



ROBERT HOLLAND FACULTY SENATE

Corrected Minutes of October 8, 2023

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, October 8, 2023.

Members absent and excused were Frank Adams, Jenna Altomonte, Russell Carr, Mark Fincher, Stacy Haynes, Kris Krishnan, Stephanie Lemley, Rocky Lemus, Derek Marshall, Jesse Morrison, Adrian Sescu, Barry Stewart, Beth Stokes, Jacob Tschume.

Members absent were Paul Tseng.

The meeting was called to order by Senate President Banik.

President Banik said he received a correction from Senator Rai to change the wording in the last sentence of his last comment on page 15 from “don’t kill faculty in the process” to “don’t kill faculty’s research program in the process” and one correction from Senator Gregory to rephrase the paragraph on page 14 to state “Senator Gregory questioned why a larger overhead percentage is not used instead of the proposed fee or percentage on faculty salaries as the EOP proposed.”

Hearing no further corrections, President Banik asked for a vote to approve the amended minutes from the October 6, 2023 senate meeting. Senator Barrett made a motion to approve the October minutes. Senator Robichaux-Davis seconded the motion.

GUESTS

Mr. Tom Ritter, IT Senior Security & Compliance Officer

Mr. Ritter gave a PowerPoint presentation which can be found on page 14 of these minutes.

Mr. Ritter spoke to the Senate about the upcoming security and compliance changes at MSU and the seriousness of the problems that are being seen, especially in higher ed. He began by saying that on the first day of classes at the University of Michigan the internet had to be completely turned off and stayed off for the first 3 ½ days of classes. Mr. Ritter said although

they have not said publicly what the issues were, the FBI and their law enforcement partners were brought in.

Mr. Ritter stated he would only be forced to completely shut down the internet if a) our data was being lost by going to a foreign country, b) we had encryption problems and they were holding us for ransom, or c) a data breach, such as the University of Minnesota, which had 7 million social security numbers accessed that dated back to 1989 from a 2021 security breach. Mr. Ritter added that the “bad guy” had gained access for a long time and it would be the same as someone gaining access to all the information on Banner.

Mr. Ritter said with Ransomware they destroy and encrypt your research data and hold it for ransom. MSU has experienced ransomware in five departments. He said most of those were in 2016 before we changed to a new security system. Mr. Ritter said an office employee opened an email one day and ran a program that destroyed the desktop data and all the files they could write to which was the entire department’s common share.

Mr. Ritter said we must have more user awareness as 91% of targeted attacks begin with a phishing email and 10% of MSU users will answer a phishing email. Mr. Ritter said attackers will ask if you are available and go from there in getting your information. Mr. Ritter said phishing emails were previously more recognizable with spelling errors, but there are more savvy hackers now and AI will continue to make them more difficult to recognize.

Mr. Ritter said we had a targeted phish from a Dropbox where they pulled names from our HRM benefits employees to send a message. He said it had a look-alike domain name similar to msstate.edu that they had purchased just 48 hours previously to sending it to 1,500 employees.

Mr. Ritter said a look alike FedEx malware was sent to a campus office employee that had sent a FedEx package the day before. He said they received an email stating there were issues with shipping and delivery and had a zip file attached, so the employee opened the zip file and it destroyed a complete department’s information.

Mr. Ritter said Payload is another example of malware. He said a hacker sent a look alike msstate.edu login to campus and 30 people logged in and gave away their name, social security number, date of birth, and address. Mr. Ritter said these were all examples of external attacks.

Mr. Ritter said MSU has had insider attack threats as well. There were two malicious students who went into labs and put a keystroke logger into the computers. The first student knew about financial aid so he opened a fake bank account and deposited people’s financial aid. Mr. Ritter said the second student was able to change grades and raised his grade to a “C” and lowered the grades of other people that he did not like.

Mr. Ritter said there are constant attacks from all over the world to gain access to personal information. He said we have had 8-character minimum passwords since 2005 and he has never expired a password. He added that we moved to Duo for extra security, but now have close to 20 years of usernames and passwords exposed. Mr. Ritter said we must move to a 16-character

passphrase of words together instead of random letters, numbers, and symbols. Mr. Ritter said they have found it is better to have length than complexity as it is much more difficult to access.

Mr. Ritter said Multi-Factor Authentication (MFA) can cause push fatigue where you then receive a lot of MFA notifications then begin to accept the pushes without thinking. Mr. Ritter said he would consider a password manager app and that YubiKeys is supported.

Senator Freeman asked if the YubiKeys are an option to get from ITS and if there was a way to use the new ID cards to work the same way as the YubiKeys. Mr. Ritter answered that the ID cards would not be able to be used in that manner. He said ITS can install the YubiKeys for you but it would be up to you to purchase and they cost \$25 - \$50 depending on where you want to use them.

Senator Freeman asked if they will still be giving out dongles for free and Mr. Ritter said they would but those are dying off at a fast pace.

Senator Walters asked about the people still using dongles and Mr. Ritter answered there would be no change.

Senator Beckman asked for a password manager recommendation. Mr. Ritter said he would have recommended LastPass but it recently had a major security issue. Bitwarden is a commercial app you could purchase. He added KeepPass is a free app and one he uses but there are others as well.

Senator Jaffee asked when the changes were coming. Mr. Ritter answered the Duo Verified push is coming in March with more information coming out as that date gets closer.

Senator Freeman asked if they would have to send a push multiple times while in the classroom with the new Duo Verified as they do now. Mr. Ritter answered that it would be the same as now, however if you had a YubiKey or a FOB to generate a password you would not.

Senator Freeman asked if it was possible to delay the new authentication until after the semester is completed to assist with time and to adjust to a new system. He added when changes are made in the middle of the semester it makes it very difficult on all. Mr. Ritter stated he is very sensitive to the classroom experience and would look into it.

Senator Kundu asked about misplacing the YubiKey and Mr. Ritter said it would be on your keychain and you would carry it with you, then when you are asked to authenticate you would select the YubiKey choice and tap one time.

President Banik called on Senator Matthew Priddy and introduced him as our newest senator who was just elected to represent the Bagley College of Engineering.

Senator Priddy then asked about the time Mr. Ritter mentioned for compliance and whether he could expand. Mr. Ritter said compliance is a complicated business dependent on what kind of

project or money you get. He stated the draft of the Information Security program has about 14 controls and those are the ones they are moving to implement campus-wide.

Senator Wyatt looked up the YubiKeys on Amazon and said they came with USB-C or USB 2/3 and while his laptop is USB-C, all the classrooms are USB 2/3. He asked if they would need to purchase more than one YubiKey. Mr. Ritter answered the YubiKey would need to be compatible so it would be the lower, older one.

Senator Tagert asked if this would affect the off-campus locations such as the Extension and R&E Centers. Mr. Ritter said it would long term.

Dr. Shaw Question

President Banik said Dr. Shaw was in attendance and would take questions from the floor.

Senator Gregory asked Dr. Shaw if the registrar and department heads could be required to have information as to what they are teaching before the bookstore, deans, and department heads begin their notification of books to be adopted. Dr. Shaw stated that he saw those emails and had questions as well so he would absolutely report back with information at next month's meeting.

REPORT OF THE FACULTY SENATE PRESIDENT

Where has the time gone? The semester seems to be flying by without a hint of slowing down. Still, take some time to enjoy the coming fall weather. Biking, walking, or hammocking in the fall is a favorite of mine.

Since the last meeting, I sent out an update on the passed resolution concerning EOP 37 on September 20th. For anyone who may have missed that update, the email from Dr. Jason Keith, Dean of Bagley College of Engineering, is included below:

“In response to the Faculty Senate letter to President Keenum regarding EOP 37, we will delay implementation. Dr. Babski-Reeves and I will begin meeting with Drs. Shaw and Jordan, the BCoE Faculty Senators, and President Banik and the Executive Committee of the Faculty Senate to find a plan that accomplishes the goals of (1) providing more time for research through reduced teaching loads, and (2) a sustainable funding solution to do so, to incentivize faculty, and increase externally funded research activities in line with MSU’s Strategic Plan for Transformational Change.”

Dr. Jim Dunne and I met on September 26th to discuss the standing committees. Several committee chairs have responded, but we are waiting for a few chairs that have not. We hope to provide updates on the general status of most committees very soon.

A general call for applications for the 2024 Grisham Master Teacher Awards, the 2024 Donald Zacharias Early Career Undergraduate Teaching Excellence Awards, and the 2024 Alumni Association Graduate and/or Professional Teaching Excellence Awards has been posted to the website of the Office of the Provost. Deadlines are October 22nd if teaching can only be observed in

the Fall 2023 semester or January 7th if teaching can be observed in the Spring 2024 semester. Please consider nominating a deserving faculty member to one of these prestigious awards.

Reports from Committees on which I Serve:

Athletic Council – This committee met September 13th. Deputy Athletic Director for External Engagement Tom Greene gave updates on a new ABC/ESPN contract for broadcasting, our new script State secondary mark, and the Bulldog Initiative, among other topics. Athletic Director Zac Selman gave updates to the group about a new streaming series featuring SEC football filming Spring 2024 and the new strategic plan for the Athletic Department (serve, together, act, transform, excel).

The faculty appreciation game for football will be October 7th against Western Michigan. New this year is the \$15 ticket option for faculty in the lower bowl of the stadium or the \$5 ticket option for the upper bowl. There will also be a practice day for faculty and staff to attend on October 3rd (or 4th with rain).

Updates were given by Athletic Academics. There were 107 new graduates this past spring, and 33 athletes currently playing have graduated. Overall GPA was 3.18 at the end of Spring 2023.

Updates were also given by Student-Athlete Development. Several workshops and service projects were held. There are two local schools that will host teams on Fridays at the schools. There will be a new Bulldog Pit Crew for student athletes to learn about car maintenance. Men's Tennis will be working with the ACCESS program, with other teams working with ACCESS throughout the year.

Dean's Council – This committee did not meet on September 11th. The next meeting is scheduled for October 9th.

Design Review Committee – This committee met on September 7th to discuss renovations and site plans to Dorman Hall and Howell Hall. Dorman Hall was approved with the proposed site plans. Howell Hall was approved contingent on adding additional ADA parking around Howell/Giles/McArthur Halls. This loss is due to the closing of College View Drive and connecting Bailey Howell Drive to Bost Drive.

Inclusive Excellence Leadership Council – This committee has not met since our last meeting. I received an email update was on September 28th stating that the committee will be convening soon with Christine Jackson leading the committee. The goal of the committee is to coordinate efforts that enhance the missions of research, teaching, and service by creating affirming efforts and preparing our students to thrive in a diverse and interconnected world, which is one of the core values of higher education.

Executive Council – This committee did not meet on September 25th. The next meeting is scheduled for October 23rd.

Game Day and Special Events – This committee met on September 12th to discuss SEC Nation coming to campus on September 16th for the LSU-MSU football game. Location of the SEC Nation stage and the Nissan Heisman House were discussed.

Information Technology Council – This committee met on September 5th. Topics included the

new Verified Push (DUO) to allow access to MSU owned computers and devices. There will now be a code instead of a green check on DUO to gain access. This will roll out no later than March 2024.

Also discussed were the lengths of passwords. To ensure greater security, passwords (or phrases) should be between 16 and 24 characters long.

An update on the SEOS cards was also given. Approximately 300 cards have been printed as of the meeting date.

Master Plan Development and Advisory Committee – This committee met on September 14th via WebEx. The discussion consisted of a fountain to be placed between Mitchell Memorial Library and Hand Chemical Lab. The fountain was approved and is in the process of being installed.

Parking and Traffic Regulations Committee – The committee meeting on September 28th was cancelled due to the lack of agenda items. The next scheduled meeting is on October 26th.

Sustainability Committee - This committee has not met since our last meeting.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Academic Deans Council – No meetings were held since the last Vice President's report. Next meeting is scheduled for Monday, October 9.

Committee on Campus Access – This committee is tasked with spending the \$2.4M budget to retrofit facilities that do not have other monies accessible for ADA updates and to make repairs that impact accessibility on campus.

Through the MSU accessibility website (www.accessibility.msstate.edu), the need for a redesign was identified. The remaining money from the fiscal budget for 2023 (approximately \$200,000) is being allocated for redesign of restrooms in Allen Hall.

Calendar Committee – No meetings were held since the last Vice President's report, and no meetings are scheduled to date. The chair has communicated that the Provost's Office plans to have the 2025 calendar draft to the Committee early in the fall semester for review/input.

Master Plan Development and Advisory Committee – A \$70K gift from former employee, Sam Hogue, has been designated for the installation of an interactive fountain to be installed between the Hand Lab and the Mitchell Memorial Library. Designs are being evaluated now.

Undergraduate Research and Creative Discovery Committee – A representative from the Office of Admissions asked for stories about undergraduates conducting research. Anyone who would like to share such a story can contact Lana Bentley in that office at lk255@msstate.edu. We also had a first look at a new Canvas course that is being developed specifically to introduce undergraduate researchers to the responsible conduct of research. Once launched, this site will walk undergraduate students through a 2-hour course similar to that which faculty and graduate student researchers must complete through CITI.

REPORTS FROM FACULTY DESIGNATES ON UNIVERSITY COMMITTEES
BUSINESS TO BE SENT TO COMMITTEE

STANDING COMMITTEE REPORTS

Academic Affairs

1. AOP 12.08 Requirements for Academic Programs and Academic Consortial/Contractual Agreements (Academic Affairs)

Senator Robichaux-Davis on behalf of the Academic Affairs Committee, presented the committee report on AOP 12.08.

The motion of the Academic Affairs Committee to accept AOP 12.08 as presented passed by unanimous hand vote.

2. AOP 12.29 Undergraduate Admission Requirements

Senator Robichaux-Davis on behalf of the Academic Affairs Committee, presented the committee report on AOP 12.29.

Senator Musser gave a suggestion to have the links in the AOP be clickable.

The motion of the Academic Affairs Committee to accept AOP 12.08 as presented passed by unanimous hand vote.

Ancillary Affairs

No Report

Charter & Bylaws

1. Letter of Request from Provost Concerning AOP Assignment to Faculty Senate Committees

Senator Spurlin on behalf of the Charter & Bylaws committee, presented the committee report on the Letter of Request from Provost Concerning AOP Assignment to Faculty Senate Committees. The Charter & Bylaws Committee recommended the senate amend the section of the bylaws by inserting new language to meet this request. Senator Spurlin added since the committee was recommending changing that section in the bylaws, they also recommended amending voice voting versus hand voting.

President Banik opened discussion for questions and comments.

Senator Robichaux-Davis asked if the committee considered OP 01.01 to make certain we do not violate the time period. She said OP 01.01 stated that *within the review cycle, any given entity reviewing has 30 days to do so and should any of the reviews not be accomplished within 30 days the policy shall be deemed approved by the entity failing to complete the review.*

Senator Spurlin said they did not look at that policy but would check. He added the motion may put us more in line with that policy.

Senator Robichaux-Davis said AOP's that are pulled for an early review seem more pressing and should be sent to committee as soon as possible. She questioned why the committee decided they should first be voted on by the Senate to be sent to committee. Senator Spurlin stated the committee was unanimous that AOPs go through Senate but no reasoning was given. However, after some discussion the committee did agree it would be acceptable for the President to decide on a committee if the AOP was part of a normal 4-year review cycle.

Senator Robichaux-Davis asked about the committee suggestion on amending the Senate Bylaws on voting that the President had an option to call for a hand vote or a voice vote or if the default is always a voice vote. Senator Spurlin said the President has the option of calling for a voice vote or another method of voting. Senator Robichaux-Davis clarified that if there should be a debate and the president feels that it's going to be a very close vote or a split vote, they can at that point in time make the decision to use a hand vote. Senator Spurlin stated that was correct.

Senator Mochal stated she thought, on the question of voice votes and hand votes, that it was based on the number that was recorded in attendance. Senator Spurlin stated it is a simple majority of the Senate, but if someone thinks it is not clear they can ask for a hand vote to cover the discrepancy.

Senator Rai stated if an AOP is received a few days before the meeting it would not be a realistic expectation that the assigned committee could review it for the upcoming meeting. Senator Spurlin said this recommendation gives the option to review the AOP faster. Senator Rai stated the 30-day AOP review could become a problem in the future.

Senator Carskadon asked that the Senate be informed when an AOP has been received and what committee the President has sent it to for the Senators to give input to that committee if desired.

Senator Robichaux-Davis asked that along with Senator Carskadon's request to be informed of the AOP being sent to committee, that the Senate be told when the official day 1 of the 30 days is so that can be taken into account of the review.

Senator Kundu commented changing the voting sounded like it would be more complicated.

Senator Messer commented the report language states *another method of voting may be used except that if one-third of the senators present request it, the vote must be by show of hands*. He asked for clarification that if a vote occurs and you do not think the president ruled correctly, then a single senator can request a hand vote. Senator Spurlin agreed and stated the one-third language was already in the bylaws so they were trying to change as little of that language as possible.

Senator Messer commented that the language *referring to the appropriate standing committee* be changed to *the committee previously reviewed and approved* as he stated *appropriate* is a vague term. He added that the President does not have discretion to committee shop without the approval of the Senate, it would just keep business rolling as it has been. Senator Spurlin said at present even though it may seem like the Senate is voting to send it to a particular committee the vote is just to send to committee and the committee it goes to is at the President's discretion.

Senator Robichaux-Davis stated that in general AOPs are numbered and coded as to what committee they go to based on that numbering. She continued saying the Academic Affairs committee usually has AOPs that begin with a 12 while Faculty Affairs usually has ones that begin with a 13 and so on for other committees. Senator Robichaux-Davis added if a committee has two or three AOPs they are currently working on, the President can monitor and make certain one committee is not being overtaxed therefore has the flexibility to send to a different committee.

Senator Messer said his understanding from the last meeting is the Senate votes to send to a committee but the President has presented which committee before the meeting. He said then we can vote not to send it to a committee if we don't like the committee the President has assigned so it then goes back to the Executive Committee.

President Banik stated that if the Senate votes to not send it to committee then the AOP will sit there and by OP 01.01 the Senate has then approved it because nothing was done with it.

Senator Gregory clarified on OP 01.01 language that the start date of the 30-day AOP review is when it is sent to committee, but if Faculty Senate does not approve sending it to a committee, it is never approved. President Banik stated that was correct and that it will get approved if we do not act on it in those 30 days, however the Senate does not get to review or voice their opinions.

Senator Gregory stated it would be best to send the request back to the committee to be redeveloped and brought back to Senate.

Senator Spurlin stated a Senate committee only investigates the AOP, then gives a report on their findings. The Senate body makes the decisions.

Senator Robichaux-Davis requested the committee separate the original request from Dr. Shaw and the changes to the voting procedures to make those two separate issues.

Senator Spurlin withdrew the motion from the Charter & Bylaws Committee.

Faculty Affairs

1. AOP 13.20 Exit Interviews of Departing Faculty

Senator Barrett on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.20.

Senator Barrett stated the AOP had come up for rescission as the HRM policy 64.405 incorporated a lot of the similar language but AOP 13.20 had a couple of things not incorporated into the HRM 64.405 policy therefore the committee does not suggest its rescission.

Senator Rai asked if the department head, dean, director, or someone else performs the exit interview. Senator Barrett responded that his understanding was it would be done with the immediate supervisors as that in the language included in the policies.

Senator M. Priddy suggested that when the language of the AOP is changed there should be an alternate, third-party person other than your department head, dean, or director to conduct the interview as you may not want to discuss issues with your immediate supervisor. President Banik responded that we were not voting on a language change but only to rescind or not rescind the AOP.

Senator Williams said the AOP stated the faculty member shall be granted an opportunity for an exit interview with the appropriate department head, dean, or director as requested by the exiting faculty member. He added if you did have an issue with your department head you could request to meet with the dean instead. Senator Barrett responded that was correct but we were not voting on a language change but only to rescind or not rescind the AOP, but he would make notes of the language suggestion as it could possibly be incorporated in the future in the HRM 64.05 policy.

Senator Williams added he likes having it both as an AOP and HRM policy as years ago some of the Senate members were put on a bullying task force and did a good amount of work to present. He added that in the end HRM came back and said they already had a policy and because it was not an AOP they were going to continue to use their policy and not use the task force suggestions.

Senator Gregory stated the date on the AOP is 2018 and asked if it should have been reviewed recently. She added that today should focus on the vote to rescind or not, but she does think it is a good idea to go to committee for review. President Banik agreed it should have already come up for review and today's vote is only to rescind or not rescind the AOP.

Senator Freeman stated if the Senate would like to send this to committee it should be put in a written request to the responsible executive.

The motion of the Faculty Affairs Committee to not rescind AOP 13.20 passed by unanimous hand vote.

Student Affairs - No Report
University Resources - No Report

PENDING BUSINESS

NEW BUSINESS

1. Resolution for Dean of Libraries Evaluation by all faculty

A resolution was presented that the Dean of Libraries should be evaluated by all faculty in the annual Faculty Confidence Survey conducted by the Faculty Senate.

President Banik opened the floor for discussion.

Vice President Breazeale suggested a Customer Service Survey would be more appropriate to gather the same data as to not dilute the Library Faculty and Staff's voices.

Senator Gregory stated the Faculty Confidence Survey evaluates the Dean of the Graduate School as that impacts most college and departments. She said this also applies to the Dean of the Library in making decisions that impact all the faculty, not just the Library faculty.

Senator Sutton asked if the Faculty Senate survey was separate from the Library faculty evaluation of their dean. President Banik replied that it was not separate but was one survey. Senator Sutton asked if the Library respondents could be separated for the report.

Senator Messer asked if it would be possible to design two sets of questions that would be specific to people that report to the dean and another set specific to people who are affected by the Dean with both sets having a N/A option as to if it applies to the specific person.

Senator Robichaux-Davis stated the Dean of the Graduate School does not have faculty who report directly to them, however the Dean of the Library does. She said the relationship between faculty who work in the library is different than those who use it as a service entity. Senator Robichaux-Davis stated there are students in their department who still do not have textbooks so would very much prefer to evaluate Barnes & Noble than the Library. She added having an opportunity to evaluate the Library Dean should be done separately than the Library faculty.

Senator Spurlin said from a data collection standpoint allowing people to self-select the group they are in with relatively few people in the library could introduce a lot of noise into the results so there would be more accuracy with a separate instrument.

Senator Musser said as he recalls, you log in to the survey using Duo, which then gives your respective dean and department head. He said because it is already segmented he thinks it

could easily give Library questions to those not Library faculty while giving Library faculty additional questions to evaluate their Dean.

Senator Rai stated the subcommittee that handles the survey could find a way to address some of the concerns raised. President Banik replied it was the Ancillary Affairs committee.

Senator Carskadon stated he echoes what Senator Breazeale and Senator Robichaux-Davis said and that it would be bad to dilute the voices of the people who actually report to the Dean of the Libraries with hundreds of others who do not.

Senator Sutton stated she likes the idea of the resolution going to committee as she believes the mechanism we currently have would be able to be used. She said faculty now evaluate their dean, but they also evaluate the President and Provost so the Dean of the Library could still get separate reports for their direct reports as well as one for the remainder of the university.

Senator Williams stated this seems like something that would be well discussed at the Committee of Institutional Effectiveness, which he is the Senate designate for although they've never had a meeting. President Banik replied they were looking into that issue.

Senator Robichaux-Davis asked if the amendment was voted down today could it come back as a resolution or can it come back as a request for study. President Banik stated now we were just in discussion to adopt or amend the resolution.

Senator Williams made an amendment the resolution be sent to committee. Senator Spurlin gave the second. The motion passed.

President Banik asked for a vote to send the original resolution to committee. The motion passed.

2. Resolution for Mandatory Training of Administrators for Faculty Evaluations

A resolution was presented that all administrators (department heads, center directors, deans) complete mandatory training on the few faculty evaluation requirements and methods for faculty in their respective units.

President Banik asked for a motion to accept the resolution. Senator Wyatt gave the motion to accept. Senator Gregory gave the second. President Banik opened the discussion.

Senator Mochal agreed there should be training for evaluations but questioned who was proposed to do the training as evaluating faculty in Veterinary Medicine is vastly different than faculty in other areas.

Senator Rai stated that we currently have the evaluation rubric and metric which refers to having some kind of consistency where there is a lot of discrepancy within different units. He said the initial intent of the resolution was to send to a committee to look at the aspect of who was to do the training.

President Banik stated it should not have been sent as a resolution with that intent.

Senator Wyatt stated the evaluation training does need to be done as he has had seven department heads and it has been inconsistent across all seven of them. He said there should be generic training on the forms and rubrics because basically everything else is based off your P&T departmental document and that would be different for everyone.

Senator Gregory stated while HRM has training it is not mandatory, however they do have the specialist assigned to each college and unit who should be able to work with each. She said the evaluation would need to be general enough to apply to all colleges and units but the specialists would be able to assist with the differences. Senator Gregory added that we now also have the contumacious conduct and collegiality aspect, so having general consistency to make certain department heads cannot use things against the faculty should they disagree and stated consistency would be beneficial.

Dr. Shaw stated Dr. Jim Dunne, in his office is serving as Faculty Affairs Associate Vice President and has already began working with HRM and Legal on developing and putting together a framework for this. He said once developed he and Dr. Dunne can bring it to Faculty Senate. Dr. Shaw added we need to get the rigor and consistency in the process.

The resolution passed by unanimous vote.

Other New Business

Senator Mochal stated CVM has a seat on the University Faculty Grievance Committee that is not being filled as it calls for an Associate or higher-level tenured professor. She said due to CVM having over 70% Clinical track most of the faculty cannot fill that position. She asked how the language can be changed. President Banik said the Advisory Board needed to make that change and many of those committee descriptions need to be updated.

Senator Freeman suggested sending a request for AOP 13.05 to be reviewed to include that language.

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

Meeting adjourned at 4:13 pm.

Submitted for correction and approval.

Stacy Haynes
Dinah Jenkins, Administrative Assistant II

Security and Compliance Changes

Tom Ritter

**Security and Compliance Officer
Office of the CIO**



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Data Breach Taps 30 Years of Sensitive Info at University of Minnesota

With the help of an outside firm investigating, the university learned in July that, as far back as 2021, a hacker accessed some 7 million Social Security numbers of applicants, students and employees dating to 1989.

September 22, 2023 • Liz Navratil, Star Tribune, Minn.



Cyber attack on CU exposes personal information

Hit with ransomware attack, Howard University forced to cancel classes

Law enforcement agencies warned that the weekend could be ripe for attacks.

Forbes

EDITORS' PICK | Jun 29, 2020, 08:40am EDT | 16,833 views

The University Of California Pays \$1 Million Ransom Following Cyber Attack

University of Utah pays \$457,000 to ransomware gang

University officials restored from backups, but they had to pay the ransomware gang to prevent student data.

The Increasing Threat of Ransomware in Higher Education

Steve Scholz, William Hagen and Corey Lee Tuesday, June 22, 2021 Cybersecurity and Privacy

7 min read

LOCAL NEWS >

What caused the internet outage at University of Michigan this week?

CBS NEWS
DETROIT

BY MEREDITH BRUCKNER

AUGUST 30, 2023 / 6:20 PM / CBS DETROIT



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Office of the CIO

Ransomware has happened here....

- Five departments compromised and one individual laptop
- All local data on individual machine and network shares encrypted
- Data restored from previous daily backup
- Backup Strategy is critical!
- Network storage
- Logical segmentation of unit storage has been a big protector of data
- User awareness



Changing security landscape...

- **Increased federal compliance requirements**
- **Increased security requirements**
- **Audits and external review**
- **Less “hobby” hackers, more stealth and nation-state/cybercrime**
- **Concerns about insider threats**
- **Increased financial and reputation risk**
- **Constant targeted attacks, more ransomware, all show the need for enhanced security and user awareness**

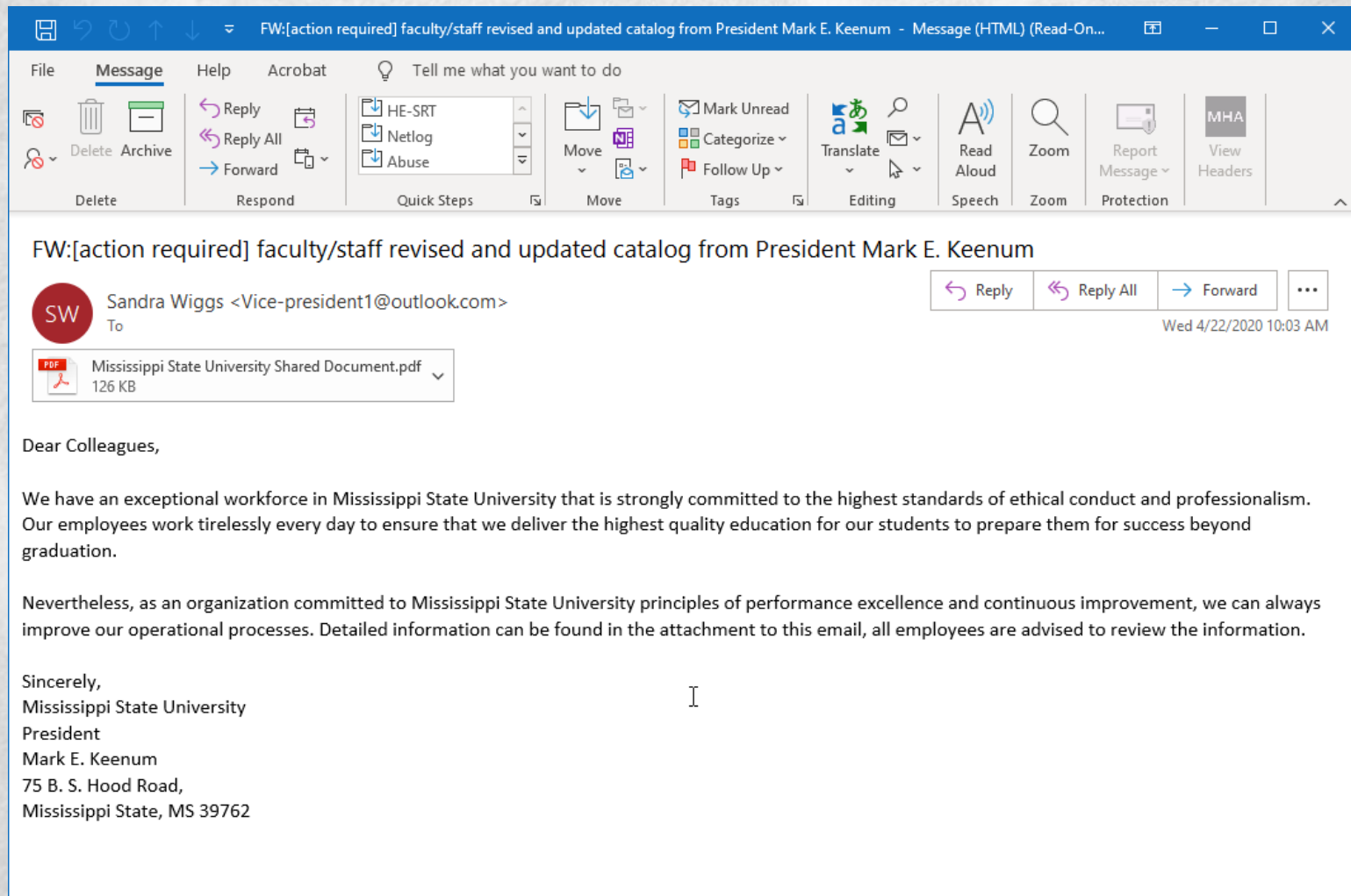


Protecting our faculty and staff – Why is Email Central?

- **Email is the most common attack vector**
- ***91% of targeted attacks start with email***
– ***Proofpoint***
- **~10% of MSU users WILL answer a phish**
– **Actual penetration testing statistic**
- **Email compromise attacks more common than ever. IE. “Are you available?” Gift cards scams, sextortion, job offers, fake HRM notices, etc.**



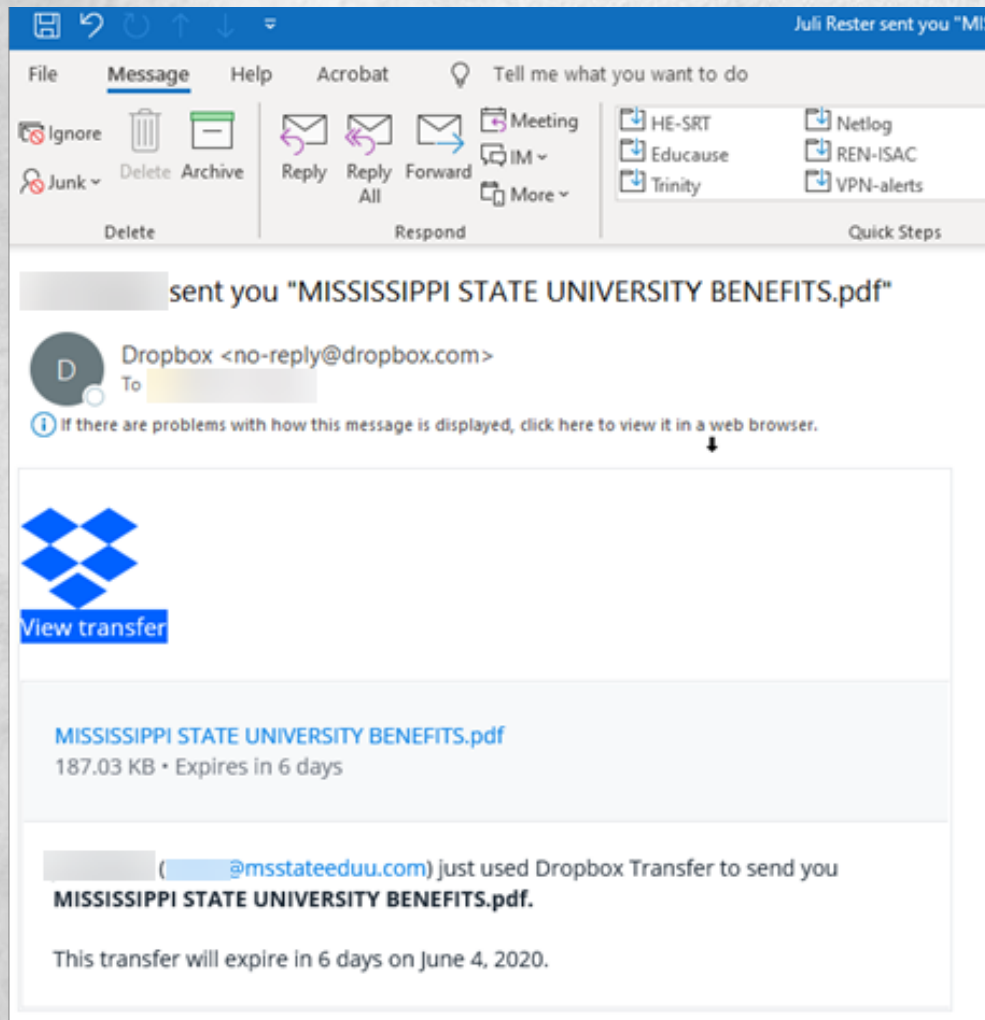
Targeted Phishing



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Notes

~1500 copies delivered

Hacker did reconnaissance!

Real HRM User with relevant topic!

Fake “look-alike” domain

@msstateedu.com

Simple payload

Came from a real service!



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[PossibleSpam][19.5] Shipment delivery problem #00444895 - Message (Plain Text)

File

Message

ADOBE PDF

Tell me what you want to do...

Ignore

Junk

Delete

Delete

Reply

Reply All

Forward

Meeting

IM

More

Possible Spam

Abuse

MIR3

Netlog

Educause Lists

REN-ISAC

Move

Rules

OneNote

Actions

Mark Unread

Categorize

Follow Up

Delete

Respond

Quick Steps

Move

Tags

Thu 10/13/2016 3:20 PM

FedEx 2Day <[REDACTED]>

[PossibleSpam][19.5] Shipment delivery problem #00444895

To [REDACTED]

Label_00444895.zip

8 KB

Dear Customer,

Your parcel has arrived at October 10. Courier was unable to deliver the parcel to you. You can review complete details of your order in the find attached.

Kind regards,
Ronnie Henson,
Delivery Agent.

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myState

Authentication Management

Security Confirmation System

Full Name:

Social Security Number:

Date of Birth:

mm/dd/yyyy

Address:

Zip Code:

SUBMIT[NetPassword Setup and Maintenance](#)[Two-Factor Setup and Maintenance](#)

Two-Factor Authentication can greatly enhance your security. If you have not enrolled, [learn more](#).

Keystroke Logger



[SOFTWARE DEFINED RADIO](#) | [PENETRATION TESTING](#) | [LOCK PICKS](#) | [NETWORKING](#) | [ALL PRODUCTS](#) ▾ | [BLOG](#)

CART / \$0 

INPUT DEVICES

KeyGrabber

\$40 – \$150

[CLEAR](#)

Model

USB WiFi Premium ▾

\$150

- 1 +

ADD TO CART

keygrabber-usb-premium-454A5040b-1024

SKU: KD-KeyGrabber-USB-WIFI-Premium

Category: Input Devices

Tags: Device Recording, Penetration Testing

DESCRIPTION

KeyGrabber products are hardware keyloggers. The keystroke recorder has up to 2GB of memory capacity, stored on a FAT file system. The device is completely transparent from computer operation, and no software or drivers are required. International keyboard layouts are also supported.



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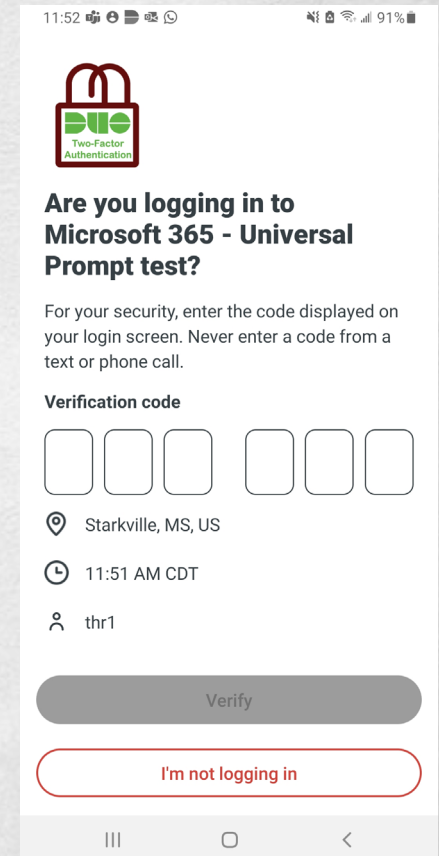
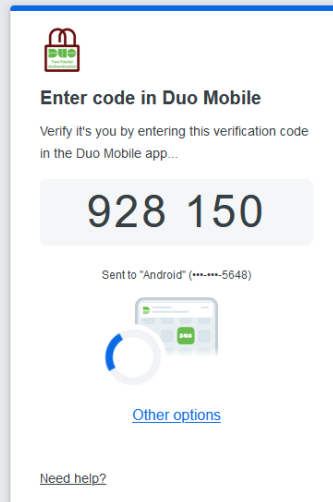
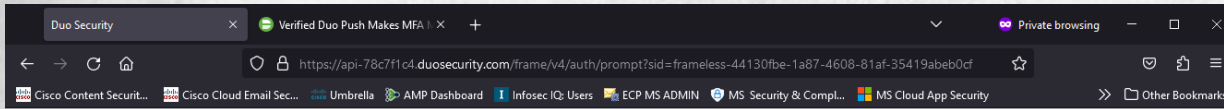
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More Secure MFA

- Push Fatigue – Frequent MFA means some users pay less attention to the details of their login, causing a user to mindlessly accept a push login
- Push Harassment – Multiple successive push notifications to bother a user into accepting a push for a fraudulent login attempt



Verified Push- March 2024



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Password vs Passphrase

- Hard to type
 - Tend to be short passwords that are easy to crack
 - Eight character not secure
 - Examples:
 - D48WsB+22
 - Applepi3225!
- Easier to remember/type
 - Difficult to crack (see chart)
 - Initial draft ISP 16 char minimum
 - Examples:
 - jazz music coffee love
 - Correct horse Battery



TIME TO CRACK: MD5 Hashed Passwords



Number of characters	Numbers Only	Lowercase Only	Upper and Lower Case	Number, Upper, Lower	Number, Upper, Lower, Symbols
8	Instantly	Instantly	2 minutes	5 minutes	3 hours
9	Instantly	9 seconds	2 hours	5 hours	12 days
10	Instantly	4 minutes	2 days	14 days	3 years
11	Instantly	2 hours	132 days	3 years	279 years
12	Instantly	2 days	19 years	159 years	26.5 thousand years
13	Instantly	6 weeks	995 years	10 thousand years	3 million years
14	3 minutes	3 years	51 thousand years	608 thousand years	239 million years
15	26 minutes	82 years	2 million years	37 million years	22.7 billion years
16	5 hours	2136 years	140 million years	3 billion years	3 trillion years
17	43 hours	56 thousand years	8 billion years	145 billion years	205 trillion years
18	18 days	2 million years	379 billion years	9 trillion years	20 quadrillion years
19	6 months	38 million years	20 trillion years	557 trillion years	2 quintillion years
20	5 years	977 million years	2 quadrillion years	35 quadrillion years	176 quintillion years
21	49 years	26 billion years	54 quadrillion years	3 quintillion years	17 sextillion years
22	490 years	660 trillion years	3 quintillion years	133 quintillion years	2 septillion years

<https://www.bleepingcomputer.com/news/security/four-common-password-mistakes-hackers-love-to-exploit/>



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May 4, 2021

FBI Tech Tuesday: Strong Passphrases and Account Protection

In honor of World Password Day on Thursday, May 6, 2021, the FBI is encouraging the public to strengthen their passwords/phrases and account protection.

Passwords are used for everything; we use them for our phones, computers, email, even financial information. Unfortunately, many use the same simple passwords, like 1234 or Password1, for multiple accounts. Simple passwords, even those with special characters, are easier for someone to crack.

Recent guidance from the National Institute of Standards and Technology (NIST) advises that password length is much more important than password complexity. Instead of using short complex passwords, use passphrases that combine multiple words and are longer than 15 characters. For example
TechTuesday2021Strengthen!

Strong passphrases can also help protect against personal data breaches.

According to the FBI's Internet Crime Complaint Center (IC3), a personal data breach is defined as a leak/spill of personal data which is released from a secure location to an untrusted environment. Also, a security incident in which an individual's sensitive, protected, or confidential data is copied, transmitted, viewed, stolen, or used by an unauthorized individual.

Arizona reported over a thousand victims of personal data breaches with losses of more than \$2 million in 2020, according to IC3. It's important to note that scammers obtain people's information in many ways. Sometimes a victim will unintentionally give the scammer their passwords, other times, the criminal is able to crack the code.

FBI Phoenix Tech Tuesday: Upgrade to Passphrases



The Phoenix FBI is encouraging users to strengthen passwords in favor of passphrases.

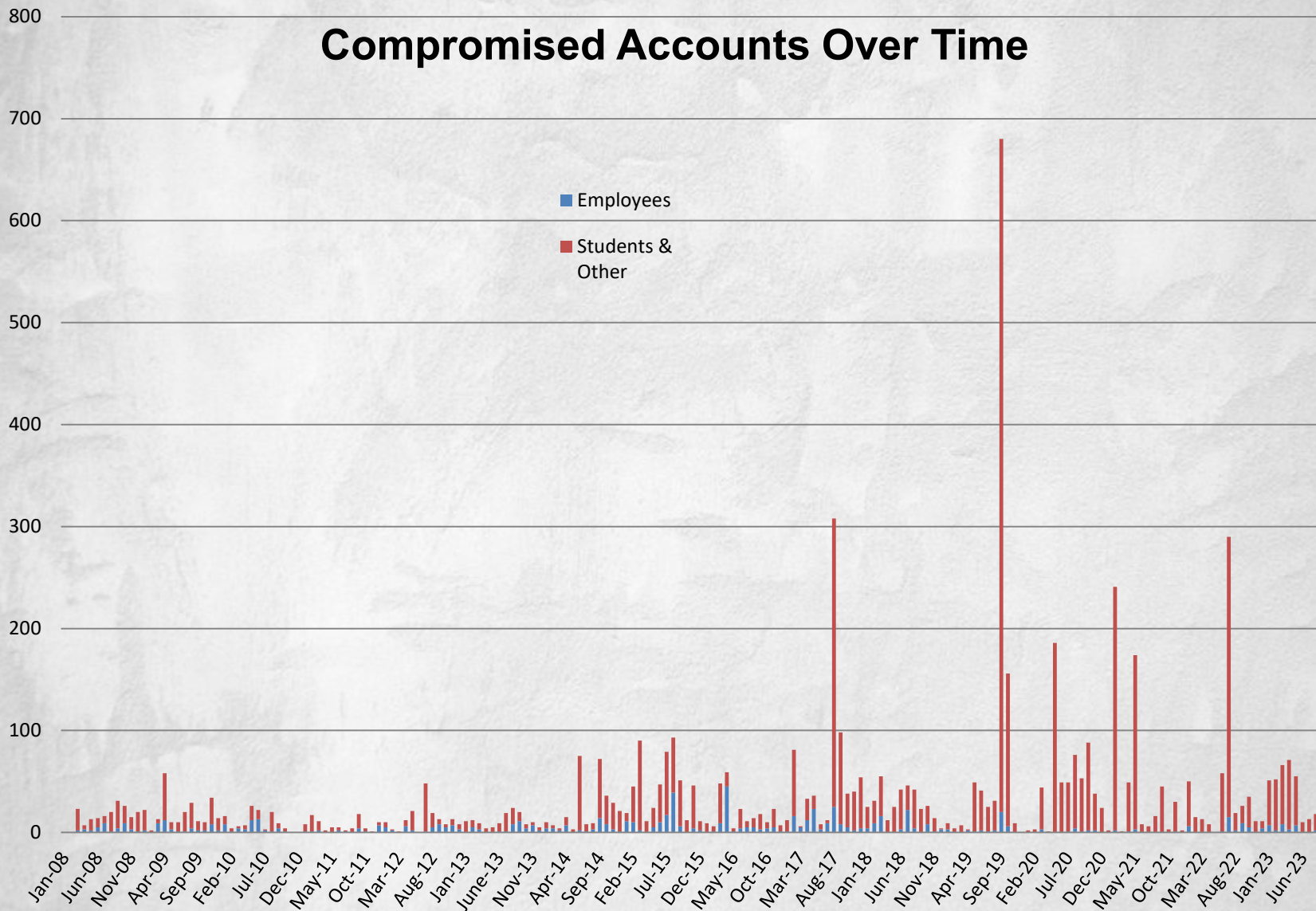
[Transcript / Visit Video Source](#)



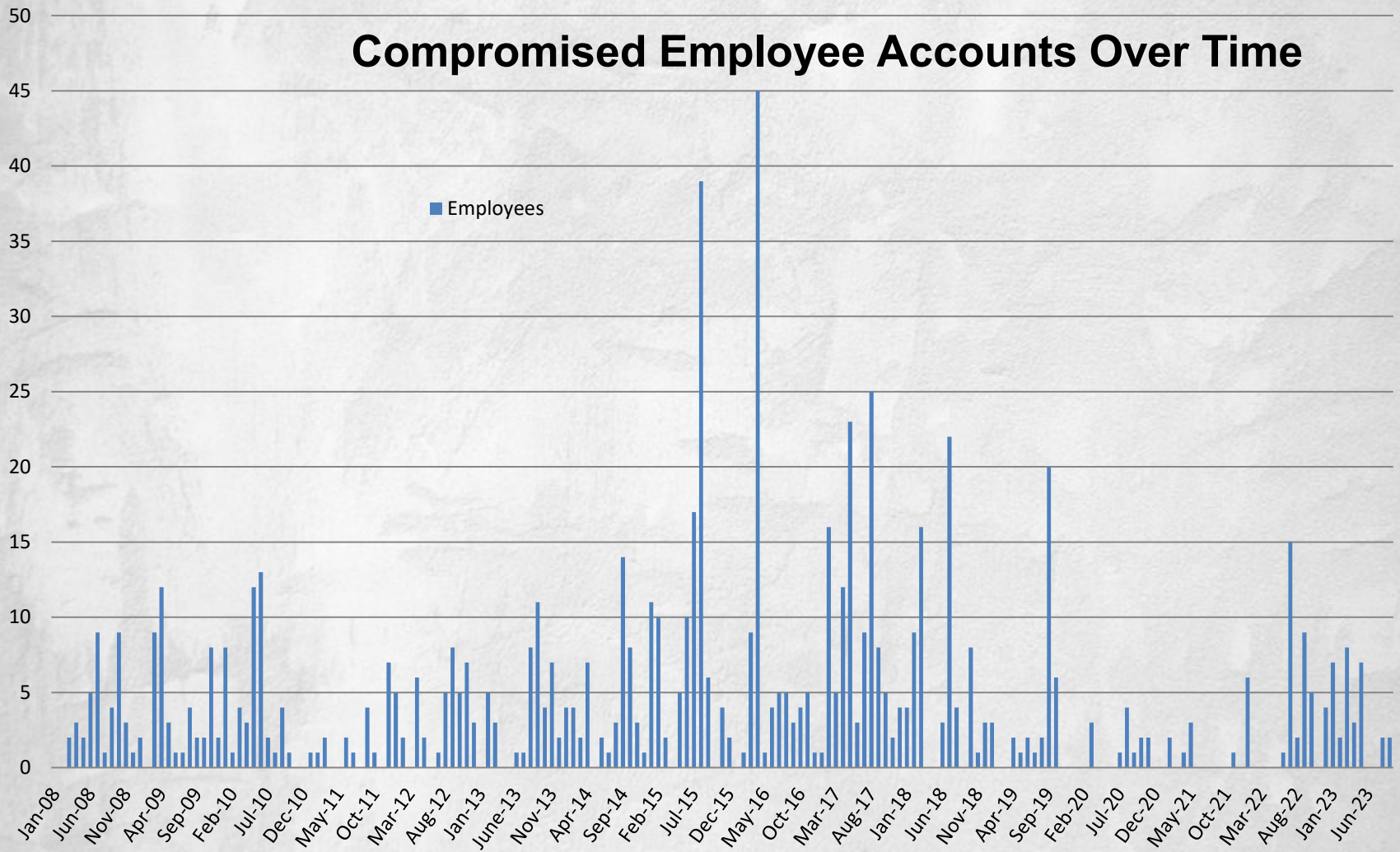
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Compromised Accounts Over Time



Compromised Employee Accounts Over Time



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Constant Attacks

Folder	View	Help	Search	Acrobat	Group
Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group
Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group	Folder View Help Search Acrobat Group

root	SEC: 10+ failed VPN connections from 149.18.30.154 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 185.233.230.48 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 185.94.35.94 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 176.126.111.137 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 213.108.1.150 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 185.77.223.64 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 91.243.91.52 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.143.115 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.143.114 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 45.80.107.29 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.138.30 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.229.178 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 91.243.91.214 in less than 1 hour	Sat 9/30/2023 5:17 PM

root	SEC: 10+ failed VPN connections from 149.18.30.154 in less than 1 hour	Sat 9/30/2023 5:17 PM
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root	SEC: 10+ failed VPN connections from 176.126.111.137 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 213.108.1.150 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 185.77.223.64 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 91.243.91.52 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.143.115 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.143.114 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 45.80.107.29 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.138.30 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 193.233.229.178 in less than 1 hour	Sat 9/30/2023 5:17 PM
root	SEC: 10+ failed VPN connections from 91.243.91.214 in less than 1 hour	Sat 9/30/2023 5:17 PM

9/30/2023

- 350+ attacks overnight
- Botnet source RU, BE, worldwide...

SEC: 10+ failed VPN connections from 85.239.59.125 in less than 1 hour - Messa...

File Message Help Acrobat Group

Delete Respond Share to Teams All Apps Quick Steps Move Tags Editing Immersive Translate Zoom

SEC: 10+ failed VPN connections from 85.239.59.125 in less than 1 hour

root <root@pinoak.its.msstate.edu>
To ITS Security

Sat Sep 30 17:15:20 2023 More than 10 failed VPN logins from 85.239.59.125 in under 1 hour [Sep 30 17:29:09 130.18.8.98/130.18.8.98 %ASA-4-113005: AAA user authentication Rejected : reason = Account has been disabled : server = 130.18.80.22 : user = adi26 : user IP = 85.239.59.125]

SEC: 10+ failed VPN connections from 193.202.16.81 in less than 1 hour - Messa...

File Message Help Acrobat Group

Delete Respond Share to Teams All Apps Quick Steps Move Tags Editing Immersive Translate Zoom

SEC: 10+ failed VPN connections from 193.202.16.81 in less than 1 hour

root <root@pinoak.its.msstate.edu>
To ITS Security

Sat Sep 30 17:15:06 2023 More than 10 failed VPN logins from 193.202.16.81 in under 1 hour [Sep 30 17:25:37 130.18.8.98/130.18.8.98 %ASA-4-113005: AAA user authentication Rejected : reason = Invalid password : server = 130.18.80.22 : user = ajr138 : user IP = 193.202.16.81]

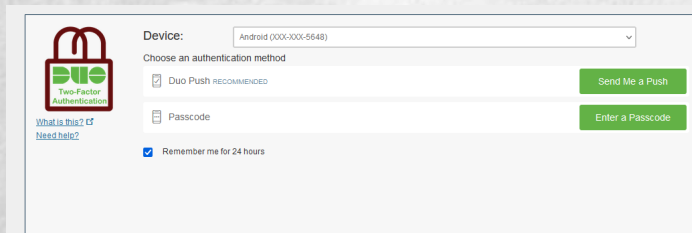


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MSU Two-factor tips

- **Option to remember on desktop Windows logon for 10 hours**
- **Option to remember for 24 hours for browser-based applications**
- **2FA will be enforced after sign-out, reboot or changing networks**
- **Consider a password manager app**
- **YubiKeys are supported**



The screenshot shows the Duo Two-Factor Authentication web interface. On the left is the Duo logo and a link to 'What is this? Or Need help?'. The main form includes a 'Device:' dropdown menu showing 'Android (000-XXX-5548)', a 'Choose an authentication method' section with radio buttons for 'Duo Push RECOMMENDED' and 'Passcode', and a 'Remember me for 24 hours' checkbox which is checked. To the right of the radio buttons are green buttons labeled 'Send Me a Push' and 'Enter a Passcode'.



Questions?

General Discussion

