



ROBERT HOLLAND FACULTY SENATE

Corrected 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 Form 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 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 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