

ROBERT HOLLAND FACULTY SENATE February 9, 2006

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the Coskrey Auditorium of Memorial Hall at 2:00 p.m. on Friday, February 9, 2006.

Members absent and excused: Hart Bailey, Ben Blair, Troy Blanchard, Mike Brown, Tim Chamblee, Dana Franz, June Garner, Rudy Rogers

Members absent and unexcused: Joe Massey, Rich Raymond, Shu-hui Wu.

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

President Robert Wolverton called the meeting to order.

President Wolverton referred to the minutes of the January 12, 2006, Regular Meeting as distributed. Senator Goodman moved, Senator McGrath seconded, that the Robert Holland Faculty Senate approve the minutes. The motion passed on a unanimous voice vote.

GUESTS

President Wolverton introduced guests: Dr. Peter Rabideau, Provost, Dr. Steve Turner, Faculty Athletic Representative, Dr. Kirk Shulz, Interim Vice President for Research and Economic Development, Dr. Bill Kibler, Vice President for Student Affairs.

STEVE TURNER, FACULTY ATHLETIC REPRESENTATIVE

Dr. Turner provided the following information:

- Data regarding MSU athletes was presented in a handout. Highlights included:
 - Overall sport GPA was 2.87 with 2.66 for Men and 3.19 for Women
 - 53% of scholarship student-athletes earned a 3.00 GPA or higher in Fall 2006
 - Percentages of athletes' major by college were presented. BSIS enrollment is up for football. This is not considered a concern at this time, but will need to be tracked.
- Turner confirmed there likely (99% chance) would be a Thursday night game (August 30, 2007) against LSU, but details had not yet been finalized.
 - Several members of the Faculty Athletic Council met with the Senate Executive Committee to keep them informed of the plan.
 - Faculty members were polled concerning the plan for Thursday night game.
 - Turner would like to see a protocol for weekday games. Other schools, predominately ACC, have been contacted and they do not cancel Thursday night games.
- Questions posed to Turner:
 - Was money involved in the deal for a Thursday night football? Turner responded no.

- Discussion involved concerns following the change to 124 credit hour programs, community college level advisement, and the lack of options for student athletes who transfer from community colleges or transfer to another major without losing eligibility. Turner stated that efforts are being made to keep communication open with community colleges and to advise students about degree requirements. Turner acknowledged that the ability to change majors that many students have is not a reality for student athletes.
- President Wolverton stated faculty voted overwhelming to approve the game: 184 (68%) for, 82 against, 5 undecided.

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- There will be a 2007 Thursday night football game. Classes will not be cancelled that day. Faculty may wish to have a make up day to maintain integrity with academics.
 - The Gameday Committee is surveying ACC schools to assist in developing a plan for future weekday games.
- At the Provost meeting with IHL Board staff, the new program proposals were discussed such as the Bachelor's of Construction Science. There will be a new system for proposing new programs.
 - The proposal plan would go to the University Provosts and Presidents, then to the Board as a preplanning activity. Thus, the objections will have been discussed and hopefully met.
 - The Construction Science proposal will come up at the meeting this week.
- There are a number of differences across universities in their Post-tenure Review plans. The IHL staff desires that all eight universities to have similar elements in their post-tenure policy. For example, variety exists in the development plan timelines. Rabideau expects that the Board will ask for consistency in that plan.
- Questions posed to Rabideau:
 - Senator Diehl spoke to the "one-size fits all" with regard to the universities as inappropriate. This is very true in this recent attempt with regard to Post-tenure Review. He stated it is unrealistic to evaluate the activities of faculty at different universities each of which have different goals, hiring processes, expectations, resources, etc. He urged Dr. Rabideau and President Foglesong to fight this concept. Rabideau stated he has gone on record as being "satisfied" with the current MSU Post-tenure Review policy and that he did not look to initiate changes. He also stated that there are some very basic things common in the tenure process across the universities.
 - Senator Goodman stated that we do not know what to look at in a post-tenure review that is not addressed somewhere else under a different policy. Rabideau stated that at LSU, after much study, it was determined that the number of faculty who would be the target of the post-tenure policy is so small that it was not worth effort. However, tenure is a system that has potential for abuse. He stated that business people do not like systems that allow for tenure and they also do not understand the promotion and tenure system, or believe that we have good standards for tenure. We do have a strong process in place, but they are unfamiliar with that process. There is a table put out by IHL listing the number of faculty in 1999 cohort who were ultimately

tenured – 75% (at the high end). For years before 1998, records were not well kept but a figure somewhere around 48% is given. Rabideau stated he expects that number to be variable across years. Another factor in the post-tenure review discussions is the issues and contention between faculty at other universities and the governing board members, both within the state and nationally.

- Senator Walter Diehl stated there is no tenure review for IHL board members. He stated there is no consequence for their activities. Rabideau stated that this board is better than others in the past. There exists in some, a desire to run the university like a business, but the university is not necessarily a business nor is making money as the ultimate goal.
- President Wolverton stated that there is the Association of Governing Boards which may assist in the issue brought forward by Senator Diehl. Rabideau stated the Commissioner (Tom Meredith) should be aware of this entity, but he has never heard mention of this association.

Kirk Shulz, INTERIM Vice President for Research and economic development

Dr. Shulz provided the following information:

- He presented data and a handout regarding the University's research and scholarship. He stated that the current data regarding our national ranking is a baseline for quantitative assessment. The data is based on that from a center at the University of Florida which banks and benchmarks data on universities. He cautioned that there is a strong emphasis on science, as the nature of the data bank.
 - Carnegie standings with regard to groupings: The Research Extensive (based largely on the number of doctorates) category has been broadened to Research High Activity (MSU, Alabama, Arkansas, Old Miss, Auburn) and Research Very High Activity (the rest of SEC). It is important to determine where we want to be. He provided comparisons with other universities (land grant, peer, top of the line). An examination of a number of variables might be useful to examine our rankings.
 - With regard to research funding, we are in the top 100 universities (~79 or 80), indicating that the faculty members are talented at securing funding for research.
 - Another variable is the National Academy members, (Institute of Science, National Academy of Medicine, and Institute of Engineering). This is a tiered process (needing to be a fellow) and requires a systematic approach.
 - In the awards categories, we are at the low end (3 awarded last year); in upper tier universities the number is much greater. We need to engage in activities to increase activities leading to recognition of our faculty and their efforts.
 - MSU has a decreasing trend in the number of doctorates awarded in recent years and, relative to peer institutions, we are significantly lower. He referred to a debate regarding an emphasis on the Ph.D. degree or on post doctorates. He stated he believes the Ph.D. should be the priority.
 - In a comparison of percent of research by discipline relative to other universities, in some areas we do well (life sciences, engineering), but other areas there is an opportunity for growth (sciences, mathematics).

- We offer as many Ph.D. programs as our peer universities (~58). But, do we have as many degrees awarded as we need and there may be doctoral programs that we do not offer but should.
- Bottom line is that we are in second quartile in research funding, the third to fourth quartile in all other areas, and the bottom half of the SEC for Carnegie classification.
- His recommendations:
 - We need to aggressively increase the number of doctorate enrollments across the board. There with barriers (research funding, low stipends, TA assignments).
 - We need an effective awards recognition program, what we have is not enough. We need to nominate individuals for association awards.
 - Continue to build on research strengths (life sciences and engineering) and grow in sciences and mathematics.
- Next steps:
 - Continue to build benchmarking data/information.
 - Develop a research agenda and strategic plan within the context of FutureState 2015.
- Questions and issues posed to Dr. Shulz:
 - Factors that may impact recruitment of doctoral students:
 - Quality of faculty, support offered to graduate students such as stipends, provide adequate insurance.
 - Recruitment is an issue: (1) MSU produces undergraduates who go elsewhere for graduate school, and (2) there is not enough effort to recruit minority students. The creation of an honors program within departments at the undergraduate level may address some of these needs.
 - Research opportunities:
 - Large rift exists in funding in land grant and non land grant universities. Additionally, cuts have occurred in available research funds and the number of grants available is capped (e.g., USDA versus NIH funding). Shulz responded that there is a need to be creative in efforts and to collaborate across units.
 - Resources available to current programs:
 - Differences in faculty-workload and class size across universities, there are “haves and have-nots” with regard to resources such that there are a large number of faculty who could be more productive. Shulz responded that a plan needs to be developed with goals and futuristic planning. Examine the number of doctorates for research FTE (if that is possible) as some measure of workload.
 - MSU produces about 1½ doctorates per program, other universities produced larger numbers per program (~5). Shulz responded that the question is: “should we have a Ph.D. in some areas in which we do not?” However he agrees -- the answer is not to just add, but to look a vision as a whole and be opportunistic. One senator noted LSU underwent realignment and took freed up resources to strengthen programs which had met criteria with good results.
 - The need to revitalize the research group and cultivate a culture of research: (1) there is a direct correlation with lost tenured faculty and decreased

numbers of doctorates awarded; (2) there is a need to enhance and strengthen programs, rather than look to expand the number of programs -- resources are poor for many of our current programs; and (3) we are a university from a poor state and it is tough to compare with those with good economic resources. We need put resources into a graduate fellowship program to assist in recruiting and investments in other programs (e.g., health insurance). Shulz responded that obtaining funding for graduate fellowship is most difficult.

- There is also need to bring business to the table in terms of funding. COBI does not generate large amounts of research dollars; they raise funds in a different manner.
 - A disconnect exists in others' perceptions and the facts of MSU's abilities/strengths. Polls of faculty across the nation reflect this disparity; there is a need for better PR for MSU. Shulz stated this is a chronic issue and a long-term problem that may be addressed by bringing national level people to campus. The use of opportunities (e.g., Thursday night game) to promote the most important information about the university is another possibility.
- President Wolverton stated this issue of promotion of the university to improve rankings may be a topic for a future Round Table discussion.

EXECUTIVE COMMITTEE REPORT

President Wolverton referred to this committee's report regarding the proposed **Honor Code**. Senator Walter Diehl moved, seconded by Senator D'Abramo, to adopt the recommendations from the Executive Committee.

Discussion included:

- Senator Walter Diehl expressed his appreciation to Dr. Kibler and his committee for the work they had done to address the concerns about the Code.
- The need for the Provost to be involved in the appeals process. Kibler responded that the appeal is richer when it is made to a broad group. He stated this is a disciplinary process, not an academic issue.
- The concern for the use of students as chairs of the committee from a legal perspective and protections afforded to students who are not employees of the state. Kibler stated the chair is a procedural position and the individual will have a "script" to follow during procedures. The role is protected. The trend in codes across the nation is to have students as a part of the process or to have the entire panel composed of students. The need to have an individual present to oversee rights (similar to a "JAG officer") during the hearing was also discussed. Kibler responded that this area would need to be refined.
- Concern for the removal of the grade which is not an F would the same procedure be put into place (ex., XB, what would be posted?). Kibler responded that this would need to be "worked on" and the language will need to be in the document.
- The current policy states there have been problems with the current policy, but many have not seen problems. Issues raised relative to this concern included:
 - An outline of the problem is needed. There is no evidence that faculty do not take care of the problem currently. How does this policy improve what is in

- place? What is the sanction for faculty for not following the policy?
- Kibler responded that a survey was administered and is available. Kibler stated many faculty members have directly expressed concern to him about the current policy. There is a need to know if a student has prior offenses. Kibler stated more will be done to make faculty aware of the policy and this is an easier way to determine what is needed in a situation.
 - The assessment of the program needs to be worked out.
 - A concern is that students will give up in their effort to defend themselves in cases of incorrect accusations.
 - Kibler responded that solutions will be offered to lessen the likelihood that students may engage in a violation.
- The removal of the requirement for attendance in an intervention program (p. 11) was proposed. Kibler clarified there will be a continuum of interventions (education, etc.) possible for individuals. Kibler stated that dishonesty is dishonesty; the idea is to decrease the likelihood of dishonesty. Kibler stated the intervention is not a class, but may involved counseling, academic skills. It was determined that a motion was not made.

The motion passed by a 29 – 3 – 0 vote.

Senator Goodman reminded the Senate that the old policy on academic dishonesty would need to be replaced.

REPORT OF THE PRESIDENT

President Wolverton gave the following report:

- Wolverton stated he had forwarded a recommendation, rather than the resolution, in the form of a letter concerning the need to expand the Vice President for Graduate Studies search to a national level. The search has been expanded to include external and internal candidates.
- The Spring Round Table has been postponed: (1) President Foglesong could not devote a full day to the discussion, (2) no venue was available on potential meeting days, and (3) only two topics broad enough were recommended and these would require more than the available time for which to prepare.
- Adopted policies have become available:
 - Among these is the required accommodations for individuals with special assistance needs. Be aware that there are costs involved in these accommodations (e.g., interpreter for hearing impaired).
- In response to the 2015 document, the Workload Taskforce has sent forward the first of two recommendations:
 - Wolverton has determined to hold onto this, pending all recommendations. Look to receive all the recommendations in entirety in the future.
- The faculty representatives have been elected for the search for the Dean of Meridian. Only those units with corresponding units at Meridian were included.
- There is another search underway for the Director of Diversity and Equity, chaired by Sandra Harpole.

- In the request for the Vote of Confidence to come out in early March, some wording changes are needed. The changes are being decided by a committee which included past and current Faculty Presidents (Diehl, Goodman, and Wolverton). The new positions have been added.
- A leadership programs handout will be coming out. The programs are placed on a continuum (Young Guns to a graduate students' program).
- Questions posed to Wolverton:
 - At the General Faculty meeting, Dr. Foglesong announced that several AOPs and OPs had been eliminated. A list is needed and the Senate may need/want to review these policies to determine that important policies were not set aside. Also, want to look at HRM policies that affect staff and faculty.
 - Last minute awareness of big items on the agenda that have been under discussion (e.g., the Honor Code) is an issue when gathering input from faculty for Senate meetings. Advanced notice of big items on the agenda would assist in gathering of faculty opinion.
 - The AOP for academic dishonesty will need to be repealed and a new AOP to include the Honor Code will need to be created rather than having a vote at a General Faculty Meeting.

REPORT OF THE VICE PRESIDENT

Vice President Swafford gave the following report:

- Sabbatical leave applications are pending. Dr. Rabideau indicated that he will rely upon the decision of the Deans as to who gets a sabbatical.
- It had been announced that Promotion and Tenure dossiers were to be reviewed last Tuesday by the Vice Presidents and the Provost. They will be sent to President Foglesong on time.
- There is a proposal for the Old Main Plaza and a parking garage. Funding for the plaza has been given by a donor. The garage has not yet been funded.
- Question/concerns posed to Swafford:
 - The Senate had been told the cost to maintain a parking garage was \$150 per slot and, in the past, a garage is cost prohibitive. The faculty should not be asked to fund the expenses of the proposal (e.g., the loss of faculty parking). Swafford stated this parking plan was intended to address future parking problems created by the plan.
 - The need to address parking for commercial properties (e.g., the florist shop, etc.). Swafford responded that parking will be reduced (151 slots) and there is no plan to replace these parking places. It is currently only a plan and it is available on the MSU website.
 - It was noted that parking has gone to second on the list. The Plaza will be completed in August 2007.
 - Who was doing the planning was asked. It was reported that the Planning Commission is not meeting; rather it appears the Traffic Policy Committee is doing the campus planning. It also appears that when someone wants to give money and it then becomes the plan with the dictate coming "down from above".
 - Senators and Faculty were encouraged to look at the website and to provide input to Senator D'Abramo, faculty representative on the Traffic Policy Committee.

- An update was provided on the Teacher Evaluation Committee's actions by Senator Goodman.
 - The survey developed by a subcommittee will be administered to two classes in every college to measure validity and examine specific questions for potential inclusion in the final survey. It will then be revised based on the results and readministered.
 - Look for the new survey in late spring.
 - A notice has been sent out to department heads updating them on the issue and stating that only teachers will get survey results. Department heads are not to use these results in the annual review process.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

Employees' Benefits Committee – No report

Info-Technology Committee – No report

Faculty Research Advisory Committee – No report

Instructional Improvement – No report

Calendar Committee – No report

Facilities Use Committee – No report

Athletic Council – see above report from Dr. Steve Turner, Faculty Athletic Representative

Campus Planning and Development Committee – No report

BUSINESS SENT TO COMMITTEES

None

BUSINESS TO BE SENT TO COMMITTEES

Letter from Pat Fitzpatrick, re: OP 01.23 Social Security Number Usage – Senator Walter Diehl moved, Senator Goodman seconded, to refer this issue to committee.

Discussion included:

- The issue is a moot point in that computers are owned by the University.
- When there is a need to address an issue brought by faculty, then it needs to be consistently handled in the same way (e.g., voted upon).

- There is a need to be consistent in how issues brought forward by faculty has addressed in Faculty Senate.

The motion passed on a voice vote with one opposed. President Wolverton assigned this issue to Ancillary Affairs.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE

No report.

ANCILLARY AFFAIRS COMMITTEE

No report.

CHARTER AND BYLAWS COMMITTEE

Senator Peter Wood, Chair of the Charter and Bylaws Committee referred to this committee's report regarding **Senate Reapportionment**. Senator Green moved, Senator Goodman seconded, to accept changes recommended by the Charter and Bylaws Committee.

Following no discussion, the motion passed on a unanimous voice vote.

FACULTY AFFAIRS COMMITTEE

Senator Mark Goodman, Chair of Faculty Affairs Committee referred to this committee's report regarding **AOP 13.05 – Grievance Policy**. Senator Goodman moved, Senator Henington seconded, to accept changes recommended by the Faculty Affairs Committee.

Goodman provided the following information:

- The current procedures take too long and grievances are predominately concerning annual reviews (i.e., between faculty and department heads). Therefore, two documents are needed: (1) an AOP for Annual Reviews and (2) an Annual Review Policy to be drafted by the Office of Academic Affairs. **Go to 02:28:31**

The motion passed on a unanimous voice vote.

STUDENT AFFAIRS COMMITTEE

Senator Homes Hogue, Chair of Student Affairs Committee referred to this committee's report regarding **AOP 12.21 – Veteran's Academic Status**. Senator Hogue moved, Senator D'Abramo seconded, to accept changes recommended by Associate Deans' Council and the Student Affairs Committee.

Following no discussion, the motion passed on a unanimous voice vote.

Senator Holmes Hogue, Chair of Student Affairs Committee referred to this committee's

report regarding **AOP 31.02 – Legal Resident Status**. Senator Hogue moved, Senator Mileu seconded, to accept changes recommended by the Student Affairs Committee.

- Discussion included:
 - Concerns regarding language – there was no change due to Mississippi’s state laws.

The motion passed on a unanimous voice vote.

UNIVERSITY RESOURCES

Senator David Nagel, Chair of University Resources Committee referred to this committee’s report regarding **University Classroom Equipment**. Senator Nagel moved, Senator Hogue seconded to accept changes recommended by the University Resources Committee.

- Discussion included:
 - The Provost has stated that equipment can come out of his budget and has asked for an AOP regarding this issue.

The motion passed on a unanimous voice vote.

OLD BUSINESS

None.

NEW BUSINESS

None.

ADJOURNMENT

There being no further business, the meeting was adjourned by President Wolverton.

Submitted for correction and approval.

Carlen Henington, Secretary