunocompromised. She said, even before the pandemic, immunocompromised individuals had trouble getting accommodations. While we are moving back to more normal operations, the pandemic is still with us. She asked how we can make sure that immunocompromised people are still part of our community and still have the same abilities and resources as non-immunocompromised individuals. Mr. Dallager replied he is happy to meet with departments to discuss disabilities. He said he will be reaching out to departments but would like for interested departments to contact him as well. Mr. Dallager said he just recently was made aware of the issue with testing in Canvas. He said he will be looking at how to best remedy this issue. Mr. Dallager said the immunocompromised question is a complicated one. Students are invited to apply and request accommodations. Some of the classes are not built for online delivery. In some cases there is just not a way to accommodate an immunocompromised student. He said he does not have an answer for this question at this point, but he is looking at the issue and having conversations with colleagues around the country.

Dr. Davis Shaw, Provost and Executive Vice President

Dr. Shaw said he hopes everyone has received the mailer to all faculty regarding the upcoming general faculty meeting. He said he and President Robichaux-Davis have been getting questions about the new faculty ranks. He said he hopes the senators have been getting questions and are well versed on the information leading up to the faculty vote. Dr. Shaw said he feels the brochure contains very good information for the faculty. He thanked Senator Miller for contributing the graphic contained in the brochure. He asked the senators to be ambassadors for this initiative. Dr. Shaw said this is a very important general faculty meeting. He said if the senators have any questions, they should send them to himself, President Robichaux-Davis, or anyone else who has been involved in the process. Dr. Shaw thanked the Executive Committee for working with Jim Dunne and Brent Fountain to craft the information that is going to help guide, from a Faculty Handbook standpoint, the way we go about implementing this if we see a positive vote. Dr. Shaw said witnessing the diversity of opinion throughout the process makes him feel very good about the process we have in place. It led to a lot of divergent ideas being put on the table to be able to arrive at the consensus on where we need to be going. He said he is looking forward to hearing the debate and seeing the decisions that are made at the upcoming specially called Senate meeting.

Senator Gregory asked about the status of the general education revisions. She said her department is looking at curriculum revisions but are having to wait to see the results for general education before they can make decisions. Dr. Shaw replied he met this week with Dr. Bourgeoise who

is chairing the task force for gen ed. The task force is looking to have their results submitted by the end of the fiscal year. He said he is hoping to have them before the end of the academic year. A lot of great thought has gone into rethinking the goals of general education and how we can best meet them. Dr. Shaw said the report will be the beginning of discussions. He said his recommendation to Senator Gregory would be to move forward with their curriculum changes. The process will be to take the task force report and send it to Faculty Senate for input.

President Robichaux-Davis presented Dr. Shaw with a potted plant to thank him for his clear dedication to the work done by Faculty Senate and shared governance. Dr. Shaw thanked the senators.

REPORT OF THE FACULTY SENATE PRESIDENT

Happy April, Senators! As we near the end of another academic year, I hope your spring 2022 semester has been both rewarding and successful across the teaching, research and service endeavors with which you are involved. I also hope you will be able to take a well-deserved break this summer and come back refreshed and rejuvenated.

As this is the last regular meeting of the Robert Holland Faculty Senate for the 2021-2022 academic year, I would like to extend my heartfelt gratitude to each of you for your service on the Faculty Senate this past year and for your on-going dedication to excellence in teaching, research and service for our great university. While this year presented its fair share of challenges and difficulties, we certainly could not have had the tremendous success that we had this past year during a global pandemic without the determination and commitment of each of you.

I would like to extend a special thank you to those senators who are finishing their terms of service and rolling off of the senate. Thank you, Senators Matthew Brown, Robin Fontenot, Melissa Moore, and Mark Welch. Additionally, an extra special thank you to those senators who are finishing their second consecutive terms of service and also rolling off of the senate. Thank you, Senators Tom Carskadon, Brian Davis, Randy Follett, Lyndsey Miller, and Rosangela Sebba.

As this is my last regular meeting in this role, I would also like to extend an extra special thank you to my Executive Committee, Senators Robert Banik, Jason Barrett, Randy Follett, Robin Fontenot, Missy Hopper, Stephanie King, Lyndsey Miller, and Beth Stokes. This team of senators has helped me and supported the work of the Faculty Senate in countless ways throughout the past year. They were never too busy for an additional meeting or to help me out in whatever ways I needed. Their dedication to the Faculty Senate was always apparent. Last, but certainly not least, I would like to extend a huge thank you to Jason Cory, our Faculty Senate Administrative Assistant for his constant assistance and help this past year. Whether it was

securing our chocolate chips cookies prior to meetings, reserving meetings spaces for various committee meetings, putting together our meeting agendas, or locating the specific date that a certain AOP was passed along with countless other things, Jason was always ready and excited to assist in any way he could.

Next, I would like to welcome our newly elected senators who are joining us for the first time today. Welcome, Senators Frank Adams, Jenna Altomonte, Jeb Cade, Robert Grala, Andrew Jarosz, Cheryl Justice, Jesse Morrison, Neeraj Rai, Tara Sutton, and Eric Vivier. I also want to give a warm welcome back to Senators Ganeswar Gude, Andy Perkins, Paul Spurlin and Beth Stokes who were re-elected by their colleges to serve an additional three-year term.

There is a highly dedicated senator who has been devoted to the work of the Faculty Senate in significant ways since 1999. Today will be his last meeting. I have never served on Senate when he wasn't a senator. His perspectives, advice, and institutional knowledge have been invaluable to me, especially over the past two years. He has served 18 of the last 23 years on the Faculty Senate. During that time, he served on the Ancillary Affairs Committee, Faculty Affairs Committee, and Academic Affairs Committee. He chaired the Faculty Affairs committee for one year and the Academic Affairs Committee for 5 years. He served as Vice President for 2 years and is one of very few people who served as President for 3 years. Senator Randy Follett has said that he will miss serving on the Faculty Senate more than anything moving forward, but he will certainly be missed more.

President Robichaux-Davis presented Senator Follett with a plaque. The inscription reads "Randolph F. Follett In recognition for 18 years of service to the Mississippi State University Robert Holland Faculty Senate. 1999-2005, 2009-2015, 2016-2022 President 2014-2015, 2018-2020 Vice President 2013-2014, 2017-2018"

As I look back on this past year, I am filled with gratitude to you for giving me the opportunity to serve as your President. Thank you to each of you who shared kind words with me in response to my monthly update emails, to individual requests that I made, and unsolicited words of appreciation you send to me. I hope my monthly email updates provided you with useful information. I am very grateful for your responses whenever I sent out surveys or other requests for input. If we are to continue to engage in shared governance as a deliberative body, your input is always welcomed and needed. Although this year was another one-of-a-kind year, I truly believe it was a successful year for the Faculty Senate as we addressed important issues and approved 12 AOPs . We also heard from 11 guests at our monthly meetings, primarily in response to your requests. I hope the information these speakers shared with you was also useful.

During this past year, we partnered with the Athletics Department to organize a Faculty/Staff Athletics Appreciation month in both the fall and spring semesters, including bringing back an open football practice for faculty and staff. We also unanimously approved of a new student course survey which is in its second semester of implementation. To that end, I worked with Dr. Shaw and Tracey Baham to facilitate the use of a question bank to allow faculty to individualize the student course surveys used in their classes this semester. Additionally, on your behalf I put forward a recommendation that a university committee be created to oversee the effectiveness of all other university committees. This committee will be instituted soon. I also convened an Ad hoc Onboarding Committee in response to informal conversations with some of our first-year senators. I am hopeful to institute at least part of their recommended onboarding process this year. We continued to use our Twitter account for daily tweets that promoted our great institution and the work of its faculty. We also worked to improve the Faculty Confidence Survey experience by working with ITS to create an automatic email to the person completing the survey that lets them know their survey was successfully submitted. With the Faculty Senate Executive Committee, I worked closely with Drs. Keenum and Shaw to get to the point where we were ready to call a Special Meeting of the General Faculty so that the additional instructional faculty ranks that we proposed at the April 2021 meeting could be voted on. As you know, this meeting will take place on April 28th with voting to remain open for three business days after the meeting. I am hopeful that we will move forward into the next academic year with new instructional ranks. I look forward to continuing to serve the Faculty Senate for the remaining two years of my term.

Reports from Committees on which I Serve:

Athletic Council – This council has not met since my last report.

COVID-19 Task Force – This committee met once since my last report. Given that the COVID-19 Pandemic is moving into the endemic stage, the Task Force voted to remove the COVID-19 campus testing data, the COVID-19 information websites, the vaccine website and the vaccine status box on MyState at the end of the Spring 2022 semester. Information about the COVID vaccine will be moved to the Longest Student Health Center website. The Task Force continues to monitor COVID-19 cases and national trends.

Design Review Committee – This committee has not met since my last report.

Inclusive Excellence Leadership Council – This council has not met since my last report.

Executive Council – This council met on March 28th. Changes to AOP 10:08, *Classroom Regulations*, was approved. HRM policy 60.405, *Separation of Employment – Staff*, OP 61.05, *Fixed Price and Residual Balance*, were approved. Last, the Council voted in favor of rescinding OP 80.03, U.S. National Industrial Security Program Security Incident Policy, because the policy

is no longer needed to address compliance issues with the U.S. Department of Defense or similar federal agencies.

Executive Enrollment Management Committee – This committee met on April 4th. John Dickerson and Lew Sanborne of Ruffalo Noel Levitz shared an update on the thirteen enrollment strategies that we previously decided should be implemented. The strategies were presented in three clusters. Cluster One, *New Student Acquisition*, includes four strategies: Expand and Increase Market Reach, University-Wide Undergraduate Recruitment Communications Plan, Coordinated Graduate Student Recruitment Communications Plan, and Comprehensive, University-Wide Marketing Plan. Cluster Two, *Student Success, Diversification, and Yield*, includes five strategies: Enhance and Execute an Incoming Student Onboarding Experience, Comprehensive University-Wide International Recruitment and Partnerships, Further Develop Student Success Strategies for Campuses 2 and 5 (already being implemented), Comprehensive and Holistic Review of Undergraduate Financial Aid Awarding, and Develop Broad Academic Support Strategies. Cluster Three, *Essential to Launch with a Longer Runway*, includes four strategies: University-Wide Expansion of Non-Traditional Terms, Streamline and Improve Processes for Graduate Admissions, Graduate Assistant Funding Strategy (already being implemented), and Graduate Stackable and Micro-Credential Development. The committee spent time discussing the need to develop a process for the expansion of non-traditional terms to include more 8-week courses and potentially some 5-week courses during the regular semesters of the academic year. We are losing online students to other institutions because if they miss our start date, they can't begin classes until the start of the next semester which could be up to four months later.

Fall Convocation Group – This committee has not met since my last report.

Game Day and Special Events – This committee has not met since my last report.

Information Technology Council – This council has not met since my last report.

Master Plan Development and Advisory Committee – This committee has not met since my last report, but we did have an email vote on March 9th on two consent agenda items in lieu of an in-person meeting. Through this email vote, we approved the plans for the MSU High Performance Computer Data Center and the Softball Field House.

Parking and Traffic Regulations Committee – This committee has not met since my last report.

Sustainability Committee – This committee met on March 23rd. There will be a Glass Recycling Drive on April 12th from 1:00 to 5:00 in the Sanderson Center parking lot. We have begun an outreach program with Partnership Middle School. Sustainability personnel are speaking to 6th and 7th graders about sustainability and the importance of recycling. Sustainability personnel

along with an environmental science class conducted a “Weigh the Waste” study in Perry cafeteria and Fresh Foods. Food waste was higher in Perry cafeteria. About 18 pounds of waste was collected every 30 minutes. We have about 25,000-30,000 pounds of food waste per year. “Food Waste” is categorized as edible, non-edible and trash. A more comprehensive report of this study is forthcoming. Earth Week will be April 19-22nd. On Tuesday of that week, there will be a Sustainability Boot Camp. On Wednesday there will be a Fashion Show and a campus clean-up event, “Get Swept Up.” On Thursday, there will be a Climate Change Lunch and Learn and a presentation on the impact on water resources. Friday there will be an organization fair with food trucks. Everyone is encouraged to wear Green on that Friday to support the “Maroon Goes Green” effort. More information on these events is also forthcoming and will be posted on the Sustainability website.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Academic Deans Council

The Academic Deans Council scheduled to meet on March 16 was cancelled.

Committee on Campus Access

The Committee on Campus Access scheduled to meet on March 7 was cancelled. The next meeting scheduled for April 4 was also cancelled.

Community Engagement Committee

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date.

Master Plan Development and Advisory Committee

The Master Plan Development and Advisory Committee had two Consent Agenda items this month: the MSU High Performance Computer Data Center and the Softball Field House. In the absence of other new business or an objection, the MPDAC did not meet but requested a vote on the consent agenda via email on March 10th.

Undergraduate Research and Creative Discovery Committee

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date.

Sustainability Committee

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date.

Updated on April 4, 2022

Respectfully submitted, Missy Hopper

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

BUSINESS TO BE SENT TO COMMITTEE

1. AOP 13.02 Giles Distinguished Professors (Faculty Affairs)

President Robichaux-Davis asked for any discussion on sending AOP 13.02 Giles Distinguished Professors to the Faculty Affairs Committee. The motion to send AOP 13.02 to the Faculty Affairs Committee passed by unanimous hand vote.

STANDING COMMITTEE REPORTS

Academic Affairs

1. AOP 11.11 Auditing a Class

Senator Follett, on behalf of the Academic Affairs Committee, presented the report on AOP 11.11 Auditing a Class.

The motion of the Academic Affairs Committee to adopt AOP 11.11 Auditing a Class passed by unanimous hand vote.

Ancillary Affairs **No Report**

Charter & Bylaws **No Report**

Executive Committee

1. AOP 13.08 Travel by Faculty and Staff (Rescind)

Senator Miller, on behalf of the Executive Committee presented the report on the rescission of AOP 13.08 Travel by Faculty and Staff.

The motion of the Executive Committee to rescinding AOP 13.08 Travel by Faculty and Staff passed by unanimous hand vote.

Faculty Affairs **No Report**

Student Affairs **No Report**

University Resources

1. AOP 13.20 Exit Interviews of Departing Faculty

Senator Stokes, on behalf of the University Resources Committee, presented the report on AOP 13.20 Exit Interviews of Departing Faculty.

Senator Stokes said the committee would like to make one amendment to the policy prior to adoption. She said the committee would like to add “or Director” in the policy/procedure section following “this report should be forwarded to the appropriate Dean”.

The motion to approve AOP 13.20 Exit Interviews of Departing Faculty as amended passed by unanimous hand vote.

2. AOP 13.21 Faculty Released Time for Specified Committee Chairs

Senator Stokes, on behalf of the University Resources Committee, presented the report on AOP 13.21 Faculty Released Time for Specified Committee Chairs.

The motion to approve AOP 13.21 Faculty Released Time for Specified Committee Chairs passed by unanimous hand vote.

3. Library Concerns Letter

Senator Stokes, on behalf of the University Resources Committee, presented the report on the Library Concerns Letter. This was an informational update and no vote was taken at this time.

4. Faculty Senate Meeting Space

Senator Stokes, on behalf of the University Resources Committee, presented the report on the request to review Faculty Senate Meeting Space.

Senator Gregory asked if the recommended spaces had some form of table which the senators could use to hold their laptops and other items. Senator Stoke replied that the committee did consider space for senators to put laptops and other items during meetings.

The guidance established by the University Resources Committee has been submitted to the Executive Committee.

SPECIAL COMMITTEE REPORTS

1. Faculty Senate Onboarding

Senator Follett, on behalf of the ad hoc Faculty Senate Onboarding Committee, presented the committee report on establishing an onboarding process for newly elected senators.

President Robichaux-Davis thanked Senator Follett and the ad hoc committee for their work on this process. She said she will be contacting the newly elected senators and those completing their first year on Senate to set a date for the onboarding meeting for this year.

PENDING BUSINESS

1. Faculty Handbook: Edits for Additional Faculty Ranks

President Robichaux-Davis said the edits proposed to the Faculty Handbook are dependent on the outcome of the general faculty vote on the addition of new faculty ranks to the Faculty Charter. She said if there is a positive vote, she will call a special meeting of the Faculty Senate on May 6th to discuss the proposed edits to Section V of the Faculty Handbook. President Robichaux-Davis said because changes to Section V of the Faculty Handbook are to be discussed at two consecutive meetings of the Faculty Senate, this meeting will serve as the first of the two required meetings.

ELECTION OF OFFICERS

1. President

Senator Robichaux-Davis, as the Elections Officer, announced the nomination of Senators Jason Barrett and Missy Hopper for the office of President. President Robichaux-Davis said each candidate will have 5 minutes to address the Senate if they so choose.

Senator Barrett and Senator Hopper gave a brief address.

President Robichaux-Davis asked the senators to navigate to the online Faculty Senate voting site to place their votes for President.

President Robichaux-Davis announced that Senator Barrett was elected to serve as President.

2. Vice President

Senator Robichaux-Davis, as the Elections Officer, announced the nomination of Senator Robert Banik for the office of vice president. She asked if there were any nominations from the floor since there was only one nominee.

President Robichaux-Davis, hearing no additional nominations, said Senator Banik could address the Senate for up to 5 minutes.

Senator Banik gave a brief address.

President Robichaux-Davis asked the senators to navigate to the online Faculty Senate voting site to place their votes for Vice President.

President Robichaux-Davis announced that Senator Banik was elected to serve as Vice President.

3. Secretary

Senator Robichaux-Davis, as the Elections Officer, announced the nomination of Senator Beth Stokes for the office of Secretary. She asked if there were any nominations from the floor since there was only one nominee.

President Robichaux-Davis, hearing no additional nominations, said Senator Stokes could address the Senate for up to 5 minutes.

Senator Stokes gave a brief address.

President Robichaux-Davis asked the senators to navigate to the online Faculty Senate voting site to place their votes for Secretary.

President Robichaux-Davis announced that Senator Stokes was elected to serve as Secretary.

NEW BUSINESS

President Robichaux-Davis said Senators Gregory, Priddy, and Chamberlain submitted a resolution after the deadline for inclusion in the agenda. She said this is an external resolution which refers to and could impact the university community beyond the Faculty Senate. The bylaws dictate that an external resolution must be sent to committee. If the Senate votes to consider the resolution it will be sent to committee.

President Robichaux-Davis read the resolution which states:

“In light of the continued challenges and danger to their health that our immunocompromised students and colleagues, and those who care for immunocompromised family members, are facing, even as the number of COVID-19 cases are declining, we ask the university administration to develop a permanent policy that allows for full and equitable participation in the university community without endangering their lives or the lives of their immunocompromised family members. This includes not only classes, but also lectures by external experts, department and college meetings, and university celebrations.”

The motion to consider the resolution passed by majority hand vote.

President Robichaux-Davis said the resolution will be sent to the University Resources Committee for further study.

Senator Gregory made a motion to adjourn. Senator Wood seconded the motion.

The motion to adjourn passed by unanimous hand vote at 4:32 p.m.

Submitted for correction and approval.

Stephanie King, Secretary

Jason Cory, Administrative Assistant II



ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of May 6, 2022

The Robert Holland Faculty Senate of Mississippi State University held a special called meeting in Bettersworth Auditorium at 2:00 p.m. on Friday, May 6, 2022.

Members absent and excused were Jenna Altomonte, Beth Baker, Thu Dinh, Alexis Gregory, Amanda Stone, and Kimberly Wood.

Members absent were Rachel Allison, Andrew Jarosz, Santanu Kundu, and Sorina Popescu.

The meeting was called to order by Senate President Rebecca Robichaux-Davis.

President Robichaux-Davis said the general faculty voted overwhelmingly in favor of adding the additional faculty tracks and ranks to the Faculty Charter. This meeting was called as a result of this vote. As a specially called meeting of the Faculty Senate, the agenda is limited to the consideration of one item. The item under consideration today is the adoption of edits to Section V of the Faculty Handbook which is the Promotion & Tenure section.

GUESTS

Dr. David Shaw, Provost and Executive Vice President

Dr. Shaw asked the senators to give themselves a round of applause. He said the vote this week was a monumental step forward for this institution. Dr. Shaw thanked the senators for all of their hard work.

Dr. Shaw said as the senators begin the discussion of the revision to Section V, he would like to stress that Faculty Senate is a representative body. He said the senators need to think about the proposed revisions from the perspective of the constituents they represent. He said if we get too much in the weeds, what will work in one department or college may or may not work in others. Dr. Shaw said his encouragement to the senators is to take the job they have today

very seriously to make sure that we give enough clear guidance so the departments and colleges can edit their documents, but not so constrictive that it prevents a department or college from doing the job they need to do. He said a department in Veterinary Medicine which has a majority of clinical faculty does not need to be artificially constrained by what is passed today even though it might work really well in the Department of English. Dr. Shaw said in almost every case, the senators represent colleges which will have faculty across the spectrum of the available ranks. He said he will remain in the audience in case the senators have any questions which he may be able to answer.

Senator Tagert asked Dr. Shaw to give an update on the campus-wide evaluation form and how that fits with the edits of Section V being undertaken today. She also asked for an update on the recommendation from the task force which asked for training or continuing education for administrators on how to perform annual evaluations. Dr. Shaw replied that the task force report is being examined to determine how to best implement the recommendations. He said his goal is to have the new form finalized and ready to be used for the next review cycle beginning in the fall. He said the passing of the ranks and the work the Senate is undertaking today will most likely have an impact on the form, so it is probably a good thing that it has not been finalized at this point. Dr. Shaw said deans and department heads will receive training on the new form. He said this training will focus on two things. First will be to make sure that faculty are being fairly evaluated against the position description they were hired into. The second item will deal with the results of the other task force that looked at the evaluation of teaching and teaching excellence. He said student evaluations cannot be looked at as the sole documentation for teaching excellence. Dr. Shaw said we have a lot of work yet to be done on this front and Jim Dunne along with President Robichaux-Davis and others have had several conversations about how we need to move forward. Dr. Shaw said one unfortunate thing is that during the task force efforts on this, we had one of the most nationally recognized experts in this arena scheduled to speak on campus and due to Covid it had to be cancelled. He said he is looking into lining something up with this expert in the early fall.

PENDING BUSINESS

President Robichaux-Davis said the item of business for today's specially called meeting is the edits proposed by the Executive Committee to Section V, Promotion & Tenure, of the Faculty Handbook. The proposed edits were included in the agenda for the April meeting. The edits included in today's agenda are the same with two exceptions. The additional edits were included due to recent changes in IHL's involvement in tenure. President Robichaux-Davis said the change to the tenure process is that the final tenure decision now rests with the institution's President or Chancellor. Line 837 and 869 contain the additional edits which

change “recommend tenure” to “award tenure” and remove the IHL Board of Trustees and remove “on campus”.

President Robichaux-Davis said the primary edits are the addition of two new sections on pages 5-7 and 12-15. There are other edits throughout the document, but they are not as substantial. Most of the other edits are just cleaning up existing language and clarifying where the new ranks impacted what was there.

Senator Grala said the university is named in three different ways in the document. He said it is referred to as “Mississippi State University”, “Mississippi State”, and “MSU”. Senator Grala suggested that the naming of the university be consistent throughout the document. President Robichaux-Davis said the name used would be made consistent throughout the document.

Senator Williams said when Instructor ranks are listed, and it talks about Instructor rank 1, it says “a faculty member with a minimum of a Master’s degree or higher who possesses teaching credentials appropriate for the position and the potential for successful performance...”. He said in his department they will hire someone who has a Master’s degree in another field with at least 18 hours within the field of the position. Senator Williams said he wants to make sure that the wording is appropriate for that case. He said on the face it seems good but he wonders if “as determined by the department” should be added after “appropriate for the position”. President Robichaux-Davis said she believes it is a SACSCOC accreditation requirement that in order to teach they have to have certain credentials. She said she did not think the proposed language would harm us, but she does not believe it is necessary since the 18-hour requirement is covered by SACSCOC.

Senator Freeman said that in the portion describing the make-up of the departmental P&T committee it says tenure and non-tenure track. He asked if it should say professional-track. President Robichaux-Davis replied that it should say professional-track and it will be changed.

Senator Pelaez asked why the language of ranks is used. President Robichaux-Davis replied that when looking at the composition of the University P&T Committee, the Executive Committee found that a term was needed to describe all of the ranks which are at the same level such as Instructor II, Associate Clinical Professor, Associate Professor, and so on. She said the decision was made to use ranks which could describe all the different positions at the same level.

Senator Chamberlain asked why “or higher” was included in the earlier citation by Senator Williams. He asked if the intention was to allow departments to require higher than a Master’s degree. President Robichaux-Davis said she could not speak to the intent of the language selected. She said the language was pulled directly from the previously existing Instructor requirements.

Senator Priddy said there are additional occurrences of “non-tenure track” in the document beyond what was previously mentioned. President Robichaux-Davis said the document will be searched to replace all instances non-tenure track with professional-track.

Senator Williams said he would like to address something held over from the original document. He said there is a statement that says you cannot participate at more than one level. The word participate can be interpreted in different ways. He said he believes the intent is that you cannot vote at more than one level. President Robichaux-Davis said she believes the intent is to mean you cannot vote at more than one level. Senator Pelaez said her department does not allow members of higher-level committees to participate in discussion at the department level to get two different perspectives. The member of the higher-level committee may know the outcome of the vote and why, but they do not participate in the discussion. She said if participate is changed to vote it would negatively impact the departments that interpret participate literally.

Senator Grala suggested using the word serve. Senator Williams said serve is very ambiguous and participate is ambiguous enough. Senator Rai said he believes participate is better than vote. He said a person could be involved who has a strong opinion. Although they do not vote directly, they can have an impact on the outcome. He said, in a way, that person could have the opportunity to affect the outcome twice. Senator Spurlin said he agrees with Senator Rai’s comment and would even make it stronger by saying neither participate nor vote. He said he agrees that some people have strong personalities and can strongly impact the outcome even without a vote. Senator Pelaez said this debate has been undertaken in the College of Arts & Sciences Promotion & Tenure Committee. One thought is that if they can participate but not vote they can give the perspective of why the committee went in the direction they did. Others say that by participating twice the person gets a two-fold opportunity to intervene in the process and could create a biased assessment. She said she believes it is best to leave participate and not change it to vote to allow the department to further restrict it if they choose. President Robichaux-Davis asked Senator Pelaez if neither participate nor vote would be acceptable. Senator Pelaez replied that it would be acceptable to her.

Senator Grala said there is another issue if the word vote is used. He said you could have a faculty member who serves on the P&T Committee but cannot vote on the promotion of a faculty member with a higher rank. President Robichaux-Davis said this is speaking to more than one level. Senator Williams said he has seen cases where the college representative has requested to be present during the departmental meeting to gain context for when they have to advocate for the candidate at the college level. Senator Zuckerman said she agrees with Senator Williams’ statement. She said she has experienced the same issue in her department. She said she believes observation at the departmental level without participation or voting can

be very beneficial when the college representative has to speak to non-traditional packets. Senator Zuckerman suggested that it be worded “may observe but neither participate nor vote”. Senator Williams said he would accept Senator Zuckerman’s change.

Senator Haynes asked if at the college level we need to specify that they can only vote at the college level. She said right now they can choose to vote at the department level or the college level. They will have to speak at the college level so we would have to specify that they vote at the college level. Senator Haynes suggested the language be “a faculty member serving on the college promotion & tenure committee may observe but neither participate nor vote in a candidate’s promotion or tenure review at the department level.”

Senator Wang said promotion & tenure committees should be run independently regardless of the level. If a faculty member is serving on the college committee, they should not participate at all in the department committee. She said this change does not make sense to her. Senator Grala said Senator Wang makes a valid point. He said at the department level you evaluate the candidate portfolio, make a decision, and prepare the letters. At the college level the committee evaluates the candidate and makes sure that they were evaluated fairly at the departmental level. It is a valid point that the discussion at the department level could somehow influence the vote at the college level.

Senator Breazeale said by saying that they may be allowed to observe but not participate nor vote would allow the departments to choose how to handle it in their department. Senator Spurlin said this would protect the committee but not the candidate. Senator Grala said in departments who do not operate as a committee of the whole this would work. In departments with a committee of the whole, the original language would preclude any faculty member in the department from serving on the college committee. Senator Pelaez said she believes that observation can influence decisions which would break the independence of the two committees. Senator Zuckerman said she understands Senator Pelaez’s concern, however, if observation is eliminated at the departmental level for the college representative it would do a disservice to the candidate. She said the college representative would be ignorant of the packet and the general consensus of the faculty in the department as to the packet and application. Senator Spurlin asked what more could be gained by observing over seeing the vote and a good set of minutes from the discussion. He said he understands that the political power of some individuals, when they sit in a room and others know what their thoughts are, may intimidate some people and influence the vote.

Senator Rai said he believes we have to go on the principle that one person should participate or have influence at only one level. He said the role of a departmental representative on a college committee is to represent the department as a whole. He said the person would bring the knowledge base as to what the program is and what the expectations are since they would

have gone through the process themselves. He said he believes they have sufficient information to comment in a meaningful and constructive way without having observed the departmental discussions. There is also a department head report and a committee report to help inform the person. Senator Zuckerman said she chaired a departmental promotion and tenure committee meeting for a third-year review in the past few days in which half of the meeting was spent discussing the strength of the candidate's publications and whether or not they met the criteria. The candidate had a strong packet and the discussion arose due to one of the committee members being in another field whose publishing standards were different. The committee member questioning the publications also serves as the college committee representative. She said within departments where there are a lot of diversity, specialization, and sub-field and field specific differences the college representative may not know what the requirements are in a candidate's specific field. Senator Pelaez said she understands that there are departments who allow observation, and it works for them. She said she would like to find language that would allow ambiguity. Senator Grala said this issue seems like it may need a separate consideration in the future when senators are prepared to discuss it.

Senator Williams made a motion to amend the document to say: "A faculty member serving on the college promotion & tenure committee may observe but neither participate nor vote on a candidate's promotion and tenure review at the department level." Senator Zuckerman seconded the motion. The motion to amend passed by a majority hand vote.

Senator Freeman asked if there will be guidance released once this is approved. He said he is getting questions about what the best practices should be for departmental and college committees moving forward. President Robichaux-Davis recognized Dr. David Shaw to address Senator Freeman's question. Dr. Shaw said he believes we will be consumed this fall with addressing this. The task force tried to strike a balance of giving enough guidance for the departments especially and the colleges to a lesser extent. We have to grapple with what does representation mean because we do not need to be creating a situation in which people are having their packet evaluated by people that are not representing them. Dr. Shaw said this will be different between departments. He said he has already been in discussion with President Robichaux-Davis and President-Elect Barrett about the need for ongoing engagement as we move into the fall semester. He said he is not sure he is fully envisioning the scope of the issues that we will be grappling with, but he believes there is some really good foundational guidance that has been drafted in this document to help set the tone for this conversation.

Senator Pelaez said in lines 630 to 632 it discusses external reviews for instructors. She asked if it could say that the external reviewers are not instructors. President Robichaux-Davis replied that she believed it should be up to the departments to determine this. She said the intention is to leave it as broad as we can but with some guidance.

Senator Sutton asked that his/her be changed to their throughout the document. She said it is more gender inclusive and less clunky. President Robichaux-Davis said the edits would be made.

Senator Pelaez asked if the earlier amendment changes the fact that the college representative cannot be the chair of the departmental committee. President Robichaux-Davis replied that the amendment does not affect this.

Senator Tagert said she wants to make sure that after these changes are made the annual review form reflects this document and vice versa. She said the discussion of teaching in this document does not capture the type of teaching done in Extension. She said she likes the language included in the annual evaluation form and feels it captures all units on campus.

Senator Pelaez said there is still a reference to the University President recommending tenure. President Robichaux-Davis replied that legal counsel will edit any references to the IHL Board and the awarding of tenure as is required.

The motion to adopt Section V, Promotion & Tenure, of the Faculty Handbook as amended passed by unanimous hand vote.

President Robichaux-Davis said the next step in the process of approval of this document will be to send the accepted version to Dr. Shaw so he can send it to the University Promotion & Tenure Committee for their review and feedback. Once Section V is approved by Dr. Shaw and Dr. Keenum, they will notify colleges and departments so they can begin discussions to modify their promotion & tenure documents.

Senator Fincher made a motion to adjourn. Senator Banik seconded the motion.

The motion to adjourn passed by unanimous hand vote at 3:13 p.m.

Submitted for correction and approval.

Stephanie King, Secretary

Jason Cory, Administrative Assistant II

INTRODUCTION OF GUESTS

Dr. Mark Keenum, University President
Dr. David Shaw, Provost and Executive Vice President

REPORT OF THE FACULTY SENATE PRESIDENT

Greetings and I hope you all have had a great and enjoyable summer. I am glad to see faculty and students returning to campus. It is life coming back to this institution. This summer was very peaceful, and I do hope we carry that feeling into and throughout the academic year.

It is great to be here and serving as your president for the coming year. Please know that the Senate is always open and wants to hear from and work with faculty. This is your office so please reach out with any questions and/or comments that make MSU a better place.

On August 11th, I was able to join the President, Provost, and many other administrators from across campus in welcoming over 100 new faculty members to MSU. It is great to see so many new faces and make an effort to start them on the right path. It is very encouraging to see the amazing faculty that are being recruited and employed at MSU. Seeing all the new and talented faculty make me see how we are able to accomplish so much at MSU.

Since I took office on July 1, 2022, there have been several university committee meetings on which I represent you.

Design Review Committee (July 2, 2022) – There will be a Greek road closure between the Sigma Chi house and the Lambda Chi house as we consolidate dumpsters to stop tearing up the parking lot and make the area more aesthetically pleasing. It may possibly get screened by bushes or shrubs as needed.

The Solar Decathlon is part of the 2023-2025 Department of Energy Decathlon. There is no imminent build in front of us, but we do look to participate.

Davis Wade Stadium will have a west side renovation around the current press box area. It will be called the Legacy Suites. There will be 6 central legacy suites with 2 club levels, one north and one south of the legacy suites. The look and feel will be similar to the scoreboard club.

Fall Convocation (July 25, 2022) – Fall Convocation will be held on Thursday August 23rd at the Humphrey Coliseum. We will be using the North end for seating due to the current construction taking place. Doors will open at 4:30pm and this is a great opportunity to attend as a supporting faculty member or to give credit for students to participate. The student association will be creating a video of how to enter and exit the coliseum so be on the lookout for that.

Executive Council (July 25, 2022) – OP 80.12 Distribution of Recovered Facilities and Administrative Costs and the approval came with the addition of a minor increase to F/A only for DoD contracts. AOP 12.12 Credit and Grades was passed. OP 60.322 Administrative Closing Compensation was passed to clarify compensation during administrative closing or move to remote work for non-exempt employees. OP 60.324 Flexwork was passed, and that policy information has been shared by the Provost’s Office. OP 95.501 Traffic and Parking Rules and Regulations was passed. The policy was simply updated to account for the times and current master plan.

Athletic Council (July 28, 2022) – Met with Dr. Brent Fountain for representation on the Athletic Council. We will look to have Dr. Fountain as our Faculty Athletic Representative to attend the November 2022 and April 2023 meeting of Senate. We will continue the Faculty Appreciation Month which will be October or November so stay tuned for more information.

IT Council (July 28, 2022) – We met via Webex. The bulk of discussion was related to the Adobe Creative Cloud. The Adobe Team will be coming to campus on August 17th and 18th for “Adobe Days”. Adobe would like to be in the classroom with our Faculty and Students utilizing. MSU has made the Adobe suite of products available to any and all faculty, staff, and students that want the products/tools. The suite can be purchased at <https://www.adobe.msstate.edu/>. Also, look for two-factor authentication on desktops machines/computers. We will have a DUO upgrade as the university tightens restrictions. Please be conscious of hacking and phishing attempts and report them.

MSU Game Day Committee (August 3, 2022) – Approval of junction John/Jane for football season. These portable restrooms will be in the similar locations as last football season. The volleyball team/program will have outdoor space for tailgating before games this year as long as it doesn’t interfere with class. We are coming off much excitement from last year’s season success. For football, look for the “Fall Fan Fest” in the junction.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Academic Deans Council

The July and August Deans Council meetings were canceled.

Committee on Campus Access

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date.

Community Engagement Committee

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date.

Master Plan Development and Advisory Committee

No August meeting was held. In the July meeting, there were two information items for the committee. Greek Right of Way (ROW) re-routing and the Davis Wade Stadium 200 Level interior renovations were discussed. Neither of these items required committee action and the items are in keeping with the University’s Master Plan.

Greek Right of Way (ROW) Rerouting: Phase I will include placement of bollards to mark the closure of Greek Drive, behind the Phi Gamma Delta and the Lambda Chi Alpha fraternities. The area has been marked and blocked off by several curb stops, and bollards will be installed soon. Large trash dumpsters will be placed in that one location. After a sufficient trial period, Phase II will complete the project by adding a surround to conceal the containers and will become a permanent location for trash collection for the sorority/fraternity houses.

Davis Wade Stadium renovation: The project includes the demolition of the west 200 level Press Box and surrounding areas. This area will be replaced with new suites, restrooms, and relocation of the scoreboard, game clock, and space for replay and camera staff.

Undergraduate Research and Creative Discovery Committee

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date.

REPORTS FROM FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

BUSINESS TO BE SENT TO COMMITTEE

1. [AOP 13.11 Academic Freedom](#) (Faculty Affairs) (p. 35)

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS

ANCILLARY AFFAIRS

CHARTER & BYLAWS

FACULTY AFFAIRS

STUDENT AFFAIRS

1. AOP 12.32 Refund and Course Credit for Student Members of the Military Called to Active Duty or Deployed

**Report to the Robert Holland Faculty Senate
Student Affairs Committee**

**Report on AOP 12.32: Refund and Course Credit for Student Members of the Military Called to Active Duty or Deployed
August 19, 2022**

Background

Review of AOP 12.32 is scheduled to occur every four years or whenever circumstances require an earlier review.

Recommendation

The Student Affairs Committee recommends approving AOP 12.32 as revised.

Discussion

AOP 12.32 came to the Robert Holland Faculty Senate with the following revision:

However, within 90 days after release from active duty or return from emergency deployment, a student who has elected to take incompletes in his/her classes may make arrangements to take the final exam and receive a grade in accordance with AOP 12.12 – Credit, and Grades, ~~and Academic Standing~~ or may receive full academic credit for each enrolled course of study with the grade earned at the date he or she was called into active duty.

Committee Members: Stacy Haynes (Chair), Iva Ballard, Mark Fincher, Robert Grala, Eric Vivier, Ted Wallace, Kelley Wamsley

UNIVERSITY RESOURCES

SPECIAL COMMITTEE REPORTS

PENDING BUSINESS

NEW BUSINESS

ADJOURN



AOP 13.11: ACADEMIC FREEDOM

PURPOSE

The purpose of this Academic Operating Policy and Procedure (AOP) is to provide an understanding and standardization of the policy dealing with Academic Freedom.

POLICY/PROCEDURE^[LM1]

Mississippi State University recognizes the fact that in the republic of scholars there are certain indisputable rights to freedom of expression. The University encourages the search for knowledge and truth, and does not abridge the scholar's right to reveal his/her finding through appropriate channels by spoken and written word, visual displays, artifacts, or performances (e.g. artistic, musical, theatrical) even if in doing so he/she may find variances with students and professional peers, as well as with the lay community. [Faculty have the academic freedom to select an effective pedagogical approach appropriate to their discipline and based on their scholarly expertise; simultaneously, faculty have a professional responsibility to select pedagogical approaches demonstrated to be effective through assessment and established research. Additionally, t](#)The scholar must ~~however,~~ recognize the fact that he/she is also the possessor of opinions, some of which may be subject to human frailty of bias and error. As a free citizen, he/she has the right to express these opinions. The degree to which one expresses them as a scholar, claiming sanctuary in the University is a matter of academic responsibility.

REVIEW

This AOP will be reviewed every four years (or whenever circumstances require an earlier review) by the Executive Vice Provost with recommendations for revision presented to the Provost and Executive Vice President.

REVIEWED:

Executive Vice Provost for Academic Affairs and
Dean of the Graduate School

Date

Provost and Executive Vice President

Date

President, Robert Holland Faculty Senate

Date

Assistant Vice President, Institutional Strategy & Effectiveness

Date

General Counsel

Date

APPROVED:

President

Date