

## **ROBERT HOLLAND FACULTY SENATE UNCORRECTED MINUTES OF MEETING ON APRIL 11, 2003**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in Coskrey Auditorium of Memorial Hall at 2:00 p.m. on Friday, April 11, 2003.

Members absent and excused were Tim Chamblee, Carlen Henington, Evan Nebeker, and Peter Ryan.

Members absent and unexcused were Paula Dohoney, Robert Long, Vincent McGrath, Xiangsheng, and Chein Yu.

The meeting was broadcast real-time over the World Wide Web. The file will be left active for a few weeks and can be reviewed by clicking on the Senate homepage at <http://www.facultysenate.msstate.edu>.

President Walter Diehl called the meeting to order.

President Diehl referred to the minutes of the March 21, 2003, Regular Meeting as distributed. Senator Nagel moved, Senator Light seconded, that the Robert Holland Faculty Senate approve the minutes of March 21, 2003. The motion passed on a unanimous voice vote.

### **GUESTS**

President Diehl introduced guests: Dr. Charles Lee, President; Dr. George Verrall, Interim Provost; and Carson Cook, Director of the Office of Diversity and Equity Program.

### **GEORGE VERRALL, INTERIM PROVOST**

Interim Provost Verrall provided the following information:

- Verrall has identified three main issues which he would like for the faculty to ponder over the Summer and return in the Fall with suggestions on how to tackle them:
  - Can a department set its own grade point average requirement for graduation?
  - Can a department block students, who are otherwise qualified, from taking their courses?
  - How are we going to measure academic performance with our students?
- President Diehl asked isn't the grade a student earns in a class a measure of the student's academic performance. Verrall responded that he believes that the grade a student earns is a measure, but that it is only one measure and that SACS wants MSU to have more than one way to measure academic performance with our students.

- Senator Wood asked if this question of measuring academic performance with our students applied only to undergraduate programs. Verrall responded that he interpreted it to apply to all levels of teaching.
- Senator Morse stated that one of Verrall's questions was pertaining to setting a gpa requirement for graduation, but what about departments setting a gpa for entrance into a program? Verrall responded that he is also concerned about this issue. At this point in time, departments differ in how they are handling this issue and there needs to be a uniform game plan, or at least a stated plan that everyone has agreed to.
- Senator Morse asked Verrall what his plans were for creating this 'game plan.' Verrall responded that because this is a faculty issue, it seemed most appropriate to charge the Faculty Senate with putting a committee together to look at what is currently taking place across campus and bring forth recommendations for answering this question.
- Senator Morse asked if all decisions regarding this issue were on hold until a game plan had been formulated. Verrall responded that he is asking departments not to establish any new policies regarding gpa requirements until after a committee has the opportunity to study the issue and bring forth recommendations.
- Senator McCarley stated that one of Verrall's questions was pertaining to prohibiting students from taking certain courses and asked if he drew a distinction between holding courses open for students in that major and then allowing other students to sign up for that course, or does this question mean that no students outside that major will be allowed to take that course even if there are open slots. Verrall responded with the example of two students wanting to take a course and there being only one slot open. One student needs the class as a requirement for his/her graduation and the other student wants to take it as an elective. Historically the open slot has been given to the students who needs the class for graduation.
- Senator Embree asked if Verrall was going to write a letter to the Faculty Senate asking them to address these three questions as Senate business and Verrall responded that he would.
- Changing the subject, Senator Diehl asked if Verrall could update the Senate on the plans for linkage and coordination of Continuing Education and Extension and where the University is in this process. Verrall responded that he is in the process of getting input on the need for coordination between these two units with the opposite ends of the spectrum being a taskforce or committee which meets periodically and discusses issues, and the other end being an administrator which oversees both units. Whatever is decided, Verrall wants to know how outreach will be handled.
- Senator Embree asked exactly who is the body/committee/group looking into the coordination issue between Continuing Education and Extension. Verrall responded that the 'body' was himself.
- Senator Embree stated that the Governance Document speaks directly to this point and says that when there are major reorganizations contemplated that they be reviewed by a body mostly composed of elected faculty members from the involved units. Embree assumes that Verrall will ask Extension Service to elect representatives to an official body and charge them with giving this issue an official review. Verrall responded that he agreed, but at this point the input he has received is less than enthusiastic for anything

more than creating a committee which would periodically meet to discuss outreach options and than business continue to be conducted in the same manner as it is now organized.

- Senator Embree asked if this would be done without the official review and Verrall responded that if we don't change anything and continue to conduct business as usual, then there would be no need for an official review.
- Verrall and others are working on new faculty orientation for the Fall.
- Verrall is recommending that the University have a Fall faculty convocation, possibly before the first day of class, and bring in a speaker of prominence.

## **CARSON COOK, DIRECTOR, OFFICE OF DIVERSITY AND EQUITY PROGRAMS**

Mr. Cook provided the following remarks:

- The primary reason for changing the name from the Affirmative Action Office to the Office of Diversity and Equity Programs was to move the direction of the Office from being a compliance-oriented office to an office that speaks to the concept and practice of inclusion. Cook's goals are to have this Office serve as a resource to faculty as they conduct job searches, assist in streamlining the process for job searches, and find more cost effective ways to advertise job vacancies. He also plans to assist the University in streamlining the employment process.
- Senator Cathcart asked if there was information available to departments and faculty to assist them in advertising their vacant positions to a more diverse group of candidates. Cook responded that such information is available and what he would like to see in the future is for newly-created search committees to meet with him in the beginning stages of their search so that together they could determine the best advertising methods, where the committee should be looking for the best viable candidates, and how best to market the University.
- Senator Embree asked what does Cook see the relationship between himself and a University search committee. Are you a resource to which the committee may resort when it needs help or are you an authority whom the committee must satisfy in order to complete its function? Cook responded that he sees the relationship as one where he serves as a resource or an advisor and not a 'police officer.' There are some things that are illegal and other things which we can not do during a search process, but Cook hopes that he can convey this information to search committees as an advisor and not as a 'police officer.'  
Cook encourages faculty to allow him to be a part of the initial meeting when search committees are first formed and charged with their task so that he can offer suggestions at the beginning of the process as to where they might look for viable candidates and how/where they might advertise for the best results. He wants to serve as a resource should a glitch in the search process arise, or if there are questions as to when references should be checked or how a candidate should be treated, etc.
- Senator Bryant mentioned that Cook's office should also have involvement in the selection of graduate students. Cook responded that this was true and that there has already been some discussion about creating mentoring programs for graduate students and 'growing'

your own graduate assistants. There is also discussion about his office being involved in mentoring the newly-hired, tenure-track faculty.

## REPORT OF THE PRESIDENT

President Diehl's report included the following remarks:

- President Diehl welcomed new Senators (some returning for an elected second term): from the College of Agriculture and Life Sciences, Nancy Reichert, Paul Thaxton, and Jacque Deeds; from the College of Arts and Sciences, Carolyn Adams-Price, Xiangsheng Xu, Greg Dunaway, and Kristine Jacquine; from the College of Education, Chein Yu and Paula Dohoney; from the College of Engineering, Pat Donohoe, Rudy Rogers, and Keith Hodge; from the MSU Extension Service, David Nagel and PC McLaurin; from the College of Veterinary Medicine, Lora Ballweber and Carolyn Boyle. There are two colleges whose elections are incomplete: Forest Resources and Business and Industry.
- There has been a problem with sending the Senate agenda packets via e-mail. If sent to a Senator individually, it is successful, but if sent to Senators collectively via an e-mail listserv, then it is sometimes not reaching all Senators. ITS will be contacted over the Summer to see if they can assist in identifying and fixing this problem.
- The vote by the general faculty concluded today at noon on the New Title Series and was approved 308-16.
- There are two University searches currently being conducted. The Provost Search Committee has received 40-50 applications and have narrowed the list to eleven candidates. The committee will conduct 'airport' interviews this Sunday and Monday at the Atlanta airport. Afterwards the committee will submit 3-4 names to the President for on-campus interviews to be scheduled during the last week of April and first week of May.
- The Vice President for Research Search Committee has received 17 applicants and hope to narrow the list by the April 22<sup>nd</sup> meeting and submit this list to the President. Interviews are anticipated for early June.
- For both positions, there will be scheduled meetings times for the Faculty Senate Executive Council to meet with each candidate and two separately-scheduled open meetings for faculty to attend. President Diehl encouraged Senators to attend these open sessions and to encourage their fellow faculty to also attend.
- There is a Senate committee appointed by President Diehl looking into the Continuing Education and Extension situation. Members are Melissa Mixon, David Nagel, Michael Berk, Evan Nebeker, Mark Binkley, Lisa Horton, Paul Grimes and two other individuals appointed to the committee by the Provost.
- Diehl is not sure what the status is for the Centers and Institute Policy. He will keep the Senate informed as information becomes available. At the moment, there are two competing plans: there is the plan that the Faculty Senate Ancillary Affairs modified, was endorsed by the Senate and has the approval of the original authors; and there is the truncated plan which is shorter and does not deal with all of the issues that the larger plan addresses. Diehl's understanding is that there will be an upcoming meeting for some

members supporting each document to meet and come to an agreement on this document.

- There is an SEC Leadership meeting on May 1-2, 2003. Those attending from MSU are President Diehl, Vice-President Pote, Senator Reichert, Senator Embree, and Kirk Arnett.

## **ELECTION OF OFFICERS**

Since President Diehl is a candidate for office, he turned the gavel over the Vice-President Pote.

One nomination for President of the Robert Holland Faculty Senate for the 2003-2004 term was received by the designated date: Senator Walter Diehl. Vice-President Pote opened the floor for additional nominations. Senator Mixon moved, Senator Reichert seconded, that nominations cease. The motion passed on a unanimous voice vote. Senator Diehl was elected by a Senate vote of 37-0-0.

Vice-President Pote returned the gavel to President Diehl.

One nomination for Vice President of the Robert Holland Faculty Senate for the 2003-2004 term was received by the designated date: Senator Nancy Reichert. President Diehl opened the floor for additional nominations. Senator Stuart moved, Senator Follett seconded, that nominations cease. The motion passed on a unanimous voice vote. Senator Reichert was elected by a Senate vote of 37-0-0.

One nomination for Secretary of the Robert Holland Faculty Senate for the 2003-2004 term was received by the designated date: Senator LaDonne Delgado. President Diehl opened the floor for additional nominations. Senator Stuart moved, Senator Mixon seconded, that nominations cease. The motion passed on a unanimous voice vote. Senator Delgado was elected by a Senate vote of 39-0-0.

## **REPORT OF THE VICE PRESIDENT**

Vice President Pote referred to the Senate Vice President's report as distributed and added the following remarks:

- The Dean's Council met with two consultants who were hired to evaluate all aspects of the Physical Plant operations at MSU. The consultants have not yet submitted their report to Gaddis Hunt. If anyone has comments pertaining to the Physical Plant, its operation, etc., contact Hunt now for input.
- The Spring Roundtable was held on March 29<sup>th</sup> on graduate education. Pote is working on a summary and will distribute to the general faculty by next week.
- Senator Embree asked if, at the Roundtable, there was enthusiasm for resuscitating the Graduate School. Pote responded that opinions were split, but that more seemed to want

to reinstate the Graduate School than not. Also discussed were stipends, being competitive, tuition waivers, recruitment, and budget.

## **REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES**

**University Benefits Committee** – President Diehl referred to Senator Nebeker’s report as distributed with no additional remarks.

**University Research Operations Council** – Senator Cinnella referred to his report as distributed with no additional remarks.

## **BUSINESS TO BE SENT TO COMMITTEES**

**Letter from Dr. Tom Cathcart, re: Graduate Students’ Stipends, Tuition Remission and Fees** – Senator Goodman moved, Senator Damms seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to the Academic Affairs Committee.

**Letter from Dr. William Stuart, re: Rewards for Promotion and Tenure and the Inequity between Nine and Twelve Month Faculty** – Senator Montgomery moved, Senator McLaurin seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to the Faculty Affairs Committee.

**Letter from Dr. Charles Spurrison, re: Release Time to the Institutional Review Board Chair** – Senator Adams-Price moved, Senator Embree seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to the University Resources Committee.

## **STANDING COMMITTEE REPORTS**

Senator Deeds moved, Senator McLaurin seconded, to suspend the rules allowing Clyde Williams to deliver the ad hoc committee on presidential searches’ report. The motion passed 39-0-0.

### **ACADEMIC AFFAIRS COMMITTEE**

No report.

### **ANCILLARY AFFAIRS COMMITTEE**

Senator Mixon, Chair of the Ancillary Affairs Committee, referred to this Committee’s report initiated by a letter from Gloria Liddell requesting the adoption of a resolution establishing a mentoring program to increase the representation of African Americans, in particular, and

other minorities in the field of academia with full tenured privileges. Senator Mixon moved, Senator Light seconded, that the Senate endorse the following recommendations:

1. The concept of mentoring academically gifted students from under-represented groups as a means of increasing the diversity of the pool of potential applicants for graduate, professional, and faculty positions.
2. Mentoring of all faculty for the first few years of their professional careers, in order to increase the chances of their individual success and the overall success of the University.
3. That a statistical analysis of the current situation of all under-represented groups at MSU be conducted, and that the *MSU Leadership for the 21<sup>st</sup> Century Priorities and Goals* be broadened to reflect the current baselines and projected goals for FY 2003-2007.

Senator Liddell offered a friendly amendment to omit “academically gifted” from recommendation one. The Committee accepted this amendment.

Senator Adams-Price offered a friendly amendment to add “promising” where “academically gifted” used to be. The Committee did not accept this amendment.

The amended motion passed on Senate vote of 37-0-1. As passed, the recommendations are as follows:

1. The concept of mentoring students from under-represented groups as a means of increasing the diversity of the pool of potential applicants for graduate, professional, and faculty positions.
2. Mentoring of all faculty for the first few years of their professional careers, in order to increase the chances of their individual success and the overall success of the University.
3. That a statistical analysis of the current situation of all under-represented groups at MSU be conducted, and that the *MSU Leadership for the 21<sup>st</sup> Century Priorities and Goals* be broadened to reflect the current baselines and projected goals for FY 2003-2007.

## **CHARTER AND BYLAWS COMMITTEE**

No report.

## **FACULTY AFFAIRS COMMITTEE**

No report.

## **STUDENT AFFAIRS COMMITTEE**

No report.

## **UNIVERSITY RESOURCES**

Senator Cathcart, Chair of the University Resources Committee, referred to this Committee's report initiated by a letter from Dr. Dan Embree, dated March 4, 2002, requesting the Senate to undertake a study of the academic calendar as established by the Board of Trustees. Senator Cathcart moved, Senator McLaurin seconded, that the Senate endorse a 100-minute reduction in the contact time currently mandated by the IHL.

The motion passed on Senate vote of 21-10-3.

## **AD HOC (COMMITTEE ON PRESIDENTIAL SEARCHES)**

Senator Williams, Chair of the Ad Hoc Committee on Presidential Searches, referred to this Committee's report initiated by an April 2002 vote of the Faculty Senate to elect a committee to review this search and the search practices in other presidential searches. Senator Cathcart moved, Senator Goodman seconded, that the Senate send the following report through the MSU president to the IHL Board and Commissioner, and through the Senate president to the University Faculty Senate Association and have the report placed before the SEC Senates meeting in Nashville in May 2003:

The Robert Holland Faculty Senate recommends to the Board the following procedures for future presidential searches at MSU:

1. That advisory committees not exceed thirty members, with fifteen of the members coming from the general faculty.
2. That the general faculty elect eleven of its fifteen representatives, with the Board directly appointing the other four faculty to ensure appropriate gender and ethnic diversity. Elected faculty will be distributed among units consistent with the Senate's own elected representation.
3. That the advisory committee elect its own chair from among elected faculty members.
4. That faculty candidates for election to the advisory committee have at least five years of service at MSU.
5. That the chair and one non-faculty representative of the advisory committee be

appointed as voting members of the Board's search committee.

6. That the search process be as open as possible and that flow of information to the faculty, staff, alumni, students, and citizens of the state be detailed, factual, and systematic.

Senator Mixon offered a friendly amendment to replace "fifteen" with "a majority" in recommendation one. The Committee accepted this amendment.

Senator Stuart offered a friendly amendment to replace "eleven" with "three-fourths," delete the word "fifteen," and replace "other four faculty" with "the remainder" in recommendation two. The Committee accepted this amendment.

The motion passed on Senate vote of 32-0-0.

The recommendations as amended and passed now read as follows:

1. That advisory committees not exceed thirty members, with a majority of the members coming from the general faculty.
2. That the general faculty elect three-fourths of its representatives, with the Board directly appointing the remainder to ensure appropriate gender and ethnic diversity. Elected faculty will be distributed among units consistent with the Senate's own elected representation.
3. That the advisory committee elect its own chair from among elected faculty members.
4. That faculty candidates for election to the advisory committee have at least five years of service at MSU.
5. That the chair and one non-faculty representative of the advisory committee be appointed as voting members of the Board's search committee.
6. That the search process be as open as possible and that flow of information to the faculty, staff, alumni, students, and citizens of the state be detailed, factual, and systematic.

## **CHARLES LEE, PRESIDENT**

President Lee provided the following information:

- There have been 70 students called to active military service this year. Approximately one-fourth of these are women.

- MSU had three Goldwater scholars this Spring out of the 300 named nationwide, our 15<sup>th</sup> Truman scholar in the past twenty years, and moved up to 30<sup>th</sup> among public institutions in merit scholars.
- Freshman applications are up 2%.
- Retention and graduation rates are climbing. Lee thanked faculty who participated in this year's mentoring program.
- The results are out in research – MSU did not move up or down. In engineering, MSU moved up from 34<sup>th</sup> to 32<sup>nd</sup>. The number of research proposals is up for the first six months of the year by 28% over last year for the same period.
- The congressional delegation is very much interested in seeing a National Center for Homeland Security developed here.
- The Centers and Institutes Policy has been received from Faculty Senate and it is clear that not everyone is on the same page, therefore in the near future, Lee will meet with the three Vice Presidents and others to discuss this document and hash out the differences.
- State budget – legislators did not go back in and re-open the educational appropriations bill.
- There will be approximately a \$750,000 drop in scholarship allocations from endowments.
- When considering the budget, next year is uncertain.
- The Capital Improvement Bond Bill has provisions for \$8 million toward the \$15 million MSU is seeking for the renovation of Colvard Union; half of the \$9.5 million for the new Agricultural and Biological Engineering Building; \$1 million for the addition of a wing on the Agricultural Research and Extension Center at Verona; and the final installment of \$18 million for the Veterinary Diagnostic Lab in Jackson.
- Planning and Assessment – Lee thanked everyone for their tremendous effort during the self study process prior to the SACS visit. There were only 15 recommendations versus the 39 or so recommendations from the previous SACS visit. The exit interview also went very well. The three major issues surfacing from these recommendations were (1) planning, (2) goal setting, and (3) assessment. MSU has six months in which to respond to these recommendations and Lee is confident that this will be done. It will probably be close to one year before MSU has the final report or announcement from SACS.
- Lee expects to get reports within the next week from the consultants hired to evaluate all aspects of the Physical Plant operations at MSU. After that, actions will be taken to fill vacant positions, change operations, etc.
- A similar review using hired consultants will soon take place for Student Affairs.
- The Master Plan is now complete (but subject to periodic review and update). Lee thanked those who participated in this plan's creation.
- MSU students were recently polled asking “would you be willing to pay \$6.60 per credit hour more to support an expanded, more reliable Shuttle Bus System; the improvement of student parking lots; and programming in support of the renovation of the student union.” The vote was 7-3 in favor of adopting such a fee. No decision has been made pertaining to taking a fee increase sponsored by the student to the IHL Board.
- Gary Pike is the new Director for Institutional Research and Carson Cook is the new Director for Diversity and Equity Programs.
- The Vice President for Research search is underway. Provost search is also underway.

- The 125<sup>th</sup> Anniversary celebration is underway.
- Dr. Richard Holmes will be the commencement speaker.
- Senator Embree asked when the University would start the search for the next Ag. Vice President. Lee responded that it would probably after the conclusion of the two current VP searches and dependent upon other issues such as where we are in the cycle of the calendar. Embree then asked if there was any doubt about the procedure that will be followed for that search. Lee stated that he would not comment on this today in fairness to the person currently holding that position. It will be discussed at the time that this issue is placed on the table.

### **POINT OF PRIVILEGE**

President Diehl thanked the committee chairs for their service this year: Linda Morse (Ancillary Affairs), Keith Hodge (Student Affairs), Tom Cathcart (University Resources), Mark Goodman (Faculty Affairs), Nancy Reichert (Charter and Bylaws), Melissa Mixon (Ancillary Affairs), and Clyde Williams (ad hoc Committee on Presidential Searches). He then thanks LaDonne Delgado for serving as Secretary, Linda Pote for serving as Vice President, and Delores Hudson as Office Secretary.

### **ADJOURNMENT**

Senator Goodman moved, Senator Thaxton seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate.

Submitted for correction and approval.

---

LaDonne Delgado, Secretary