ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of January 15, 2021

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in the Parker Ballroom of the Hunter Henry Center and via Webex at 2:00 p.m. on Friday, January 15, 2021.

Members absent and excused were: Darrin Dodds, Missy Hopper.

The meeting was called to order by Senate President Rebecca Robichaux-Davis.

President Robichaux-Davis asked for any corrections to the minutes of the November 13, 2020 meeting. Hearing no corrections, President Robichaux-Davis accepted the minutes as presented.

GUESTS

Dr. Mark Keenum, University President

Dr. Keenum began by saying he was visiting with some colleagues and told them he was coming to visit with the Faculty Senate. They replied they felt sorry for him. Dr. Keenum said he told them he had a wonderful working relationship with the Faculty Senate, and mutual respect. He said we have done very well as a university by having this type of relationship and he is very proud of it.

Dr. Keenum said our enrollment for the spring semester is up 951 students over where we were at this time last year. This is a 4.6% increase in spring enrollment and represents a new record for MSU. Transfer student enrollment is up 15% over last year. Graduate student enrollment is up 110% over last year. Dr. Keenum said despite the ongoing pandemic, he is very optimistic about the outlook for the remainder of this school year.

Dr. Keenum said the state legislature came into session on January the 5th. He said he will be meeting with the Governor and other top legislators next week. The state revenue collections for the month of December were $46.1 over estimates. The revenues for the first 6 months of fiscal year 21 are $325.3 million over estimates. Dr. Keenum said he was equally as excited about the state revenues last year, but then the pandemic hit. Ultimately, we received a 3% cut in our budget for fiscal year 21 due to the stay-at-home order and the resulting hit to our state and national economy. Dr. Keenum said he is normally upset with a cut of any size, but in this case, he was happy that our cut was limited to 3%. Dr. Keenum said he has not seen state revenues like we are currently experiencing in his 13 years and he feels legislators will be conservative with their allocation of funds due to the unknowns of the pandemic. He said he is cautiously optimistic about our situation going into the next fiscal year. Dr. Keenum said he continues to stress the role that Mississippi State University plays in growing our economy, producing future leaders, and generating unparalleled research for the state of Mississippi. He said he will continue to push for budget increases to support salary increases at the university.

Dr. Keenum said we have been quite successful recently in getting funding for improvements on campus through bond bills. He said this year the bond request will be primarily for funding for a new College of Architecture, Art, and Design complex. This complex will cost roughly $30 million. We are requesting $15 million for this project this year. The remaining funding will be requested in subsequent years. The major request for the Division of Agriculture, Forestry, and Veterinary Medicine will be $8 million for renovations to Dorman Hall. Dr. Keenum said in the last legislative session we received the remainder of the funding for the new Kinesiology building which was $10 million. We now have $30 million devoted to this project. Dr. Keenum said we also have the need for a facility to house our student support services. He said he wants every student on our campus to have the opportunity to succeed regardless of any challenges they may face. We also do a wonderful job with the research and clinical work we do with autism. Dr. Keenum said the state funding for the Kinesiology facility will be combined with private donations to build a facility to house Kinesiology and Student Support Services. This will allow us to take advantage of economies of scale in the building process. This will be the largest academic facility ever built on our campus and will provide over 100,000 ft^2 of space. The new facility will be located on the corner of George Perry St. and Bailey Howell Dr.

Dr. Keenum said Dr. Shaw has undertaken numerous initiatives to enhance our campus. Many of these initiatives have associated task forces with strong faculty representation. Dr. Keenum said the faculty voice is greatly needed and greatly appreciated. He commends Dr. Shaw for undertaking these initiatives and thanks the faculty for participating in these initiatives. He said it is making, and will continue to make, a tremendous difference on our campus.

Dr. Keenum said he is encouraged that there are now vaccines for Covid-19. People are being vaccinated all across the country and right here on our campus. He said he wishes the supply was sufficient to vaccinate the entire MSU community, but we will just have to be patient. Dr. Keenum said he is thrilled that we have been able to support the Mississippi Department of Health and the Oktibbeha County Emergency Management by providing the Horse Park for use as a vaccination site. The Horse Park is one of 18 facilities in the state hosting vaccinations for the citizens of Mississippi. Dr. Keenum said if anyone meets the current criteria for receiving the vaccine, he urges them to please get it. Dr. Keenum said he met with Dr. Dobbs and Dr. Byers of the State Department of Public Health last week and communicated to them that MSU is ready to do anything we can to address the vaccinations of our community and all citizens of the state. Dr. Keenum said it is his understanding that the plan is for the next big shipment of vaccines to the state to arrive in early to mid-February. The vaccine eligible group will also be expanded to include K-12 and higher education faculty and staff. He said this is subject to change, but this is the plan at the moment. He said Covid-19 continues to impact much of what we do. Until we all get vaccinated, we must continue to take the precautions of mask wearing, hand washing, and social distancing. We must not let our guard down now. Dr. Keenum said all of the efforts that were undertaken in the summer to prepare for the fall semester in the time of a lot of unknowns, skepticism, and doubt made the semester possible. This collaboration, cooperation, communication, faith in one another, and support in one another led to us having a successful fall semester. Dr. Keenum said he too had his doubts that we would be successful after the first week or two of the semester. We were able to navigate it and hold in-person graduation ceremonies for our students. He said he is much more optimistic for the future since we have learned a lot and identified the things that we need to do to be successful. Students want to be here. We must do all we can to serve our students and do so in the safest manner possible.

Dr. Keenum said the pandemic not only affects us on the academic side, it also affects us in athletics. We have had to make a lot of adjustments for our fans. He said the Hump is limited to 1,000 people. It is a strange environment to be at a game with only 1,000 people. Dr. Keenum said he has had many people asking him about our upcoming baseball season. He said we will have a baseball season. The season opens on February 19th. We do not currently have an opponent for opening day, since our intended opponent had to withdraw from the game. We are seeking a replacement. We do not have a full schedule yet. We have an early outline of what the SEC schedule will be, but we do not have the non-conference game schedule yet. Dr. Keenum said he has been meeting with the Athletic Department to determine what the baseball season will look like for fan attendance. He said we have to spend more time thinking and talking about how we handle attendance due to the success of our baseball program. Dr. Keenum said the final plan will comply with all CDC and state guidelines. The layout of our stadium makes this a very complex process.

Dr. Keenum said our nation will be celebrating the life and legacy of Dr. Martin Luther King Jr., one of the greatest leaders in our country's history. Unfortunately, we will not be able to hold our usual Unity Breakfast. He said this is a wonderful program that he is proud that we host each year. It brings the community together in a unifying manner. Dr. Keenum said it is one of his favorite events of the whole year. We will be holding a virtual program emceed by Dr. Donald Shaffer who has a joint appointment in the Department of English and The Department of African American Studies. The keynote speaker will be Justice Reuben Anderson. Justice Anderson is an accomplished attorney, jurist, the first African American to serve on our Mississippi Supreme Court, and he served as Chairman of the Flag Commission. Dr. Keenum said he has the distinct honor of serving with Justice Anderson on the State Department of Archives and History Board of Trustees. Justice Anderson is the President of the board. He is a wonderful person and an eloquent speaker. The program will be aired multiple times throughout the day. Our gospel choir, MSU Black Voices, will also perform.

Dr. Keenum thanked President Robichaux-Davis for inviting him to speak to the senate. He said he appreciates the senators for being representatives of their respective colleges and being their voice. He said the administration wants to hear your voice and respects your voice. You are a vital part of the governance of this university and it cannot function without you.

Dr. Keenum said the spring general faculty meeting will be held on February 9th. He said Dr. Shaw, Dr. Moore, and Dr. Jordan will also be addressing the faculty at the meeting.

Senator Williams asked if the legislators had any idea why the state revenues are doing so much better than expected. Dr. Keenum said the economy is resilient. The economy was doing very well a year ago until we applied the brakes due to Civid-19. When we let off the brake, the economy responded very well. He said there are certain sectors of the economy which are not doing so well and others which are booming. One of our major donors is in the furniture manufacturing business. He has said he has never seen the demand for furniture that he is experiencing. He said he has recently tried to purchase a freezer and was unable to do so, since appliances are also hard to find due to demand. There is pent up demand for products that is driving our economy. There are other parts of the country which are not doing as well. Mississippi has fewer restrictions than other states and this has helped to keep our economy going. Dr. Keenum said he believes the stimulus funds have also impacted keeping funds entering the economy.

Senator Freeman asked why we are holding Academic Insight in-person and are we taking steps to make sure the faculty volunteering to come in that Saturday are protected. Dr. Keenum replied he did not know the specific answer as to why, but he knows we are very conscious that everything we do will adhere to the safety procedure guidelines. He said it is an important function of what we do and looking to the future. Orientation was held almost completely

online so we need to take advantage of opportunities we can afford to have students come to campus to help make a decision to be part of our family. He said he has recently had over a dozen prospective students and their families visit with him in his office. All of the proper procedures are followed during these interactions. We have to try to manage and navigate in this environment as best we can. Dr. Keenum said he does not want anyone to feel that they are being put in harms way. If an individual feels this way, he urges them to not participate. All interactions will be conducted in a safe manner according to all Covid-19 guidelines.

Mr. Steve Parrott, Chief Information Officer

Mr. Parrott thanked the senators for allowing him to speak with them. Mr. Parrott said during the spring semester, a notice will appear on all MSU inventoried computers which requires the user to acknowledge the privacy policy pertaining to MSU owned devices. He said the notice has been vetted through Provost Shaw and General Counsel. Operating Policy 1.25 Privacy of Electronic Information outlines the policy on electronic information. It is the policy not to routinely monitor or examine individual use of IT resources. However, individuals should have no expectation of privacy when using these resources. Mr. Parrot shared the notice with the senators. This notice can be found in Appendix 1 at the end of these minutes.

Mr. Parrott said the notice will appear upon booting the device. It must be acknowledged to allow access to the device. The units managed by ITS will have the notice pushed out via a policy so there is no action required by these users. The units not managed by ITS are asked to comply with this or very similar verbiage. This will be initiated sometime in March. Campus will be notified before this is put in place. The implementation of this notice is a result of the increased compliance and security concerns of the Department of Education and the possibility of university employees having controlled and classified data.

Mr. Parrott said ITS is working on a mechanism to transfer grades from Canvas to BANNER. The code is being finalized and will be available for progress grades in February. A video will be created to explain the process. It will be a simple process with limited actions required by faculty.

Senator Gregory asked for details about how this statement relates to communications with students and personal matters between faculty/staff and Human Resources. She said many of these communications are now conducted through email and video conferences. Mr. Parrott replied the only instance when ITS would provide data from a device would be by the request of the vice presidents, Human Resources Management, or court ordered subpoena. He said the data on these devices is protected by ITS except in these specific instances.

Senator Pelaez asked if messages sent through personal accounts on Gmail or Facebook were private. Mr. Parrott replied ITS will provide any information which is requested by the

previously named entities. He reiterated that ITS does not monitor or release any information unless requested.

Senator Spurlin asked if the notice will be pushed to a device such as a MacBook which just connects to the wireless network. Mr. Parrott replied the notice will be pushed to all MSU inventoried devices.

Senator Spurlin asked if the notice will appear every time faculty and staff attempt to log into a device. Mr. Parrott replied it would.

Senator Zuckerman thanked Mr. Parrott for creating the tool which will allow faculty to transfer grades from Canvas to BANNER.

Dr. David Shaw, Provost and Executive Vice President

Dr. Regina Hyatt, Vice President for Student Affairs

Ms. Rasheda Forbes, Vice President for Access, Diversity, and Inclusion

Dr. Hyatt presented a PowerPoint presentation on the results of the Student Success Task Force. This presentation can be found in Appendix 2 at the end of these minutes.

Ms. Forbes said in addition to thinking about what we can do to improve student success, we need to think about and critically evaluate our roles and what we have done as individuals to contribute to the systems and structures which have created disparities for some students. Students are experiencing the different aspects of our university in a life cycle which tells students whether or not they belong to the university, and whether or not they should attend at another institution. She said not all minority students who leave the university are not doing well academically. All of the work to be done is centered on being student ready.

Dr. Shaw said student success is not just an Academic Affairs issue. It is also not just a Student Affairs issue. It is a student-centered issue. He said the findings of the report are hard-hitting and expose a lot of things that are awkward. He thanked all of the Task Force members for having these difficult conversations. They provided a report that has given Dr. Keenum and himself a lot to consider and identifies many action items that need to be completed.

Dr. Shaw said through conversations with several of the committee members, one thing that spoke to him very strongly was that as good as we are at MSU, like other universities across the country we create silos. A consensus amongst other university leadership across the country is the silo between Academic Affairs and Student Affairs is as strong as you have anywhere. Dr. Shaw said he and Dr. Hyatt had agreed very early on that they would work together. He said particularly with regard to student success, we must work together if we are going to have our

students be successful in graduation and retention and be successful in life. Dr. Shaw said he and Dr. Hyatt have agreed that the current Dean of Students, Thomas Bourgeois, will assume 50% responsibilities in Academic Affairs as the Interim Associate Vice President for Student Success. Dr. Bourgeois will continue as the Dean of Students and report to Dr. Hyatt, but he will also report to Dr. Hyatt and himself jointly in his new role. Dr. Shaw said this structure is unusual and he does not know of another example. He said this is being created as a trial. Dr. Shaw said he fully expects it to be successful and if so, it will have to be decided how to structure the position permanently moving forward.

Dr. Shaw said there is also a standing committee being established to address student success. He said it will have Faculty Senate representation. The composition of the committee will be established after Dr. Bourgeois settles into his new role.

Senator Musser asked if the economic factors are taken out of the data are there still racial differences. Dr. Hyatt replied there are still disparate outcomes based on racial identities when controlling for other intersectional identities such as Pell eligibility and first-generation status. Dr. Hyatt said she too would like to thank all of the committee members for the time and energy it took to put this together. She said she couldn't be more excited about the work ahead. It is invigorating to have the support of Dr. Shaw, Dr. Keenum, and the whole leadership team. We have an opportunity to help more students and more Mississippians get degrees. One of the important outcomes of this is the economic prosperity of Mississippi. She said we get to chart a path in a special and unique way which many of our peers have not had an opportunity to do.

Senator Gregory said her college was looking into starting a mentoring program utilizing upper-level students and faculty who have had similar experiences. She asked for any thoughts about starting such a mentoring program using students and faculty around campus. Dr. Hyatt replied mentoring can work. She said there are several recommendations from the task force which speak to specific kinds of mentoring. She said she is in support of the college undertaking this initiative. There is good mentoring and mentoring that is not as effective. Ms. Rasheda Forbes is a terrific resource for information about mentoring programs. She said faculty engagement is critical. One of the recommendations is to hire and support more faculty of color at MSU. It is important for our students to see others who look like them.

Senator Sebba said she feels it is important to engage departments as well as colleges with regard to mentorship. She said departments have unique issues. She said through mentorship developed in her department, they have been able to help some students after graduation. Senator Sebba said she feels it is very important to provide mentorship during the junior and senior years to provide relevance for what they are doing.

Senator Freeman said he had several questions the faculty he represents wanted asked. He said topical FYE offerings typically helped with increasing needs for one-hour courses so students could meet the 15-hour requirement related to financial aid in the fall semester. He asked if these would be available and could they expand to the spring semester. Dr. Hyatt replied it is expected that the one-hour FYE course, which will be an expanded orientation course, will continue to be held, at least for next fall. The topical courses will continue to be offered as long as the colleges choose to offer them. She said the topical courses offered would not be promoted as First Year Experience courses. The long-term hope is to offer a much more robust FYE course which will assist students in a longer transition in the fall semester and will cover a wide range of topics. She said this course would be offered in the spring semester as well. Ideally all new students in the fall would be enrolled in the one credit FYE course in the fall.

Senator Freeman asked what the criteria will be for the implement and enhance completion grants recommendation. Dr. Hyatt replied the grants require the student to be Pell eligible, within one year of graduation or 75% complete, and they must be in good standing. The grants awarded for last fall and this spring are only for Mississippi students due to the funding source. She said the first grant we received was going to provide funding for 68 students. When the report was run, there were 800 students identified as eligible. She said just before the holiday we secured a sizeable grant which will allow us to award all 800 of the eligible students. She said the impact of this grant must be examined. The hope is that it will speed-up completion time and most importantly get the students to completion.

Senator Freeman said the next question referenced the structured program awarding $500 incentive grants to recover specific scholarships. He asked if specific scholarships were those which are not academically based. It would not seem fair to award this to academically based scholarships unless it was offered to all recipients of these scholarships. Dr. Hyatt replied that the details of this program have not been developed yet.

Dr. David Shaw, Provost and Executive Vice President

Dr. Shaw said there have been 14 Task Forces created. He said a number of the Task Forces have filed their reports and he encouraged faculty to go to the task force web page and review the findings. He said, associated with the BAS Implementation Task Force, over 70 students enrolled in the new BAS degree program the first semester. We continue to see a lot of enthusiasm in the degree program. The Clinical and Instructional Faculty Task Force has filed their report and it has been sent to a Senate committee for recommendations on language to modify the operating policies and Faculty Handbook. Dr. Shaw said he has been receiving feedback on the report from the deans and department heads. He said they will be looking very closely at the findings of the Faculty Senate. This will be an ongoing discussion until we

come to a consensus on how to implement the recommendations. He said he could not be more pleased with the hard work of Mary Ann Jones and the committee members.

The Data Science Task Force, the Health Science Task Force, and the Unmanned Systems Task Force were created to say we do a great deal of interdisciplinary research, but it does not transcend into interdisciplinary academic programs. All three committees worked independently, but their reports have a great deal in common. These Task Forces will be ongoing. The Evaluation of Teaching Task Force has recommended that a smaller group develop a proposed instrument. Dr. Shaw said Eric Moyen, the department head of Educational Leadership has agreed to chair this group. The group will consist of 6 to 8 people. The instrument developed will be brought before Faculty Senate and campus-wide to make sure that it is what we need. Dr. Shaw said the majority of the committee report said there are a lot of better ways to evaluate teaching excellence. The Faculty Performance Task Force is nearing completion of their report. Dr. Shaw said he has seen a preliminary draft of the template document they have constructed. He said the goal is to have a university-wide document that can be adopted to each individual. Dr. Gary Jackson has seen the template and was very happy with it.

The Graduate School Task Force, chaired by Kevin Armstrong, is continuing to work, and hopes to have a final report early this spring. The Non-Traditional Course Offerings Task Force, chaired by John Dickerson is still ongoing. The Online Education Task Force, chaired by Dr. Brent Fountain, is continuing discussions. Dr. Shaw said the committee is grappling with some hard questions such as the financial model in place and the approaches we take in terms of accreditation and the UCCC approval process. With regard to the Recruiting Task Force, we have hired a consulting firm to develop a recruiting strategic plan. We have not had one before.

Senator Gregory said in one of the courses in the College of Architecture, Art, and Design a student was driving a vehicle while attending class. She asked how this should be dealt with, since it is a safety issue. She asked if this could be dealt with at a university level. Dr. Shaw asked Senator Gregory to email him a reminder so he can determine the appropriate channels to see if it needs to be addressed through policy.

REPORT OF THE FACULTY SENATE PRESIDENT

Happy New Year, Senators! Welcome to 2021! I hope you had a restful and relaxing holiday break and your Spring semester is off to a good start, snow and all! As we begin, I wish you a successful and healthy semester as we remain vigilant in our efforts to mitigate the spread of COVID-19. Although we will be able to get vaccinated rather soon, we

must continue to follow the protocols established and the CDC's guidance. I am confident that we will have another successful and impactful semester of teaching, research, and service.

Many of the university standing committees on which I serve have met this past month, but weekly COVID-19 meetings and for Spring 2021 remained at the forefront of my work in December prior to the break. We continue to consider ways to ensure that our students and everyone in the MSU community remain healthy and continue to adhere to the mitigation strategies currently in place which completely align with CDC guidance. Because of the lessons learned last semester, a new attendance policy and contagious infection policy have been developed for inclusion in course syllabi for Spring 2021. Students returning to campus have had the opportunity to be tested for COVID-19 via drive-thru testing and we continue to have access to hotels for quarantining students as needed.

I've received a little feedback concerning the fall calendar and the winter intercession which was all positive. If you have any feedback about the fall calendar and/or the winter intercession that you would like to pass along, I encourage you send it my way.

Please save the tentative date and time of February 9th at 2:00 for the Spring 2021 General Faculty Meeting. As plans are finalized, the location will be shared. The meeting will also be live streamed for those who are not on campus or do not wish to attend in person.

Status of AOPs:
The following AOPs are not under review to the best of my knowledge, but are past the four-year review cycle:

AOP	Title	Date
10.05	Nepotism	12/5/2012
10.08	Classroom Regulations	4/26/2016
13.06	Sabbatical Leave for Faculty Members of State IHL	6/9/2014
31.02	Legal Resident Status	2/5/2013

Reports from Committees on which I Serve:

Athletic Council – This council met on November 11th. Mary McLendon spoke to the council about MSU athletics in the age of COVID-19. She shared that their goal was and continues to be the safe return/practice/play of all of our athletes. Christine Jackson, the Executive Director of Athletic Academics, shared that when a student athlete tests positive for COVID-19, his/her academic counselor obtains a medical excuse which is then forwarded to the students' professors, just like any other medical excuse. Athletic Director John Cohen reported that the

SEC has spent $1.2 million per week on COVID-19 testing. The student athletic group, Bulldogs Care, hosted a drive-thru canned goods drive as one of their service projects for fall 2020.

COVID-19 Future Planning Task Force – To start the spring 2021 semester, student life activities will be restricted much like they were at the start of fall 2020. The Butler Guest House and the Comfort Suites will be used as quarantine facilities for students. We expect to receive our first shipment of vaccines around the start of February, but nothing is definite. We continue to discuss the who and how for dissemination of the vaccines sent to MSU. COVID leave has expired, so employees needing to quarantine who cannot telework must use regular medical leave. Additional information from our meetings continues to be provided by the Provost through emailed updates, as well as other Cowbell Well emails sent from the Division of Student Affairs. If you have any feedback and/or thoughts regarding our current COVID-19 situation and protocols, please send them my way or communicate them directly to Drs. Hyatt and Shaw. We continue to discuss each and every concern at our meetings.

Diversity Leadership Council – This council has not met yet. However, Vice-President Boddie-Forbes has informed me that a doodle poll to establish a meeting day and time is forthcoming within a week or so.

Executive Council – The committee has not met since my last report.

Executive Enrollment Management Committee – This committee met on December 15, 2020. Dr. Lew Sanborne a Vice-President with Ruffalo Noel Levits who is their leader in strategic enrollment planning was our guest speaker. He shared the fundamentals of Strategic Enrollment Planning (SEP) and a general overview of MSU's phase-in approach to our SEP project. We will have a big launch in February. We are currently in phase 1 in which we are preparing and analyzing existing data. Phase 2 will be strategic development; phase 3 will be goal development; and phase 4 will be implementation and continuation. MSU's overall goal is to remain the largest institution in Mississippi and be seen as "the" place to go for post-secondary education. We are in the process of forming roughly six working groups: marketing and recruitment, finances and financial aid, student success, undergraduate academic programs, graduate and other programs, and Meridian, Gulf Coast, and online programs. We are also solidifying MSU's key performance indicators.

Game Day and Special Events – The committee has not met since my last report.

Information Technology Council –This council met on December 1st and January 5th. ITS conducted its annual disaster recovery tabletop exercise on December 4th which was led by Tom Ritter. On December 21st, a campus lockdown was initiated by the MSU Police Department to identify any security issues with external and internal doors. Any such issues were reported to building managers and have been or are being resolved. Through the Higher Education

Emergency Relief Fund, MSU has been granted a total network refresh which involves replacing wired and wireless equipment throughout the university. Microphones have been sent to each college for distribution to those faculty in need of that technology. Mr. Parrott will speak to the Faculty Senate at the January meeting concerning a new MSU Inventoried Computer Login Notice.

Master Plan Development and Advisory Committee – This committee met on December 10th. This meeting was the 2021 Master Plan Update Kick-Off and representatives from Sasaki Architects led the meeting. We briefly looked back at the 2011 Master Plan which focused on Sustainability. We then shared what we saw as key drivers for the new plan. Those key drivers included hybrid environments for learning, more outdoor learning environments, more walking and biking paths, and efficiency in terms of how students receive various services on campus. Students are looking for a "one-stop shop".

Parking and Traffic Regulations Committee – This committee has not met since my last report.

Sustainability Committee – This committee has not met since my last report.

REPORT OF THE FACULTY SENATE VICE PRESIDENT

Academic Deans Council –

December 8th meeting was canceled but we were still given the AOPs to review.

- AOP 13.02 Selection of William L. Giles Distinguished Professors
- AOP 13.12 Summer School Teaching

January 2021 meeting will be held on January 21st

Community Engagement Committee –

Email received on September 1 stated that we will have 'No meetings in the Fall 2020 semester'. I do not anticipate having a report for this committee for the remainder of the Fall 2020 semester.

As of the date of this report, there has been no communication about the Spring 2021 semester and our meeting schedule.

Committee on Campus Access –

Has not met since I have been assigned to the committee. (updated 10/8/2020)

Master Plan Development and Advisory Committee –

December meeting was held on December 10th. Had a lengthy initial discussion about the previous Master Plan and the time is now to revisit to generate a new/updated Master Plan for MSU.

Textbook Committee –

Has not met since I have been assigned to the committee.

Undergraduate Research and Creative Discovery Committee –

Has not met since I have been assigned to the committee.

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

BUSINESS TO BE SENT TO COMMITTEE

1. AOP 12.08 Requirements for Degrees, Academic Minors, Certificate Programs, and Consortial/Contractual Agreements (Faculty Affairs)
2. AOP 13.09 Credentials for Teaching (Faculty Affairs)

President Robichaux-Davis presented the slate of business to be sent to committee. She explained that previous edits made by the Faculty Senate affect SACSCOC accreditation requirements and the affected policies need to be reconsidered by the Faculty Senate. Secretary Follett made a motion to rescind the senate's recommendation on AOP 12.08 Requirements for Degrees, Academic Minors, Certificate Programs, and Consortial/Contractual Agreements which was adopted at the November Faculty Senate meeting. Senator Davis seconded the motion. The motion to rescind the recommendation on AOP 12.08 passed by unanimous electronic vote.

Hearing no objection, AOP 13.09 Credentials for Teaching was sent to the Faculty Affairs Committee.

STANDING COMMITTEE REPORTS

Academic Affairs **No Report**

Ancillary Affairs **No Report**

Charter & Bylaws **No Report**

Faculty Affairs

1. **AOP 13.01 Emeritus Appointments**

Senator Sherman-Morris, on behalf of the Faculty Affairs Committee, presented the committee report on AOP 13.01.

The motion of the Faculty Affairs Committee to adopt AOP 13.01 Emeritus Appointments passed by unanimous electronic vote.

2. **Update in Instructional Faculty**

Senator Sherman-Morris, on behalf of the Faculty Affairs Committee, presented the committee update on Instructional Faculty.

Senator Pelaez asked if the teaching professor is a category that already exists. If so, the teaching professor seems to move from the path of tenured faculty. How does teaching professors affect the weight of tenured faculty at the university. Senator Sherman-Morris replied there is not a category of teaching professor at the university currently, but there is a professorial rank that is instructional. The Clinical Professor line is being used for teaching professors but that is not what it was intended for. She said there are no plans for the teaching professor positions to expand and affect the weight of tenure-track faculty at the university. This is to redesignate an existing position to one of the proposed titles.

Senator Musser asked what a Professor of Practice does. He said it appears that they either are not doing teaching, research, or service or they are doing the same thing as existing titles. Senator Sherman-Morris replied they are very similar to the teaching professor. She said there was an expressed interest to include a designation for a professor who can convey experience from a field. Senator King pointed out that the requirement for a Professor of Practice is a terminal degree or an equivalent professional achievement.

Senator Yu asked if the position of Senior Lecturer which had been discussed previously was now not moving forward. Senator Sherman-Morris replied the current study is focusing on the items which would require a faculty vote to move forward. The creation of the Senior Lecturer position would not affect the Faculty Handbook. She said if there is interest in collecting information on this position, it could be included in the survey to be conducted.

Senator Yu asked if the different ranks of the Instructor category would have fixed pay increases tied to promotion like traditional faculty positions have. Senator Sherman-Morris replied that this would be considered in the policy that is presented. She said she is not sure if there is a consensus on this at this time, but this will be addressed in the final report.

Senator Yu said she has received faculty feedback indicating they are not in favor of the lecturer position. She said they are part-time based and while they are talented, they are not the same

as traditional faculty. She said the feedback also indicated that the faculty feel the 50% threshold for instructional faculty is too high. Senator Sherman-Morris said the threshold amount was discussed with Dr. Shaw and he suggested not identifying a percentage, but to instead include language in policy for the review of the percentage. She said the committee is still considering this item.

Senator Williams suggested the definition of an Instructor more closely align with the language found in AOP 13.09 Credentials for Teaching.

Senator Sebba said there are documents online which are creating confusion for faculty regarding promotion. Senator Sherman-Morris requested Senator Sebba to send her the document she is referring to so it could be reviewed.

Student Affairs **No Report**

University Resources

1. **Letter of Request: Library Concerns**

Senator Marett provided an update to the Senate on the letter requesting review of the cancellation of academic journals at the MSU Library.

Senator Musser asked what the conclusion is as to whether changes are needed or not. Senator Marett replied he feels that we are equivalent to our peers in this respect. He said the committee will administer a survey to MSU faculty, graduate students, and any other individuals who use these resources, in order to determine how these resources are utilized. If the means by which individuals access these resources is playing a role in the cancellations, we need to determine how to best quantify usage of these resources. Dr. Anderson is working with the committee to release the survey sometime this spring.

SPECIAL COMMITTEE REPORTS

PENDING BUSINESS

NEW BUSINESS

Secretary Follett made a motion to adjourn. Senator Williams seconded the motion.

The motion to adjourn passed by unanimous electronic vote at 4:43 p.m.

Submitted for correction and approval.

Randy Follett, Secretary

Jason Cory, Administrative Assistant II

Appendix 1

MSU Inventoried Computer Logon Notice

This computer system and network are the property of Mississippi State University (MSU). This computer and network are for authorized use only. This computer is a "protected computer" as defined in 18 U.S.C. §1030. Unauthorized access to a "protected computer" may result in criminal and civil penalties. Unauthorized access to this computer or any violation of MSU computer use policies, OP 01.12, OP 01.19, et al., may result in administrative disciplinary action up to and including termination.

All activities conducted on this computer and network may be monitored, recorded, copied, audited, inspected, and disclosed to authorized university personnel, as well as authorized individuals of other government organizations including federal and state law enforcement. Therefore, you should have no expectation of privacy while using these computing resources.

This computer system may store, process, or transmit controlled unclassified information (CUI) which is required by law or contract to be protected from disclosure to unauthorized individuals. The system user must exercise due care not to disclose protected CUI to unauthorized individuals.

By continuing to access and use this MSU computing resource, you indicate your awareness of and consent to all terms and conditions contained in this notice.

If you do not consent to be bound by the terms and conditions stated in this notice DO NOT PROCEED LOGGING INTO THIS COMPUTER.

1

WHO ARE MISSISSIPPI STATE STUDENTS? (UNDERGRADUATES)

Fall 2020	Starkville	All UG
White	73.3%	72.9%
Black/African American	17.3%	17.5%
Hispanic	3.4%	3.5%
Multi-racial	2.3%	2.3%
Asian	2.1%	2.0%
Unknown	1.0%	1.1%
American Indian	0.5%	0.6%
Hawaiian/Pacific Islander	0.1%	0.1%
Pell	28.3%	29.4%
Nontraditional	3.4%	19.5%
Part-time	6.1%	20.1%
Total	17,164	18,803

2

WHAT IS STUDENT SUCCESS?

- Academic measures: persistence, retention, graduation
- Holistic measures: career readiness skills, job placement, personal development, civic engagement, leadership development

WHICH STUDENTS ARE WE TALKING ABOUT?

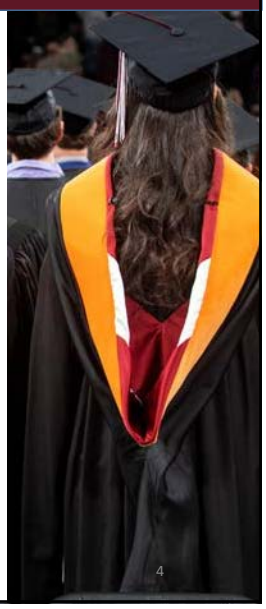
- Cohort students: first-time, full-time degree seeking students; excludes transfer students and part-time students
- All undergraduate students – includes all enrollment types

3

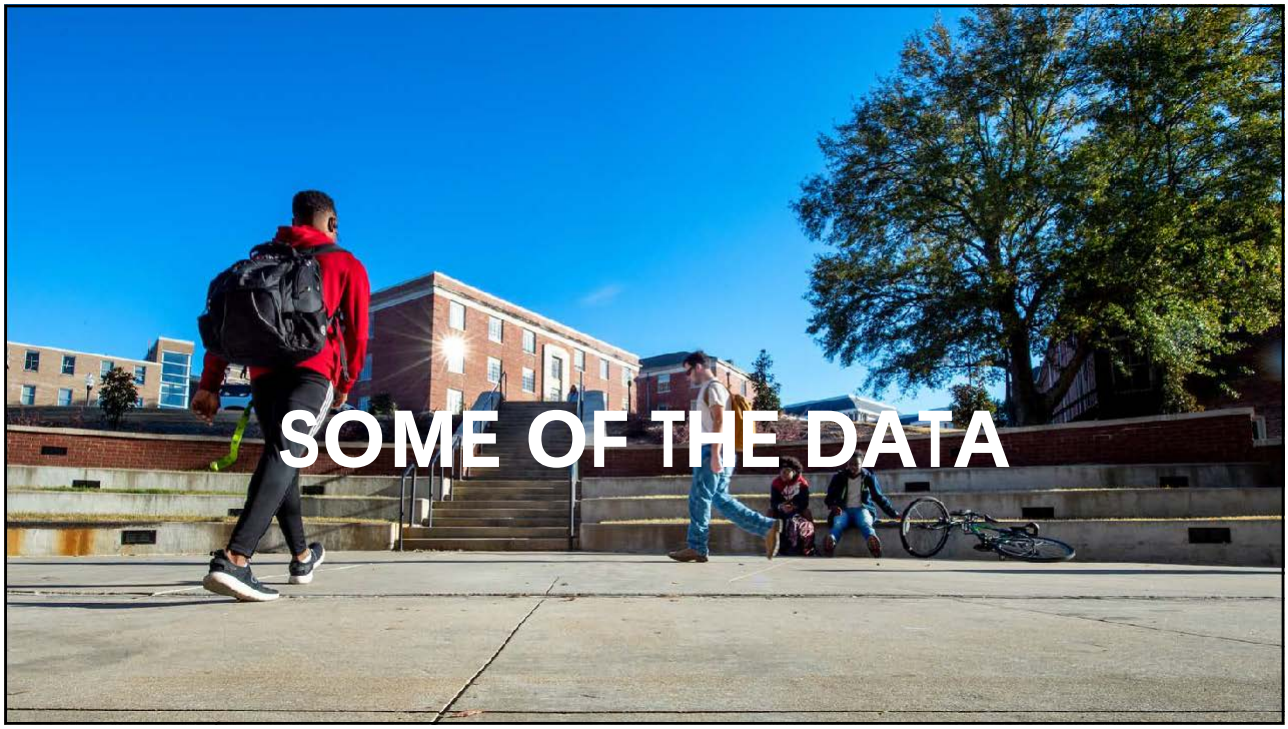
3

SHARED DEFINITIONS

- Retention Rate: The percentage of cohort students who return for the second fall of college. This definition is restricted only to enrollment in the second fall and only to students in the cohort. All other semesters and all other student types are lumped in as part of persistence.
- Persistence Rate: The percentage of students who continue to enroll (even if not in consecutive semesters). Persistence is a catch- all term for students outside of the cohort, as well as continued enrollment beyond first to second fall (e.g., first fall to firstspring; first fall to third fall).
- Graduation Rate: The percentage of cohort students who graduate within six years of their first enrollment.

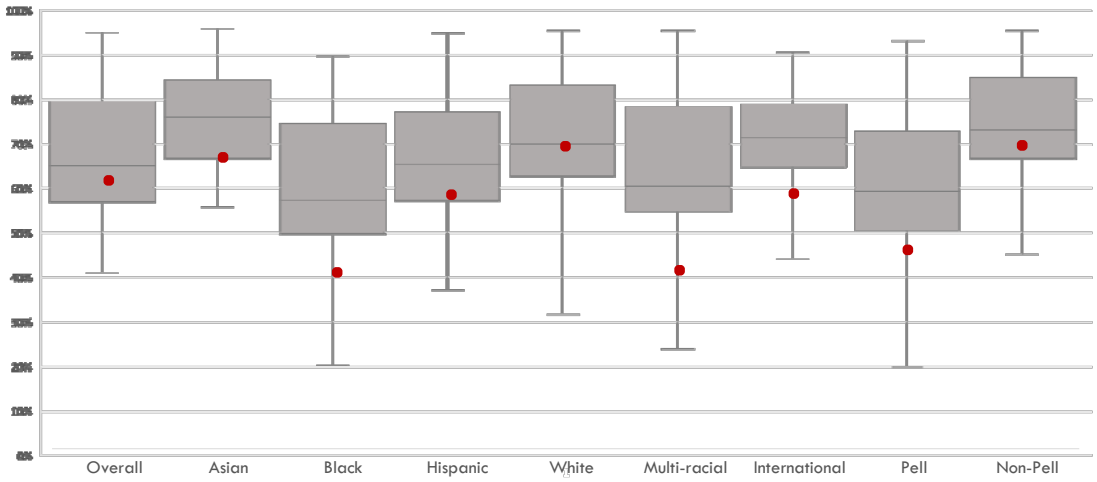


4



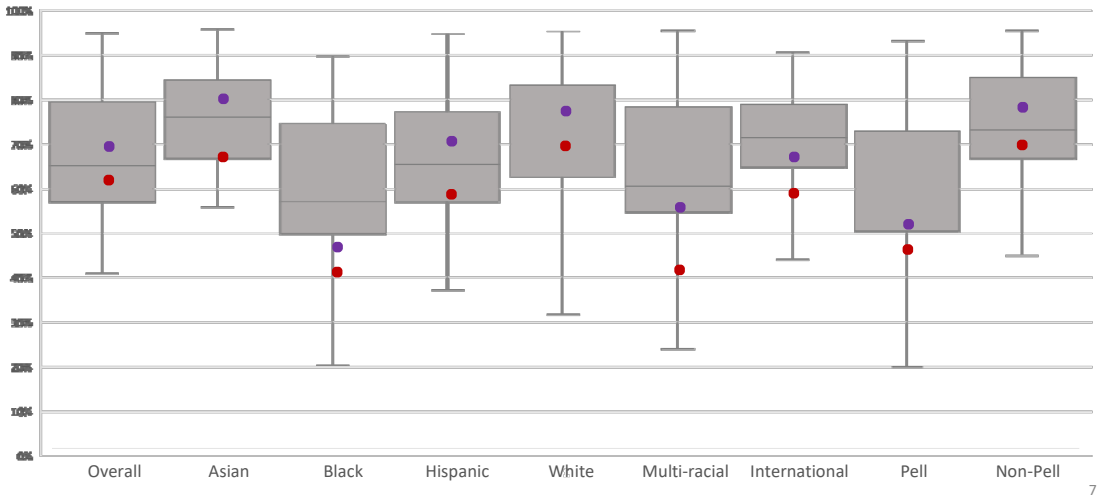
5

MSU'S POSITION AMONG SIX-YEAR GRADUATION RATES OF 41 PUBLIC, SOUTHEASTERN R1 INSTITUTIONS



6

MSU'S POSITION IF ALL BACHELOR'S RECIPIENTS WHO GRADUATED ELSEWHERE HAD STAYED AT MSU



7

A NEW WAY OF THINKING ABOUT STUDENT SUCCESS

- Assets-based vs. deficit based
- Student's being college ready vs. colleges/universities being student ready
- Equity minded

9

- *Recommendation 1:* Develop institution-wide capacity for student success practice across all colleges & divisions.

EQUITY-MINDED CONSIDERATIONS

- *Recommendation 2:* Encourage greater emphasis on student success for first-generation, low-income students.
- *Recommendation 3:* Create a culture that addresses disparities in retention and graduation rates amongunder- represented students, particularly African-American students.

COHORT STUDENTS

- *Recommendation 4:* Increase efforts to bolster first-year to second-year retention rates.

ALL UNDERGRADUATE POPULATIONS

- *Recommendation 5:* Deliver an effective and consistent advising experiences across all student populations.
- *Recommendation 6*: Increase the number of bachelor's degrees awarded across all student populations.

22

WHAT COMES NEXT?

- Leadership for student success efforts
  - Associate Vice President for Student Success
  - Convening the Student Success Standing Committee
- Analyzing our data
  - Establish, monitor, and socialize metrics related to student success
- Build capacity among our staff and faculty

**A nod to things that have already happened: reorganization of programs for first generation & low income students; completion grants

11

11