



ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of February 10, 2023

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 February 10, 2023.

Members absent and excused were James Chamberlain, Heejin Cho, Michael Jaffe, Todd Mlsna, Lauren Priddy, Adrian Sescu, Tara Sutton, Ted Wallace.

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

President Barrett asked for any corrections to the minutes of the January 20, 2023, meeting. Hearing no corrections, President Barrett accepted the minutes as presented.

GUESTS

Mr. John Rush, Vice President for Development and Alumni

Mr. Rush thanked the senators and stated he could not do his job without them. In 2002, Mr. Rush met with James Bagley, he later met with Richard Adkerson and asked each why they were making such a large gift back to MSU colleges. Both responded with names of faculty that had a profound effect on them and their lives.

Mr. Rush said the foundation is the principal fundraising organization for campus. In the past year \$125 million in support was raised, the 9th year to raise more than \$100 million. While some think most of that amount raised goes to Athletics, Mr. Rush stated that Athletics is very important as they are one of the biggest microphones MSU has and one of the best tools for Alumni engagement. They raised \$30 million last year. However, MSU Alumni is passionate about giving to Academics and by far this is where the largest part of private funds goes. Mr. Rush stated our endowment is currently at \$640 million, with \$750 million in total assets.

This includes 10,000 acres of land across MS which was gifted and is used for research. One tract donated serves Arts & Sciences, CFR and CALS.

MSU Alumni are the 2nd highest giving school in SEC at 19.7%. The highest giving SEC school is at 20%. Mr. Rush stated there are development officers in each college as well as the Meridian campus, and officers who help with the Library, Shackouls Honors College and other areas. MSU has 24 development officers with the highest school in SEC having 104. This is successful because the foundation has great partnerships with the faculty across campus and wants to come along beside our faculty to secure funding for the colleges and academic units.

Mr. Rush said he was pleased the endowed faculty positions have gone from 12 to 92 over the last several years. In those 92 he included 13 planned gifts they are currently working to develop but are on the books and coming.

Dr. Regina Hyatt, Vice President for Student Affairs

Dr. Hyatt greeted the senate and introduced her colleague, Cheryl Bowen, who manages the food services contract with Aramark. Dr. Hyatt shared plans for the future of MSU dining which included the Perry Cafeteria renovation.

Dr. Hyatt stated every project must go through our university Master Planning process. Perry Cafeteria also must go through the Archives and History process.

Dr. Hyatt said Perry is one of MSU's most iconic buildings and is the place where alumni have fond memories and want to return to. It is a beautiful building and needs to be taken into its next phase of life. Dr. Hyatt said a few key aspects to the renovation are you will not have to pay to access the space but will be open to everyone on campus. Starbucks will be relocated from the Union, space will be open beyond the hours of dining operation where students and faculty can meet and study. There will be a few reservable rooms.

There will be a BARK line that will be more of a grill and Southern Traditions lines with daily specials. Dr. Hyatt said they will be doing surveys with students and employees to get more of an idea about what dining concepts they would be most interested in seeing incorporated. A Maroon Market will be added which gives access to food 24 hours a day.

Dr. Hyatt said they are working on a concept to encase the beloved flags to keep them from sun damage as well as identifying the first year that a student from that country came to MSU.

Dr. Hyatt said they are proposing to change the forward side that faces Bell Island to be a pedestrian friendly opening the space where events such as small concerts and plays can occur. The exterior where Moe's and Subway exist will be updated and allow more seating. State Fountain Bakery will be relocated back to its location in Perry. Dr. Hyatt said they hope to

enclose the area where the florist is located and add Comet Fish and an area called the Row where local restaurants and food trucks can come for a temporary time which provides flexibility as students desires and interest change.

Fresh Food Company to expand concept call True Balance to allow meeting students' needs that provide food items dietary restrictions. True Balance will be located within the existing Fresh Food building, but have restricted preparation and service space to accommodate dietary restrictions and allergies.

A new dining venue inside of the new residence hall to be built in 2025 which will provide a dining area and gathering space for students.

The Union will expand Newk's in order to serve their whole menu. The current Starbucks area will be refitted to provide more student space to gather and meet. Dr. Hyatt said they expect to keep Chick-Fil-A, Panda Express is up for discussion and will have an expanded Maroon Market.

Dr. Hyatt said the Library will add a Maroon Market in place of the current Einstein's Bakery and establish another food option on the second floor that is yet to be determined.

Senator Rai asked what timeframe for these renovations? Dr. Hyatt said they expect the projects to begin January 2024 and will be in phases and completed in a 3½ year time frame.

Senator Zuckerman questioned about the addition of a new residence hall, would one of the other residence halls would be renovated. Dr. Hyatt said as the housing inventory is aging and they would be building replacement beds instead of additional beds as Critz, McKee and Sessoms would be demolished.

Senator Zuckerman said a lot of mental health is driven by micro and macro nutrient deficiencies. She asked if food waste was the reason that drove up a desire to shift from all you can eat, multiple options in Perry or another factor and how is the need for just high fat animal based products that provide the nutrients our students need for their bodies and brains going to be met with what looks like an increase in fast food options and decrease in not so fast food options.

Dr. Hyatt indicated that Perry will continue to be a place where students will continue to use their block meal and can choose either food line and get a full service meal with a side salad and fruit. We would have a dietitian that will work with anyone.

Senator Gregory questioned the focus on sustainability regarding how food waste would be handled and how we seem to have gone away from using more paper products. We do have a food waste program within MSU dining and will get a better summary to President Barrett.

We have returned to some less sustainable practices in large part due to some supply chain issues and will look into it again.

Students for a Sustainable campus have been working with Aramark around the food waste area. We hold an analysis of several times a year of food waste. We also are working with Aramark on food security in how to re-package food at the end of the day that would be appropriate to give away safely through Bully's Pantry or another venue.

Student Association President Kennedy Guest added that Students for a Sustainable Campus have met several times with Aramark several times and as we transition into the new contract and new era to move away from Styrofoam on campus and in the sorority and fraternity houses. Mr. Guest said we were getting better before Covid but have regressed.

Senator Gregory added that the university does not have a composting area on campus and would be great to see. Dr. Hyatt said composting has been part of the discussions.

Senator Gregory asked a question regarding mental health as to why the university does not use health insurance for students who have health insurance to pay for mental health services and why only paid with a student fee. It seems like it would add funding and expand services that could be provided. Dr. Hyatt said you cannot bill some students and not others so it was decided the provision of counseling services is covered as part of the tuition and fees.

The Student Health Center has a psychiatrist on staff and there is a fee schedule for those services.

Dr. Thomas Bourgeois, Interim Associate Vice President for Student Success and Dean of Students

Dr. Bourgeois spoke to the faculty regarding dealing with student mental health and classroom disruptions. He stated faculty have rights in the classroom and MSU has a code of conduct that enumerates student behavior and directly extends to faculty when dealing with disruptive students in the classroom. He said we have processes we use to sanction a student or remove a student from the classroom or if the behavior is bad enough take them out of the university. Dr. Bourgeois said know your classroom and emergency exits as new students are looking to a faculty member to guide them on what to do if something should happen.

President Barrett asked about dealing with the student when we do have a scenario and the student refuses to leave. Dr. Bourgeois replied on the first day of class establish how you will manage the class goes a long way. He said state that first class you may do a seating chart then act on it if some groups are being disruptive. Early intervention is best and to not wait until late in the semester if the student is having issues. MSU policy says electronic devices are not

allowed in the classrooms unless the faculty allows. Dr. Bourgeois said do not take possession of the cell phones but to ask them quietly.

Dr. Bourgeois said should a student become so disruptive, just dismiss the class and Student Affairs become involved at this point.

Senator Zuckerman said she has had several Teaching Assistant's to have a disruptive student. Dr. Bourgeois state hey have a specific section in TA training but the most helpful is the department and faculty conversing about it and helping prepare the TA. Dr. Bourgeois said he can go to departments and have meetings with TA's and those have been beneficial. Senator Zuckerman asked if having a workshop for TA's once a year on difficult students.

Mr. Zac Selmon, Athletics Director

Dr. Brent Fountain, the Associate Vice Provost for Academic Affairs and the Faculty Athletic Representative introduced and welcomed Mr. Selmon to the Senate. Mr. Selmon said one of the things he thinks about when coming to a new place is the vibrancy of the faculty. Mr. Selmon said as he goes further into college athletics, it is has become apparent that he is the product of what happens when the life changing power at the intersection of higher education and sports. Mr. Selmon said when he thinks of sports he thinks of the competition, teamwork and the life lessons it teaches us all. But when he thinks about the most meaningful thing, it's the meaningfulness that faculty have on our lives. He always knew he wanted to grow in the field of education. He went to school at Wake Forest and had a great time playing football but was shaped by the faculty and their impact on his life in many ways. Mr. Selmon knew he wanted to have a career in athletics but never lost sight of the importance of what faculty do to make a campus go and the true meaning of what we do. Mr. Selmon said our mission in athletics is to enhance the educational experience of all students through sports. Mr. Selmon said the four defining pillars of athletics are we always graduate our student athletics, equip them with tools for life, having a transformational experience and we want to win the games. He added MSU has great ingredients to be a championship program.

Dr. Jamie Dyer, Interim Dean of Interdisciplinary Studies

Dr. Dyer gave a PowerPoint presentation which can be found in the online version of these minutes can be found on page 13 of this document.

Senator Parker shared a success of a recent graduate in Interdisciplinary Studies that was just hired at a female only construction company because of her interdisciplinary degree and because she had insight and training in the areas in which they were looking.

Senator Pelaez asked if a project class was a possibility with multiple faculty with different disciplines teaching. She said she has tried in the past to put one together but there are issues

as to how the appointment of that person is going to count if they are not teaching but possibly a third of the time. Dr. Dyer answered that discussions were underway to make integrated classes as she has tried to put together. He said while an interdisciplinary course is not a new concept, it is a new concept in terms of a new structure of the university. He stated as they work to provide faculty with more credit, they will want to teach those courses and hope to have something in place by fall.

REPORT OF THE FACULTY SENATE PRESIDENT

I always run into people with positive comments about MSU and the faculty. We ran into a former student worker of my wife's who from a small conversation we had with her, is now in Med School so remember how much a small conversation will impact our students lives.

A reminder of the General Faculty meeting on Tuesday, February 14th in the Colvard Student Union with several speakers from across campus.

Reports from Committees on which I serve:

Athletic Council (February 8, 2022) – As I was unable to attend due to travel the February meeting, our Vice President Robert Banik will bring that report.

The Baseball Faculty/Staff Appreciation date is Tuesday May 9th vs. Memphis.

Executive Council – As there was a small window between Senate meetings we have not met.

Executive Enrollment Management Committee – The scheduled January meeting was cancelled and we have had no appeals come through this three-week window.

Faculty/Staff Housing Appeals Committee (December 1, 2022) – We had one appeal come before the committee in December. It was managed via email and approved a 5-month lease extension because there is no waiting list right now for the size house being rented by the faculty member.

Inclusive Excellence Leadership Council – Has not met since the beginning of the Fall semester.

IT Council (February 7, 2023) – We did not meet in January. VP Banik attended the February meeting as I was traveling that day as well.

Master Plan Development and Advisory Committee – We did not meet in January due to no agenda items.

Parking and Traffic Regulation Committee – We met on January 26th. There will be some changes coming up in 2023-2024 academic year to accommodate some construction projects, faculty and student traffic patterns and the availability of parking spots.

President's Committee on Planning – Has not met.

Special Events and Game Day Operations Committee – Has not met.

Sustainability Committee – Has not met.

Design Review Committee – Has not met.

Senator Gregory requested the Senate invite J.D. Hardy, Head of the Sustainability Committee, and the head of the Community Engagement Committee to report and give an update as they are not meeting and there is nothing to report to the Senate. She said both are very important to the university. Dr. Barrett said the Sustainability Committee did meet in the fall and discussed the green wall and he neglected to give that report, but to his knowledge, has not met since. He will reach out to both.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Academic Deans Council – Meeting was cancelled, and one is scheduled for next week.

Committee on Campus Access – Meeting was cancelled as they discussed they did not have any money to do what they would like to do at this moment that would warrant meeting and will meet next month.

Community Engagement Committee – No meeting is currently scheduled for this committee. He did reach out last fall as to why there were no meetings and did not hear back but will follow up.

Master Plan Development and Advisory Committee – Meeting was cancelled.

Undergraduate Research and Creative Discovery Committee – Meeting is scheduled for February 17. An email announcement came out this past week for the call for abstracts and the invitation to participate in the undergraduate research symposium to be held April 13 & 14 with a March 22 deadline.

Athletic Council (February 8, 2022) – Good discussion from AD Zac Selmon and Coach Zach Arnett regarding how great the student athletes are doing in the classroom. 3.16 gpa over athletics with 256 having a 3.0 or higher. Will begin a NIL course for the summer to teach the athletics the NIL information.

The softball Faculty/Staff Appreciation game is March 5 against Murray State.

There will be two baseball Faculty/Staff Appreciation games, March 10 against Lipscomb and May 9 will be the rooftop game.

IT Council (February 7, 2023) – The Adobe Cloud was being piloted in the English Department. Issues were arising with people using Adobe Sign and please contact Amy Berryhill for assistance.

The MSU ids card will transition to SCOS cards that will have a different reader.

The admin by request will be an eform you can complete once the academic side of DUO is put into place.

The comprehensive security asset done every three years will be put into place each year around Christmas. The last score was a 7/10.

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

No reports.

BUSINESS TO BE SENT TO COMMITTEE

1. Letter of Request: Faculty Award Process (Student Affairs)

President Barrett said he intends to send this letter of request to send the item of business to the Student Affairs Committee.

Senator Freeman said he feels this request would be better served by being reviewed by the Faculty Research Advisory Committee.

Senator Gregory asked in what context this item of business was received. President Barrett replied the item of business was sent to Senator Robichaux-Davis and she forwarded the request to the Faculty Senate Office. Senator Robichaux-Davis said the faculty member's email requesting the Faculty Senate to consider the item of business is contained within the agenda on page 74.

Senator Pelaez asked why the policy was being sent to Student Affairs when it seems like a question best suited for the Academic Affairs Committee. President Barrett replied he intends to send the item of business to the Student Affairs Committee due to the fact that the chair of the Student Affairs Committee is familiar with the process of faculty awards, as she has served on the awards committee recently, and has data related to the subject. He said he would also like to send this to Student Affairs to alleviate the workload of the other committees.

The motion to send the letter of the request to the Student Affairs Committee passed by majority hand vote.

2. AOP 11.05 Requirements for Shortened Format Courses

President Barrett said this policy is intended to be assigned to the Academic Affairs Committee for review.

The motion to send the letter of the request to the Academic Affairs Committee passed by unanimous hand vote.

3. OP 01.09 Principles for University Governance

President Barrett said this policy is intended to be assigned to the Charter & Bylaws Committee for review.

The motion to send the letter of the request to the Charter & Bylaws Committee passed by unanimous hand vote.

STANDING COMMITTEE REPORTS

Academic Affairs

1. Letter of Request: Intellectual Property of Faculty

Senator Robichaux-Davis, on behalf of the Academic Affairs Committee, presented the committee report on the letter of request to review the intellectual property rights of faculty.

Senator Fincher asked what a nonexclusive license is in section 6.4 University Nonexclusive License to Use Instructional Materials. Ms. Lucas replied that a nonexclusive license gives MSU the right to use the material. She said, as an example, if a faculty member goes to another institution, MSU would be able to give the course material created by that faculty member to another faculty member to teach those courses. Senator Fincher asked if the material could be licensed to someone outside of the university. Ms. Lucas replied the material could not be licensed externally by MSU. She said the departing faculty member would still own the material and be able to license it to another party, but MSU would retain the right to use it internally.

The motion to accept the report of the Academic Affairs Committee passed by unanimous hand vote.

Ancillary Affairs

No Report

Charter & Bylaws

1. Faculty Senate Reapportionment

Senator Spurlin, on behalf of the Charter & Bylaws Committee, presented the Faculty Senate reapportionment report for the 2022-2023 academic year.

The motion to accept the Faculty Senate Reapportionment report passed by unanimous hand vote.

Faculty Affairs

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

Senator Breazeale, on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.03.

The motion to accept the report on AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes 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. He explained that this policy was passed at the January 2023 meeting of the Robert Holland Faculty Senate, but it did not contain all of the language suggested by the Academic Deans Committee and the Academic Associate Deans Committee. The version presented contains all suggested edits submitted to the Faculty Senate.

Senator Vivier asked that the third sentence in the Policy/Procedure section be edited to make it a complete sentence by replacing the period with a comma and making the following letter “E” a lowercase “e”. Senator Freeman made a motion to change the language as Senator Vivier suggested. Senator Robichaux-Davis seconded the motion. The motion to amend the policy passed by unanimous voice vote.

The motion to accept the report on AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes passed by unanimous hand vote.

Student Affairs No Report

University Resources

1. AOP 13.06 Sabbatical Leave

Senator Perkins, on behalf of the University Resources Committee, presented the committee report on AOP 13.06.

The motion to accept the report on AOP 13.06 Sabbatical Leave passed by unanimous hand vote.

2. Library Concerns Letter

Senator Perkins, on behalf of the University Resources Committee, presented the committee report on the letter received concerning journal cancellations in the University Libraries.

The motion to accept the report on the letter received concerning journal cancellations in the University Libraries passed by unanimous hand vote.

3. Immunocompromised Accommodations Request

Senator Perkins, on behalf of the University Resources Committee, presented the committee report on the letter received concerning immunocompromised accommodations.

Senator Gregory asked if the committee discussed the situation which arose when a senator had to resign due to the Faculty Senate reconvening in-person after Covid-19 restrictions were lifted. Senator Perkins replied that the committee did discuss the particular situation Senator Gregory is referring to. He said the committee recognized that there are situations which can be accommodated and some which cannot. The committee felt that a university-wide policy on this would help guide the Faculty Senate on how to handle situations like this when possible. It would be up to those who create the policy and others, such as the Faculty Senate, who review the policy to determine what sort of things are accommodated.

The motion to accept the report on the letter received concerning immunocompromised accommodations passed by unanimous hand vote.

SPECIAL COMMITTEE REPORTS

1. Ad Hoc Committee on Addition of IHL policy to the Faculty Handbook

Senator Breazeale, on behalf of the Ad Hoc Committee, presented the committee report on the inclusion of the new IHL policy into the Faculty Handbook.

Senator Zuckerman said throughout the Faculty Handbook “his/her” is used and this does not include any other pronouns. President Barrett said there is another ad hoc committee charged with a holistic review of the Faculty Handbook. He said this ad hoc committee would be updating the language throughout the Faculty Handbook to be gender neutral. Senator Robichaux-Davis said the Faculty Senate adopted a gender neutrality procedure which was also adopted by the Associate Deans Council in the fall. These procedures will be applied to the Faculty Handbook as the ad hoc committee performs their review.

Senator Pelaez asked what the certification by the university president that the faculty member has satisfactorily met all seven of the IHL required criteria is based upon. Ms. Lucas replied that the certification by the university president can be as simple as the signing of a document that

says the seven criteria have been met. She said since there is a presumption that the new criteria have been met, if there is no evidence to the contrary, the university president can certify as such.

Senator Gregory said she and her fellow College of Architecture, Art, and Design senator asked their faculty for feedback on the changes to the Faculty Handbook. She said the feedback received did not pertain to the language under consideration, but questioned the structure of the Administrative Council, the Executive Council, and the existence of the MSU Educational Building Corporation. The feedback regarding the Executive Council and Administrative Council questioned the university president chairing a committee which advises himself and which he sets the agenda for. The comment on the MSU Educational Building Corporation stated that the faculty member could not find any evidence of the existence of this entity. Senator Haynes suggested that Senator Gregory forward the feedback she received to the ad hoc committee conducting the holistic review of the Faculty Handbook so it could be addressed.

The motion to accept the edits to the Faculty Handbook to incorporate the change in IHL policy passed by unanimous hand vote.

PENDING BUSINESS

NEW BUSINESS

Senator Williams announced that MSU will be hosting a Merit Badge University on March 25th. He asked that anyone with a relevant area of expertise that would like to share with Scouts contact him. He said there is a morning and afternoon session. Anyone who is interested should contact him and he can provide the material that needs to be presented.

Senator Robichaux-Davis made a motion to adjourn. Senator Haynes seconded the motion.

The meeting adjourned at 5:03 p.m.

Submitted for correction and approval.

Beth Stokes, Secretary

Dinah Jenkins, Administrative Assistant II