

Robert Holland Faculty Senate Special Session May 6, 2016

Administrative Communication

Special Session: Division of Agriculture, Forestry and Veterinary Medicine, Mississippi Extension Service (MS-ES), Mississippi Agricultural and Forestry Experiment Station (MAFES) and Forest and Wildlife Research Center (FWRC) tenure track faculty positions

Date: May 6, 2016

Mitchell Memorial Library: John Grisham Room

The Office of the Provost for Academic Affairs in a letter dated March 30, 2015 communicated a request to Robert Holland Faculty Senate to initiate formation of a Special Senate Committee that would address the feasibility of developing tenure-track Mississippi Extension Service (MS-ES), Mississippi Agricultural and Forestry Experiment Station (MAFES) and Forest and Wildlife Research Center (FWRC) faculty positions within the Division of Agriculture, Forestry and Veterinary Medicine (DAFVM). The charge of the Special Committee was again reiterated by Provost Gilbert at the April 10, 2015 meeting of Robert Holland Faculty Senate. Previous Faculty Senate President, Randy Follett subsequently assumed the position of committee chairman. The Special Senate Committee completed their original assignment and ultimately described their assessment in a final version of their report on May 2, 2016 which was subsequently forwarded to Faculty Senators for review prior to its presentation to membership of Robert Holland Faculty Senate. Faculty Senate President C.P. Coyne then scheduled a Special Session of Robert Holland Faculty Senate for May 6, 2016 which was a date determined by census to facilitate maximum attendance, but unfortunately, prevented acquiring a video recording due to occurrence of multiple university ceremonies during this same week.

The Special Session of Robert Holland Faculty Senate on May 6th was attended by faculty senators that contained a sub-group that were only recently elected into their positions by their respective colleges and had only very limited familiarity and knowledge of the proposal. Due in part to this consideration a presentation-brief in slide format was provided for review by Faculty Senators that specifically described; [-i-] non-DAFVM tenure-track, DAFVM tenure-track, and DAFVM non-tenure-track faculty positions; [-ii-] non-DAFVM salary-source independent academic missions of teaching, research and service; [-iii-] DAFVM salary-source dependent MS-ES, MAFES and FWRC faculty positions; [-iv-] MS-ES, MAFES and FWRC faculty function and responsibilities; [-v-] feasibility of MS-ES, MAFES and FWRC tenure-track faculty positions complying with specific sections contained in the Tenure and Promotion Policy and Procedure segment of the Faculty Handbook pertaining to descriptions of the academic missions of teaching, research and service; [-vi-] options for establishing comparative formulas that calculate and quantify teaching assignments in tenure-track MS-ES, MAFES and FWRC faculty positions in a manner that assures compliance with current Academic Operating Policy; [-vii-] mechanism for establishing MS-ES, MAFES and FWRC tenure track faculty positions that have reduced FTE assignments for classroom teaching and instruction that are compliant with the requirements and expectations described in current Academic Operating Policy; [-viii-] submission and chronological evaluation process for tenure and promotion dossiers submitted by MS-ES, MAFES and FWRC faculty; [-ix-] expectations for MS-ES, MAFES and FWRC tenure and promotion candidates to demonstrate evidence of national/international recognition or reputation; [-x-] preservation of excellence standards during tenure and promotion reviews and evaluations which are automatically

assured collectively through a combination of pre-determined departmental criteria or guidelines, and existing levels of serial evaluation that begins with external letters of evaluation, and culminates with a final decision by the Institutes of Higher Learning (IHL); [-xi-] reference list of land grant universities that have established tenure and promotion policies and procedure for MS-ES faculty; [-xii-] teaching expectations for MS-ES Tenure Track faculty at other Land Grant Institutions; [-xiii-] Academic Operating Policies, and Faculty Handbook sections that may need to be reviewed for possible revision when the proposal is ultimately approved for adoption and actively implemented for general application.

The agenda for the Faculty Senate Special Session then addressed the presentation of the final report by the Special Senate Committee that referred to individual charges described in the letter forwarded by the Office of the Provost for Academic Affairs to Robert Holland Faculty Senate on March 30, 2015.

1. Can the university ensure that it maintains the same level of rigor for obtaining tenure (teaching, research, and service) if it adds in 100% MS-ES funded and/ or 100% MAFES/FWRC funded faculty positions?
Conclusion: YES
2. Will the institution of tenure at MSU be negatively impacted by the inclusion of faculty positions which have no formal classroom teaching as part of the assignment?
3. Conclusion: NO
4. Are there teaching responsibilities in the assignments of 100% MS-ES that are "equivalent to" the rigor of classroom teaching? And correspondingly, are there teaching responsibilities that can be accepted in lieu of classroom teaching to satisfy the teaching requirement of tenure?
Conclusion: YES
5. Are there teaching responsibilities in the assignments of 100% MAFES or 100% FWRC that are "equivalent to" the rigor of classroom teaching? And correspondingly, are there teaching responsibilities that can be accepted in lieu of classroom teaching to satisfy the teaching requirement of tenure?
Conclusion: YES
6. Is it appropriate to expect that every tenured faculty member should have the ability to function at a satisfactory level in classroom teaching?
Conclusion: YES
7. Can the university establish a workload for teaching that is not based on student-credit-hour based courses such that there is equity and equivalence for those teaching in the classroom and those who do not teach in the classroom? If so, the faculty workload policy would need to be modified.
Conclusion: YES
8. If approved, in looking at teaching, research, and service for a tenure-track faculty member (including those in MS-ES, MAFES and FWRC), what is the minimum value of each that is acceptable such that they can still be on tenure-track assignment? More specifically, what is the minimal acceptable level of "teaching" that should be permitted? Certainly 0% teaching is not acceptable.
Conclusion: YES

The Special Committee recommended that the partitioning of FTE assignments as it pertains to the academic missions of teaching, research and service should be left to the discretion of Deans and Department Heads.

Following the Senate Special Committee presentation of their report and recommendation, members of the Faculty Senate voted on the motion to endorse the proposal to develop tenure-track MS-ES, MAFES and FWRC faculty positions in the Division of Agriculture, Forestry and Veterinary Medicine. Subsequent to extensive discussion after both the orientation/background presentation, and then the Senate Special Committee report and recommendation, the Faculty Senate approved the motion by an "Aye"/No vote of 35 -to- 3 (Senate Special Session required quorum n = 26).

Thank you for your consideration and patience during the review and evaluation of the DAFVM, MS-ES, MAFES and FWRC Tenure-Track Faculty proposal. Endorsement of this proposal is intended to create improved unity, fairness, and cohesiveness across the faculty and administrative ranks at Mississippi State University in addition to providing a more competitive stance for the hiring of new faculty that have assignments within the Division of Agriculture, Forestry and Veterinary Medicine, Mississippi State Extension Service, and Fishery and Wildlife Research Center.