



ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of August 21, 2015

The Robert Holland Faculty Senate of Mississippi State University held a special meeting in the Grisham Room of Mitchell Memorial Library at 2:00 p.m. on Friday, August 21, 2015.

Members absent and excused were: Alan Barefield, Michael Brashier, Edward Potter, Natasha Randle, Robert Thompson, and Robert Wolverton.

The meeting was called to order by Senate President Cody Coyne.

President Coyne asked if there were any corrections to be made to the minutes of the April 10, 2015 meeting. Hearing no corrections, the April 10, 2015 minutes were approved as presented.

GUESTS

Dr. Mark Keenum, President

President Keenum began by stating that enrollment is up for this year. The official numbers for IHL will not be finalized until the tenth day of class, but at this point MSU has in excess of twenty thousand seven hundred students, which is an all-time record high. There are currently more than three thousand four hundred first time freshman, which is also a record. At this time last year our final enrollment for freshman was just below three thousand. Total enrollment for this year is just over five hundred more students than this time last year. The hope is that by 2018 we will hit twenty two thousand students. While we are looking to grow enrollment, we are also focused on maintaining quality.

President Keenum said that the freshman convocation was held on the previous Tuesday. He said that part of his message was the importance of class attendance. The faculty helps with that by urging them to be in class and taking roll. By reporting absences, it allows the programs that we have in place to function correctly. With the new parent portal we can enlist the help of the parents to help guide the students on a successful path. When a student falls behind, it is hard for them to catch back up. President Keenum thanked the faculty for their support to encourage

students to be successful. We have been successful in graduating more students. This past year more than four thousand two hundred degrees were awarded. This is the fourth year in a row that more than four thousand degrees have been awarded. We want to see the trend of our graduation numbers increasing to continue.

In fiscal year fifteen, the state added roughly twenty five million dollars to the Treasury over budget estimates. This means that the economy grew by about one half of a percent. The Mississippi economist and the joint legislative budget committee believe that the economy will grow by one point seven percent in fiscal year sixteen. In the month of July, the state was able to add nine million dollars to the Treasury over what was budgeted. The analysts say that July is not a good indicator of the year and that after September we will have a better feel for the year. They are more optimistic for fiscal year seventeen and have predicted a three percent growth for that time. The two major sources of funding for the University are tuition fees and state funding. The economy and availability of funds from the state impacts the resources that are available to the University.

Initiative forty two will appear on the ballot in November. President Keenum stated that he is not advocating for or against Initiative forty two. Initiative forty two would mandate that the state to fully fund the Mississippi Adequate Education Program (MAEP). The MAEP formula was designed eighteen years ago. If MAEP is fully funded, the Legislature would have to provide an additional two hundred million dollars to K-12 education. Medicaid will also increase next year. The chairman of the Joint Legislative Budget Committee stated that Medicaid would be fully funded. He also said that there was no intention to raise taxes to generate additional revenue. President Keenum said that if Initiative forty two is passed and the Legislature does not raise taxes, there would have to be cuts made elsewhere. The Chairman made clear that if the mandate is passed the Universities and Community Colleges of the state should be prepared for a seven point eight percent cut effective January first. There are Initiative forty two advocates that recommend a phasing in of the mandate or a link to certain growth rates in the economy. The way the initiative is written, there is no language stating a phasing in or a link to growth in the economy. The decision on how to implement the mandate would be left to a Chancery Court Judge in Hinds County. There is the possibility to appeal the Chancery Court verdict in the State Supreme Court, but the Legislature has made it clear that if the Initiative passes they will implement it immediately.

In response to the Legislative Budget Committee's mandate for a response from all state agencies, IHL Commissioner Glenn Boyce asked all of the University Presidents to come up with a response on how the cuts would be handled on their respective campuses. The responses were broad in nature. On the academic side there is an opportunity to offset some of the cuts by increasing tuition. It would take a thirteen percent increase in tuition to completely offset the cuts, which amounts to roughly a thousand dollar increase. Agricultural programs are left the most exposed due to the fact that they cannot be funded by tuition dollars.

President Keenum mentioned that the Legislature approved a two and a half percent increase in funds for salaries. The average salary increase across campus was three point six percent. The focus for the request for funding from the Legislature this year is, again, going to be salary

increases. The biggest challenge that the University is facing is bringing our salaries in line with our contemporaries and our peers.

The three year bond deal that was approved by the Legislature three years ago has been successful. This past year we got thirteen million dollars for the new Engineering building. President Keenum committed to matching the funds received through the bond deal. The University received a single donation of eight million dollars towards the new Engineering building. We have also received another three million in donations. President Keenum said that he expects that we will exceed our goal of thirteen million dollars for the project. The hope is to have the funding complete and the construction process begun by the end of next year at the latest. The Ag Division also received twelve million dollars this year from the bond deal for a new Animal Dairy Science complex.

The Library is currently undergoing an expansion project. The Fresh Foods dining facility was opened in time for the arrival of the record number of students this year. There are two new residence halls and a new Sonny Montgomery Center for Americas Veterans building currently being erected on the north side of campus. The new classroom building is scheduled to be open for the fall semester of 2016. The Roberts Building is slated to begin renovation in the next few months. This will allow the Post Office to be relocated there so renovation of the YMCA Building can begin. A couple of years ago the State gave funds for the renovation of the YMCA building. The University was able to clear up some issues with the US Postal Service to allow the Post Office to relocate to the Roberts Building, allowing the renovation of the YMCA Building. There is funding in place for the construction of the new Meats Science Laboratory which will be located in front of the Wise Center. Construction should begin sometime this fall. The Mill at MSU has surpassed President Keenum's expectations and is something that the University has needed for a very long time.

The IHL board just approved our request for the next multi-year bond bill. Some of the projects that are included in this request were the need for a new Poultry Science facility, a new music building, expanded facilities for the College of Architecture, Art & Design, and a new Kinesiology facility. The multi-year request includes eighty nine million dollars to complete these projects as well as an additional thirty six million dollars for the Ag Division. President Keenum realizes that we will probably not get all of the funds that are requested, but he feels that the request will be well received.

President Keenum thanked the Senate for giving attention to the possibility of creating tenure track positions for Extension Services. He feels that it would be good for recruiting and retaining faculty particularly in the Division of Agriculture, Forestry & Veterinary Medicine.

Senator Lemus asked if there were any plans to expand the online resources of the Library. He said that some of the academic journals that he had access to previously were no longer available. President Keenum replied that he did not know that any journals had been cut and that he would look into it.

Senator Burt inquired about the construction of the south entrance road. President Keenum responded that the bids have been opened. The bids have come in over budget and his team is

looking into working out the details to award a bid for the project. A large portion of the funds that have been allocated are federal funds.

Senator Wyatt asked where the Industrial Education Building stood in the plans for future renovation projects. President Keenum replied that there has been discussion of doing some modest renovation to the Industrial Education Building, but it is a building that need to be on our longer range plan for renovations in the future.

Senator Mary Ann Jones asked if the construction of the south entrance road would alleviate any of the congestion around the Black Jack Road circle. President Keenum replied that the circle is a bottle neck and a safety concern. Several of the rough design plans eliminate the circle completely. Once there is a master plan in place for that area, there are also funds available to erect a fence along Black Jack Road that would be aesthetically pleasing as well as provide a sense of security. Recently we gained approval to expand our police jurisdiction to five hundred yards beyond the edge of campus. This will allow us to police Black Jack Road, and help make it a safer area.

Senator Strawderman asked at what stage the partnership school project was. President Keenum responded that the University was still collecting funds. Mississippi State University has pledged five million dollars in private funds, as well as the donation of the property. President Keenum said that he believed that we would be able to raise the funds to uphold our portion of the agreement. More funding may be required by the Legislature and the new tax structure after the combination of city and county schools would have to be examined. President Keenum pointed out that this partnership school would house sixth and seventh grade students. He believes that it will greatly benefit the University as well as the community.

Senator Wilmoth asked if the location for the partnership was finalized. President Keenum replied that the school would be located to the east side of George Perry Boulevard off of Highway 182. The school would have its own access off of Highway 182 and would remain somewhat secluded from the rest of campus.

Senator Williams asked if the Pre-School would be relocated by the partnership school. President Keenum replied that moving the pre-school to that location is a possibility. He noted that Aiken Village, with the exception of the pre-school, was scheduled to begin demolition shortly. The University is also in preliminary talks with several private developers to determine the best utilization of Aiken Village for the University. The Mill project was a public/private endeavor that has been very successful.

Dr. Jerry Gilbert, Provost and Executive Vice President

Dr. Gilbert began by saying that he was in the Mill to welcome new faculty just recently. He said that the Mill was an absolutely beautiful facility. He added that he continues to be impressed with the new faculty that have been hired.

Dr. Gilbert thanked those that helped to welcome the new freshmen at the Freshman Convocation. He added that he believed that the convocation was a great way to welcome new students and stress the importance of academics.

With the additional students, the University is trying to accommodate them as best we can. There are currently eighteen classroom attendance scanners installed. There have been requests for additional training for the attendance software that is provided. Dr. Gilbert pointed out that the software can be utilized without having an attendance scanner on the classroom. More scanners will be added as it becomes possible.

A new task force has been created to examine marketing and an expansion of summer school. He pointed out that the facilities are not fully utilized during the summer semester. The plan is to add additional offerings during the summer and then market those offerings to students. The University will work with the city of Starkville to possibly hold some events that would be attractive to college age students.

Dr. Gilbert said that he has asked Tim Chamblee and Angi Bourgeois to perform a strategic review of the University course and curriculum process. The process will be examined from the departmental level up to the University level.

Some new position searches will include the Executive Director of the Center for Distance Education, Administrative Dean of the Meridian campus, and Assistant Vice President for Enrollment.

Dr. Gilbert said that he has seen the addition of another crane on the construction site of the new classroom building. He is hopeful that they are on schedule to open the facility in the fall. In October or November a determination will be made if the building will be able to open for next fall.

Coffee with the Provost will continue and has been expanded to include both Department Heads and Faculty members.

Senator Lemus asked if the new scanning software would both detect the arrival and departure of the students. Dr. Gilbert replied that the student has to scan themselves in and if they slip out during class, the scanner would not pick that up. Dr. Gilbert added that you can set a time that the students would be considered late with the scanners.

Senator Wipf said that faculty was told that they would be able to use the more inexpensive clickers for use in class. He said that the bookstore was pushing a more expensive subscription based model. Dr. Gilbert replied that he would look into the issue.

Brett Harvey, Director of Title IX and EEO Programs

Mr. Harvey stated that since his arrival in November several projects have been completed. A mandatory training has been implemented for all incoming students and employees. Since its implementation, three thousand four hundred and nineteen students have been trained. The

campus safe line (325-3333) has been overhauled. Previously the line was monitored by the University Police Department, which did a great job but locked the students into the University disciplinary process. Since some victims do not want to go through the disciplinary process, the safe line is now monitored by Protocol. This company provides counseling services and is able to put the caller in touch with various offices across campus as needed. In the future a Title IX working group will be established. This group will be comprised of individuals that have an interest in Title IX and women's issues. The group will work to help improve the policies.

A new sexual misconduct policy has been written to bring the University into complete compliance with regulations. In 2011 the Department of Education, Office of Civil Rights wrote the "Dear Colleague Letter". This letter stated that Universities had to do some very specific things in their response to sexual assault and sexual misconduct on campus. In 2013 Congress passed the Campus Safe Act. This act essentially goes along with Title IX and adds more requirements such as the mandatory training of new students and employees. One hundred and three schools are now on the list of investigation by the Office of Civil Rights. Mississippi State is not on that list.

The new policy applies to everyone at Mississippi State, however, the disciplinary process is different for students, faculty, and staff. The substantive rules of what can and can't be done apply to everyone. The definitions contained in the new policy have been brought up to date with federal regulations. The options for reporting sexual misconduct are clearly laid out in the new policy. By having all of these options, it is important to have a single point of contact to explain these options. Mississippi State's single point of contact is the safe line. The new policy also clearly outlines the investigative and disciplinary actions that will be taken. The assistance that is available to victims is also clearly outlined.

Mr. Harvey said that he welcomed any feedback that anyone was willing to provide. He encouraged everyone to survey the policy and telling his office what could be done better.

Mr. Harvey explained that the email that was sent to all faculty regarding responsible employees was in response to a requirement by The Office of Civil Rights. Discretion may be used when it is an issue that involves staff to staff or faculty to faculty as long as there is no threat of violence. Reporting is encouraged.

Senator Riehm stated that the safe line number was not included in the standard statement that is required to appear on syllabi. Mr. Harvey responded that there would be a newly revised standard statement coming out in the next few weeks that is to be included on the spring semester syllabi. The newly revised statement does include the safe line number.

Senator Wipf stated that the safe line number does not appear on the website. Mr. Harvey responded that it was on the web, but it was difficult to find. One of the projects that is coming up is to get the OCI webpage up and running with a link on the main homepage as well as possibly at the top of the student and faculty webpages.

Senator Grace stated that she felt that some marketing and education regarding the standard statement should be considered due to the fact that one of her summer classes, which was ninety

four percent male, felt that they were assumed guilty. Mr. Harvey responded that he tries to stress that his office is on the victim's side in regard to accommodations, but there is a distinction between that and the adjudication process. The adjudicators are trained in due process.

Senator Riehm stated that he felt that his freshman classes had an understanding of the statement. Mr. Harvey thanked Senator Riehm and stated that in four years, once most of the students have gone through the training, there should be a greater understanding of the issue amongst all students.

Senator Spain asked what the relationship between mandatory reporting of a case of sexual assault, which would be considered criminal activity, and law enforcement involvement. Mr. Harvey replied that due to OCR regulations, the decision to inform law enforcement is left to the victim. Mandatory reporting is for the purpose of campus discipline and assistance or in emergency situations. Senator Spain asked if the victim does not want to press charges, would your investigators call upon law enforcement to aid their investigation, even if that may lead to the findings of criminal activity. Mr. Harvey replied that they had not had occasion to do so to this point. If there was an ongoing danger, law enforcement would be involved.

Senator Mary Ann Jones asked if a classroom discussion occurs which becomes too personal, would a responsible employee have to report it. Mr. Harvey replied that OCR regulations state that disclosures that occur in a public event do not fall under mandatory reporting.

Dr. Regina Hyatt, Vice President for Student Affairs

Dr. Hyatt began by saying that Student Affairs has a responsibility and obligation to support the academic mission of the University. Student Affairs work is centered on student success, student engagement, and the student experience. The goal is to ensure that our students graduate. To facilitate that, Student Affairs utilizes housing, dining services, health and wellness activities, student life, and student support.

Dr. Hyatt mentioned the opening of the new Fresh Foods facility. She thanked Mr. Bill Broyles for seeing the project through to completion. Moe's Southwest Grill is now open next to Subway. Dr. Hyatt encouraged the Senators to sign up for a faculty/staff dining plan.

The two new residence halls will open next fall. The facilities will hold a little over seven hundred beds as well as the Center for America's Veterans. This fall we are housing three thousand three hundred and twenty four freshman. Four thousand five hundred and seventeen students are housed in total. The additional beds that the new residence halls will provide are greatly needed.

There has been a large increase in fraternity and sorority membership as well this fall. Dr. Hyatt stated that she believed that is indicative of the larger class size.

Student Affairs is going to begin a strategic planning process in the next few weeks. She said that she hoped that faculty would be a part of that process.

Dr. Hyatt said that her office is very open to providing additional resources to faculty. The Office of Student Affairs welcomes feedback regarding resources that they can provide to aid with student support.

REPORT OF THE PRESIDENT

Senate Vice President/President Committee Reports

Executive Council
 Deans Council
 Associate Deans Council
 University Access Committee
 Master Planning Advisory Committee
 Special Events and Game Day Committee
 Information Technology Council
 Faculty Research Advisory Committee
 Intellectual Property Advisory Committee

University Student Enrollment

Student Enrollment: 20,600 (2015-2016 projection)
 Freshman Student Enrollment: 3400 (2015-2016 projection)

Programs Employed to Optimize Enrollment and Retention

Academic Flavor for Orientation
 Growth of New Maroon Campus
 MSU Attendance Management System
 Two Progress Grade Reporting Dates
 Improvements in Navigator Program
 Expansion of True Maroon Classes
 MSU Daily Planners for True Maroon students
 Expansion of Supplemental Instruction
 Coordination, SI program/ Student Success Portal
 Coordination, RA program/Student Success Portal

University Diversity Council: Programs and Functions

August 27 th at the Mill 6:00 p.m. -to- 9:00 p.m.	MWOC Summit Empowerment Dinner
August 28 th at the Mill 8:00 a.m. -to- 4:00 p.m.	MWOC Summit
September 3 rd at 5:30 p.m. Colvard Student Union Foster Ballroom:	Minority Mixer
October 15 th at 6:00 p.m. Colvard Student Union Foster Ballroom:	Dr. Richard Holmes 50 th Anniversary Banquet
October 19 th at 5:30 p.m. at the Colvard Student Union Foster Ballroom:	Safe Zone Training
October 21 st at 11:00 to 1:00 at the Colvard Student Union Foster Ballroom:	Women in Leadership
October 28 th at 6:30 p.m. Center for American Veterans HCDC and ODI	LGBTQ Speaker Ann Tredaway

Campus Access Committee

ADA modifications completed or substantially cross campus (2014-2015) n = 10 @ \$646,008

Proposed new ADA modifications

\$375,000

Master Planning Advisory Committee

- Fresh Foods facility is completed and open
- Mill Conference Center
- Roberts Building plans nearly completed (renovation will require 6-8 months)
- YMCA Building can't be started until Roberts Building is completed
- New Classroom Building (operational by January 2016 /un-anticipated delays have occurred)
- Mitchell Memorial Library Fourth Floor Addition initiated in July (21,000 square feet increase)
- Wise Center Classroom operational in September 2015
- New Residence Halls (scheduled to open August or September 2016)
- Construction Teaching and Research Laboratory (Mock Construction Site)
- Softball Stadium Renovation
- nSPARC Data Center Site and Schematics
- Holmes Plaza Site
- Center for American Veterans
- Meats Sciences Building
- Poultry Science Building

President/Senate Spring 2015 Faculty Roundtable: Mississippi State University Branding/Imaging

- Formulation and identification of desirable images and perceptions
- Delineation of approaches for delivery of desirable images and perceptions
- Branding, imaging, perceptions, axioms
 - o College website guidelines have been established
 - o College/department letterhead/header modifications (stationary, slide presentations)

Robert Holland Faculty Senate Executive Committee: 2015-2016

Academic Affairs:	Noel Addy	Business	5-1644	NAddy@business.msstate.edu
Ancillary Affairs:	Mary Ann Jones	Library	5-4619	mjones@library.msstate.edu
Faculty Affairs:	Stan Bullington	Engineering	5-7621	bullington@ise.msstate.edu
Student Affairs:	Stacy Haynes	A&S Sociology	5-7876	shh56@msstate.edu
Charter and Bylaws:	Edward Potter	A&S: Language	5-3480	ep75@msstate.edu
University Resources:	Laura Grace	DAFVM: Extension	5-8919	lgrace@cfr.msstate.edu
Vice President	Anastasia Elder	Education	5-0387	aelder@colled.msstate.edu
Secretary	Brent Fountain	Extension Services	5-0849	bjf2@msstate.edu
President	Cody Coyne	CVM: DBS	5-1120	coyne@cvm.msstate.edu

University Search Committees

Vice President for Student Affairs: Virginia Young Hyatt

Director of Athletic Academics: Video conference interviews completed and onsite interviews scheduled

Committee Assignments: May to September 2015

Additional Course Fees Committee: New Senator Representatives

College of Business

Iva Ballard

College of Forest Resources

Laura Grace

Initiatives for Robert Holland Faculty Senate 2015-2016 Term

- Individual invitation extended to each of the Vice Presidents to attend a senate meeting
- A structured list of AOPs and OPs has been constructed that is organized according to subject title and policy purpose instead of numerical identification code. Potential advantages and applications of the structured list of AOPs and OP include; [i] easier identification and acquisition of closely related AOP and OP documents; [ii] identification of AOP and OP documents that should include a reference link with one another; and [iii] identification of policy and procedure duplications within related AOP and OP documents.
- Chairman on the Executive Committee will be requested to make every attempt possible to complete review of simple and brief AOP documents within a period of 30 days.
- White Paper Briefs for each monthly senate meeting will continue to be drafted when possible
- President/Senate Spring 2015 Faculty Roundtable will continue to be drafted when possible
- Implementation of a more comprehensive format for President/Vice President reports will continue for presentation in the agenda and on the senate floor

Executive Operating Policy Review Committee

A proposal is being considered to establish an Executive Operating Policy Review Council (EOPRC) that would serve in establishing the initial review of administrative operating policy (AOPs/OPs). The committee membership would include the Provost and Associate Provost for Academic Affairs in addition to representatives from Deans Council, Associate Deans Council, and Robert Holland Faculty Senate. In concept, the EOPRC would functionally reduce the probability of AOP documents being shuttled back and forth between Deans Council, Associate Deans Council and Faculty Senate during multiple phases of the review process prior to final approval. The function of the EOPRC would probably be particularly beneficial for review of the most involved, controversial and lengthy operating policies. Robert Holland Faculty Senate has requested that all AOP documents requiring review still at one stage of the process be evaluated by its members prior to their final approval.

In the interim, member of the Senate Executive Committee have been requested to expediently review and revise if necessary all brief, straightforward and non-controversial AOP or OP documents within the time frame of a 30-day cycle.

Adopted and Approved AOP or OP Documents

- OP 91.122 - Students with Disabilities.....Approved
- AOP 12.22 - Undergraduate Student Course Load.....Minor Revision
- ~~AOP 12.31~~ - Freshman Course Load.....***Rescinded***

Summer AOP/OP Reviews and Revisions (May to August 2015)

OP 30.02 - Educational Records.....Approved AOP/OP Merge

~~AOP 12.13~~ - Academic Records

~~AOP 10.06~~ - Family Education Rights and Privacy Act (FERPA: Buckley Amendment)

OP 30.01 - International Student and/or Scholar Compliance Fee (ISCF)

~~91.176~~ Administrative Fee for International Students.....Rescind

AOP 13.22 - Guidelines for Adjunct Faculty and Visiting Scholars and Scientists

AOP 13.09 - Credentials for Teaching

Clarification of what is a 1^o or 2^o instructor

DH meet with 1^o and 2^o instructors each semester

AOP 12.04 - Final Examination Policy (distance education)

- Revision of requirements for distance education attendance

- Distance Education Courses: 72 hours for exam access

- synchronous and asynchronous examination format clarification

- clarification of time sensitive requirements (Central Time Zone)

AOP 12.01 - Academic Add/Drop Policy (A/D 36 days/ grade notification by 30 days)

Grade progress notification by **30 days**

Academic Add Drop by **36 days**

- A. Add/Drop without penalty - A student has through the fifth class day (**by 5:00 pm**) into the semester to drop a course and to the sixth class day (**by 8:00 am**) to add a course without being assessed a fee or academic .
- Revision prevents students from adding a course and missing more than 3 scheduled classes
 - Students missing more than 3 scheduled classes are academically considered “highest-risk”
 - Revision in Table for short sessions.....gives them an extra day before dropping deadline

AOP 12.09 - Class Attendance and Excused Absences (documentation/immediate family/distance Ed)

Justification: Urgent for September implementation or legal implications

Distance education considerations

Documentation of excused absences

Attendance: return of federal funds by 14 days of last attendance date

Mandatory seating assignments visually detect absence students

Banner

Distance education clarification added pertaining to class attendance

OP 76.01 - Policy and Procedures Statement on Intellectual Property at Mississippi State University

OP XX.XX - Non-Credit Continuing Education Outreach & Service Activities.....Proposed OP

OP XX.XX - Continuing Education Unit Guidelines & Reporting.....Proposed OP

AOP 34.01 - Special Teaching Programs.....Recommended to Rescind

Established Ad Hoc Committees

DAFVM Tenure Track Category for Extension and MAFES Research Faculty (Senate Ad Hoc Committee)

- | | |
|------------------------|--|
| - Brian Baldwin | Agriculture and Life Sciences/MAFES |
| - Tim Chamblee | Office of Institutional Research and Effectiveness |
| - Randy Follet (Chair) | Engineering |
| - Mark Goodman | Arts and Sciences |
| - Laura Grace | Extension |
| - Ben Harvey | Architecture / Art and Design |
| - Mary Ann Jones | Library |
| - Lelia Kelly | Extension |
| - Patty Lathan | Veterinary Medicine |
| - Kent Marett | Business |
| - Debra Prince | Education |
| - Natasha Randle | Meridian/Business |
| - Scott Roberts | Forest Resources |
| - Lesley Strawderman | Engineering |
| - David Wipf | Arts and Sciences |
| - Robert Wolverton | Arts and Sciences |

DAFVM Faculty Annual Review Form: Evaluation for University Wide Adoption

- Ad hoc committee appointments completed or near completion Office of the Provost

Anti-Bullying Policy Review

Ad hoc committee appointments completed or near completion Office of the Provost

- Intent would be for a new policy to be developed that complements "OP 03.03 - Non-Discrimination and Anti-Harassment"
- Bullying Workshop October 1st, 2015 in the Student Union

Potential Senate Involvement in Future AOP Evaluations and Review

OP 01.21 - Post-Tenure Review

Provost Gilbert has been approached to request that Robert Holland Faculty Senate be involved in the drafting a complementary AOP that addressed Post-Tenure Review.

OP 91.307 - Policies for Traffic and Parking Rules and Regulations for the Campus and Streets of Mississippi State University

The Executive Council reviewed OP 91.307 at the July 2015 meeting and some concerns had been expressed regarding perceived irregularities in content and organization and consistency. The fate of OP 91.307 after being reviewed by the Executive Committee is uncertain but it is possible that either Robert Holland Senate or an ad hoc review committee may become involved in a more extensive and comprehensive review.

OP 03.03 - Non-Discrimination and Anti-Harassment Policy: General Council: Brett Harvey
Major changes to the sexual misconduct policy, most of which are mandated either by new guidance from DOE's Office of Civil Rights or the Campus SAVE Act.

- *Clarifying the policy’s application to all members of the university community.* Title IX prohibits discrimination in university programs, and does not distinguish between students and employees. While instances of alleged sexual misconduct involving employees often are handled through different disciplinary channels than those involving students, the policy clarifies that the same substantive rules and standards apply to all.
- *Defining “Responsible Employees” and their obligations.* OCR has interpreted Title IX to require the designation of many university employees, including all faculty, as “Responsible Employees.” These employees normally are required to relay any information they learn about alleged sexual misconduct to the Title IX Coordinator. The revised policy explains who MSU’s Responsible Employees are, and what they are required to do, in straightforward terms.
- *Updating definitions of sexual misconduct.* Definitions of types of sexual misconduct—including sexual assault, harassment, and exploitation, along with stalking and domestic/dating violence—all have been updated to reflect current OCR guidance.
- *Clarifying the definition of consent.* The revised policy will include MSU’s existing standard, which requires “active, knowing and voluntary” consent to sexual activity. It will clarify that agreement obtained through force, threats of force or coercion is not consent, but will further clarify that normal words of persuasion are not coercion. It will specifically address situations in which intoxication or other incapacity prevents consent.
- *Giving clear, consistent information on reporting sexual misconduct and seeking help.* The new policy will lay out options for (1) reporting to the university; (2) seeking help confidentially, such as through Student Counseling Services; and (3) reporting to law enforcement. The policy will explain in plain language the choices that reporting parties have, and will explain the forms of assistance the university can provide.
- *Clarifying procedures for investigation and discipline.* The policy will give reporting parties a clear outline of the investigation process, including the procedures for adjudication. The policy continues to use the mandated preponderance of evidence standard, with protections in place to ensure that both the complainant and the accused have access to advisors of their choice and relevant evidence prior to any hearing.
- *Clarifying the interaction between related policies.* The revised policy will make explicit that the provisions of the Non-Discrimination and Anti-Harassment Policy (3.03) still apply to instances of workplace harassment and discrimination. It will clarify that the Amorous Relationship Policy (OP 1.28) may be violated even by fully consensual relationships involving power differentials.

REPORT OF THE VICE PRESIDENT

None

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

None

BUSINESS TO BE SENT TO COMMITTEES

1. AOP 10.08 Classroom Regulations (University Resources)
2. AOP 12.09 Class Attendance and Reporting Absences (Academic Affairs)
3. AOP 13.15 Evaluation of Teaching Performance (Student Affairs)
4. College of Arts & Sciences Request to Change P&T Document (Faculty Affairs)
5. Review of Faculty Senate Meeting Schedule (Charter & Bylaws)
6. Senate Endorsement of Anti-Bullying Workshop (Ancillary Affairs)

Senator Wyatt made a motion to send the consent items to their respective committees. Senator Elder seconded the motion. The motion passed unanimously.

STANDING COMMITTEE REPORTS

Academic Affairs

Ancillary Affairs

Charter & Bylaws

Faulty Affairs

Student Affairs

University Resources

SPECIAL COMMITTEE REPORTS

OLD BUSINESS

NEW BUSINESS

President Coyne motioned that the resolution regarding that support of President Keenum's statement regarding the state flag of Mississippi be approved. Senator Wilmoth seconded the motion.

Secretary Fountain asked for the statement from President Keenum be read aloud. President Coyne read aloud President Keenum's public statement.

Senator Lemus asked if the Faculty Senate should involve themselves in an issue that has political ramifications. President Coyne replied that he also had concerns that this was outside

the purview of the Senate. He said there has been a precedent for this topic set during the February 2001 Faculty Senate meeting.

Senator Kelly asked President Coyne who prompted him to bring this to the floor. President Coyne replied that various faculty members and administrators had asked that the Faculty Senate look into a potential release of a statement on the subject.

Senator Riehm asked for clarity on the jurisdiction of the Faculty Senate. President Coyne read one of the functions of the Faculty Senate: “The Faculty Senate shall make recommendations to the president of the University on matters pertaining to the welfare of the University. The faculty Senate shall consider all matters brought before it by the president of the University, the administration, the general faculty, or individuals of the general faculty, and make recommendations concerning them when appropriate.”

Senator Wyatt stated that he felt that the Senators could not accurately represent their constituents in a matter that involves personal opinions and beliefs. Senator Spain stated that she felt that with the strong commitment that Mississippi State has to diversity, and with the interests of the well-being of the students in mind as it pertains to the symbols on campus that could be viewed as offensive, it was within the purview of the Senate to address this issue.

Senator Riehm stated that the use of the word “united” could imply unanimous. President Coyne replied that the language of the statement could be edited on the floor if a motion to do so passed. He also said that the current version of the resolution was reviewed and lightly revised by members of the Executive Committee.

Senator Ridner said that she felt that the Faculty Senate was a political body and though the usual workload does not seem political, it is. She also stated that she felt that as academics with potentially more knowledge of past events and the meaning of symbols in our society, the Senate should take a stand on the issue. She continued to say that as academics, with academic freedom, we are obligated to take a stand even if it means taking a controversial stance on an issue.

Senator Prince stated that she did not feel that the word “united” meant the majority and not unanimously.

In order to determine the preference of the Senate, President Coyne made a motion to vote using a closed paper ballot. Hearing no second the motion to vote via closed paper ballot failed.

President Coyne called for a vote by a show of hands to accept the adoption of the statement: “Mississippi State University Robert Holland Faculty Senate is united with University President Mark Keenum in recommending the adoption of a new re-designed state flag for Mississippi” The motion passed by thirty seven for, one against, and no abstentions.

ADJOURN

The August 21, 2015 meeting of the Robert Holland Faculty Senate adjourned at 4:37 p.m.

Submitted for correction and approval.

Brent Fountain, Secretary

Jason Cory, Administrative Assistant II