

# ROBERT HOLLAND FACULTY SENATE AGENDA

November 11, 2022

1. Call to Order
2. [Adoption of Minutes, October 7, 2022](#)..... (p. 2)
3. Introduction of Guests
  - a. Dr. Mark Keenum, University President
  - b. Dr. David Shaw, Provost and Executive Vice President
  - c. Dr. Brent Fountain, Faculty Athletic Representative
4. [Report of the Faculty Senate President](#)..... (p. 18)
5. [Report of the Faculty Senate Vice President](#)..... (p. 20)
6. Reports from Faculty Senate Designates on University Committees
7. Business to be sent to Committee:
  - 7.1. [AOP 13.11 Academic Freedom](#) (Faculty Affairs)..... (p. 30)
  - 7.2. [Letter of Request: Study to Strengthen Shared Governance](#) (Charter & Bylaws)..... (p.32)
8. Standing Committee Reports:
  - 8.1. Academic Affairs
  - 8.2. Ancillary Affairs
    - 8.2.1. [AOP 10.15 Substantive Changes](#)..... (p. 22)
  - 8.3. Charter & Bylaws
  - 8.4. Faculty Affairs
  - 8.5. Student Affairs
  - 8.6. University Resources
9. Special Committee Reports
  - 9.1. [Ad Hoc: Grade Distribution Site](#)..... (p. 27)
10. Pending Business
11. New Business
12. Adjourn



## **ROBERT HOLLAND FACULTY SENATE**

### **Uncorrected Minutes of October 7, 2022**

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in Bost Auditorium South at 2:00 p.m. on Friday, October 7, 2022.

Members absent and excused were Frank Adams, Heejin Cho, Paul Tseng, and Kimberly Wood.

Members absent were Alicia Hall, Derek Marshall, Sorina Popescu, Mary Love Tagert, and Eric Vivier.

The meeting was called to order by Senate President Jason Barrett.

President Barrett reminded senators wanting to make comments to use the microphones located on each side of the room and to state their name for the record when being recognized. He welcomed newly elected senator Dr. Julie Parker from the School of Human Sciences. President Barrett said Senator Gregory submitted some corrections prior to the meeting and the minutes will reflect these changes. President Barrett asked for any additional corrections to the minutes of the September 9, 2022 meeting. Hearing no corrections, President Barrett accepted the minutes as presented.

President Barrett said Senator Freeman will be serving as Parliamentarian.

### **GUESTS**

#### **Mr. Jeremiah Dumas, Executive Director of Transportation**

Mr. Dumas gave a PowerPoint presentation which can be found at [https://www.facultysenate.msstate.edu/sites/www.facultysenate.msstate.edu/files/2022-11/Dumas%20October%202022%20Presentation\\_Reduced%20Size.pdf](https://www.facultysenate.msstate.edu/sites/www.facultysenate.msstate.edu/files/2022-11/Dumas%20October%202022%20Presentation_Reduced%20Size.pdf). He discussed the numerous projects going on across campus, including commuter lots, safety for pedestrians, lighting, drainage, the gated core of campus, and the Campus Master Plan updates.

Senator Gregory thanked Mr. Dumas for the presentation and the additional speed bumps on Stone Boulevard. She asked if there has been any consideration given to not allowing freshman students to have vehicles on campus. She said there is a culture of driving due to students coming from rural areas and being used to driving all of the time. Senator Gregory said if they are not forced to walk, they are not going to. She said not allowing them to have vehicles will help establish a culture of walking. Mr. Dumas said he is not a big fan of the speed bumps. He said his background is in landscape architecture and he was taught to design so you do not have to use treatments. He said in a past infrastructure project there was an elevated crosswalk by the Junction. The cost of the crosswalk was too high, and we were unable to build it. He said this design is still planned to be implemented when we can. This proposed crosswalk is the same model that has been constructed on the new section of Lakeview Drive. Mr. Dumas said the zoning of parking on campus is done in a way to discourage moving a vehicle from a resident lot. He said there are students who use their vehicles to go from a resident zone to class or the Sanderson Center. Some students will use their vehicle to go from Zacharias Village to the Sanderson Center and it leads to complaints from those with south resident parking that they cannot find parking when they go to the Sanderson Center. He said there are various factors which affect this. Mr. Dumas said he does not believe that there is University support for not allowing freshman students to have vehicles on campus. He said short of further restricting the ability to park a vehicle in a non-resident zone, he is not sure of the solution to this problem.

Vice President Banik asked if there is discussion about adding a stop sign in front of the Fresh Foods facility. He said when he comes to campus in the morning the sun is blinding in this area. He said he treats it as a stop sign due to his fear of hitting a pedestrian. Mr. Dumas said there are currently active discussions about this area. He said someone was hit in this location within the last two weeks. Short-term solutions are being considered at the moment. For the long-term, this area will receive site improvements as part of the construction of the new Kinesiology building.

Senator Williams said his department has Drama Fest coming up and the high schools will be bringing large construction sets as well as other large deliveries for the production. He said there has been an issue with these deliveries getting past the gates so they can unload at the loading dock of the McComas Hall. He said this is part of the department's academic function and the faculty need to have access to the loading dock without incurring fees. Mr. Dumas said they have identified issues with providing weekly gate codes for these purposes. He said we have been operating within a gated environment for deliveries such as these. The Bettersworth Auditorium has being located within a gated area prior to the gated expansion. Mr. Dumas said his department has a process in place for incoming deliveries. When faculty have an incoming

delivery scheduled or on campus, they need to contact his office who will help get the delivery completed.

**Dr. Regina Hyatt, Vice President for Student Affairs and**

**Dr. Jeremy Baham, Assistant Vice President for Student Support and Well-being**

Dr. Hyatt thanked the senators for allowing her to address the Senate. She said we have had a great start to the fall semester, and it has certainly been an active time for the campus community. Tomorrow is the end of our Homecoming week and she hopes to see the senators at some of the Homecoming festivities this afternoon and tomorrow. Dr. Hyatt said she and Dr. Baham are visiting with the Senate to discuss student well-being. She said well-being plays a significant role in whether students are able to succeed at Mississippi State University or anywhere else. We have not been immune to the mental health crisis that has been seen across our nation. She introduced Dr. Baham and said he coordinates and provides leadership and supervision for all of the units in Student Affairs that relate to student well-being. She said over the past year he has provided leadership for a Task Force addressing student well-being.

Dr. Baham gave a PowerPoint presentation which can be found at

<https://www.facultysenate.msstate.edu/sites/www.facultysenate.msstate.edu/files/2022-11/Baham%20October%202022%20Presentation.pdf>.

Senator Gregory said students she has referred to the counseling services have reported that they heard there is long waitlist and half of them do not follow through with seeking help as a result. She said there is also a stigma associated with mental health. She asked how students are being notified that this is not the case and services are available to them in a timely manner, and how the stigma of mental health is being addressed. Dr. Baham replied that the students are being informed through the Student Association social media. He said there was also a press release by the Office of Public Affairs, but he is not sure if they have shared it on the University social media. He said other institutions were consulted in this process and he spent a lot of time talking to the Dean of Students at Texas A&M who has been using mySSP for a year. Dr. Baham said one thing the other institutions have noted is that having this tool does help to alleviate the stigma associated with mental help by allowing students to not have to go to a specific location or contact our student counseling office. He said trying to determine how to best reach the students about the resources available to them is currently being addressed by the marketing team in Student Affairs. Senator Gregory said it may be beneficial to provide the senators with flyers that can be posted in buildings. She said she would like to volunteer the College of Architecture, Art, and Design to be next to pilot the peer counseling program. Dr. Baham said he has flyers that he will share with the senators. He thanked Senator Gregory for volunteering her college for the peer counseling program.

Senator Fincher asked if anything was being done to specifically address our non-traditional and graduate students. He said many times these students are not as in the midst of student support affairs as most students. Dr. Baham replied mySSP is seen as a great tool for these students. He said no matter where a student is located in the world, a counselor from that area will respond. If a student is in another state, a counselor who is licensed in that state will respond. He said his office has coordinated with Dr. Susan Seal to develop some marketing specific to distance students to make sure they are aware of this product. Dr. Baham said one thing that was discovered during this process was that we have never supported study abroad. We now will be able to support these students by giving them access from anywhere that they have internet support. He said the app also provides full-time support in five different languages. Over 120 additional languages are supported although the student may have to wait for a counselor to contact them back. Senator Fincher asked if it would be beneficial for faculty to help inform non-traditional and graduate students. Dr. Baham replied he would love for faculty to help make students aware of this product. He said the graduate students were polled last year and some of the questions involved mental health to help identify specific areas of need. There were also several graduate students on the Task Force who were committed to identifying the things that would specifically help graduate students. Dr. Baham said the University is aware of this and is trying to help these different niches with different needs.

Senator Kelly asked about the fees associated with seeing the psychiatric nurse practitioner. She said she was informed that the fee significantly increased. Dr. Baham replied that the fee structure has been addressed due to student feedback and will remain the same structure as it has been in the past.

Jason Cory, Staff Council Representative, asked if mySSP could be used as a counseling tool by staff and faculty. Dr. Baham replied that mySSP is not a tool that is available to faculty or staff other than as a consulting tool. He said faculty and staff are supported by the University's Employee Assistance Program.

Dr. Hyatt said a guide was distributed at the beginning of the semester titled "Resources for Employees in Student Facing Roles". She said this is a comprehensive guide that pulls together all of the resources for students. It discusses health and well-being, academic success, financial well-being, and other information that helps employees to be able to assist students. She said this guide was emailed and is also available at <https://www.saffairs.msstate.edu>. She asked the senators to provide feedback about any items they feel should be included in the guide.

Senator Freeman said faculty have a lot of responsibilities. He said if he did every training and workshop that is required for faculty to do their job, he would not have time to do his job. He asked how faculty can get the help to be successful. He said the app will certainly help with this. Dr. Hyatt said she believes there are a lot of ways this is being addressed, such as the

ongoing effort to look at advising and the new student success coordinators. She said what Student Affairs is asking of faculty is to care about their students. She said they do not want faculty to be counselors but would like them to help the student find their way to services. Dr. Hyatt said she wants faculty to feel equipped that they know what the available resources are. She said she knows how appreciative students are when they have faculty who care about them. The sense of belonging that students have is centered on how they feel in the classroom. Dr. Hyatt said she is very appreciative to the faculty who help students feel like they can make it here. Dr. Baham said anytime faculty are in a situation that they are not prepared for they should contact him. He said if faculty have questions about how to help a student they should call or email him. Dr. Baham said some of the students who need the services are not in leadership roles or active with the student community. He said these students never make contact with Student Affairs the way that faculty see them. The students who may need the help the most are the ones who never come in contact with Student Affairs without the help of the faculty.

Senator Robichaux-Davis said she recently dealt with a faculty member who broke down in her office. Senator Robichaux-Davis said she was unsure of what to do because she is not a counselor. She asked what the resource is for faculty support. Dr. Hyatt said the Employee Assistance Program does have a crisis line. She said she would send the senators the information for the program.

### **REPORT OF THE FACULTY SENATE PRESIDENT**

We are almost two full months into the semester and fall is in the air. It has been a busy month since our last Senate meeting. Many of the university committees that I represent you on met over this past month. There are so many exciting things going on at Mississippi State. I hope we continue to succeed on the football field and in the classroom.

You all should have seen and voted on the date and duration of the student course evaluation survey. The survey will be deployed on November 15<sup>th</sup> and be open for 10 days. Thank you all who voted.

We have charged the Ad Hoc to review the Student Grade Distribution Site and they have held their first meeting. I look for them to report at the November 2022 Faculty Senate meeting.

As I have said several times before, 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 we all can address to make MSU a better place.

## **Reports from Committees on which I serve:**

Athletic Council (September 14, 2022) – I do hope many of you were able to enjoy the Faculty/Staff Day at football practice that was held on Tuesday, September 20<sup>th</sup> from 4:00-6:00pm at the Leo Seal Football facilities. We are still waiting to hear back on the final dates for volleyball and soccer. They will be either in October or November and we will relay with all of you as soon as we know something.

We heard comments from the President of the Student Athlete Advisory Committee which is comprised of 30 athletes (2 from each team). They have a goal of fostering camaraderie among athletes on campus. We also heard comments from the President of the M-Club. She reported October will be Breast Cancer Awareness Month and their next meeting will be October 11, 2022.

The Austin vs. Court decision has allowed for college athletes to get academic awards. The limit is set at \$5,980 per student athlete. We plan to award approximately \$900,000 this semester. We currently have 132 student athletes with NIL agreements.

Executive Council (September 26, 2022) – Discussion was had to name two of the new roads around campus for distinguished donors to Mississippi State University. Wingo Way which was previously known as Bulldog Way and Mosely Road which is a new connector road between Bulldog Way and Herbert Street.

OP Review and Approval

OP 41.02 Naming Opportunities

OP 01.04 Emergency Operations

OP 01.05 Mission Statement Review

Executive Enrollment Management Committee (September 20, 2022) – This was an amazingly engaging and informative meeting. Many people gave input and details related to their focus area within Mississippi State University. The National Student Clearinghouse reports that 74% of our students graduate.

We do have cohorts of fulltime online students that are not coming to campus. Our online enrollment has about doubled over 5 years, but we are down about 2.23% from last year. There is an approximate cost of \$1,000 to get a course certified through Quality Matters (QM). We are a very competitive price for our value of online degrees.

Enrollment Management, looking to host a Counselor Fly-In in order to connect with high schools. We are planning to hire an Assistant Director of Marketing to work with other

universities. First Year Experience (FYE) which is a 3-hour course and an 8-week course for Campus 5.

Student Recruitment, looking to establish a student call center. We are finding students that are college eligible but may not have taken the ACT yet.

Faculty/Staff Housing Appeals Committee – We had one appeal come before the committee. It was handled via email and approved a 5-month lease extension because we have two additional houses in the pool of that size that are available.

Inclusive Excellence Leadership Council – Has not met since the beginning of the semester. Vice President Forbes says she plans to reconvene the committee sometime in late September once a chair has been identified. The previous chair left MSU.

IT Council (September 6, 2022) – We met via Webex. 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/>. To this date, we have exceeded 400 purchases. The year will go from August 2022 to August 2023.

We will have a new MyState Web Portal soon. There is an option to preview the new portal in the top left corner of the current portal. You may see the new portal roll out as soon as October 2022. No need to do anything except login as you normally would. We did have some security issues the first week of September so please be conscious of hacking and phishing attempts and report them.

Master Plan Development and Advisory Committee – Has not met since I took office. The next scheduled meeting is October 13, 2022.

Parking and Traffic Regulation Committee (September 19, 2022) – We met over email considering we had one agenda item. Bost Extension Building is requesting to make two of the metered parking spaces 10-minute timed spaces for deliveries and drop-offs. The two spaces are next to the existing ADA spaces so that they can have access to the sidewalk ramp.

President's Committee on Planning – Has not met.

Special Events and Game Day Operations Committee (September 28, 2022) – Items of discussion and vote related to renewing the license agreement with Southern Tradition Tailgating. Also, there were two groups/individuals that desired to have a specific location for an event before/during the Texas A&M game; Benji Nelson Golf Carts requested a specific tent location and the Theater Department requested to have stages in their existing approved tailgating locations.



Sustainability Committee (September 21, 2022) – There were multiple items on the agenda for the meeting to discuss as well as items to vote/approve. The items of discussion were Green Week on October 17-22, 2022, Glass Drive on November 22, 2022, Green Wall, updating signage on our recycling bins, water bottle fillers project, Campus Tree Survey (looking to add trees across campus), and Solar and Lighting Project (4.5 acres of solar with 1.6 MGW capacity). The upcoming construction projects are the softball fieldhouse, Ballew Hall, HPCC Data Center, and the Kinesiology and Autism building. We voted on the approval of the Softball Fieldhouse Remodel, and it passed.

Design Review Committee (July 2, 2022) – Has not met since last Faculty Senate Meeting.

Senator Gregory asked President Barrett to find out why all of the natural areas around Chadwick Lake were removed at the next Sustainability Committee meeting. President Barrett replied that he would find out and report back. Senator Gregory said they were a wonderful feature which cut down on exhaust, costs, and the safety of the grounds crew. She said it was also beautiful and encouraged pollinators.

## **REPORT OF THE FACULTY SENATE VICE PRESIDENT**

### **Academic Deans Council**

Academic Deans Council met via WebEx on September 21, 2022. The primary purpose of this meeting was the approval of three AOPs that were approved at the Associate Deans Council meeting in August. The three AOPs are as follows:

AOP 10.15: Substantive Changes

AOP 13.03: Responsibilities in Instruction and Curriculum, and Attendance at Classes

AOP 13.06: Sabbatical Leave

All three of the AOPs passed in Deans Council and will be coming to Faculty Senate. AOP 10.15 was being updated to current SACSCOC and US Department of Education standards. AOP 13.03 was cleaned with small edits. AOP 13.06 was passed and will be returning to Faculty Senate with several changes after being rescinded from Faculty Senate this Summer 2022.

In addition to the AOPs, it was stated that Prophet will be hosting an “open house” on October 5<sup>th</sup> in the Hunter Henry Center Parker Ballroom. Prophet is the firm the university has partnered with to assist our university in a transformation that will define our trajectory for the next several

years. This open house will be for engagement in future tactics as Prophet continues in the new branding for the university.

### **Committee on Campus Access**

The September meeting would have fallen on Labor Day, and there were no updates, so it was not rescheduled in September.

The October meeting was held on October 3<sup>rd</sup>, 2022. A few updates from this meeting were:

McArthur Hall elevator is being updated and should be completed by November. Currently, there are two elevators in McArthur Hall, and one of those elevators are being updated for safety and compliance with ADA standards.

A discussion was conducted among the committee about the current elevator and ADA ramp for Carpenter Hall. Currently, the money is not available to replace this elevator, but the committee could allocate funds to troubleshoot and make plans for a replacement. This would be estimated to cost between \$15000 and \$20000. The committee will be looking at voting on this soon. The deliberation is ongoing due to the status on possibly renovating Carpenter Hall in the next 5-6 years, and repairs were needed to the elevator since some of the buttons did not work inside the elevator.

It was also brought to the attention of the committee that there is not a location for information on all ADA entrances around campus. For instance, it is hard for people to find the ADA entrance to Swalm Engineering if you are looking for it in the front of the building. The committee will be working to add this information to the current campus map online or other feasible location if possible.

The three main action items for the committee are to check on the elevators in Carpenter and Rice Hall for updating and costs, check on QR codes to report problems faculty, staff, and students notice around campus to report to facilities, and add submission links to the DRC website and the facilities website for easy reporting.

### **Community Engagement Committee**

No meeting is currently scheduled for this committee.

### **Master Plan Development and Advisory Committee**

The September meeting was cancelled, and the October meeting is currently scheduled for October 11<sup>th</sup>.

### **Undergraduate Research and Creative Discovery Committee**

The new lead for this committee is Dr. Anastasia Elder. Dr. Elder has proposed that the committee be altered in its mission and composition, and she has a meeting later this month with the Provost Office and the Deans to discuss these changes. I will hopefully have more to report on this next month.

### **Ad-Hoc Grade Distribution Committee**

The committee met for the first time on September 30<sup>th</sup>, 2022, to discuss the current proposed grade distribution website and to provide productive feedback on the website. After a good discussion, a few questions arose:

1. Would the faculty prefer having the actual grade distribution (number of A's, number of B's, etc.) over having the course GPA?
  - Result of poll of senators: Distribution 18, GPA 9
2. Should the current question pulled from the student survey be included at all, or possibly use a different question? The current question reads "Overall, I would recommend this instructor to other students if they wanted to learn this subject."
  - Result: No question 19, Senators had questions about the other questions on the survey and Vice President Banik said he would skip this poll for now.
3. Are there other incentives that would entice more students to complete the survey?
  - Vice President Banik asked for senators to send him feedback on this question.

We will be meeting again after the Fall Break holiday, so if any senators would like to pass on any information from colleagues they represent, please send any feedback to me by October 17<sup>th</sup>.

Vice President Banik said the Calendar Committee met since his report was due for inclusion in the agenda. The committee discussed a Term 1 and Term 2 for the spring semester. During the spring 2023 semester, Term 1 would begin on January 17<sup>th</sup> and end March 1<sup>st</sup>. Term 2 would begin March 6<sup>th</sup> and end in May. This would allow students who have an issue with a course to drop the course in the early term and add another course for the late term. It would also give

students who wish to do so the ability to squeeze in an extra course for the semester. The courses will be either Monday/Wednesday or Tuesday/Thursday and will meet for 3 hours. Vice President Banik said his college is looking at having about 40 of these courses. He said the calendar is slated for approval in the next couple of weeks.

Senator Pelaez asked if the students have requested any particular questions from the course surveys. Vice President Banik replied that the students asked for the distribution data and did not request a survey question results. He said when the site was being developed, it was determined that including the survey question would give context to the GPA. He said one question the committee identified that would provide context and is more of a data question and not directed at the faculty member is the question that asks about time spent outside of class. This data could help students when assembling their schedule by giving insight into the demands of the course. Senator Pelaez commented on the presentation by the Student Association at the previous meeting, and their two types of approach to choosing classes, saying that if a question is included in the instrument, that we should aim to help the students who are using this to manage their schedules.

Senator Freeman asked for a roster of the ad-hoc committee to be distributed to Senators.

## **FACULTY DESIGNATES ON UNIVERSITY COMMITTEES**

### **BUSINESS TO BE SENT TO COMMITTEE**

- 1. AOP 10.15 Substantive Changes (Ancillary Affairs)**
- 2. AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes (Faculty Affairs)**
- 3. AOP 13.06 Sabbatical Leave (University Resources)**
- 4. Faculty Handbook: Updates for IHL Policy Change (Charter & Bylaws)**

President Barrett asked for discussion on sending AOP 10.15 to committee. The motion to send AOP 10.15 to the Ancillary Affairs Committee passed by unanimous hand vote.

President Barrett asked for discussion on sending AOP 13.03 to the Faculty Affairs Committee. The motion to send AOP 13.03 to committee passed by unanimous voice vote.

President Barrett asked for discussion on sending AOP 13.06 to the University Resources Committee. The motion to send AOP 13.06 to committee passed by unanimous voice vote.

President Barrett asked for discussion on sending the updates to the Faculty Handbook to the Charter & Bylaws Committee. Senator Williams asked if the item could be sent to more than one of the standing committees. He said he could see the benefit in both Charter & Bylaws and

Faculty Affairs reviewing this item of business. Senator Freeman replied that the item could be sent for review by more than one committee.

Senator Zuckerman read the following statement: “Without accurate explanation or justification, the IHL has changed existing criteria for tenure and added additional criteria, as well as changing procedure. Proposed versions of these criteria and procedures have been incorporated into the MSU Faculty Handbook by University Legal. As a senator for the College of Arts & Sciences, I and many of my colleagues are deeply concerned about this reactionary move on the part of the IHL and the attempt that it represents to restrict academic and intellectual freedom for faculty within the state of Mississippi. The modified criteria and new criteria and new procedures are highly subjective, vaguely written, and thus open to a wide range of interpretation, as well as lacking parameters that would enable faculty and administrators to identify whether faculty have met these criteria in their work or have not. Criteria 5 to 7, for instance, are extremely unclear yet, as an A&S colleague expressed, fundamentally change the nature of tenure at MSU. Given the complete absence of established standards for evaluating faculty performance relating to these criteria, it is currently unclear how they would be applied to faculty performance. How can one prove that they are collegial? Or refute the judgment that they are not? No scale, for instance, has been provided. It’s also unclear whether criteria 5 to 7 have equal weight when compared to 1-4. Further, it’s unclear what type and scope of firm and factual evidence would be needed to prove that a faculty member was unsatisfactory in meeting these criteria. When the revised Faculty Handbook is compared to the IHL meeting minutes in May 2022 which pertain to tenure criteria, the new and modified criteria and procedures also emerge as far more restrictive than those proposed by the IHL, meaning that our institution may be unintentionally placing even more stringent restrictions on junior faculty than intended by the IHL. Because of how subjective, vague, and non-quantifiable these modified and new criteria and procedures are, they are prime for being weaponized against faculty who are women, faculty of color, and/ or faculty who are from historically marginalized groups, exacerbating already existing structural impediments and inequities within the tenure track and academia. As one of my A&S colleagues stated, faculty, especially those from these groups, may be judged more by the perceived content of their character rather than the content and quality of their work. Faculty, especially from these groups, may fearfully engage in self-censorship, be overloaded with service. Additionally, these modified and new criteria and procedures cast a pall over faculty efforts to widen perspectives and knowledge based used in service and in teaching and will be especially dangerous in departments with existing conflict and strife, where they will likely be used to punish faculty. In particular, as another A&S colleague expressed, there is a strong risk that the criteria will be used to target and punish faculty who spotlight racism, sexism, homophobia, transphobia, and other oppressive societal issues in their classrooms or as they impact university policies,

especially for faculty in the social sciences. Indeed, faculty members spotlighting these issues could easily be labeled as lacking collegiality.

These modified and new criteria and processes will also create an environment prime for bias. Indeed, we know that existing criteria and procedures for tenure generate lawsuits accusing administrators of bias in their application. Incorporating extremely vague and subjective criteria and procedures into the MSU faculty handbook, which seem to make approximately half of the criteria for achieving tenure a personality contest, seem guaranteed to invite a rash of complaints, appeals, and lawsuits surrounding tenure at MSU. “

Senator Williams made a motion to send the item to both the Charter & Bylaws Committee and the Faculty Affairs Committee. Senator Freeman seconded the motion.

Senator Gregory said her concern with the amendment is if these are the appropriate committees that should be reviewing the changes or should every committee review it. She said we just got this and it is lengthy with many changes. She said her concern is time. She said she does not know how sending it to two committees or every committee will affect the time required for review. She said she has objections on every level.

Senator Rai said he believes this is a significant change and we should take time to think through the changes. He asked if sending the item to committee in any way indicates the Faculty Senate is in favor of this. President Barrett replied that sending the item to committee does not indicate Faculty Senate’s will. Senator Rai asked if the item would be reported on and reviewed by the Senate as-a-whole. President Barrett replied that it would.

Senator Haynes said even though the item will be reviewed by a committee, any senator who wishes to do so can provide feedback to that committee. She said if the Senate is not happy with the report from committee, the Senate can reject the report and send it back to committee or take another action.

Senator Robichaux-Davis said any faculty member is welcome to send feedback to the committee reviewing the item. They do not have to be on the Faculty Senate. Senator Robichaux-Davis said, as an example, she recently shared feedback from a faculty member in her department with the Faculty Affairs Committee for a policy they were considering.

Senator Haynes said the committees are also welcome to seek feedback from anyone, faculty or non-faculty, that they feel can help their efforts.

Vice President Banik said, according to the description in the Faculty Senate Bylaws, the Charter & Bylaws Committee owns the Faculty Handbook. He said no matter what the senators decide

as to whether this goes to one or more committees, the Charter & Bylaws Committee should be involved in the review.

Senator Zuckerman asked for University Counsel to be present at the next meeting to discuss the changes and the differences to the changes proposed by IHL.

The vote to change the indicated committee to the Charter & Bylaws Committee and the Faculty Affairs Committee passed by majority hand vote.

President Barrett asked for any objections to sending the updates to the Faculty Handbook to the Charter & Bylaws and Faculty Affairs Committees. Hearing no objections, President Barrett assigned the updates to the Faculty Handbook to the Charter & Bylaws and Faculty Affairs Committees.

## **STANDING COMMITTEE REPORTS**

**Academic Affairs**                      **No Report**

**Ancillary Affairs**                      **No Report**

**Charter & Bylaws**                      **No Report**

### **Faculty Affairs**

#### **1. AOP 13.02 Giles Distinguished Professors**

Senator Breazeale, on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.02.

The motion of the Faculty Affairs Committee to accept AOP 13.02 as presented passed by unanimous hand vote.

#### **2. AOP 13.11 Academic Freedom**

Senator Breazeale, on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.11.

Senator Rai suggested striking “lay community” and using “members of the community” instead. Senator Gregory said the reason this says “lay community” is because it is discussing scholars and the lay community are the non-scholarly community. She said her concern is that if we remove it we will not be focusing on the scholarly aspect.

Senator Priddy made a motion to add the word “members” to the end of the sentence just after “lay community”. Senator Gregory seconded the motion.

Senator King said she believes that “lay community” refers to members of the public outside of the university community.

Senator Grala said the use of the word “lay” seems weird to him in this instance. He said it does not necessarily say what has been described as its meaning.

President Barrett asked for objections to adding the word “members” after “lay community”. Hearing none, President Barrett accepted the motion to amend.

The motion of the Faculty Affairs Committee to accept AOP 13.11 as amended passed by unanimous hand vote.

### **3. AOP 13.12 Intersession Teaching**

Senator Breazeale, on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.12.

Senator Williams said he has an issue with the term “up to” when referring to salary. He said he does not like that administration can ask a faculty member to teach a class only to later come back and say there are too few students in the class and ask the faculty member to teach the course for a reduced salary. Senator Williams said he understands that the budget floats on the intersession offerings, but he does not like the negotiations that can occur. He said he would like to see a more comprehensive understanding of the budget so we do not have to go this route. He said if a faculty member is teaching two classes during intersession and one of the classes has 6 students in it while the other has 20, they will be penalized for the class with 6 students by receiving a reduced salary when overall they have enough students between the two classes to cover getting a full salary for both. Senator Williams said his course of action may be to bring this question to the Faculty Senate in the future to be studied. Senator Williams said he has gotten different explanations of why the funding works this way. He said he has been told that if you are teaching two sections of the same course, you can add the enrollments to determine if you get full pay for both sections. This is not the case for two different courses. He suggested further information be gathered on the mechanism for funding intersession teaching based on enrollment.

The motion of the Faculty Affairs Committee to accept AOP 13.12 as presented passed by unanimous hand vote.

### **4. Faculty Performance Evaluation Task Force Report**

Senator Breazeale, on behalf of the Faculty Affairs Committee, presented the committee report on the review of the Faculty Performance Evaluation Task Force Report.

The motion to accept the report of the Faculty Affairs Committee on the Faculty Performance Evaluation Task Force Report passed by unanimous hand vote.



## **Student Affairs**

### **1. Letter of Request: Addition to University Syllabus**

Senator Haynes, on behalf of the Student Affairs Committee, presented the committee report on the Letter of Request regarding the addition of a statement to the University Syllabus.

Senator Sutton said the updated link does not go to the intended site. She asked that the link be edited to end with “resources” instead of “reporting”. Senator Haynes accepted the edit on behalf of her committee as a friendly amendment.

The vote to accept the committee recommendations on the addition of a University Syllabus statement passed by unanimous hand vote.

## **University Resources**

Senator Perkins, on behalf of the University Resources Committee, gave an update on the proposed resolution to request the University to establish policy on accommodating individuals who are immunocompromised in various University activities. Senator Perkins said the committee is currently conducting interviews and just recently had a good conversation with Chris Dallagher in the Disability Resource Center. The committee will continue conducting these interviews and will provide a report based on the discussions.

## **SPECIAL COMMITTEE REPORTS**

### **PENDING BUSINESS**

### **NEW BUSINESS**

Senator Kelly made a motion to adjourn. Senator Sutton seconded the motion.

The motion passed by unanimous voice vote. The meeting adjourned at 4:47 p.m.

Submitted for correction and approval.

---

Beth Stokes, Secretary

Jason Cory, Administrative Assistant II

## INTRODUCTION OF GUESTS

Dr. Mark Keenum, University President  
Dr. David Shaw, Provost and Executive Vice President  
Dr. Brent Fountain, Faculty Athletic Representative

## REPORT OF THE FACULTY SENATE PRESIDENT

We are approaching final senate meeting of Fall 2022 and I am amazed at how fast this semester has gone by. We have some many things to be thankful for as faculty at Mississippi State University and I am encouraged everyday by the faculty that I get to interact with on this campus. I encourage all of you to look for the positives in where we are and the fact that we get to educate the future leaders of tomorrow and that we get to do research and projects to make for a better Mississippi, a better America, and a better world.

We have charged the Ad Hoc to review the Faculty Handbook to ensure it to be accurate, clear, and consistent throughout. Committee members are Dr. Paul Spurlin (Chair), Dr. Stacy Haynes, Dr. Julie Parker, Dr. Rebecca Robichaux-Davis, Dr. Brent Fountain, Dr. Jim Dunne, and Dr. Randy Follett. I have asked that they have a report drafted by March 1, 2023, so that we can report at the March 2023 Faculty Senate meeting.

I have been in discussions with former senator Ms. Lindsay Miller about a Newsletter or some form of a synopsis of each Faculty Senate meeting. So be on the lookout for that and if you have any input or desire to assist, please let me know.

I hope you all were able to participate or watch the P & T Panel discussion held in the Bettersworth Auditorium on October 18, 2022. We had just under eighty participants on site and we had approximately thirty-five watching the live stream. Thanks to Senator Kevin Williams for proposing this and thanks to Dr. Jim Dunne, Dr. Jason Keith, Dr. Donna Peterson, Ms. Karen Brown, Dr. Dan Gadke, and Dr. Melanie Loehwing.

As I have said several times before, 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 we all can address to make MSU a better place.

### **Reports from Committees on which I serve:**

Athletic Council (October 19, 2022) – The October meeting was canceled on the day of the meeting due to the passing of a student athlete. No report to give. Our next Athletic Council meeting is set for November 16, 2022.

We will have the Faculty Athletic Appreciation events for Women's Basketball and Men's Basketball before the end of the semester and we will share those flyers once we have them.

Executive Council (October 24, 2022) – There was a presentation given by Mr. Don Zant’s office on the Campus Master Plan. There are so many inspiring items and projects in this plan, and it is exciting to see where we are going. There were three Operating Policies discussed and voted on. I will list them below.

OP Review and Approval

OP 91.304 Free Speech and Assembly – There was language added to correct a stated address also language to prohibit restriction to traffic flow.

OP 32.02 University Affiliates and Granting of Affiliate Status – New OP to define affiliates and characteristics of the status.

OP 80.07 Lobbying Activity- Correcting titles.

Executive Enrollment Management Committee (October 18, 2022) – This meeting was canceled for October 2022 and the next meeting is scheduled for November 15, 2022.

Faculty/Staff Housing Appeals Committee (October 21, 2022) – We had one appeal come before the committee this past month. It was handled via email and approved a 6-month lease extension because the timing of her departure does not interfere with anyone on the waiting list and we would be pressed to have the unit turned over for a new faculty member.

Inclusive Excellence Leadership Council – Has not met since the beginning of the semester. Vice President Forbes says she plans to reconvene the committee sometime in late September once a chair has been identified. The previous chair left MSU.

IT Council (October 4, 2022, and November 1, 2022) – We did not meet in October or November, but our next scheduled meeting is December 6, 2022, at 1:30pm. This will be our last IT Council meeting of 2022.

Master Plan Development and Advisory Committee – There was no in-person meeting in October. The committee had an opportunity to review the Campus Master Plan.

Parking and Traffic Regulation Committee – We have not met in-person or over email since the last faculty senate meeting. The next meeting is scheduled for November 24, 2022, which I do believe will get changed because that is Thanksgiving Day.

President’s Committee on Planning – Has not met.

Special Events and Game Day Operations Committee (November 8, 2022) – A request was made to move up the opening of The Junction from 4:00pm to 2:00pm because the MSU Lady’s Soccer team is hosting the first round of the NCAA Tournament vs. New Mexico State on Friday November 11, 2022.

Sustainability Committee – This committee has not met since our last faculty senate meeting. The next scheduled meeting December 7, 2022.

Design Review Committee (July 2, 2022) – Has not met since last Faculty Senate Meeting.

## REPORT OF THE FACULTY SENATE VICE PRESIDENT

### **Academic Deans Council**

The October meeting of Academic Deans Council was cancelled. Next scheduled meeting is November 16<sup>th</sup>, 2022.

### **Committee on Campus Access**

The November meeting was an email discussion on ideas from the October 3<sup>rd</sup> meeting last month. The committee is currently voting on these two proposals:

**Carpenter Elevator Modernization:** Request \$20000 in planning funds for modernization.

**Justification:** Carpenter has a single 4-stop hydraulic elevator which is one of the oldest on campus. The elevator has been on the Facilities Management priority list for renovation, and recent complaints with the control panel and operation of the unit have elevated the need to begin planning for replacement. With this elevator being the only means of fully accessible vertical circulation in the building, it is critical to begin planning the modernization now so that the project is prioritized for construction as soon as full funding can be identified.

**Rice Hall Elevator Modernization:** Request \$50000 in planning funds for modernization.

**Justification:** Rice has a two bank, traction elevator that is well past its lifecycle (original to the building) and requires constant maintenance. The elevator has been at the top of the Facilities Management priority list for renovation, but due to inactivity at Rice the project has been deferred. With the Administration's recent decision to put Rice back into use for multiple departments, the elevator is now a priority again. Rice is one of the tallest buildings on campus and with the elevator being the only means of fully accessible vertical circulation in the building, it is critical to begin planning the modernization now so that the project is prioritized for construction as soon as full funding can be identified.

### **Community Engagement Committee**

No meeting is currently scheduled for this committee.

### **Master Plan Development and Advisory Committee**

Due to lack of agenda items, MPDAC was cancelled for the month of November.

**Undergraduate Research and Creative Discovery Committee**

No meetings are currently scheduled for this committee.

**REPORTS FROM FACULTY DESIGNATES ON UNIVERSITY COMMITTEES**

**BUSINESS TO BE SENT TO COMMITTEE**

1. [AOP 13.11 Academic Freedom](#) (Faculty Affairs)..... (p. 30)
2. [Letter of Request: Study to Strengthen Shared Governance](#) (Charter & Bylaws)..... (p. 32)

**STANDING COMMITTEE REPORTS**

**ACADEMIC AFFAIRS**

## ANCILLARY AFFAIRS

### **1. AOP 10.15 Substantive Changes**

**Report to the Robert Holland Faculty Senate**

**Ancillary Affairs Committee**

**Review of AOP 10.15: Substantive Changes**

**November 8, 2022**

#### **Background**

This AOP “Substantive Changes” was assigned to the Ancillary Affairs Committee for review at the October 7, 2022 meeting of the Robert Holland Faculty Senate. Language has been added to the document and approved by the MSU Associate Deans Council.

#### **Recommendation**

It is the recommendation of this committee that the AOP be accepted with the amended language provided by the Associate Deans Council, to match the language of the updated SACSCOC Substantive Changes policy.

#### **Discussion**

The committee reviewed this AOP and returned comments before November 3, 2022. Clarifications of wording in two locations were addressed, the first under “Programmatic Changes” and the second under “Instructional Sites”. The phrasing “Closing a program, a method of delivery, off-campus site, or a program at an off-campus site” seemed repetitive. The chair contacted Dr. Tracey Baham, Assistant VP for Institutional Strategy and Effectiveness.

Dr. Baham confirmed that the language was added to comply with the SACSCOC policy on Substantive Changes, to make sure that our reporting communicates any institutional, programmatic, or instructional site changes to the federal government using the same language that SACSCOC uses.

#### **Committee Members**

Beth Stokes (chair), Rachel Allison, Charles Freeman, Derek Marshall, Lauren Priddy, Tara Sutton, Te-Ming Paul Tseng, Kevin Williams



## AOP 10.15: SUBSTANTIVE CHANGES

### PURPOSE

The purpose of this Academic Operating Policy (AOP) is to provide instructions on the procedures and processes for reporting substantive changes to the Southern Association of Colleges and Schools (SACSCOC).

### POLICY/PROCEDURE

SACSCOC defines a substantive change as “a significant modification or expansion of the nature and scope of an accredited institution.” SACSCOC must be notified of any substantive change prior to implementation of the change at Mississippi State University. Depending on the nature of the change, ~~notification can occur as much as a full prospectus may be required 6six months prior to a change implementation and appropriate documentation must be prepared and submitted to SACSCOC.~~

It is the responsibility of the Provost and Executive Vice President, Deans, Department Heads, and Directors to be familiar with the SACSCOC substantive change policy (<https://sacscoc.org/app/uploads/2019/08/SubstantiveChange.pdf>) and the Mississippi State University substantive change policy. The SACSCOC Liaison and the Office of Institutional Research and Effectiveness will assist units in drafting the appropriate substantive change documentation.

Substantive change is grouped into three types:

1. Institutional Changes
2. Programmatic Changes
3. Instructional Sites

#### Institutional Changes

Institutional Changes are initiated by an academic dean or the Office of the Provost and Executive Vice President, and almost always need approval from the Board of Trustees of the Institutions of Higher Learning (IHL) prior to submission to SACSCOC. These changes include the following: Substantive changes include, but are not limited to:

- Change in the mission or objectives of Mississippi State University
- ~~Changes in measure of student progress (e.g., changes in how credit hours are determined; adjustment to competency-based measures) Entering into a collaborative academic arrangement that includes only the initiation of a dual or joint academic program with another institution~~

- Merger / consolidation ~~Entering into a contract by which an entity not eligible for Title IV funding offers 25% or more of one or more of the accredited institution's programs.~~
- Governance change

### Programmatic Changes

New academic programs or modifications to academic programs must follow the approval process in AOP 12.08 Requirements for Degrees, Academic Minors, Certificate Programs, and Consortial/Contractual Agreements, as well as the process described in the University Committee on Courses and Curricula (UCCC)'s *Guide and Format*.

- Addition of ~~courses or~~ programs, since the last SACSCOC reaffirmation for Mississippi State University, representing a significant departure (measured as 50% new offerings) in content or method of delivery ~~of courses~~. The two methods of delivery required into which this policy applies are face-to-face and distance education, which deviate from the stated mission of Mississippi State University
- Changes in program length
- Closing a program, a method of delivery, ~~or~~ off-campus site, or a program at an off-campus site
- Adding programs with completion pathways that recognize and accommodate a student's prior or existing knowledge or competency.
- Entering into a collaborative academic arrangement ~~that includes only the initiation of a dual or joint academic program with another institution~~
- Entering into a contract by which an entity not eligible for Title IV funding offers 25% or more of one or more of the accredited institution's programs.

### Instructional Sites

- The establishment of an additional location geographically apart from the main campus ~~at which Mississippi State University offers at least 50% of an educational program.~~
- 13. • Closing a program, a method of delivery, ~~or~~ off-campus site, or a program at an off-campus site

### REVIEW

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



REVIEWED:

\_\_\_\_\_  
Executive Vice Provost and Dean of the Graduate School

\_\_\_\_\_  
Date

\_\_\_\_\_  
Provost and Executive Vice President

\_\_\_\_\_  
Date

\_\_\_\_\_  
President, Robert Holland Faculty Senate

\_\_\_\_\_  
Date

\_\_\_\_\_  
Assistant Vice President, Institutional Strategy and Effectiveness

\_\_\_\_\_  
Date

\_\_\_\_\_  
General Counsel

\_\_\_\_\_  
Date

APPROVED:

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

## Appendix I.

Type of Substantive Change	Actions Required by Levels								
	Department Faculty	Department Head or Director	Dean	UCCC	Dean's Council	Provost & Executive Vice President	IHL Board of Trustees	SACSCOC Liaison	President
<b>Academic</b>									
Expanding at current degree level ( <i>significant departure from current programs</i> )	I	AR	AR	AR	AR	AR	A	E	L
Initiating a certificate program at employer's request and on short notice	I	AR	AR	AR	AR	AR	A	E	L
Initiating joint or dual degrees with another institution	I	AR	AR	AR	AR	AR	A	E	L
Initiating off-campus sites (including Early College High School and dual enrollment programs offered at the		I	AR			A		E	L
Altering significantly the length of a program	I	AR	AR	AR	AR	AR	A	E	L
Initiating programs or courses offered through contractual agreement or consortium	I	AR	AR	AR	AR	AR	A	E	L
Entering into a contract with an entity not certified to participate in USDOE Title IV programs		I	AR			A		E	L
Moving an off-campus instructional site (serving the same geographic area)		I	AR			A		E	L
Closing a program	I	AR	AR	AR	AR	AR	A	E	L
Closing an approved off-campus site, branch campus, or institution			I			AR	A	E	L
Acquiring any program or site from another institution			I			AR	A	E	L
<b>Administrative</b>									
Initiating a branch campus			I			A		E	L
Altering significantly the educational mission of the						I	A	E	L
Changing governance, ownership, control, or legal status of an institution							I & A	E	L
Relocating a main or branch campus						I	A	E	L
Initiating a merger/consolidation with another institution							I & A	E	L
Creating a new department, school or college			I			AR	A	E	L
Merge two or more departments, schools or colleges			I			AR	A	E	L
Closing a department school or college			I			AR	A	E	L

**I = Initiate**

**AR = Approve and recommend approval at next level**

**A = Approve**

**E = Evaluate and determine if documentation must be sent to**

**SACSCOC L = Letter/documentation to SACSCOC if warranted**

CHARTER & BYLAWS  
FACULTY AFFAIRS  
STUDENT AFFAIRS  
UNIVERSITY RESOURCES

SPECIAL COMMITTEE REPORTS

**1. Ad Hoc Committee: Grade Distribution Site**

On September 30<sup>th</sup>, 2022, President Jason Barrett of the Robert Holland Faculty Senate charged an ad-hoc committee to review the current status of the grade distribution tool site and provide constructive feedback to improve the tool for the benefit of Mississippi State University students and faculty.

The committee met for the first time in person on September 30<sup>th</sup>, 2022, to discuss website and to provide productive feedback on the website. After a good discussion, a few questions arose:

1. Would the faculty prefer having the actual grade distribution (number of A’s, number of B’s, etc.) over having the course GPA?
2. Should the current question pulled from the student survey be included at all, or possibly use a different question? The current question reads “Overall, I would recommend this instructor to other students if they wanted to learn this subject.”
3. Are there other incentives that would entice more students to complete the survey?

On October 7<sup>th</sup>, 2022, during the regular Holland Faculty Senate meeting, Vice President Banik polled the senate asking the first two questions. The results are as follows: (Number of senators present to poll – 38)

	Course GPA	Grade Distribution	Abstain
Question 1	9 / 38	18 / 38	11 / 38
	23.68%	47.37%	28.95%

	Include A Student Survey Question	Do not Include A Student Survey Question	Abstain
Question 2	9 / 38	19 / 38	10 / 38
	23.68%	50.00%	26.32%

The committee met for the second time via WebEx on October 18<sup>th</sup>, 2022. After this meeting and our previous meeting in September, the consensus among the committee was to recommend the website release the grade distributions on A's, B's, C's, D's, F's, and W's in place of the course grade point average. This was partly due to the responses we received from faculty members and polling the Faculty Senate. The committee also discussed leaving off any student survey question as well. Dr. Tracey Baham stated it would be an easy adjustment to have the distributions released in place of the GPA scores. She emailed the committee the updated site link, and I have included it here:

<https://ir.msstate.edu/research/grades.php>

With these polling numbers in mind, along with a few comments from other faculty across campus, the committee is recommending using the grade distribution site listed above with replacing the GPA numbers with the number of A's, B's, C's, D's, F's, and W's.

The committee was also charged with providing constructive feedback and suggestions of actions to take and/or implement to improve the student participation rate for each course in which the student is requested/required to evaluate. After discussing how faculty could raise the number of student participants in the course surveys, Dr. Tracey Baham stated that many students would prefer to take class time to complete the survey like they used to when it was paper-based. They are inundated with surveys, and faculty may be able to increase a response rate by allowing students time in class to take the survey. On top of this, there was a suggestion that the survey be done in class (possibly the last date of class or last opportunity the survey was open to the students) at the beginning of the class. This would encourage students to take the survey and to remain in class for any class instruction or exam review time. Administering the survey at the end of a class may encourage students to leave after without completing the survey at all.

The committee also discussed posing a question to the students before they initiate the survey or explain how this survey would help future students taking the same course in future semesters. This will give the students some ideas to think about while doing the survey and may increase participation as well.

After this discussion, the committee is recommending completing the student surveys during class time at the beginning of a class to increase student participation.

**Committee Members:** Robert Banik (Chair), Senator Mike Breazeale, Senator Alexis Gregory, Senator Jesse Morrison, Senator Lauren Priddy, Dr Tracey Baham, Dr Jim Dunne

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

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 any scholars's scholar's~~ right to reveal ~~his/her~~ their research findings through appropriate channels by spoken and written word, visual displays, artifacts, or performances (e.g.e.g., artistic, musical, theatrical). Even if in doing so they may find variances with students and professional peers, as well as with the lay community members. 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, The All scholars ~~must~~ must, however, recognize the fact that ~~he/she/they is-are also the possessors of opinions, some of which fallible and~~ may be subject to human frailty of bias and error. Therefore, every scholar As a free citizens, he/she has has the right to express ~~these opinionstheir views with conviction as well as a duty to uphold the academic freedom of every other member of the University community. This means the right to speak and express oneself freely, the right to criticize ideas, and the right to have one's ideas criticized. The pursuit of truth proceeds on the foundation of the free exchange of ideas. Academic disagreements are therefore not something to be feared, but a sign of the vitality of the University. As such, ad hominem, threats or intimidation, which attack people rather than their ideas, have no place in the academic community. Academic freedom is central to the mission of a healthy university. Every .The degree to which one expresses them as a scholar, claiming sanctuary in the University is~~ must uphold it as a matter of academic responsibility.

### REVIEW

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

**REVIEWED BY:**

/s/ Peter L. Ryan  
Associate Provost for Academic Affairs

09/18/2018  
Date

/s/ Judy Bonner  
Provost and Executive Vice President

09/18/2018  
Date

/s/ Randolph F. Follett  
President, Robert Holland Faculty Senate

08/27/2018  
Date

/s/ Timothy N. Chamblee  
Assistant Vice President and Director  
Institutional Research and Effectiveness

10/18/2018  
Date

/s/ Joan Lucas  
General Counsel

10/17/2018  
Date

**APPROVED:**

/s/ Mark Keenum  
President

10/22/2018  
Date



November 4, 2022

To whom it may concern,

We, the faculty of the Department of Sociology, propose that the Robert Holland Faculty Senate conduct a study (as discussed in the Part III, Section D, Procedures Subsection on pages 19 and 20 of the MSU Faculty Handbook) to explore the steps needed to revise the Mississippi State University Faculty Handbook and bylaws in manners that strengthen faculty governance. Recent changes to University operating procedures have suggested a lack of consideration of faculty input on key matters concerning research, teaching, and service. Specifically, we propose the Robert Holland Faculty Senate study how to avoid the adoption of new policies and programs during the summer when the Robert Holland Faculty Senate is not in session. We understand that university business is conducted year-round but the input of the entire Faculty Senate is always essential to building a University that is best able to meet the needs of our students, staff, and faculty. We believe that it is necessary to revise the University Faculty Handbook and bylaws in a manner that ensures the entire Robert Holland Faculty Senate (and not just the Executive Committee) be allowed to have a voice in all policy matters that affect faculty at the university. Avoiding significant, non-emergency changes to University policies and procedures between mid-May and mid-August would help to ensure that Mississippi State University is best able to meet its institutional mission and objectives.

This letter was approved by acclamation at the Department of Sociology Faculty meeting on November 4, 2022, and is submitted on behalf of the Department of Sociology by Dr. David May, Professor. Please direct any correspondence regarding this letter to Dr. May at [dmay@soc.msstate.edu](mailto:dmay@soc.msstate.edu)