

ROBERT HOLLAND FACULTY SENATE AGENDA

February 9, 2024

1. Call to Order
2. [Adoption of Minutes, January 19, 2024](#) (p. 2)
3. Introduction of Guests
 - a. Ms. Harriet Laird, Senior Associate Director, OPA
 - b. Ms. Leslie Cory, Chief Human Resources Officer
 - c. Mr. Les Potts, Interim Vice President of Finance & Administration, CFO
 - d. Dr. David Shaw, Provost and Executive Vice President
4. [Report of the Faculty Senate President](#)..... (p. 16)
5. [Report of the Faculty Senate Vice President](#)..... (p. 18)
6. Reports from Faculty Senate Designates on University Committees
7. Business sent to Committee
8. Business to be sent to Committee
9. Standing Committee Reports:
 - 9.1. Academic Affairs
 - 9.1.1. [AOP 12.04 Final Examination \(Academic Affairs\)](#)..... (p.19)
 - 9.1.2. [AOP 12.18 Academic Amnesty for Graduate Students \(Academic Affairs\)](#)..... (p.24)
 - 9.2. Ancillary Affairs
 - 9.3. Charter & Bylaws
 - 9.3.1. [Report on Senate Apportionment \(Charter & Bylaws\)](#).....(p.27)
 - 9.4. Faculty Affairs
 - 9.5. Student Affairs
 - 9.5.1. [AOP 12.21 Veterans' Academic Status \(Student Affairs\)](#) (p.29)
 - 9.6. University Resources
10. Pending Business
11. New Business
 - 11.1. [Resolution for the Ombudsman](#) (p.33)
 - 11.2. [Resolution for Parental Leave](#)..... (p.35)
12. Adjourn



ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of January 19, 2024

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in Bost Auditorium North at 2:00 p.m. on Friday, January 19, 2024.

Members absent and excused were Frank Adams, Mike Breazeale, Michael Jaffe, Jesse Morrison, Fred Musser, Paul Tseng, Kim Walters.

Members absent were Rocky Lemus and Kris Krishnan.

The meeting was called to order by Senate President Banik.

President Banik asked for approval of the minutes from the November 10, 2023 senate meeting. Hearing no corrections, President Banik asked for a motion to approve the minutes as corrected. Senator Robichaux-Davis made a motion to approve the November 10, 2023 minutes. Senator Lemley seconded the motion.

Ms. Ra'sheda Boddie-Forbes, VP for the Division of Access, Opportunity & Success

Vice President Forbes discussed the Division of Access, Opportunity and Success, historically known as the Division for Access, Diversity and Inclusion. Ms. Forbes gave a PowerPoint presentation which can be viewed at the end of these minutes on page 41. She stated that in the November transformational meeting President Keenum spoke of the culture our institution has in terms of our work in diversity and inclusion. Ms. Forbes stated it was not enough to just recruit students to attend our university but to retain them through degree completion. She said that through the activities and initiatives students are acquiring the knowledge needed and the opportunity to practice what they are learning.

Ms. Forbes stated that the Holmes Culture Diversity Center within the division is where they look for ways to provide leadership opportunities for diverse students. She stated that the student organizations provide a sense of community and belonging and they will continue to

partner closely with the International Institute to provide support for those students. Ms. Forbes stated that a Campus Climate survey showed Interfaith Initiatives were important to students' identities and wants to provide support for students in that area.

Ms. Forbes stated the Office of Institutional Diversity and Inclusion is now the Office of Inclusive Excellence and will provide support for educational initiatives as well as faculty and staff recruitment and retention support. She stated there is research and grant support with funding agencies that want authentic partnerships, relationships, and collaborations. They will continue to collaborate with the Graduate School in terms of the Graduate Pathway Programs. Ms. Forbes said there is now a clearinghouse for departments to post graduate assistantships available to target specific students.

Ms. Forbes said the Office of Access and Success supports other populations of students. She said 37% of our students identify as being first generation students and 40% are Pell eligible students. Ms. Forbes stated there were three programs moved under this Office of Access and Success: the Thrive program for students who are at risk for homelessness, emancipated minors, have aged out of foster care, and who are food insecure; the TRIO program is a federally funded program for students who are first-generation as well as low income; the Promise program is for students who are economically disadvantaged not only to come to college but get through college by graduating. Ms. Forbes stated they have expanded efforts to first-generation students and Pell eligible students who do not fall into any of those three categories.

Ms. Forbes stated the new Office of Pre-College and Opportunity Programs will be responsible for coordinating support to students. She said they are looking at the possibility of Saturday or Summer Academies for students who may not have AP courses or access to be able to take college courses. They also have the Summer Bridge Programs, College Ready Program, and the SPARK program, a partnership with Admissions and Scholarships.

Ms. Forbes stated one of the frameworks that must guide MSU's work in access, opportunity, and success is that it cannot be one division's responsibility to facilitate, but it must be part of the institution to make sure the work comes to fruition. She said we must think about how we provide support to students and have them benefit from the programs, initiatives, and organizations we provide, update our practices to keep up with the current and future needs of students, equip our employees to meet the needs of students, and be prepared for the types of students we will have at our institution.

Ms. Forbes stated that another framework centered around campus climate and belonging is to make sure we know who is thriving at our institution. She said they continue is to look at their data to see who is thriving and if the work facilitates a sense of belonging in our students.

Ms. Forbes stated that within the framework we must know where we are investing our resources of money, people, and energy. She stated that while we may have many programs or

initiatives taking place, if they are working against each other and not in a coordinated effort then we are not using our resources the right way.

Ms. Forbes stated that the last piece of the framework is our community partnership and we must build relationships within as well as external to our institution. She said if we are not partnering across our colleges, departments, and divisions we will not see progress in our student's degree completion.

Senator Kelly stated she did not see anything on the organizational chart about race, ethnicity, gender identity, or sexual identity and asked if that was strategic and, if so, where those efforts were located. Ms. Forbes stated there were twelve different student organizations housed inside Holmes Cultural Diversity Center that are race-based organizations and our LGBTQ students. She said the Black Student Association, Hispanic Student Association, and the FLAIR organization, our LGBTQ student group.

Senator Kelly asked if there were other university level initiatives looking at inequality based on race, ethnicity, gender, and sexual minority status among faculty or looking at admissions in that upper tier. Ms. Forbes stated it was through the Office of Inclusive Excellence and she does not believe there can be conversations about how we recruit faculty to the institution, particularly racially diverse faculty or women faculty, without looking at the data.

Senator Kelly asked if Safe Zone would be continuing with its training, funding, and staff. Ms. Forbes said Safe Zone was now housed out of the Office of Inclusive Excellence instead of the Holmes Culture Diversity Center. She said educational initiatives such as Safe Zone now flow from the Office of Inclusive Excellence and they had to make sure those two offices were not duplicating services within our division.

Senator Kelly asked about the composition of the new University Level Diversity Committee. She added that about five years ago she served on this committee in her role as the Director of Gender Studies, as did her counterpart, the director of African American Studies, and they possessed a great deal of relevant subject area expertise. Ms. Forbes stated they first spoke to the deans about how our colleges can have an Academic Diversity Officer so each college now has a representative that makes up the Inclusive Excellence Leadership Council, previously the Diversity Council. The Holmes Culture Diversity Center, the Office of Civil Rights Compliance, and our Office of Inclusive Excellence are also a part of the Inclusive Excellence Leadership Council. She stated the council informs what is happening within the departments or the colleges and then find ways they can work together. She said there will be times where the Inclusive Excellence Leadership Council will get more tactical on the institutional initiatives forming the subgroups the goal is to make sure we are including the institutional expertise and content experts as a part of those conversations. The Inclusive Excellence Council is now strategizing about the things that we want to facilitate and then who needs to be a part of that.

Senator Kelly asked about the content matter experts and if they would not be helpful in determining the needs and how they should be approached. Ms. Forbes stated the individuals

serving as the diversity reps for the colleges should be bringing information back down to the college level committees. She added part of the campus climate survey showed that a lot of the people who have expertise were tired and taxed and asked if they could be called in when needed and not just have to sit on yet another committee.

Senator Kelly stated she was not too tired to serve on the committee and volunteered Donald Schaefer as well. She said the Access Committee chair for Arts and Sciences was Nicole Rader who was excellent at communicating back and forth between levels.

Senator Carskadon stated the faculty want to stand up for all their students, however there is sometimes a potentially hostile political climate that made it difficult to keep track of everything. He stated it would be helpful to know what should specifically be discussed and how to discuss an issue. He added the College Ready program had a lot of potential and while the enrollment has been in decline in recent years, it is a particularly good program for those we can get here.

Senator Williams asked what the percentage of African American faculty are on campus right now and what is the trend. Ms. Forbes stated we have about 5% of Black faculty on campus so some of the work that they were going to do out of the office of Inclusive Excellence was to think about not only our recruitment efforts, but also to really lean more into our retention efforts as well.

Ms. Julia Pratt, Coordinator, Center for Student Activities

Ms. Pratt spoke of the MSU Lyceum Series. She stated the Lyceum Series operates on the academic calendar. Ms. Pratt gave a PowerPoint presentation which can be viewed at the end of these minutes on page 46. She asked that if students have not heard about the Lyceum Series to please let them know about the performances and that they get in at no charge. Ms. Pratt stated if anyone was interested in serving on the Performing Arts Committee to please let her know.

Ms. Pratt stated there were 2 shows in the fall. The spring was bringing in three shows she wanted to share. The first will be called Cross that River: A Story of a Black Cowboy on February 6th and is a musical theater performance.

The second will be Hiplet Ballerinas on February 29th, which is a hit play that mixes traditional classical ballet technique with hip hop dance, urban dance, contemporary dance, and Latin dance. She said it is a very eclectic show and has been touring all over the world recently. The last will be The Hip-Hop Orchestra on March 27th, which is a collaboration between our guest ensemble and some of our MSU student musicians. The group uses classical techniques and classical instruments but are playing modern hip hop music.

Dr. David Shaw, Provost and Executive Vice President

Dr. Shaw spoke to the Senate as President Keenum who was on the original agenda could not attend. Dr. Shaw said he and President Keenum were in Meridian earlier in the day and had met with the Nursing Accreditation Board. He said they would be receiving the board's report soon, whereupon they will then be recommending Stage 2 approval at the next IHL meeting. He added if it is voted on and approved at IHL, then student recruitment can begin for Fall 2024. Dr. Shaw said he sees a very bright future for the programs in Meridian and a great deal of impetus and momentum has been created at that campus.

Dr. Shaw spoke of the creation of the Maroon Academy for Teaching Excellence offered through the Center for Teaching and Learning. He stated the 30-faculty members part of the first cohort have now been through the first semester taking 2 of the 4 offered classes, which are 1) Intentional Course Design & Assessment taught by Stephanie King, 2) Active Learning for Student Engagement taught by Nicole Miller, 3) Inclusive Teaching to welcome all Learners taught by Melanie Fisher, and 4) Supporting Student Learning in Class and Online taught by Athena Nagel. The cohort has turned in part of their assignment from those two classes. Dr. Shaw said he has had the opportunity to begin to review and read those reflections and is pleased with the level of achievement and learning that has been taking place.

Dr. Shaw said they will begin to recruit a new cohort of 30 for the summer of 2024 with those applications due Friday, April 5, 2024. He said they want to make this something everyone wants to do to hone their talents in the classroom and in their teaching abilities. As Department Heads are going through evaluations they can recommend the program for faculty who could use some of the information covered in the courses. Dr. Shaw added there is an escalating stipend for every course completed as well as a credential for validation that can go on your CV and be part of a promotion package.

Dr. Shaw gave an update on Artificial Intelligence and the impacts on higher education. He said institutions are partnering with companies to be able to think about how they can embrace and incorporate artificial intelligence in the classroom and in curricula. Dr. Shaw put a task force led by Tommy Anderson, Dean of the Honors College, with a group of faculty to try to determine the best practices on how to make sure AI is being used ethically by our students and faculty. The Task Force recommended a standing committee be formed with broad representation from all colleges. Jonathan Barlow, Assistant Teaching Professor in our Data Science Program, is chairing the committee.

The Task Force submitted a report and best practices found on the Provost Office website: <https://www.provost.msstate.edu/sites/www.provost.msstate.edu/files/2023-11/AI%20Working%20Group%20Report.pdf>.

Dr. Shaw stated the SACS-COC Accreditation Site visit will be the last week in February. He stated we were approved 10 years ago with flying colors at our last site visit so we qualified for PSAC-COC which is an expedited review process and has much less onerous requirements in

terms of the site visit and the documentation and preparation. Dr. Shaw stated it gives the accrediting site visitors more time to spend on the Quality Enhancement Program led by Senator Rebeca Robichaux-Davis, who has been leading the charge in developing that program. Dr. Shaw stated Senator Robichaux-Davis and her team have put together something that really embraces not only who we are as Bulldogs but also the fact we are a land grant university.

Dr. Shaw said he appreciates the commitment of Vice President Forbes, President Keenum, and our entire faculty working together on doing a better job on opportunities for everyone. He said there is a lot of work to do in retaining the best and brightest faculty and student body.

Senator Wyatt asked about campus building security. Dr. Shaw stated before the Christmas Holidays Internal Audit turned in an audit assessment report on the security practices of emergency management. He said they are in the process of developing responses to address issues in that report and building security was part of those issues.

REPORT OF THE FACULTY SENATE PRESIDENT

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

I want to thank Jon Woody from the College of Arts and Sciences for his service last semester as proxy for Senator Andrew Jarosz. Welcome back Senator Jarosz. Also, welcome our newest senator, Michele Herrmann, from the College of Architecture, Art, and Design. Thank you for joining us, Senator Herrmann.

I met with Dr. Keenum and Dr. Shaw to discuss the possibility of the Robert Holland Faculty Senate joining with the University Faculty Senates Association of Mississippi (UFSAM), a committee of all faculty senate leaderships across the state of Mississippi. There are nine faculty senates across the Institutes of Higher Learning (IHL). A letter was sent to Dr. Al Rankins, the Commissioner of Higher Education, on December 14, 2023, asking the IHL to formally recognize this committee and reinstate the practice of inviting senate leadership to all IHL Board meetings. A copy of this letter can be found at the end of the agenda packet under "New Business." To be a formal member of the UFSAM, a vote by the Robert Holland Faculty Senate to either formally join or officially decline this invitation is needed. Overall, this would be a moot point if the IHL does not recognize this committee, but if our vote is to join, then any input on behalf of the President of the Robert Holland Faculty Senate to the UFSAM committee would be voted on by the Robert Holland Faculty Senate.

Dr. Jim Dunne stated that 46 annual reports out of 59 have been sent to the Standing Committee Review Board. Dr. Dunne also stated that he is hopeful of getting a few more of the annual reports before the first meeting. Since this is the first time these reviews have occurred, the committee will try to review all 59 committees. After this year, the strategy of reviewing

will be 1/3 each calendar year. I will be updating as we review these various committees. Our first meeting for the group is January 24, 2024.

A friendly reminder that the deadline for nominations and supporting material to be considered for selection as a William L. Giles Distinguished Professor is to be to the Office of the Provost and Executive Vice President by January 31, 2024. Criteria for nominations and selections appear in AOP 13.02.

Spring course evaluation dates are listed below. These dates include the mini-term courses as well as the full term.

Full Term: IOQs open on Monday April 8 and close Friday April 12.

Surveys open Wednesday April 17 and close Tuesday April 30 (last 10 class days).

Mini 1: Surveys open Thursday February 22 and close Wednesday February 28 (last 5 class days).

Mini 2: Surveys open Thursday April 18 and close Wednesday April 24 (last 5 class days).

Reports from Committees on which I Serve:

Athletic Council – This committee met November 8th, 2023 in the Templeton Building. Updates were given on athletic branding and organizational structure. Dr. Brent Fountain, Faculty Athletic Representative, also attended the Robert Holland Faculty Senate meeting on November 10th, 2023 and he gave a full report of the updates to the full senate. Our next meeting is scheduled for January 17th, 2024.

Dean's Council – This committee did not meet in either November or December 2023. AOP 12.21 Veterans' Academic Status had a minor error that was corrected. The AOP passed by email vote on November 17th, 2023.

Vice President Breazeale attended the committee meeting on January 10th, 2024. AOPs 12.26 Credit for Prior Learning, 12.04 Final Examination, and 12.18 Academic Amnesty for Graduate Students were all discussed and passed by the Council. All four AOPs are now with standing committees within the Faculty Senate. An email was sent on Wednesday, January 10th, 2024, to notify the Faculty Senate of the locations of the AOPs.

Design Review Committee – This committee met on December 7th, 2023, to further discuss the new mechanical plant that is scheduled to be placed between Dorman Hall and the Agricultural and Biological Engineering buildings. This committee discussed the aesthetics of the proposed building and exterior tie-ins to the surrounding facilities.

Inclusive Excellence Leadership Council – This committee met on November 21st, 2023. Rasheda Boddie-Forbes spoke about the rebranding of Access, Diversity, and Inclusion (ADI) to the Division of Access, Opportunity, and Success. The Holmes Cultural Diversity Center (HCDC) name will remain as is. Ms. Forbes will be attending the Senate meeting on Friday, January 19th,

2024 to give updates on this rebranding. The committee will have regular meetings this semester, beginning with the first meeting on January 23rd.

Executive Council – This committee met on November 27th, 2023. AOPs 10.05 Nepotism, 12.08 Requirements for Academic Programs and Academic Consortial/Contractual Agreements, and 12.29 Undergraduate Admission Requirements were all passed as presented in Faculty Senate earlier in the Fall 2023 semester. Along with those, OP 91.123 Service & Assistance Animals, was modified to update names of departments, include a section for hazardous environments for service animals, such as laboratories, and updates to the housing and residence life section. OP 91.107 Release of Information by University Police Department was rescinded.

The following policies were updated as technical changes.

OP 91.122 Students with Disabilities (technical change: added a reference to OP 95.501 for ADA parking concerns)

OP 91.208 Hazing Policy (technical change: updated name of the Office of Fraternity & Sorority Life)

OP 91.210 Food Handling On-Campus by Registered Student Organizations (technical change: moved the course from Health Education and Wellness Department to Cowbell Connect)

OP 91.303 Student Publications (technical change: updated student title from “editors” to “editors-in-chief”)

OP 95.501 Traffic and Parking Rules and Regulations (technical change: updated office name to Disability Resource Center)

Game Day and Special Events – No meeting is currently scheduled and no meeting was held in November or December 2023.

Information Technology Council – This committee met on November 7th, 2023. The council discussed updates to the Information Security Program (v.5). Tier 1 strategic projects were also discussed. Tier 1 (university wide, high priority) projects can be found on the ITS website (<https://www.its.msstate.edu/about> under “Strategic Projects”). Not every project is listed here, as this is a public website.

The committee also met on December 5th, 2023. The proposed updates of the Information Security Program were approved and sent to the Provost office. A security incident occurred and was discussed where a faculty member lost their paycheck after being hacked. The council stressed that there should be a distinction between personal and work emails. A hack occurred with a DUO passcode and that type of hack should be taken out of the realm of possibilities now. Ellucian held demonstrations of the newest Banner system in December as well. There has not been a decision on the future of staying with Ellucian or moving to another system.

Also, faculty may setup their own faculty pages through the <https://www.faculty.msstate.edu/> website. Less than 20 are posted to the site currently. If you do not have a site and wish to have one, ITS can set up a shell for you and you can control the content posted.

Master Plan Development and Advisory Committee – This committee has not met since October 2023.

Parking and Traffic Regulations Committee – This committee did not meet in November 2023 or December 2023. There was an email discussion and vote in mid-December concerning the parking for faculty and staff at the Hill Science Building on the west side of campus next to Newell-Grissom. Due to the renovations of Dorman, employees will be moving into Hill Science and the Dean of Agriculture and Life Sciences requested to rezone the Maroon (Any Permit) Permit portion of the lot to staff.

Also discussed was the installation of ten level one charging spaces in our residential zones and creating a residential charging permit with a \$100 per year upcharge from the standard residential permit to cover the cost of charging for the academic year. Below are the locations where the charging stations are being installed. The permit cost would be \$350 per year (regular residential permits are \$250). Only residents with a charging permit can park in the spaces and be actively charging. The spaces will not be open for use if the vehicle is not charging, the non-charging vehicle will need to use a standard residential space. Non-residents are also not allowed to charge in the spaces.

i. Resident North – Four total

1. Dogwood – Two

2. Zach Village – Two

ii. Resident South – Four total

1. Cresswell/Fresh – Two

2. Moseley/Oak – Two

iii. Greek South – Two total (Greek North permits can charge in the Greek South spaces)

Both proposals passed by email vote.

Sustainability Committee – This committee met on November 8th, 2023. Updates from the undergraduate interns were given about the Fall 2023 efforts, including Green Week of October 16-20, 2023, and glass recycling. Over 6,000 lbs. of glass were collected during this drive. A new initiative will be presented concerning recycling locations during the spring semester.

Senator Rebeca Robichaux-Davis requested with approval from the RHFS to change the new AOP distribution prior to the senate meetings to go straight to committee and that the AOPs be included in the agenda page. She stated in order maintain a written record of the AOPs, the date the AOP was sent to committee and the committee it was sent to be listed on the agenda page under a new heading of Business Sent to Committee.

Senator Rai asked why the EV chargers going in around campus are the Level 1 chargers instead of Level 2 chargers. He said there is not a lot of difference in the cost and Level 2 would be best. President Banik will follow up.

Senator Taggart asked if there was an update on Chadwick Lake. Dr. Shaw stated on the advice of consultation with professionals this was the time of year to drop the level of the lake and do some additional things to help with the management of the algae.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Committee on Campus Access – No meetings were held since the last Vice President’s report

Calendar Committee – No meetings were held since the last Vice President’s report and no meetings are scheduled to date. Proposed dates for all 2025 semesters have been sent out for review and approval. The committee plans to resume meetings later this spring when the chairs will provide all the variables and “constraining factors” that are involved in planning the semesters and discussion of the 2026 calendar will begin in hopes of having it determined and posted by October 1.

Master Plan Development and Advisory Committee – No meetings were held since the last Vice President’s report

Undergraduate Research and Creative Discovery Committee – This committee met on December 8. Campus-wide ORED Research Week is scheduled for the week of April 8. Individual units are encouraged to host their own Research Week the prior week. ORED Undergraduate Faculty Research Grant applications will soon be live on the ORED website. The deadline for applications is April 1. UG faculty can apply for up to \$2,000 to be made available as summer funding.

Dean’s Council - This committee met on January 8. Three AOPs were discussed as listed below:

AOP 12.26 Credit for Prior Learning

AOP 12.04 Final Examination

AOP 12.18 Academic Amnesty for Graduate Students

These, along with AOP 12.21 Veterans’ Academic Status, which is now eligible for its regular review cycle, have been sent to the appropriate committees. There was also brief discussion about a plan for the Graduate School to work with individual colleges to develop training for faculty serving as graduate student mentors.

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

BUSINESS TO BE SENT TO COMMITTEE

1. AOP 12.04 Final Examination (Academic Affairs committee, sent to RHFS on January 10, 2024)
2. AOP 12.18 Academic Amnesty for Graduate Students (Academic Affairs committee sent to RHFS on January 10, 2024)

1. AOP 12.21 Veterans' Academic Status (Student Affairs committee sent to RHFS on January 10, 2024)
2. AOP 12.26 Credit for Prior Learning (Faculty Affairs committee sent to RHFS on January 10, 2024)

STANDING COMMITTEE REPORTS

Academic Affairs

1. AOP 12.11 Undergraduate Student Requirements for Graduation

Senator Robichaux-Davis, on behalf of the Academic Affairs Committee, presented the committee report on AOP 12.11.

Senator Carskadon referred to point 1B: A student must make an overall 2.00 GPA on all hours scheduled and rescheduled at all institutions attended, including Mississippi State University. He asked if that meant if the student went somewhere else prior to MSU and failed to achieve a 2.0 they would not be allowed to enroll at MSU.

Senator Herrmann stated students have an MSU GPA, an overall GPA, and a transfer GPA. The transfer GPA can be below 2.0, but that averaged with their MSU GPA must result in an overall GPA above a 2.0.

Senator Mochal stated a student's prior work before their current application does not affect their overall gpa. Effectively a student's academic career would start over with a clean slate.

The motion to accept AOP 12.11 as presented passed by unanimous hand vote.

Ancillary Affairs

1. Resolution: Dean of Libraries Evaluation by all Faculty

Senator Grala, on behalf of the Ancillary Affairs Committee, presented the committee report on the Resolution: Dean of Libraries Evaluation by all Faculty.

Senator Grala stated the committee voted not to take action primarily as there is already a library survey circulated to the MSU community.

Charter & Bylaws - No Report

Faculty Affairs

1. AOP 13.21 Faculty Released Time for Specified Committee Chairs

Senator Barrett, on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.21.

Senator Barrett gave editorial corrections included in the report that were not transferred to the AOP under item 4. University Committee on Courses and Curricula Chair to be consistent with items 1. Faculty Senate President and 2. Vice President's points.

The motion to accept AOP 13.21 as presented with edit corrections passed by unanimous hand vote.

Student Affairs - No Report

University Resources - No Report

PENDING BUSINESS

NEW BUSINESS

1. United Faculty Senates Association of MS

Senator Barrett made a motion to accept the invitation to join the United Faculty Senates Association of MS. Senator Williams gave the second.

President Banik said the United Faculty Senates Association of MS (UFSAM) includes the Faculty Senate Presidents of the eight publicly sponsored colleges and universities in MS. This association collectively sent a letter of request to Dr. Alfred Rankins, the Commissioner of Higher Education in MS, requesting IHL to recognize and reinstate the practice of inviting Faculty Senate Leadership to the IHL Board Meetings.

President Banik stated Dr. Rankins had responded the morning of the RHFS January meeting and stated the IHL meetings were online and open to the public so anyone was free to attend.

Senator Rai stated that even if IHL does not recognize the body, working with other institutions would be beneficial.

Senator Fincher agreed that connecting with other institutions would be positive.

Senator Spurlin stated different university faculties have different cultures. He said we should be very cautious that becoming part of this group may look as if we were endorsing something the MSU faculty would not endorse.

Senator Gregory stated we are a diverse body in the Faculty Senate and we have official records that state when we disagree and we have the opportunity to disagree with fellow Senators.

President Banik added that was also in the last sentence of the resolution.

The motion to accept the resolution to join with the UFSAM body passed 19 to 2.

2. Resolution for Competitive Salary Structure

Senator Chamberlain and Senator Sutton made the following resolution:

In order to propose regionally competitive salary increases that would help recruit and retain faculty and staff at MSU we request that the Holland Faculty Senate conduct a thorough study

on historical employment trends at MSU and SUG institutions. This study should pay particular attention to changes in average salaries across job categories (faculty, staff, administrators, graduate students), the size of each group, total compensation costs, and cost of living.

Senator Robichaux-Davis questioned why this was a resolution and not a request for study and what is the intended outcome and purpose of conducting the study. Senator Chamberlin said he and Senator Sutton would approve the change to a request for study if it would be better served to do so. He said the purpose is simply that the RHFS would recommend appropriate salary increases and the study would provide data to form the basis for recommendations to put forward.

Senator Carskadon asked if we as an institution are not already doing this and if so, are the findings not available. He stated he believes our present administration has done more than any in the last half century to address salary increases. Dr. Shaw stated the administration does take a very close look at this information every year through the Office of Institutional Research and Effectiveness and Human Resources. He said they look at the SUG average and several peer institutional comparisons and break them down by discipline and rank. Dr. Shaw said it is not hard to comply with the request and the information can be readily made available. He added each time President Keenum speaks to the RHFS he talks of his number 1 request from a legislative standpoint is for faculty salaries.

Senator Freeman clarified that according to the bylaws, because this proposed study was not provided within the three business days prior to the meeting, the Senate is voting whether or not to send this request to a committee for further processing. Senator Gregory said if the data already exists, she suggests a change to the wording to read “we request the RHFS review all the data on historical employment trends at MSU and SUG institutions.”

Senator Freeman stated we currently have a motion and a second for the resolution and if she would like to amend it we would still only be voting on whether to send to committee or not. Senator Gregory requested the two authors clarify if they were looking for data collection before she made that motion.

Senator Freeman stated no matter what the intent of the resolution would be we are only addressing if we want to send it to a committee or not. Senator Gregory stated that it should be clarified what exactly we are sending to a committee to do.

Senator Chamberlain questioned if we are voting to send to a committee, is that committee then tasked with deciding to recommend to the RHFS they request a study or are they doing the study. President Banik stated it would be up to the committee to take action.

Senator Chamberlain stated that the data from OIRE did not include data on administrator or graduate assistant salaries nor cost of living increases. He added as much as that data is available, it is not actually what has already been provided.

President Banik stated the OIRE can pull anything within this university but it is very limited on what can be pulled on the SUG institutions as they don't offer medians or other things requested in this resolution.

Senator Rai stated that for graduate student recruitment, having competitive salaries is extremely important. He said we probably want to bring graduate students into the first sentence along with retaining faculty and staff at MSU. President Banik asked if he was proposing an amendment to the request and stated again we are only voting on whether it should go to committee or not go to committee. Senator Rai did not make an amendment.

Staff Council President Jason Corey questioned the intention from the requested results. He stated with our administration constantly saying increases were a priority it seemed as if it was only going to sow discord amongst employees when nothing could be done as we are appropriated state funds. Senate Chamberlain stated discord was not something to be avoided if it was respectful and it may encourage people to take a more critical stance. He said he knows administration is committed to this improvement, but it was also up to us as a body to reach our own conclusions over what we think they should be trying to do. He added he did not believe we were taking our responsibility seriously if we simply assume nothing can be changed.

President Banik called for the vote to send the resolution to committee.

The motion to send the resolution to committee passed 27 to 7.

President Banik asked for a motion to adjourn. Senator Robichaux-Davis made a motion to adjourn. Senator Williams seconded the motion. The motion passed by unanimous voice vote.

Meeting adjourned at 4:08 pm.

Submitted for correction and approval.

Stacy Haynes, Secretary
Dinah Jenkins, Administrative Assistant II

INTRODUCTION OF GUESTS

Ms. Harriet Laird, Senior Associate Director, OPA
Ms. Leslie Cory, Chief Human Resources Officer
Mr. Les Potts, Interim Vice President of Finance & Administration, CFO
Dr. David Shaw, Provost & Executive Vice President

REPORT OF THE FACULTY SENATE PRESIDENT

I hope that everyone is getting back in the full swing of the spring semester. I know this time of year is exciting for various reasons. Basketball is in full swing, and baseball is just around the corner. Student research is going on and the research symposium will be on us very quickly (April 11th/12th) with abstracts due by March 19th. Spirit of State Awards nominations close on February 22nd.

I want to particularly point out the Student Experience Expo on Wednesday, February 28th from 10:30am – 2:00pm in the Bost Conference Center. This is a come-and-go event designed to showcase how you can utilize the diverse programs and activities to enhance our students' experiential learning. Come check out the vast array of programs and services that you can use to incorporate experiential learning within your classroom or research. Refreshments and a food voucher will be provided.

The Spring General Faculty meeting is Monday, February 12th, 2024, at 2pm in the Colvard Student Union's Fowlkes Auditorium. I encourage you all to attend if possible. The program will include updates from President Mark E. Keenum, Provost and Executive Vice President David Shaw, Vice President for Research and Economic Development Julie Jordan, and Vice President for Agriculture, Forestry and Veterinary Medicine Keith Coble.

I informed the president of the University Faculty Senates Association of Mississippi (UFSAM) of our vote to accept the invitation and join on January 22, 2024. A meeting was held on January 29th, 2024. I will be including this committee in the reports as a committee on which I serve the Robert Holland Faculty Senate.

The Standing Committee Review Board also met on January 24th, 2024. We discussed the structure of our review board and the annual reports from the standing committees. We have about 50 out of 59 committee reports. The twelve members will be split into four groups of three members each. All groups will meet offline to review their assigned committees and be prepared to discuss their recommendations to the full board in early April.

The Student Affairs committee reached out to me concerning the student course surveys. The Faculty Senate approved the current course surveys in fall 2021, doing so with the understanding that after the initial two-year period, the survey would be evaluated. I reached out to Dr. David Shaw and Dr. Tracey Baham about the current student course surveys, and I

specifically asked whether an evaluation process has already been initiated. There has not been, but Dr. Baham said that the raw data was collected over the semesters, and analysis should be quick. I am meeting with Drs. Shaw and Baham soon to discuss.

Reports from Committees on which I Serve:

Athletic Council – This council did not meet due to the meeting date being January 17th, 2024. That day, the university held no face-to-face classes due to the weather, and the meeting was cancelled. The next meeting is scheduled for February 14th, 2024.

Dean’s Council – This committee has not met since the last report in January. The next scheduled meeting for February 12th, 2024, was cancelled as well due to the Spring General Faculty meeting.

Design Review Committee – This committee did not meet on February 1st, 2024, due to a lack of items for the committee to review. The next meeting is scheduled for March 7th, 2024.

Executive Council – This council did not meet in January due to a lack of agenda items. The next scheduled meeting is scheduled for February 26th, 2024.

Game Day and Special Events – No meeting is currently scheduled, and no meeting was held in January 2024.

Inclusive Excellence Leadership Council –The committee met on January 23rd, 2024. Delaney Vampran-Foster shared updates concerning the Office of Inclusive Excellence. There will be workshops on ways to boost funding proposals. The first was February 5th, with two additional workshops on March 4th and April 1st. Safezone has moved into this office out of the FLARE student group. A graduate student database is in the works for the university, as we have no such database currently. Recruitment boxes will be sent to prospective students with “goodies” in them (still working on what those may be). We also discussed HB 127 and the impact that this bill (if passed) would have on this university. No details to report yet.

There is also an Inclusive Excellence Certificate that faculty can get by attending 3 workshops and completing a reflection at the end of the semester. Those workshops are February 13th, March 5th, March 19th, and April 4th. Lunch/dinner will be served at all of these workshops. To register for these or any workshops within the Office of Inclusive Excellence, visit <https://www.oidi.msstate.edu/inclusive-excellence>.

As February is Black History Month, there are several workshops, discussions, and events. A list of these events can be found at <https://www.msstate.edu/newsroom/article/2024/01/msu-commemorates-black-history-month-numerous-special-events>.

Information Technology Council – This committee did not meet in January. The next meeting is scheduled for February 6th, 2024.

Master Plan Development and Advisory Committee – This committee did not meet in January. The next scheduled meeting is February 8th, 2024.

Parking and Traffic Regulations Committee – This committee met on January 25th, 2024, to discuss two topics. First, the email discussion and vote in mid-December concerning the parking for faculty and staff at the Hill Science Building on the west side of campus next to Newell-Grissom was revisited at the request of Dr. Regina Hyatt and Mr. Les Potts. The committee decided to leave the parking as is, not rezoning the Maroon (Any Permit) to be allotted to staff parking, since staff can park in the Maroon lots. This will allow students to park there if spaces are available.

Also discussed was the possibility of having an “employee of the month” space for the College of Veterinary Medicine outside of the Dean’s office at the Wise Center. After some discussion, the committee felt an approval of this would open a wave of “designated spaces” for all sorts of faculty members around campus. The decision was to deny this type of parking spaces for anyone not at a President/Vice President administrative level.

Sustainability Committee – This committee did not meet in January.

University Faculty Senates Association of Mississippi (UFSAM) – The committee met on January 29th, 2024. We discussed a report from an ad-hoc committee formed in the Fall 2023 semester consisting of various senators from across the state of Mississippi. The ad-hoc committee was charged with researching, preparing, and submitting a proposal for paid parental leave for faculty employees of IHL universities in Mississippi. The report is presented in this report as well. The conclusion of the committee is that granting 12 weeks of paid parental leave to faculty employees of IHL universities of Mississippi will have a positive impact on recruitment and retention of faculty, intellectual growth of IHL institutions, morale of employees, and Mississippi family values. Senator James Chamberlain was a member of this ad-hoc committee and is bringing this proposal to the Robert Holland Faculty Senate today.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Committee on Campus Access

No meetings were held since the last Vice President’s report

Calendar Committee

No meetings were held since the last Vice President’s report, and no meetings are scheduled to date. Proposed dates for all 2025 semesters have been sent out for approval. The committee plans to resume meetings later this spring when the chairs will provide all the variables and “constraining factors” that are involved in planning the semesters and discussion of the 2026 calendar will begin in hopes of having it determined and posted by October 1.

Master Plan Development and Advisory Committee

No meetings were held since the last Vice President’s report.

Undergraduate Research and Creative Discovery Committee

No meetings were held since the last Vice President's report. Campus-wide ORED Research Week is scheduled for the week of April 8. Individual units are encouraged to host their own Research Week the prior week. ORED Undergraduate Faculty Research Grant applications will soon be live on the ORED website. The deadline for applications is April 1. UG faculty can apply for up to \$2000 to be made available as summer funding.

REPORTS FROM FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

BUSINESS SENT TO COMMITTEE

BUSINESS TO BE SENT TO COMMITTEE

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS

Report to the Robert Holland Faculty Senate

Academic Affairs Committee

Report on AOP 12.04: Final Examination

February 6, 2024

Background

On January 10, 2024, Robert Holland Faculty Senate President Robert Banik assigned AOP 12.04, Final Examination, to the Academic Affairs Committee for review. Because the AOP did not take into account shortened-format course offerings, this AOP needed to be modified particularly with regards to Reading Day which is not always scheduled for shortened format courses. It had also been modified to include policy for students arriving late to final examinations.

Recommendation

The Academic Affairs committee recommends that the Robert Holland Faculty Senate approve AOP 12.04: Final Examination, with the edits and additional statements made by the Academic Affairs Committee.

Discussion

The Academic Affairs committee met in person on January 30, 2024 to review and discuss AOP 12.04 Final Examination. During discussion, the committee agreed that additional information was needed to further clarify specific parts of the AOP and also made some minor edits for consistency. The following additions and edits were made by the committee:

1. Within the first paragraph, instead of “All final examinations shall...”, we edited it to “All final examinations will...” and rather than “Examination Schedule” in the second to last sentence, we changed that to “final examination period”.
2. We inserted a sentence with the definition of “final examination period” following the first paragraph. Then throughout the AOP, “final examination period” replaced Examination Schedule where appropriate and for consistency.
3. The fourth paragraph was edited to “When an instructor teaches more than one section of the same course, permission may be given in advance at the instructor’s discretion to a student registered for the course to take the examination in any one of the sections, provided that procedure does not result in too many examinations for the student in one day.”
4. A sentence was added to the end of the fifth paragraph that states “If a student arrives after an examination has been submitted for evaluation, the faculty member or proctor may refuse to administer the final examination to the late student.”
5. The first sentence of the fifth paragraph was edited to include “for traditional 15-week semester courses” and a sentence was added following the first sentence that states “In the case of shortened-format terms, examinations will be available to online students for the duration of the final examination period.” A comment was added to the AOP document indicating that it is not always possible to make the final exam available for 72 hours within the final exam schedule for shortened-format courses. Within the same paragraph the phrase “with permission of the respective department head and dean” was added to the end of the second to last sentence.
6. Within the section “Three or More Final Examinations in One Day”, the word “will” was changed to “must” in the second sentence.
7. Throughout the AOP “Office of the Provost” was changed to “Office of the Provost and Executive Vice President”.
8. The second bullet point within “Student Responsibilities to Resolve Multiple Examinations” was edited to start with “Within a week” to give some time boundaries to this part of the process.

The committee reviewed the edited AOP one final time electronically and agreed that it was ready to be presented to the Robert Holland Faculty Senate.

Committee Members: Rebecca Robichaux-Davis (Chair), Frank Adams, Michele Herrmann, Skip Jack, Jesse Morrison, Neeraj Rai, Amber Robinson, James Sobaskie



AOP 12.04: FINAL EXAMINATION

PURPOSE

The purpose of this Academic Operating Policy and Procedure (AOP) is to define the policy regarding final examinations at Mississippi State University and to define the responsibility of the administrators and faculty.

POLICY/PROCEDURE

~~The Examination Schedule starts with a Reading Day. The purpose of the Reading Day is to allow students time to study and prepare for final examinations. No mandatory activity, meeting, assignment, or event for a class should be scheduled on this day. These restrictions apply to all Mississippi State University classes (e.g., face-to-face, online, etc.).~~

All final examinations ~~shall~~will be held as specified on the Examination s~~S~~chedule except those for classes meeting fewer than two lecture hours per week and/or certain other classes which may be given at particular times by special permission from the Provost and Executive Vice President. Classes meeting fewer than two lecture hours per week and all laboratories will have their examinations at the last regular meeting of the class. Evening classes will have their examination ~~at the~~on the same night of the week during the Examination Schedule final examination period~~regular meeting hour of the class during the examination period. Classes offered in shortened formats should hold the final exam during the last class period when the exams are not scheduled in the University academic calendar.~~

For the purpose of this policy, the final examination period is defined as the normal five-day (may span a weekend) period during which final examinations are scheduled.

The purpose of the Reading Day, when scheduled, is to allow students time to study and prepare for final examinations. No student activity, meeting, assignment, or event should be scheduled on this day. These restrictions apply to all Mississippi State University classes (e.g., face-to-face, online, etc.).

When an instructor ~~is teaching~~teaches more than one section of the same course, permission may be given in advance ~~(by at~~at the instructor's) discretion to a student registered for the course to take the examination in any one of the sections, provided that procedure does not result in too many examinations for the student in one day.

Students are entitled to sit through the full three hours of the allocated exam time. If a student is late for the examination but no classmates have completed the examination before the student's arrival, then the faculty member must allow the student to take the examination within the remaining examination time. If a student arrives after an examination has been submitted for evaluation, the faculty member or proctor may refuse to administer the final examination to the

Commented [BT1]: Do we need to specify classes in a 15-week semester? Would a class offered during a mini-term that overlaps the 15-week semester have to follow this procedure?

Commented [TB2]: Added during ADC Dec 2023 to prevent final exams in mini-terms from overlapping with other shortened formats.

Commented [BT3]: Do we need to specify classes in a 15-week semester? Would a class offered during a mini-term that overlaps the 15-week semester have to follow this procedure?

[late student.](#)

Asynchronous online classes will have their examination during the regular ~~(normal five-day, may span a weekend)~~ examination period. Examinations [for traditional 15-week semester courses](#) must be available to online students for at least 72 hours between the end of Reading Day and prior to the end of the exam period. [In the case of shortened-format terms, examinations will be available to online students for the duration of the final examination period.](#) Synchronous online classes will follow the normal exam schedule. [For courses delivered in a mode other than asynchronous online, the faculty member may opt to offer the final examination through asynchronous online means with permission of the respective department head and dean. In these cases, the final examination due date must include at a minimum the full three-hour session allotted by the academic calendar.](#)

Commented [RR4]: It is not always possible to make the final exam available for 72 hours within the final exam schedule for shortened-format courses.

Exceptions to the published [Examination Schedule](#) are discouraged. If an exception is deemed necessary, the request must be approved by the respective department head and dean and copies of these approvals placed on file in the dean's office. Approval for a request to change the final exam schedule must be secured at least 2 weeks prior to final exam week. Exceptions to the published [Examination Schedule](#) will be emailed and announced to the affected classes at least 2 weeks prior to final exam week.

Three or More Final Examinations in One Day

Students should not have to take more than two final examinations in a given day. To resolve the problem of multiple final examinations, students [will must](#) initiate the process and administration will become involved if necessary. The rescheduled final examination ideally should be a time that is convenient for both the instructor and the student. The rescheduling should be completed prior to the beginning of the ~~final examination period~~ [Examination Schedule final examination period](#) and the resulting examination must be administered during the ~~final examination period~~ [Examination Schedule final examination period](#). Any exception to these guidelines must be approved by the Office of the Provost [and Executive Vice President](#).

Student Responsibilities to Resolve Multiple Examinations: If the schedule has three or more final examinations scheduled on one day for a student, the student should take the following actions:

- The student should notify all instructors at least two weeks prior to the beginning of the examination period to explore if one of them can easily reschedule an examination.
- [Within a week](#), if no instructor is willing to voluntarily reschedule a final examination for the student, the student should notify the Office of the Provost [and Executive Vice President](#) so that this issue can be resolved administratively.

Administrative Responsibilities to Resolve Multiple Examinations: If the student contacts the Office of the Provost [and Executive Vice President](#), the Associate Provost will coordinate the next steps of contacting the associate dean(s) in the college(s) of the student and the professors who are giving the final examinations. The following provisions will apply:

- The affected associate dean(s) will resolve the situation and decide who will reschedule which examination.
- The lead associate dean will be the associate dean representing the college of the student.
- The decision of the lead associate dean on which examination is to be rescheduled will be the final decision.

Students should report any violation of the above policy to the instructor's department head.

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 presented to the Provost and Executive Vice President.

REVIEWED:

Executive Vice Provost and Dean, Graduate School _____
Date

Provost and Executive Vice President _____
Date

President, Robert Holland Faculty Senate _____
Date

Associate Vice President, Institutional Strategy & Effectiveness _____
Date

General Counsel _____
Date

APPROVED:

President _____
Date

Report to the Robert Holland Faculty Senate

Academic Affairs Committee

Report on AOP 12.18: Academic Amnesty For Graduate Students

February 6, 2024

Background

On January 10, 2024, Robert Holland Faculty Senate President Robert Banik assigned AOP 12.18, Academic Amnesty for Graduate Students, to the Academic Affairs Committee for review. This AOP was going through the regular 4-year review cycle. It had been slightly edited to be more clearly articulated.

Recommendation

The Academic Affairs committee recommends that the Robert Holland Faculty Senate approve AOP 12.18: Academic Amnesty for Graduate Students as received, with no additional comments or edits.

Discussion

The Academic Affairs committee met in person on January 30, 2024, to review and discuss AOP 12.18 and made no additional edits. During discussion, the committee had no concerns and agreed that AOP 12.18 should be approved as received.

Committee Members: Rebecca Robichaux-Davis (Chair), Frank Adams, Michele Herrmann, Skip Jack, Jesse Morrison, Neeraj Rai, Amber Robinson, James Sobaskie



AOP 12.18: ACADEMIC AMNESTY FOR GRADUATE STUDENTS

PURPOSE

The purpose of this Academic Operating Policy (AOP) is to assist graduate students in their pursuit of graduate education by giving them the option of invoking academic amnesty.

POLICY/PROCEDURE

Academic amnesty is designed to provide those graduate students previously enrolled at Mississippi State University the opportunity to have up to 9 hours of previously completed graduate courses eliminated from the computation of ~~his or her~~ their grade point average upon successful readmission.

To be eligible for the program, an individual ~~may~~ must not have been enrolled as a graduate student at Mississippi State University for at least three years. Academic amnesty may be requested through the student's academic dean's office after either provisional admission to a graduate program or provisional readmission has been granted by the department. Upon successful completion of at least 9 credit hours with a 3.0 or higher GPA provisional admission is removed, and the student can then request academic amnesty until the end of the semester preceding that in which the student graduates.

The ~~R~~egistrar's ~~e~~Office will ~~segment~~ update the student's academic record showing all courses and grades to be included in academic amnesty and recalculate the graduate GPA accordingly. Academic amnesty will be applied to the student's record only once and the new grade point average will be noted on the transcript at the end of the semester during which the request was approved.

The student is permitted to retake courses that were included as part of the 9 hours of coursework eliminated under the academic amnesty. All courses and grades will remain a part of the student's academic record. A notation will appear on the transcript indicating the student was approved for academic amnesty. Those courses approved for academic amnesty and then granted cannot be revalidated or applied toward the completion of another graduate degree.

The academic amnesty policy is applicable only to credits earned at MSU as part of current curriculum requirements to earn a degree. Students must be advised that the academic amnesty provision pertains only to Mississippi State University and ~~may now~~ will not necessarily be honored by other institutions of higher learning.

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, Graduate School

Date

Provost and Executive Vice President

Date

President, Robert Holland Faculty Senate

Date

Associate Vice President, Institutional Strategy & Effectiveness

Date

General Counsel

Date

APPROVED:

President

Date

ANCILLARY AFFAIRS

CHARTER & BYLAWS

Report to the Robert Holland Faculty Senate

Charter & Bylaws Committee

Report on Senate Apportionment

February 9, 2024

Background

The Charter & Bylaws Committee is charged annually with reporting the number of full-time general faculty in each college-unit and the number of seats each college-unit should be apportioned in the Robert Holland Faculty Senate.

Discussion

Apportionment in the faculty senate is controlled by Section III, Parts A. – C. (pp. 17-20) of the [Faculty Handbook](#). Therefore, apportionment is determined by the number of full-time general faculty (excludes lecturers) in each of 11 college-units who are represented in the faculty senate. Accordingly, Dr. Tracey Baham (OIRE) provided the number of full-time faculty members (excluding lecturers) at the university as of Nov. 1, 2023, including members' titles, rank, and college-unit placement. Amy Bostick (HRM) supplied data on the full-time status of nine faculty members whose full-time status was questioned. For 39 faculty members who are considered unrepresented because their placement into one of the 11 represented college-units is not clear, President Banik and Dr. Tracey Baham worked to classify them into appropriate college-units by funding type and source. If funding type and source did not clearly decide, the faculty members were sorted based on their placement during the last apportionment. The resulting 2024 faculty apportionment data are provided below. Please note that a change in faculty senate seats for college-units cannot occur until 2025, so the data provided are for reporting purposes only. Also, President Banik reported that the faculty senate office will notify the 39 unrepresented members of their college-unit placement and ensure their opportunity to vote in the senate election this year.

Committee Members: Paul Spurlin (Chair), Beth Baker, James Chamberlain, Michael Jaffe, Stephanie Lemley, Barry Stewart, Matthew Priddy, and Andrew Jarosz

Robert Holland Faculty Senate 2024 Faculty Apportionment Report

College-Unit	Faculty Count 2023	Faculty Count 2024	*Proportion of Seats 2024	Current Seats	**Projected New Seats	Difference
Arch., Art, Design	46	47	1.93	2	2	0
Arts & Sciences	344	345	14.15	14	14	0
Business	72	76	3.12	3	3	0
CALS/MAFES	166	171	7.01	7	7	0
Education	129	132	5.41	5	5	0
Engineering	146	139	5.70	6	6	0
Forest Resources / FWRC	47	46	1.89	2	2	0
Library	25	26	1.07	1	1	0
MSU Extension	88	89	3.65	4	4	0
MSU-Meridian	42	40	1.64	2	2	0
Vet Medicine	111	108	4.43	4	4	0
Total	1216	1219	50.00	50	50	0

*Proportion of Seats = (Number of Faculty in College-Unit / Total Faculty Count) x 50

**If 2025 reapportionment were to occur using 2024 data

FACULTY AFFAIRS

STUDENT AFFAIRS

Report to the Robert Holland Faculty Senate

Student Affairs Committee

Report on AOP 12.21 – Veterans’ Academic Status

February 9, 2024

Background

As part of the regular 4-year review process, AOP 12.21 – Veterans’ Academic Status was updated to correct the policy numbers and to clarify the connection to the Graduate Catalog.

Recommendation

The Student Affairs Committee recommends that AOP 12.21 – Veterans’ Academic Status be accepted as revised.

Discussion

The changes in paragraph #1 reflect the updated policy numbers and connection to the graduate catalog.

1. Students receiving educational benefits from the Department of Veterans Affairs (VA) must meet the academic standards as specified in Mississippi State University’s (MSU) AOP 12.15 Academic Suspension and Dismissal for Undergraduate Students or the Graduate Catalog from the year in which they were admitted to the degree program. The provisions of AOP 12.15 or the Graduate Catalog determine the student’s academic eligibility to enroll in future semesters or the requirement to be placed on academic suspension or dismissal. These policies also specify when a student is eligible to re-enroll after a period of suspension or dismissal and applies to all students including those who receive VA benefits.

The Student Affairs Committee also asked Andrew Rendon, the new Executive Director of Veterans and Military Affairs at MSU, to review AOP 12.21. The changes outlined in paragraphs #2 and #3 were made to align with what the Department of Veterans Affairs is currently doing.

2. An eligible student’s continued entitlement to the Department of Veterans Affairs educational benefits will only be affected by a dismissal or suspension. In the case of a

dismissal or suspension from the university, VA educational benefits will be terminated. Students may not receive further VA educational benefits until approved by the VA.

3. Based on VA rules and regulations, students receiving VA educational benefits will receive benefits only for courses that apply toward a degree program. Classes that are successfully completed may not be certified again for VA educational benefits purposes if they are repeated unless the grade obtained did not meet the requirements of the program. Additionally, VA educational benefit recipient will be allowed to apply benefits towards a retaken class in the case of a failure or withdrawal NOTE: Students must report any change in student status, such as drops/adds, change of major or withdrawals from the University to the MSU Center for America's Veterans.

Committee Members: Stacy Haynes (Chair), Iva Ballard, Tom Carskadon, Mark Fincher, Santanu Kundu, Eric Vivier, Kelley Wamsley, John Wyatt



AOP 12.21 VETERANS' ACADEMIC STATUS

PURPOSE

The purpose of this Academic Operating Policy and Procedure (AOP) is to ensure understanding and present a standardized approach to matters relating to veterans' academic status.

POLICY/PROCEDURE

1. Students receiving educational benefits from the Department of Veterans Affairs (VA) must meet the academic standards as specified in Mississippi State University's (MSU) AOP 12.165 Academic Suspension and Dismissal [for Undergraduate Students or the Graduate Catalog from the year in which they were admitted to the degree program](#). The provisions of AOP 12.165 or [the Graduate Catalog](#) determine the student's academic eligibility to enroll in future semesters or the requirement to be placed on academic suspension or dismissal. ~~This policy~~ [These policies](#) also [specifies](#) when a student is eligible to re-enroll after a period of suspension or dismissal and applies to all ~~undergraduate~~ students including those who receive VA benefits.
2. ~~An e~~ [Eligible s](#) A student's continued entitlement to the Department of Veterans Affairs educational benefits [will only be affected by a dismissal or suspension. In the case of a dismissal or suspension from the university, VA educational benefits will be terminated. is determined as follows: If a student's cumulative average falls below the acceptable level as specified in AOP 12.15 or the Graduate Catalog6, he or she will be placed on "first probation to receive VA benefits." If during the first probation semester, a student does not improve his or her cumulative GPA, VA benefits will be suspended at the end of the semester. If a student's cumulative GPA improves but an acceptable level is still not achieved, a "second probation to receive VA benefits" semester will be allowed. If the standards of progress are not achieved at the end of the second probation semester, VA benefits will be suspended.](#) Students may not receive further [VA educational](#) benefits until approved by the VA.
3. Based on VA rules and regulations, students receiving VA educational benefits will receive benefits only for courses that apply toward a degree program. [Classes that are successfully completed may not be certified again for VA educational benefits purposes if they are repeated unless the grade obtained did not meet the requirements of the program. Additionally, VA educational benefit recipient will be allowed to apply benefits towards a retaken class in the case of a failure or withdrawal .](#) ~~NOTE: Students must report A~~ [any change in student status, such as drops/adds, change of major or withdrawals from the University , must be reported to the MSU Center for America's Veterans. Veterans Administration Supervisor.](#)

REVIEW

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

REVIEWED:

Executive Vice Provost and Dean, Graduate School

Date

Provost and Executive Vice President

Date

President, Robert Holland Faculty Senate

Date

Associate Vice President, Institutional Strategy & Effectiveness

Date

General Counsel

Date

APPROVED:

President

Date

PENDING BUSINESS

NEW BUSINESS

Robert Holland Faculty Senate (RHFS) resolution in support of the Office of the Ombudsman

Proposed by Senators **Matthew W. Priddy** (BCoE) and **Stacy Haynes** (A&S)

At the November 2023 meeting of the RHFS, President Keenum shared with the Faculty Senate that there are plans to restructure the Ombuds Office¹, which will eliminate the Ombuds Office in its current form. Details were not provided about a specific timeline, but Faculty Senate was informed by Provost David Shaw in the same meeting that the offices of Title IX, HRM, and MSU Legal were being consulted about a plan of action.

WHEREAS, the MSU Ombudsperson position has previously been held by a member of the MSU faculty and the position “*serves as a neutral resource providing confidential and informal assistance to members of the campus community.*”

Purpose & Authority

The MSU Ombudsman serves as a neutral resource providing confidential and informal assistance to members of the campus community. The Ombuds Office was established to provide a confidential, neutral resource for staff and faculty, to express concerns, identify options to address workplace conflicts, facilitate productive communication, and surface responsible concerns regarding university policies and practices.

Contact the Office of the Ombuds at any point during an issue when a confidential conversation or source of information may be needed. The Ombuds will listen to your concerns, give you information about University policies, help you evaluate your situation, and assist you in making plans to address the issue or conflict. You control the process and decide which course of action to take. Contacting the Ombuds Office is completely voluntary and you choose the course of action that is best suited to your interests.

Although the Ombuds do not have the power to change University rules or policies, they can make recommendations for change to those with the authority to implement them. Often the Ombuds recommendations are based on perceived trends. While the Ombuds does not keep records of specific complaints or problems, the Office does keep track of general statistical patterns and brings concerns to the attention to those with the authority to make institutional improvements. These data may signal emerging issues, indicate new trends, highlight vulnerable groups of employees, or suggest areas of improvement. The data collection never includes details that could identify individuals' confidential information.

The Ombuds has the authority to:

- Contact senior officers of the University
- Gather information in the course of looking into a problem
- Mediate or negotiate settlements to disputes
- Bring concerns to the attention of those in authority
- Attempt to expedite administrative processes

Figure 1. Screenshot from MSU Ombuds website¹.

WHEREAS, peer institutions may have multiple ombudspersons who are elected by university faculty and serve overlapping terms² or have individual ombudspersons who serve specific constituent groups (e.g., faculty, staff, or students)³. Both systems seek to serve the constituents of the university in quick and impartial conflict resolution. Additionally, ombudspersons are recommended to report directly to the University President’s office, thus minimizing any appearance of serving a specific office or constituency⁴.

WHEREAS, the elimination of the MSU Ombuds Office can be viewed as a deterioration of conflict resolution for faculty and other members of the MSU community. While the rationale for eliminating the Ombuds Office may have been duplication of effort (e.g., multiple campus units performing the same duties), the Ombuds Office is unique in its ability to understand faculty issues and the discretion it provides. The Ombuds Office has traditionally been occupied by an MSU faculty member, which facilitates impartiality and, coupled with their extensive university policy knowledge, cannot be recreated by other departments on MSU's campus.

THEREFORE BE IT

RESOLVED,

that the Robert Holland Faculty Senate advises the University President to

- (i) take immediate corrective action to reinstate the Ombuds Office,
- (ii) work with Faculty Senate to determine an election cycle/protocol for MSU faculty member(s) to serve as the MSU ombudsperson
- (iii) explore the possibility of expanding the office to include multiple ombudspersons

References

¹<https://www.ombuds.msstate.edu/>

²<https://faculty senate.ua.edu/2023-24-ombudspersons/>

³<https://news.clemson.edu/gov-mcmaster-proclaims-oct-12-as-ombuds-day-learn-more-about-the-clemson-ombuds-office/>

⁴<https://www.ombudsassociation.org/assets/docs/Nuts-and-Bolts-for-Establishing-a-New-Ombudsman-Office.pdf>

Resolution in Support of Parental Leave Policy Adoption

Proposed in January in consultation with the United Faculty Senate Association of Mississippi (UFSAM), and the UFSAM Parental Leave Task Force

WHEREAS, the well-being and support of faculty members are integral to the success and vitality of our academic community, and

WHEREAS, acknowledging the diverse needs and responsibilities of our faculty is crucial in fostering an inclusive and supportive environment, and

WHEREAS, a comprehensive paid parental leave policy is fundamental in providing necessary support to faculty members during significant life events, thereby promoting work-life balance and retention of talented individuals,

WHEREAS, a comprehensive paid parental leave policy is a cost-efficient way to improve faculty happiness and job security,

AND WHEREAS, the faculty senates of the public universities of Mississippi desire to work with the board of the Mississippi Institutions of Higher Learning as partners in building a happy and prosperous faculty across the state through common-sense and cost-effective means,

BE IT RESOLVED, that this body hereby endorses and supports the adoption of the attached paid parental leave policy document; this policy outlines provisions for faculty members to take adequate paid leave for childbirth, adoption, or foster care placement, ensuring their ability to balance professional responsibilities with personal and family obligations.

BE IT FURTHER RESOLVED, that this resolution acknowledges the importance of establishing a fair and equitable parental leave policy that aligns with our institutional goals, and that this body strongly encourages the swift endorsement of this policy by the Mississippi Institutions of Higher Learning board, to demonstrate our shared dedication to supporting the diverse needs of our faculty members and fostering our academic environment.

Parental Leave Committee Findings and Recommendation

December 2023

Overview

In the fall of 2023, the United Faculty Senate Association of Mississippi called for the formation of an ad hoc committee charged to research, prepare, and submit a proposal for paid parental leave for faculty employees of IHL universities in Mississippi. Representatives of this committee, comprised of members from each IHL university, will be presenting the following proposal to their respective faculty senates for recommendation to the IHL.

Background

Few life events compare with the immense joy — and challenges — of welcoming a child into your family. The arrival of the helpless infant quite literally upends your life. Sleepless nights, worry, fear, deep love, feelings of inadequacy — all these and more characterize the daily inner life of the new parent. Meanwhile, the child remains utterly reliant on his or her exhausted and drained grownup(s). Under the best of circumstances, returning to paid employment can pose serious conflicts for parents, both emotionally and simply practically. Yet in the state of Mississippi, workers must use their limited personal time and accrued medical leave to take any time off work with pay. For all too many parents, insufficient employment time or lack of funds make it all but impossible to devote themselves to their children in the most critical period of their development. For a state that prides itself on family values, Mississippi can and must do better.

Paid parental leave has become a major instrument in recruitment and retention of employees at major companies across the country. Those that offer such benefits experience significantly lower employee turnover rates, which translates directly into lower hiring, onboarding, and training costs (both time and money) as well as less institutional knowledge lossⁱ. After California instituted paid parental leave, the Center for Economic and Policy Research found that 91% of employers reported neutral or boosted profits as well as improved productivity, higher employee morale, and reduced turnoverⁱⁱ. At Google, when the pre-existing paid maternity leave of 12 weeks was increased to 18 weeks in 2007 (now 24 weeks), the employee loss rates dropped by 50%--they observed a similar effect when increasing paternity leave from 7 to 12 weeks^{1,iii,iv}. From this, one can safely infer that in Mississippi going from zero to 12 weeks of paid parental leave for faculty members would have a dramatically positive effect on employees and employers.

Current Mississippi University System Policies

Currently, the only parental leave allotted to faculty members of the Mississippi University System is that which is federally mandated under the Family and Medical Leave Act (FMLA). Under federal law, an employee who has worked for their employer at least 12 months, at least 1,250 hours over the past 12 months, and works at a location where the company employs 50 or more employees within 75 miles, is entitled to up to 12 weeks of unpaid, job-protected leave per year^v. This leave is comprised of first major medical leave (MML) and then personal leave. The remainder of the 12 weeks if taken is unpaid, and the employee must pay to continue benefits during unpaid leave. MML is accrued at the following rate (Table 1):

Table 1: MML accrual rate for Mississippi Employees:

Continuous Service	Accrual Rate Per Month	Accrual Rate Per Year
1 month to 36 months	8 hours	96 hours
37 months to 96 months	7 hours	84 hours
97 months to 180 months	6 hours	72 hours
Over 180 months	5 hours	60 hours

It is worth noting at this rate, it takes over four years to accrue enough MML to cover the 12 weeks of otherwise unpaid leave afforded under FLMA (assuming the employee works until the birth date). As a result, faculty members must choose between forgoing a portion of this parental bonding time allotted under FLMA or forgoing income, which in many cases is not a viable option.

Current Peer Institution Policies

Providing paid parental leave for faculty members at Mississippi public institutions would bring us in line with some peer institutions in our region and make us more desirable than others. Referencing unpublished data compiled by Christy S. Neilson (University of Mississippi Patterson School of Accountancy) in 2018^{vi}, out of 49 public four-year institutions in the south census region (including two from Mississippi), 24.5% provided 16-24 weeks paid leave, 18.4% provided four-to-eight weeks, and 57.1% did not provide paid leave. The University of Alabama (Tuscaloosa & Birmingham), and multiple universities in Texas and Florida, all have paid parental leave policies for faculty. By instituting a paid parental leave policy in Mississippi, our competitive standing for faculty recruitment and retention would increase not only in our region but make us a more competitive option nationally. Of the 82 public four-year institutions in this 2018 survey outside of the south region, over half (54.9%) provided paid parental leave. In this same survey, the average independent ranking of universities with paid parental leave policies (incl. all national regions) was 89.3, as opposed to the average ranking for those without leave at 139.9. As the data indicates, universities with paid parental leave generally enjoy better academic reputations than those without paid parental leave.

Proposal

The proposed Paid Parental Leave (PPL) policy provides 12 weeks of paid time off for FMLA eligible employees to be used concurrently with FLMA for the birth or adoption of a child. The goal is to allow the employee time to bond with a newly born, adopted, or fostered child without the added financial burden of income forbearance or exhaustion of MML and personal leave. In addition, the employee maintains all of the benefits afforded under FMLA, including job protection, continued health insurance, and protection from discrimination or retaliation. In accordance with FMLA, job protection means employees are entitled to return to the same job, or a comparable one, after returning from PPL. A comparable job is one with comparable employment benefits, pay, and other terms and conditions of employment. Employees keep their health insurance while on PPL on the same terms as if they continued to work. For example, if an employee ordinarily contributes to the cost of health insurance, the employee must continue to pay their portion of the cost while on leave. Employers are prohibited from discriminating or retaliating against employees for requesting or taking PPL. Discrimination or retaliation can include the employer not returning the employee to the same or a comparable job, terminating employment, reducing pay or benefits, or disciplining the employee in any way. The employer has a right to advance notice from the employee. Failure to comply with these requirements may result in a delay in the start of paid parental leave.

Conclusion

It is the well-researched opinion of this committee that granting 12 weeks of paid parental leave to faculty employees of IHL universities of Mississippi will have a positive impact on recruitment and retention of faculty, intellectual growth of IHL institutions, morale of employees, and Mississippi family values.

Signatories

DocuSigned by:

Caroline A. Walker

5519B46718F24B8...

Prof. Caroline A. Walker
University of Mississippi Medical Center
Parental Leave Committee Chair

DocuSigned by:



DOE181E07E1647A...

Prof. Brian S. Burnes
Mississippi University for Women
Parental Leave Committee Member

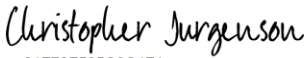
DocuSigned by:



F110795DA2E9453...

Prof. James Chamberlain
Mississippi State University
Parental Leave Committee Member

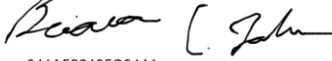
DocuSigned by:



21F78F535C0C4F1...

Prof. Christopher Jurgenson
Delta State University
Parental Leave Committee Member

DocuSigned by:



041A526405C0444...

Prof. Brianna Jahn
University of Southern Mississippi
Parental Leave Committee Member

DocuSigned by:



EE37082BA57B476...

Prof. Dawn McLin
Jackson State University
Parental Leave Committee Member

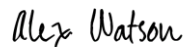
DocuSigned by:



960F6E0ADDD04E6...

Prof. Marc. E. Walker
University of Mississippi Medical Center
Parental Leave Committee Member

DocuSigned by:



89CD427842D7464...

Prof. Alex Watson
University of Mississippi
Parental Leave Committee Member

ⁱ Paid Maternity Leave is Good for Business. *Wall Street Journal*. Susan Wojcicki. Published December 16, 2014. Accessed November 18, 2023. <https://www.wsj.com/articles/susan-wojcicki-paid-maternity-leave-is-good-for-business-1418773756>

ⁱⁱ Leave That Pays. *Center for Economic and Policy Research*. Eileen Appelbaum and Ruth Milkman. 2011. Accessed online November 18, 2023. <https://www.cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

ⁱⁱⁱ Google Just Increased Parental Leave to 24 Weeks—Here’s How That Compares to Other Tech Giants. *Forbes*. Lisa Kim. Published January 27, 2022. Accessed online November 30, 2023. <https://www.forbes.com/sites/lisakim/2022/01/27/google-just-increased-parental-leave-to-24-weeks-heres-how-that-compares-to-other-tech-giants/?sh=7cf62acd2b33>

^{iv} Google Bumps Up Vacation Days and Parental Leave. *Reuters*. Paresh Dave. Published January 27, 2022. Accessed online November 30, 2023. <https://www.reuters.com/technology/google-bumps-up-vacation-days-parental-leaves-2022-01-27/>

^v Family and Medical Leave Act. U.S> Department of Labor. <https://www.dol.gov/agencies/whd/fmla>

^{vi} Neilson, C. University of Mississippi Patterson School of Accountancy. <https://olemiss.box.com/s/9fanh7fszo32yk02wcrem24wytkm2kn>



MISSISSIPPI STATE
UNIVERSITY™

DIVISION OF ACCESS,
OPPORTUNITY AND SUCCESS

DEFINING TERMS



Access = Widening opportunities to, throughout, and beyond higher education to ensure fair access across the whole student lifecycle

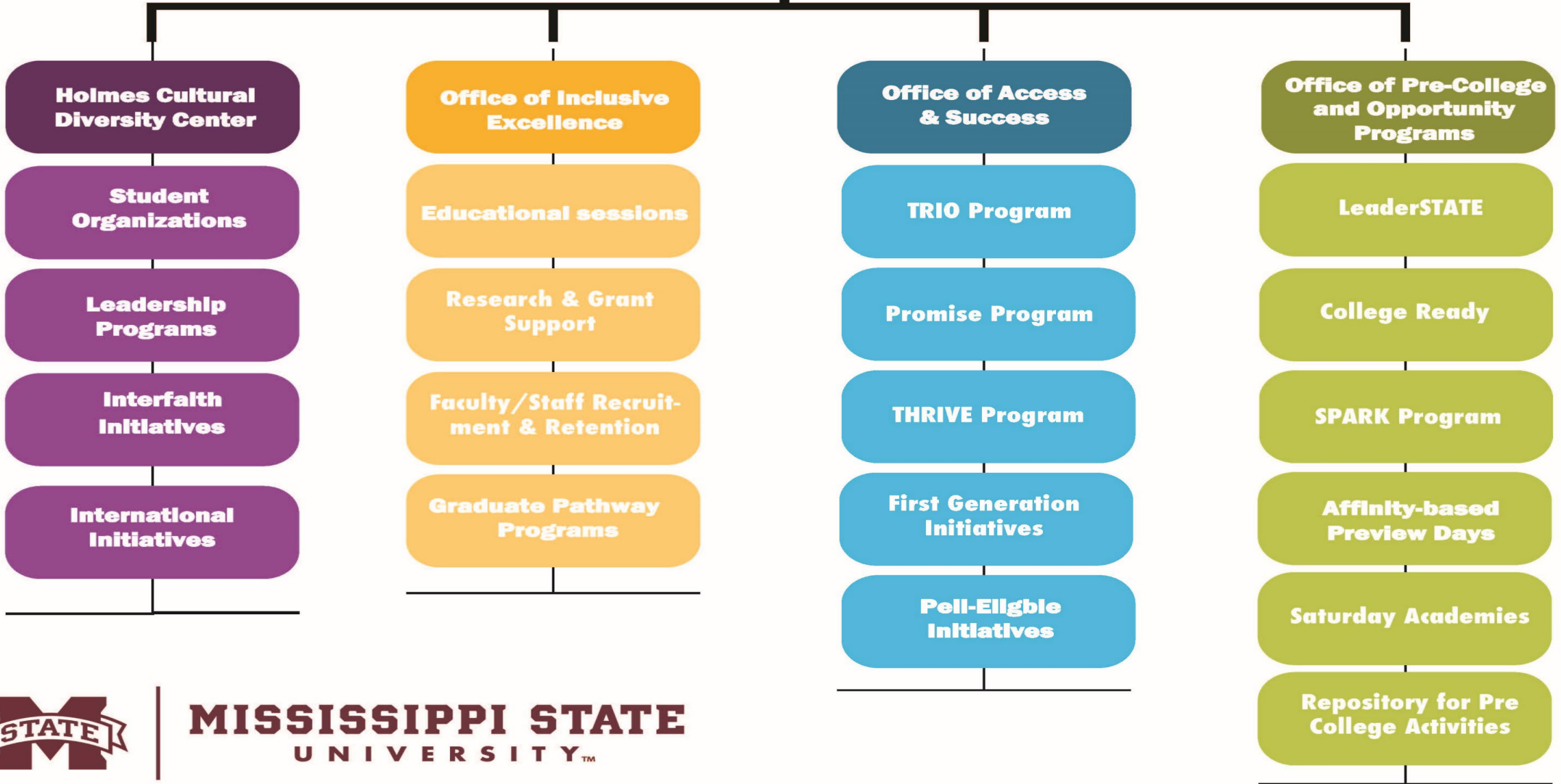


Opportunity = Activities that aim to enable individuals to acquire knowledge and skills to cultivate success



Success = The holistic support of students throughout their postsecondary education with an emphasis on persistence to the completion of educational goals

Vice President for Access, Opportunity and Success
Ra'Sheda Forbes



FRAMEWORK

Access + Success:

How do we get people to our institution?
How do we provide support to the students we accept? Do students benefit from our programs/initiatives/organizations? Are our students achieving at the highest level?
How have we updated our practices to address our current and future needs? How do we equip employees to meet the needs of students?

Campus Climate + Belonging:

Who is thriving and why? How are we celebrating the diversity of who we are? Does the work that we do facilitate a sense of belonging?

Learning + Development + Scholarship:

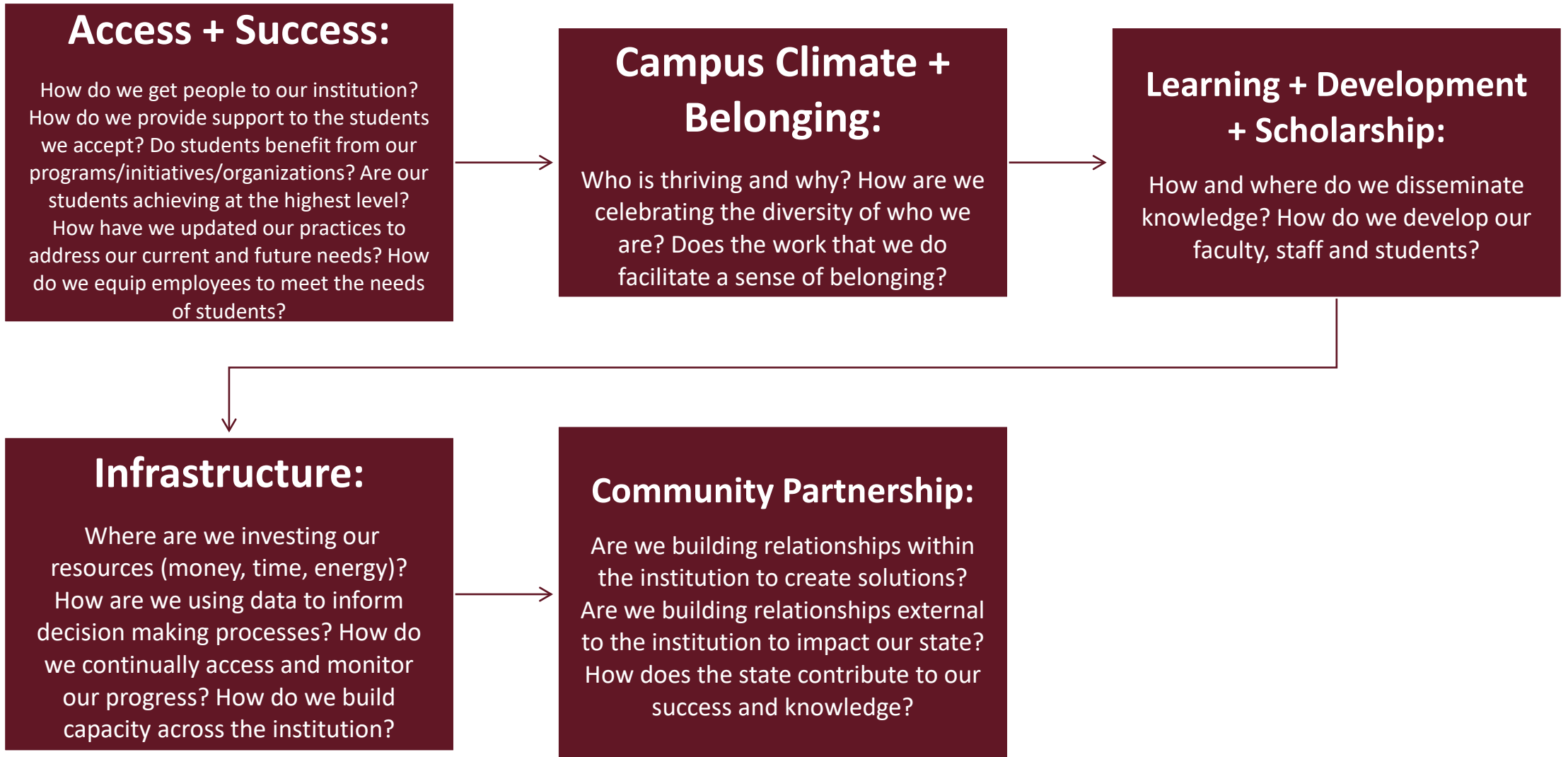
How and where do we disseminate knowledge? How do we develop our faculty, staff and students?

Infrastructure:

Where are we investing our resources (money, time, energy)?
How are we using data to inform decision making processes? How do we continually assess and monitor our progress? How do we build capacity across the institution?

Community Partnership:

Are we building relationships within the institution to create solutions?
Are we building relationships external to the institution to impact our state?
How does the state contribute to our success and knowledge?



Questions

FALL 2023 // SPRING 2024

Lyceum SERIES

KINGS RETURN

OCT. 4 // 7:00 P.M.

MASTERS OF SOUL

NOV. 16 // 7:00 P.M.

CROSS THAT RIVER: A STORY OF A BLACK COWBOY

FEB. 6 // 7:00 P.M.

HIPLET BALLERINAS

FEB. 29 // 7:00 P.M.

THE HIP-HOP ORCHESTRA

FT. Ensemble Mik Nawooj

MARCH 27 // 7:00 P.M.



**ALL SHOWS ARE FREE FOR
STUDENTS WITH VALID
MSU ID.**

STUDENT TICKETS FOR ANY
SHOW CAN BE RESERVED IN
THE CENTER FOR STUDENT
ACTIVITIES STARTING
SEPTEMBER 12 OR ONLINE
ONE WEEK BEFORE EACH
EVENT.

**VISIT
LYCEUM.MSSTATE.EDU
FOR MORE INFORMATION**

CROSS THAT RIVER

February 6th, 2024, 7PM
Betterworth Auditorium, Lee Hall
Tickets at msstate.universitytickets.com
FREE for students



A Musical Theatre Experience

“The unsettled West of the 1860s provides a new life Blue, a freedom-seeking enslaved person who escapes to Texas to become one of America’s first cowboys. This moving musical and theatrical event spotlights a significant moment in American History, when Black Cowboys lived, helped settle the West and shape the country.”

THE HIPILET BALLERINAS

FEB 29, 2024 | 7 PM
LEE HALL

[MSSTATE.UNIVERSITYTICKETS.COM](https://msstate.universitytickets.com)

FREE FOR STUDENTS

FALL 2023 // SPRING 2024
Lyceum
SERIES



Meet Hipler

The only company in the world to perform the signature trademark style, Hipler Ballerinas of Chicago, Illinois fuse classical pointe technique with African, Latin, Hip-Hop and urban dance styles rooted in communities of color. Promoting inclusivity in both their cast and audience, Hipler features true-toned tights, modern music, and dancers of all shapes, sizes and colors.

THE HIP-HOP ORCHESTRA

MARCH 27, 2024 | 7 PM
LEE HALL

[MSSTATE.UNIVERSITYTICKETS.COM](https://msstate.universitytickets.com)

FREE FOR STUDENTS

FALL 2023 // SPRING 2024
Lyceum
SERIES

EMN
ENSEMBLE
MIK NAWOOJ



Featuring Ensemble Mik Nawooj

Led by pianist JooWan Kim, the Hip-Hop Orchestra Experience featuring Ensemble Mik Nawooj creates Metamusic by sampling principles of Hip-Hop and Classical. Executed with resident MCs, a lyric soprano, turf dancer, woodwinds, French horn, strings, piano, and drums, the music is rigorous, nuanced, accessible, and free from the dogmas of Western European concert music aesthetic.