

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF MEETING ON FEBRUARY 11, 2005**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the Grisham Room of the Mitchell Memorial Library at 2:00 p.m. on Friday, February 11, 2005.

Members absent and excused were Alan Blaine, Tom Cathcart, Walter Diehl, Greg Dunaway, Marita Gootee, Allen Greenwood, PC McLaurin, Evan Nebeker, and Homes Hogue (sabbatical).

There were no members absent and unexcused.

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 Mark Goodman called the meeting to order.

President Goodman referred to the minutes of the January 14, 2005, Regular Meeting as distributed. Senator Wolverton moved, Senator Nagel seconded, that the Robert Holland Faculty Senate approve the minutes of January 14, 2005, as amended. The motion passed on a unanimous voice vote.

President Goodman introduced Steve Turner as the new Faculty Athletic Representative and thanked Kirk Arnett for his years of service in that position.

GUESTS

President Goodman introduced guests: Dr. Peter Rabideau, Provost; Dr. Sara Freedman, Dean of the College of Business and Industry; Dr. Kirk Arnett, Retiring Faculty Athletic Representative; and Dr. Colin Scanes, Vice President for Research and Graduate Studies.

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- The next IHL Board meeting will be next week. One issue to be discussed will be the dual enrollment of high school students. In Mississippi, there is something called *Seat Time* where students must be in their classes and in their seats for the schools to get credit and it effects their budgets. As a result, if students are taking classes at MSU or other institutions, they are not in the classes or in the seats of the high schools who then do not get credit for those students. On the IHL Board's agenda is the discussion of a policy that will allow for dual enrollment of high school students in both universities and community colleges without penalty for the high schools.

- Rabideau thanked the Senators for their work on the Post Tenure Review policy. MSU turned in their requested materials to the IHL Board on time.
- Rabideau assumes that all relevant departments are already aware of which graduate programs are on probation. Some recommendations by the IHL staff include consolidating several masters degree programs in Agriculture and folding Ag Economics into that arrangement. The masters degree in architecture and masters degree in physics programs are both being removed from probation. The masters and PhD programs in plant pathology and entomology which were separate programs are being combined into one program. PhD in computer engineering is being recommended by the IHL staff to be placed under observation for another year. If enrollments reach minimum levels, the program will be taken off probation. Masters in engineering mechanics and MSSM in systems management are being deleted.
- Coming up for Board action is MSU's ability to employ non-tenure track faculty for periods of up to four years in length. The Board states that these faculty positions will be specified as teaching, research OR service positions and not a combination.
- Recommendations have been received from the Courses and Curriculum Committee pertaining to the 124 hour degree programs. These programs will be implemented this fall. Rabideau's office is still looking at what language will be appropriate for the programs asking for exception to the new 124 hour policy. There will need to be some caveats for the programs which are not yet approved for this fall. Should such a program be identical to its Florida counterpart, Rabideau is most certain that there will be no problems in obtaining an exception.
- Senator Adams-Price asked if the dual enrollment of high school students policy will be it easier for these students to enroll at MSU. Rabideau responded that it would be easier because the high schools will no longer be penalized and the cooperation between the high schools and the universities and/or community colleges will be a win-win situation.
- Senator Susan Diehl stated that she had heard that Rabideau wanted to interview all candidates for faculty positions who might be hired at the Associate Professor level or above. Is this true? Rabideau responded that he seems to remember having said something to that effect, but on second thought, he would prefer to only interview candidates that might be hired with tenure and possibly those who might be hired at the Full Professor level.
- Senator Bridges asked if Rabideau stated that the IHL Board will not consider the degree programs that are requesting exceptions to the 124 hour rule until June and Rabideau responded that this was correct. If the Board refuses any of those, what is the procedure then? Rabideau responded that the Board makes those decisions. Senator Bridges then asked if the Board states that these programs must comply, what in the timeline? Rabideau responded that they would need to comply by fall of 2006.
- Senator Millea stated that their college, each department submitted their promotion and tenure document to the Provosts Office and they were returned for suggestions of revision from the Provost Office. Is their college the only one that this happened to? Also if our p&t documents at the department level are what we require for favorable recommendations, then isn't it our department's right to decide what that criteria is? Rabideau responded that he knows that a number of p&t documents were sent back with questions. He doesn't remember if they were all in the same college or not, but it certainly was not just one case. In answering the second question, there has to be a certain level of consistency with the university p&t document. Rabideau stated that the

p&t process this year has lots of glitches – there were external letters which were unacceptable for one reason or another. We need some basic guidelines to ensure that we are getting external reviewers from reasonable institutions and in reasonable numbers and, in some cases, this was not true. *Procedures* are very important, that's where we currently have a problem, and that's where we need some standardization. Senator Millea requested that the Provost's Office sign off on the criteria which you are requiring should be in our p&t documents – especially those at the department level. If you are telling us what criteria we are supposed to be subjecting our faculty to, then you should be signing off on our documents, otherwise we should be treated as we should be treating our peers when we judge them on our criteria. We know full well that our judgment is not a rubber stamp at the next level. Rabideau responded that it would probably be best if someone asked him, not in this venue, specifically what the issues in question are.

- Senator Kohers asked does the Provost's Office have to sign off on departmental p&t documents – is it required? If so, shouldn't your signature be on those documents? President Goodman responded that there is no provision in our university p&t document that requires the signature of the Provost. It does require all college p&t committees to sign off on all departmental p&t documents. If you want to get the highest level of protection for a departmental document, then it *can* go to the Provost's Office for review. If a department feels that the Provost is dictating what is in their p&t document and it's in violation of the university's p&t document, then contact President Goodman and he, on behalf of the Senate, will discuss that specific issue with Provost Rabideau. The promotion and tenure process is driven by Faculty Senate. The Provost applies those standards and he also has the right to explain how he interprets those standards. Therefore it is a wise idea to have the Provost sign off on departmental p&t documents even though it is not required because it creates a system by which faculty members should then be able to follow their departmental p&t criteria and expect to be granted promotion and/or tenure. Senator Kohers then stated that should the Provost not sign off on a document, then the department has a problem. President Goodman agreed, but stated that the problem is not between the Provost and the department – it is between the Faculty Senate and the Provost. Rabideau commented that there were some documents which he refused to sign off on.
- Senator Kohers asked if it was reasonable to expect all faculty to have a *national reputation*. Rabideau responded that criteria was not just his expectation, it is clearly stated in the university's p&t document and is required by that document. Based on his experience, Rabideau defined *national reputation* as this following... In some cases and in some fields, if there is a PhD program, then those faculty should actually have "national" reputations. If a department has no graduate programs, then a *national reputation* might mean being invited to play your drums in Nebraska and/or Idaho, but it might not mean Carnegie Hall. A faculty with a national reputation is a person who is a scholar and is known outside of Starkville and outside of the state of Mississippi for the work that he/she is doing. Now whether this is from sea to shining sea depends on the many factors (e.g., is this faculty working in a graduate program, an undergraduate program; the nature of the discipline, the field; is the faculty doing exhibits, publishing papers, getting grants).
- Senator Montgomery stated that the unofficial feeling across campus is that the *bar* changes with each new provost and this factor alone causes more disruption in the p&t process than anything else. Changes in provosts have a direct bearing on how

forcefully or differently our p&t documents will be approved, enforced and/or interpreted. Rabideau responded that it has always been his goal that he and the faculty would work together to improve the p&t document(s) and if they are good and reasonable documents, then the provost could drop dead tomorrow, the p&t documents would still be there, and a new, incoming provost would look at these documents, know that they were good and reasonable documents would follow and enforce them without amends.

- Senator Henington asked for an update on the deans' searches. Rabideau responded that the Dean of Education search is to the point of inviting final candidates to campus. The College of Veterinary Medicine has a search committee which has met, created the job description, advertised and is being aggressive about nominations. Rabideau admitted that he had not heard any new information about the search for the College of Forest Resources' dean.

COLIN SCANES, VP RESEARCH AND GRADUATE STUDIES

Vice President Scanes provided the following information:

- Scanes has recently reviewed the latest figures for research expenditure by the university and there is a substantial increase from the previous year particularly in federal funding (much of this is federal initiatives).
- Some of the metrics used: Does this leverage use competitive funding?, Are there doctorates coming out of it?, Are there refereed publications or juried exhibitions coming out of it?, Is there technology commercialization or other impacts to communities in Mississippi?
- MSU has been below 100 PhDs and other doctorates for the past three consecutive years. Scanes is fairly confident that MSU will rise above this mark during 2005.
- Publications is a area where the glass is half empty. When looking at the Science Citation Index and the Social Science Citation Index for last year, there are about 400 refereed publications listed that are authored by MSU faculty. Considering MSU has about 700 faculty, this is only about ½ article per faculty.
- In terms of SEC rankings, MSU is at the lower reaches of this group.
- MSU is committed to being involved in economic development. (1) Students are economic development. For every 100 students, at least one million dollars goes into the local economy. This calculates to each student spending about \$10,000. (2) Research is economic development. US Department of Commerce suggests that about 36 jobs are created for each one million in research spending. (3) Spin off companies (4) Relationship marketing (5) New companies locating here.
- Senator Swafford if the Social Science Citation Index was the primary source for determining the number of refereed publications for MSU faculty. Scanes responded that it and the Science Citation Index are the two sources. Swafford stated that if faculty are publishing in journals that are not cited in either of these sources, then their work is not counted in these reports. Scanes agreed and added that it also does not include conference reports, proceedings, juried exhibits, etc.
- Senator Wood asked if Scanes had been able to reconfigure the report so that it would take into consideration the number of students, the number of faculty, etc. in a department or field of study. Scanes responded that Gary Pike assures him that he has done so and that it does not change the results.

- President Goodman added that Gary Pike has an ad hoc committee which is looking at various ways to gather research information across campus.

SARA FREEDMAN, DEAN COLLEGE OF BUSINESS AND INDUSTRY

Dean Freedman provided the following information:

- The most exciting activity in progress at the College of Business and Industry at the moment is the new building expansion and renovation commitment. Construction is to begin this summer and be completed within two years. This building project is being completely funded by private donors and there is a lead donor who is an alumni.
- The taskforce spearheading this building project stated that the building should meet the following goals: (1) it should be a student friendly environment, (2) there should be something about the building that will give it character, and (3) there should be large, effective, efficient classrooms.
- The College of Business and Industry always encourages other units across campus to use their facilities and equipment when not in use by the College and this means that the new building and renovations will benefit all of MSU.
- Floor plans of the first floor were displayed and Freedman explained its layout.
- Freedman mentioned the College's desire to work with other units across campus in developing joint programs. Some of these programs already in existence are the International Business Program; Professional Golf Management; Furniture Management Program; and Management, Construction and Land Development Program.
- Some of the traditional programs also work with other units. Information Systems has always worked closely with Computer Science and have recently opened a lab in McCool.
- The College's faculty are encouraged to be involved with the centers and institutes across campus.
- Senator Wolverton suggested the name "Megaron" might be used for their new Great Hall.
- Senator Kohers remarked that the upcoming construction will rid this section of campus of a major source of pollution by making the diesel buses take a different route.
- Senator Henington asked where the new part of the building will be in reference to the existing parking lot and Freedman indicated on the map where this would be.

KIRK ARNETT, RETIRING FACULTY ATHLETIC REPRESENTATIVE

Dr. Arnett referred to his report as distributed and added the following remarks:

- The Academic Performance Report will be in the news soon yet Arnett stated that he does not know enough about this report to comment on it. His understanding is that MSU will probably be in trouble with respect to football.
- Senator Wood asked if the GPA scores listed in his handout were high school GPAs and Arnett responded that they were.

- Senator D'Abramo asked how much attention is given to ACT scores when recruiting basketball and football players. Arnett responded that high profiles athletes might be viewed differently by a coaching staff.
- Senator Henington stated that athletes GPA scores are made known.

REPORT OF THE PRESIDENT

President Goodman referred to his report as distributed and made no additional remarks. Questions posed:

- Senator Adams-Price asked about the non-tenure track faculty status and was their contract status renewable or not. Goodman responded yes.
- Senator Myles what the maximum contract length for non-tenure track faculty at other institutions. Goodman responded that he did not know.
- Senator Deeds asked if the colleges and departments across campus who have already started working on documents pertaining to non-tenure faculty been contacted for their input. Goodman responded no.
- Senator Myles asked what if a department already has a document to evaluate non-tenure track faculty. Will this ad hoc committee look at these document? Goodman responded that they would be happy to look at these and any other information.

REPORT OF THE VICE PRESIDENT

Vice President Wood referred to the his report as distributed and added the following remarks:

- Each unit on campus has been charged with crafting a unit-specific Affirmative Action Plan.
- Rabideau and Scanes have expressed concerns regarding the status of some MSU web sites.
- Winter Intercession is still under debate.
- Sabbatical applications are being returned to college deans for further review.
- As previously mentioned by Scanes, the report entitled *Selective Publication Counts for Mississippi State and Peer Institutions* is only using Science Citation Index and the Social Science Citation Index as measures.
- The Roundtable is scheduled for April 2nd at Plymouth Bluff and the topic is teaching.
- Senator Millea commented on Winter Intercession. The idea would be that a 12-month faculty is a full-time employee and thus should not have the time to do an intercession. However, a nine-month faculty is also a full-time employee during the time period that the intercession takes place thus would also be substituting time away from their contract period. So there should not be any discrepancy as to whether a nine-month or 12-month faculty is under their full-time contract during that period. Senator Nagel stated that the debate is not over the contract, but over money – the 9-month faculty would be given compensation and the 12-month faculty would not.
- Wood stated that the Senate will have a chance to vote on Winter Intercession once the details have been addressed.

- Senator Henington asked what the influence of the Internet courses and the Continuing Education courses are/will be on Winter Intercession courses. Wood responded that he was not sure.
- Senator D'Abramo stated that Winter Intercession will bring a lot of potential for opportunities but there will also be potential for abuse.
- Senator Millea asked about the sabbaticals and what communication issues need to be addressed. Wood responded that applicants are going to have to convince their dean that your sabbatical idea is a great one so that he/she will write a letter on your behalf. No more rubber stamping.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

University Research Council – Senator Zappi referred to the his report as distributed and no questions were asked.

Campus Planning and Development Committee – Senator Deeds commented that this committee has not met since the last Senate meeting.

BUSINESS SENT TO COMMITTEES

None.

BUSINESS TO BE SENT TO COMMITTEES

Letter from Dr. Jerome A. Gilbert, re: AOP 12.11 – Degree Requirement - Undergraduate – President Goodman assigned this issue to the Academic Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 12.12 – Credit, Grades, and Academic Standing – President Goodman assigned this issue to the Student Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 12.32 – Refund and Course Credit Policy for Student Members of the Military Called to Active Duty or Deployed – President Goodman assigned this issue to the Student Affairs Committee.

Letter from Dr. Jerome A. Gilbert, re: AOP 13.12 – Summer School Teaching – President Goodman assigned this issue to the Faculty Affairs Committee.

Letter from Dr. Gary Pike, re: Student Evaluation of Faculty – Senator Montgomery moved, Senator Henington seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Goodman assigned this issue to an ad hoc committee.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE

No report.

ANCILLARY AFFAIRS COMMITTEE

Senator Montgomery, Chair of the Ancillary Affairs Committee, referred to this Committee's report initiated by a letter from Dr. Mark Goodman dated August 26, 2004, requesting the Senate to review the *University Promotion and Tenure Policies and Procedures* adopted by the Faculty Senate on March 12, 2004, to make corrections, clarifications, and any other changes to improve the document. No vote was taken today since the information has to be before the faculty for thirty days therefore the vote will be taken at the next Faculty Senate meeting.

CHARTER AND BYLAWS COMMITTEE

Senator Reichert, Chair of the Charter and Bylaws Committee, referred to this Committee's report pertaining to the charge of this Committee to every two years, to determine the number of General Faculty in each unit represented on the Faculty Senate and, accordingly, the number of senators each unit will have until the next reapportionment. Senator D'Abramo moved, Senator Wood seconded, that this report be accepted. The motion passed on a unanimous voice vote.

FACULTY AFFAIRS COMMITTEE

No report.

STUDENT AFFAIRS COMMITTEE

No report.

UNIVERSITY RESOURCES

No report.

NEW BUSINESS

None.

ADJOURNMENT

Senator D'Abramo moved, Senator Wood seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate.

Submitted for correction and approval.

LaDonne Delgado, Secretary