

ROBERT HOLLAND FACULTY SENATE UNCORRECTED MINUTES OF APRIL 8, 2011

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in the Grisham Room of Mitchell Memorial Library at 2:00 p.m. on Friday, April 8, 2011.

Members absent and excused were: Stan Bullington, Sylvia Byrd, David Dampier, Ted Dobson, Lara Dodds, Anastasia Elder, Dana Franz, Robert Grala, Rocky Lemus, Jason Lueg, Debra Prince, Juan Silva, Rebecca Toghiani, Keith Walters, and Jilei Zhang.

The meeting was called to order by the Senate President, Hart Bailey.

The minutes of the March 11, 2011, meeting were approved.

GUESTS

DR. MARK KEENUM, PRESIDENT

Dr. Keenum met with MSU Development Foundation Board of Directors where he talked with them about the direction the university is headed and the great things we are accomplishing here. He said that Faculty brings great prestige to the university not only in the classroom preparing leaders of tomorrow, but also in research and service.

He congratulated Drs. Millea, Emison, and Franz on their newly elected positions in the Faculty Senate. He said that the university would not be where it is today without the leadership from the Faculty Senate. He said that he needs the cooperation, collaboration, candor, and support as we face the challenges and great days ahead. He encouraged the senators to be the voice and advocate for the faculty of the college that they represent.

Dr. Keenum was thrilled with the outcome of the state legislative session. He said that he was in Jackson each week during the session and as a university and system of higher of education we faired very well. MSU planned for substantial cuts for the upcoming fiscal year, but our budget was cut only 1.4%, and the Extension Service got a \$100, 000 increase in budget.

Dr. Keenum said we are growing as an institution and because of that growth we need more facilities. He told the Development Foundation Board of Directors that his priorities haven't changed: first, student scholarships, then support for Faculty through the StatePride program and endowed professorships, and finally facilities.

The priority in facilities has been the restoration of Lee Hall. A \$16.2 million bond bill and additional support from IHL will allow us to move forward in planning. MSU also needs more classrooms; one of the priorities of the bond bill is to provide the basis of funding for a new high quality and high technology classroom building. We also received funds to expand classrooms in the Wise Center.

Dr. Keenum wants to work with and be accessible to the Faculty Senate and its great leaders to move the university forward.

Dr. Keenum is worried about research and facilities dollars at the federal level. Federal funding for facilities will be difficult to obtain. We are being told by our leaders to apply for competitive funding for research. MSU has a great success rate for getting competitive funding for research initiatives, but he is concerned about the current focus on the national budget. Dr. Keenum

recognizes the limitations to research funding specific areas, but encourages faculty to compete for what funds are available. He visited with the members of the Mississippi delegation in Washington with Chancellor Jones and Dr. Saunders to remind them what research means to the state's economic development and job creation and the role that our institutions play in research.

Dr. Keenum said the lack of pay raises in four years is atrocious. The StatePride program was developed to provide some compensation for faculty, which will be initiated again in the fall. He also said that Dr. Gilbert is putting together a proposal to increase compensation of faculty and staff because of the positive situation of our budget. The ability to hire 21 new faculty members has been announced to the Deans. Dr. Keenum is looking to invest back into the university. Work is ongoing to develop a strategic plan to map out goals and a vision of the university. MSU currently has a 58% graduation rate and 81% retention rate, but he wants to direct resources to strengthen and enhance rates. He sees his role is to develop a vision for the university and a plan to accomplish it.

Dr. Keenum thanked Dr. Bailey for his work and commitment for the past two years as Faculty Senate President.

DR. JEROME A. GILBERT, PROVOST AND EXECUTIVE VICE PRESIDENT

Dr. Gilbert thanked Dr. Bailey for his leadership and looks forward to continue to work with him on the Benchmarking Committee and other university committees. He also thanked the faculty for their participation and cooperation in the Saturday March make up day.

He announced that the 2011 Maroon Edition book will be Eudora Welty's *The Optimist's Daughter*.

The Faculty Senate Roundtable was good experience with great discussion. His group discussed how to utilize summer school to relieve the pressure of fall enrollment. One idea is to explore the possibility of a Freshman Bridge program, where incoming freshman would receive an incentive to come to campus during the second summer session. The program could also increase retention.

He has been working with Don Zant on a budget proposal that was sent to Dr. Keenum. It includes additional faculty positions, pay raises for faculty and staff, a modest return of operating funds to departments, and reserved funds in case of future budget cuts.

Dr. Keenum suggested a goal to the Strategic Planning Committee to be a top 50 public university in the nation and to build the strategic plan around that goal and do things that will advance us in the national rankings. They plan to look at various polls and look for movement in all of them rather than focus on one particular poll.

Dr. Gilbert presented a letter to Dr. Bailey and the Senate regarding the advantages and concerns of his instructional professors proposal. He requested that the Senate give him feedback and to conduct a poll of the faculty in the fall. He said he was willing to participate in more forums in the fall.

MR. RHETT HOBART, PRESIDENT OF MSU STUDENT ASSOCIATION

Mr. Hobart took office March 9, and says his first month has been a good experience. The Student Association and the Stennis-Montgomery Association co-sponsored an April 6 campus forum for candidates in the state governor's race and lieutenant governor's race. He said that the forum was a great event to have on campus and gave the university positive recognition throughout the state. Mr. Hobart said that while the Student Association represents the student body, they wish to aid the faculty as well. He thanked the faculty for their service and leadership to the university. He said

that the Student Association is currently working on expanding their Peer Tutoring and Academic Mentoring Program where upperclassmen serve as a secondary advisor to other students and will need faculty assistance in the expansion in the future. He thanked Dr. Bailey and Dr. Millea for working with him in the past on various university committees as Student Association Vice President and said he looks forward to working with the new Faculty Senate Executive Council.

REPORT OF THE PRESIDENT

Faculty Senate Colleagues:

The elections for our newest Senators have been held over the last month and are complete. The results are as follows:

College of Agriculture and Life Sciences - Dr. Rocky Lemus, Dr. Dr. Brian Rude, Dr. Juan Silva, Dr. Barry Stewart

College of Architecture, Art, and Design - Dr. Jeffery Haupt

College of Arts and Sciences - Dr. Tom Carskadon, Dr. Ted Dobson, Dr. Jim Dunn, Dr. Jerry Emison, Dr. Stephen Foster, Dr. Paul Jacobs, Dr. Vivien Miller, Dr. Dwayne Wise

College of Education - Dr. Anastasia Elder, Dr. Debra Prince

Mitchell Memorial Library - Professor LaDonne Delgado

College of Veterinary Medicine - Dr. Michael Brashier

Please greet the new newly elected members of our body and welcome back those veteran Senators returning.

This will be the last Faculty Senate meeting I will preside over, in that I have served two terms as President and cannot seek re-election. It has been an honor and a privilege to have been able to serve and represent my Faculty colleagues in this capacity for the last two years. The charge of the Faculty and the Faculty Senate is to be vigilant on issues concerning the academic community and welfare of the university and to work with the President on such matters. We have tried to keep those points as the driving force behind our actions. The approach to University Governance we have taken was to do what was needed to maintain an open dialogue with the President and other university leaders. Over the last two years, the Faculty have brought numerous issues forward to the Senate leadership. With the counsel of the Senate officers and Executive Committee, my desire was to first try to deal with these issues at the administrative level where it could be resolved. Fortunately, the rapport that the President and the Provost and Executive Vice President have allowed has enabled us to address many concerns before they became major issues. The collaborative attitude of the university administration has also created the demand for service on new committees, developed to address particular issues. I want to thank each of you that have agreed to serve.

I particularly want to thank each of you Senators for serving with civility and decorum in the meetings while dealing with sometimes very difficult issues over the last two years. You have

represented your university and constituency well. Any successes have been due to your dedication and hard work.

I would be remiss if I did not specifically thank the members of Executive Committee that have served so diligently over the last two years. I cannot thank Vice President Meghan Millea enough for her willingness to put in countless hours, using her people and analytical skills, sitting on committees, and providing wise counsel to help resolve issues important to campus. Likewise, Secretary Dana Franz has served well maintaining the records of the Senate and providing counsel. My sincere appreciation also goes to the Committee Chairs comprised of Drs. Janet Rafferty, Brian Rude, Tom Carskadon, Cody Coyne, Jerry Emison and Randy Follett. You all have provided wise counsel to me and a vital service to MSU. And, of course Mrs. Kylie Crosland continues to be a most important asset to the Faculty Senate with her diligent efforts.

The President has established a Master Plan Advisory Committee chaired by Provost and Executive Vice President Jerry Gilbert. The purpose of the committee is to review many different aspects of projects proposed for campus from the early stages. We have met once and are currently looking at the expansion plans for Aramark among other projects. A sub-committee has been established to study the plans more closely on a short time line. Vice President Millea and I were asked to serve on the committee.

We will have our Faculty Senate officer election this week at our meeting. We have two candidates for President, Dr. Meghan Millea and Dr. David Nagel, two candidates for Vice president, Dr. Jerry Emison and Dr. Randy Follett and Dr. Dana Franz as candidate for Secretary. Please plan on attending and participating in the election process.

Our guests this week are President Mark Keenum and Provost and Executive Vice President Jerry Gilbert.

Respectfully submitted,

R. H. "Hart" Bailey
President
Holland Faculty Senate
April 5, 2011

ELECTION OF 2011-2012 OFFICERS

Two nominations for President of the Robert Holland Faculty Senate for the 2011-2012 term were received by the designated date, Senators Meghan Millea and David Nagel; therefore, no nominations taken from the floor. Each candidate spoke. Senator Millea was elected by a Senate vote of 26-19.

Two nominations for Vice President of the Robert Holland Faculty Senate for the 2011-2012 term were received by the designated date, Senators Jerry Emison and Randy Follett; therefore, no nominations taken from the floor. Each candidate spoke. Senator Emison was elected by a Senate vote of 30-15.

One nomination for Secretary of the Robert Holland Faculty Senate for the 2011-2012 term was received by the designated date, Senator Dana Franz. President Bailey opened the floor for nominations. A motion was made to close nominations. The motion passed unanimously. A motion was made to elect Dr. Franz by acclamation. Motion passed unanimously.

VICE PRESIDENT REPORT

Academic Dean's Council

March 21, 2011

Thanks again to Jerry Emison for going to Dean's Council this semester with me as my teaching schedule coincides with portions of the meetings.

ANNOUNCEMENTS:

--Candidates for the Associate Provost and Associate Vice President for Administrative Services Royce Bowden, David Breaux, Julia Hodges, Peter Ryan (Assoc. Provost position only), and David Lewis (Assoc. VP position only). Campus interviews began March 23rd and will end April 8th. A decision should be made in the next 2 weeks.

New Faculty positions were announced for the colleges.

Sharon Oswald has been named Dean of the College of Business. She will be on campus this week for Super Bulldog weekend.

Judy Spencer has been named the Director of Human Resource Management.

Tommy Stevenson has been named the Director of Equity and Diversity.

Joan Lucas has been named General Counsel.

The Meridian dean search is also still ongoing. The advertisement is in the Chronicle of Higher Education but no screening of applications has begun.

The interviews for the Shackouls Honors College dean are complete and the selection should be made soon.

The interviews are also complete for the Director of Internal Audit.

Another round of the State Pride Programs will be initiated in the fall. Deans should expect to make those awards in September. There are expectations to begin having endowed professorships named one per year until each college has one. Half of the funding will come from the college and the other half will come from the President and Athletics.

David Shaw discussed research expectations for faculty with research appointments. There has been some discussion between Provost Gilbert, VP Shaw, and VP Bohach about having some consistency in research expectations. The deans seemed to be in agreement about having higher expectations for research-only faculty. There was also discussion about research scientist and research engineer types of positions. The faculty and the administration will continue to discuss options.

Distance Education Taskforce

The Distance Education taskforce has conducted conference call interviews with several schools to identify different ways that universities organize their distance education administratively, academically, and financially. The group is trying to keep to the schedule of having a set of recommendations to the Provost by the end of the semester.

Faculty Senate Roundtable

The Spring Faculty Senate Roundtable, “Academic Master Planning” met at President Keenum’s home on Friday, April 1st. It was a productive day of discussing challenges, opportunities, and general brainstorming about using summer session more effectively, innovations in teaching—including class sizes, technologies, mentoring, incentives, etc, and facilities and time management to get the most out of the academic calendars and the facilities in terms of meeting the instructional needs of the students.

I would like to thank the participants of the Roundtable, it was an enjoyable and informative afternoon that I expect will help shape discussions about resource utilization as we continue to experience increasing enrollments. I continue to be impressed by the faculty innovation and efforts across this campus.

Administrators	Faculty Senate	General Faculty
Amy Tuck	R. Hart Bailey	Peter Messer
Anna Dill	Meghan Millea	Nancy Reichert
Bill Kibler	Tom Carskadon	Steve Taylor
Butch Stokes	Jerry Emison	Linda Morse
Don Zant	Ted Dobson	Sally Gray
Gary Myers	Holly Johnson	Kevin Williams
Jerry Gilbert	Dana Franz	Robert Long
Mike Rackley	Greg Munshaw	Steve Elder
Wes Ammon		Angi Bourgeois
Tim Chamblee	Ann Ray	
Lynn Reinschmiedt	Joe Farris	
Peter Ryan	Kylie Crosland	
Mark Keenum		

Ann Ray, Joe Farris, and Kylie Crosland assisted in keeping notes on the various discussions. I will pull together their notes with the input from the facilitators, Provost Gilbert and Dr. Bailey to submit a full report to the Senate. The report will be distributed to the Senators and posted on the Senate website.

Confidence Survey

The Senate Confidence survey will use the instrument from last year. The faculty matched to academic units used last year will be compared with the distribution/match used by the Provost for his administrator survey. If you have any feedback about that process, please let Hart or me know.

Respectfully Submitted,

Meghan Millea

April 4, 2011

REPORTS FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

No Report

BUSINESS TO BE SENT TO COMMITTEES

6.1 ONLINE SUBMISSION FROM DR. JACOBS RE: RETROACTIVE WITHDRAWALS (ACADEMIC AFFAIRS)

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS NO REPORT

ANCILLARY AFFAIRS NO REPORT

CHARTER AND BYLAWS NO REPORT

FACULTY AFFAIRS

7.1.1 Faculty Service

Preliminary report provided regarding the request received to review the Faculty Handbook definition for faculty service.

7.1.2 Letter from Dr. Shaw re: OP 56.06 Research, Extension, and Clinical Faculty Positions

Preliminary report provided regarding the request received to review document that will serve as a guide for Non-Academic Faculty Promotions.

STUDENT AFFAIRS NO REPORT

UNIVERSITY RESOURCES NO REPORT

SPECIAL COMMITTEE REPORTS

None

OLD BUSINESS

None

NEW BUSINESS

None

SUPPLEMENTAL INFORMATION DISTRIBUTED AT MEETING

**11.1 DR. GILBERT'S LETTER RE: QUESTIONS/CONCERNS AND RESPONSES REGARDING THE
CREATION OF A NEW CATEGORY OF FACULTY: INSTRUCTIONAL PROFESSORS**

The meeting was adjourned at 4:04.

Submitted for correction and approval.

Dana Pomykal Franz, Secretary



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Office of the Provost and Executive Vice President

April 7, 2011

Dr. Hart Bailey
President, Robert Holland Faculty Senate
Mailstop 9728
CAMPUS

Dear Hart:

At the last Faculty Senate meeting, it was suggested that I develop a short list of questions/concerns and responses regarding the notion of creating a new category of non-tenure-track teaching faculty: instructional professors. I am attaching a document that I drafted this week. Please let me know if this is acceptable.

With this letter, I also submit the official request that the Faculty Senate poll all appropriate faculty early next fall to see if they support or do not support the creation of this category of faculty. I stand available to conduct additional sessions to discuss the matter with interested faculty members.

Thank you for your assistance with this matter.

Sincerely,

Jerome A. Gilbert
Provost and Executive Vice President

cc: President Mark Keenum

Questions/Concerns and Responses Regarding Instructional Professors Proposal from the Provost

The concept of having a limited number of non-tenure-track faculty members, instructional professors, would give a department the ability to support both the teaching and the research programs of the department by providing high-quality, focused teaching faculty. It would be totally optional, and instructional professors, along with instructors, could account for no more than one-third of the teaching faculty in any given department.

Common questions/concerns and corresponding responses:

- What would be the purpose of this classification?
 - By teaching a 4/4 load, the instructional professors would allow the tenure-track faculty more time for research by taking on a share of the teaching responsibility of the department. The instructional professors would provide a higher caliber level of discipline preparation than the instructor by requiring a terminal degree. Additionally, this proposal would provide for a promotion structure for teaching faculty: assistant instructional professor, associate instructional professor, and instructional professor.
- Have other universities implemented a similar classification of faculty?
 - A number of other universities have successfully implemented the same or a like-named version of non-tenure-track faculty. Some examples are: University of Delaware, University of Missouri, Duke University, MIT, Texas A&M, University of Wisconsin (Madison), and University of Mississippi.
- Would it be mandatory for departmental to implement this classification?
 - It would be entirely optional with the department head, in consultation with departmental faculty, making the decision to implement or not.
- How would the promotion increments for instructional professors be funded?
 - The money for the promotion increment will be provided by the central E&G fund. This is only true now for tenure-track faculty members.
- Do we have the authority to create this classification of faculty? Could this negatively impact MSU's accreditation or Carnegie classification?
 - There is full authority from the IHL for us to establish this category without special permission. It would in no way negatively impact the SACS accreditation of the university. It would not impact the Carnegie Research classification in any negative way.
- I am concerned that this proposed classification would diminish the value of the tenure-track faculty positions at the university and that the proliferation of instructional professors could get out of hand as some departments take advantage of the opportunity.
 - By limiting the number and putting control of the creation of instructional professor positions in the hands of the faculty, it will not diminish the integrity or value of a tenure track position. The dean and the provost would have the ability to monitor and provide a check on the system. The limiting of the percentage of instructors and instructional professors will help to keep the balance under control.
- How would an instructional professor be able to incorporate research experience into the classroom (like tenure-track faculty do)?
 - These faculty members would be as prepared, or perhaps more prepared, than an instructor with a master's degree to keep current in research because of their doctorate. There is a possible danger of the person not being current in the field so the department head will need to monitor this as part of the annual review process.
- How would instructional faculty be evaluated? Will the process be as thorough as the evaluation of tenure-track faculty?
 - It would be the responsibility of the instructional professor to present to the department head in the annual review the activities associated with instruction (classroom teaching, course and curricular development as appropriate, advising as appropriate, service on instruction-related committees, national involvement in teaching pedagogy in professional societies, etc.). They should also present evaluation material such as student-evaluation of teaching, self evaluation, peer evaluation, professional development in teaching, teaching portfolios, etc.

4-6-11