

**ROBERT HOLLAND FACULTY SENATE
UNCORRECTED MINUTES OF NOVEMBER 9, 2012**

The Robert Holland Faculty Senate of Mississippi State University held its regular monthly meeting in the Grisham Room of Mitchell Memorial Library at 2:00 p.m. on Friday, November 9, 2012.

Members absent and excused were: Anastasia Elder, Jeffery Haupt, Missy Hopper, Richard Hopper, Lelia Kelly, Rocky Lemus, Evan Peacock, Edward Potter, Jody Ray, Juan Silva, Barry Stewart, Becky Toghiani, and Jilei Zhang.

The meeting was called to order by the Senate President, Meghan Millea.

The minutes of the October 12, 2012 meeting were approved.

GUESTS

DR. MARK KEENUM, PRESIDENT

Dr. Keenum said that the fall semester was going well and thanked faculty members for their hard work in the classroom. He gave an update on state revenues: October numbers are up 10% from last year. The results of the election remained pretty much the same and the economy remains the major items of concern.

He said that faculty salaries continue to be a major issue on campus. Drs. Gilbert and Millea and others are working to close some gaps between where we are and other universities.

The MSU Development Foundation celebrated its 50 year anniversary. In the past 50 years, MSU has been able to receive in gifts over \$1 billion which makes a big impact. We have strong alumnae base and friends that appreciate what we do here at MSU.

A Reflector article came out about a \$50 fee for capital improvements for the university. The idea is being presented to IHL and peer institutions have similar fees. University of Mississippi and MSU will present the same argument to IHL. The fees will be used for facilities and building restoration and repair. The Student Government supports and realizes the need for students of today and in the future.

There will be a program today on the Drill Field at 3:00 to honor Veterans.

President Millea asked about the plans for the new classroom building. President Keenum said that the plans have been approved by IHL. Parking will be located underground and it will contain large and medium classrooms as well as study rooms for students. The building will resemble Old Main. The estimated cost is \$37 million, and 1/3 of the cost will come from bond money. The plan is to put it behind the YMCA building and should be an 18 month building process. The YMCA building is next on the list in need of renovation. He would also like to see future library expansion. Engineering, science lab, and music space is also needed.

Senator Wilmoth asked about the P&T document. President Keenum said that he is looking to broaden the scope of P&T to include all faculty. He has talked with Dr. Bounds and is extremely encouraged. He is looking at multi-year contracts or tenure which would provide job security for all faculty.

DR. LOUIS R. D'ABRAMO, DEAN OF THE GRADUATE SCHOOL AND ASSOCIATE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dr. D'Abramo first gave an update on 3 searches. For the Registrar, the committee has met to provide the strengths and weaknesses of the 3 candidates. For the Arts & Sciences Dean, the committee has been formed. For the Dean of Graduate School, the committee was formed yesterday.

He said that over the past 5 years, applications to graduate school have increased and the graduate student population has increased. 54% are from Mississippi and 13.5% represent 75 countries. He plans to focus on recruitment of students from Middle East and Latin America. There are currently 11 Fulbright scholars on campus. Over the last 10 years, PhD. Awards have increased.

The Graduate School budget goes toward salaries. They receive revenue from application and audit fees which provide funds for recruitment, travel assistance for graduate students, GSAs, Graduate Student Orientation, the Graduate bulletin, etc. They also provide work study Graduate Assistantships, financial assistance to PFF and Graduate Student Associations for speakers, Health Insurance supplements for Graduate students, and waivers for graduate school tuition.

Other updates included: The Graduate School office has been renovated. CAPP has been implemented. The management of applications has been restructured and we have a new permanent Associate Dean. There is a graduate student exit survey that is required when students apply for graduation. They have started a summer research program and celebrated National Graduate School and Professional Appreciation Week with activities. They have begun thesis awards and enter those into competitions. They have a research grant looking at what is happening with minority graduate students and Preparing Future Faculty is in its 3rd year.

Some of the new policies are: an increased application fee, an academic grievance policy for graduate students is in process, no more than 9 hours can be transferred to another degree, and a new graduation requirement limits C grades to no more than 6 hours of coursework.

Some ideas in development: graduate coordinator workshop, user-friendly online bulletin, revising the application form, evaluation of services by the Graduate School, a new faculty workshop on mentoring, a semi-annual electronic newsletter, honor code sanctions specific to graduate students, an ethics training module for new graduate students, a requirement of GRE or GMAT for all programs, partnering with International Institute for recruitment, an application for the McNair Program, private fellowships and funding, workshops on dissertation and thesis preparation, and game day promotion of the Graduate School.

Senator Carskadon thanked Dr. D'Abramo for his work.

Senator Byrd asked if the Graduate School was tracking current GRE scores. Dr. D'Abramo said that the Graduate School is not tracking it but suspects that they are increasing. He expressed concern with some of the scores allowed to be admitted. Senator Foster said that the Chemistry Department would be opposed to a mandatory GRE score because it is not a good measure for ability in Chemistry.

REPORT OF THE PRESIDENT

Some of the major things that have occurred since our last Senate meeting have actually been related to items that we covered in the Senate last spring. As I mentioned to you all in October, the Faculty Handbook was approved by the Provost and President and is posted online at http://www.msstate.edu/web/faculty_handbook/handbook.pdf

One of the big differences between this version of the Handbook and the version that was updated in 1999 is the approval of the President which makes it a policy of the university rather than guidelines. As a result, I was asked to appear before the Associate Deans Council and Deans Council to go over things that are new with this document relative to what we have operated under for over a decade. There were several questions; one in particular had to do with the periodic review of administrators. “The faculty, staff, administrative officers, and students should participate in periodic evaluations of those responsible for the units affecting their roles in the university community including department heads, directors, associate and assistant deans, and deans.” (Page 6 of the Handbook) The question dealt with the interval of review. IHL policy 401 indicates that terms of contracts cannot exceed four years, but reappointment can occur during periods of satisfactory service. At MSU this period of review and process is covered in AOP 10.02 which requires three year reviews of administrators to be conducted by their supervisor, thus deans are evaluated by the provost, heads and associate and assistant deans are evaluated by deans. Each supervisor is to collect feedback from faculty, staff, students, and other appropriate individuals. There were other questions brought up, namely having search committees for all faculty positions and all administrative hires with limited exemptions. I will meet with Judy Spencer, Director of HRM, to review the Handbook as well.

Another major committee is the Master Planning Advisory Committee. This committee is considering the relationships between pedestrians, cyclists, and automobiles and how to maintain safety. There is a subcommittee still reviewing related issues, which will include golf carts. There is a proposal for a meat lab to be constructed near the Wise Center/Vet School which would move it out of Ballew Hall. Other proposals involve the addition of lots in sorority row for additional sororities coming to campus and how the roads and infrastructure will need to be managed accordingly (and how that infrastructure development will be managed). The governance document of the MPAC has stalled, but we hope to continue to get that moving under the leadership of Hart Bailey with professional expertise of our faculty senators, Michael Berk and Jerry Emison, who have training that will help inform that process.

The football practice facility and administrative building should be ready in January. The classroom building is still moving forward and expected to be open in January 2015. The Lee Hall renovation is moving along as expected. One impactful item is the reversal of traffic around Bell Island that will be initiated over the December break. The details are still under review, but that road reversal is still expected to happen starting as we return in January.

There is continued discussion in the enrollment management committee and in the president’s executive committee about growing enrollment. The department heads and deans have been asked to participate in recruiting events in the spring which will involve Saturday programs for potential students.

The Benchmarking committee is set to release the first round of surveys to peer and peer-plus departments for CALS and CFR. One regular issue is presenting the data in a way that is easy to understand by the survey respondent and still accurate for the department.

One final item to mention is a committee jointly chaired by Tommy Stevenson and Peter Ryan on the recruitment and retention of female faculty and staff and faculty and staff of color. Topics addressed within this committee deal with dual career placements and mentoring programs, among others. I will continue to keep you posted as this committee’s work develops.

Respectfully Submitted,



Meghan Millea
November 6, 2012

She said that the Faculty Handbook may need to be a numbered policy and be housed in internal audit.

Senator Wise said that administrators are supposed to be reviewed on a regular basis, but the handbook doesn't specify length of time between reviews. President Millea said that the Faculty Handbook doesn't specify the length of time but AOP 10.02 specifies 3 year reviews. Senator Sullivan asked what constitutes a review and said it would be good to have some input from those who report to an administrator.

Senator Berk suggested having Dr. Gilbert explain the process in the AOP.

VICE PRESIDENT REPORT

Deans' Council October 15, 2012

Announcements

The Provost announced that the office of student housing can now establish living and learning residential community housing for the fall 2013 semester. Deans or departments who are interested in establishing these communities should contact the office of residential life.

There are a number of searches underway or in the final stages of being established. The search committee for the Dean of Arts and Sciences should be finalized shortly; elections are underway for search committees for the Dean of the Graduate School as well as the Director of Distance Education. On-campus interviews for the Registrar position are scheduled to be conducted during the week of October 22.

As discussed in previous Deans' Council meetings as well as the Faculty Senate, the administration is examining a program to reduce the compression issue for professors. The president has committed to a two-year program to seek to narrow the gap between MSU compensation and the SUG average compensation. This commitment involves \$500,000 for this year and \$500,000 for next year. After the second year the program will be reassessed. The intention is to achieve a uniform percentage closure of the SUG-MSU gap. This program is separate from merit raises and is being focused on the professorial level because that is where the largest gap exists. The target date for compression adjustments is January 1.

Targeted Recruiting Strategies

Phil Bonfanti led an extensive discussion on strengthening recruitment for undergraduates, especially among well-qualified students. The expectation is that enhancing recruitment of high achieving students will also improve recruitment among other students. This effort has three elements. First, the university will seek to expand market reach into areas with high student populations but which traditionally have not been the focus of extensive MSU recruitment efforts. The office of student affairs will take the lead on this. The second element is to reduce, through raising more funds for scholarships, the effective cost of attending Mississippi State for this targeted group of potential students. The third element of this effort will be a series of university and college

hosted events on campus to which admitted but as yet undecided high-performing students will be invited to learn about the advantages of attending Mississippi State. For these events, the office of student affairs will prepare and organize the sessions, while the colleges will be responsible for providing content that showcases the individual colleges' advantages.

Vice President Emison added that at Monday's Deans Council, Dr. Gilbert asked Deans to provide a schedule of their assessment of Department heads and Associate and Assistant Deans.

Enrollment insight meetings are planned to increase enrollment of high performing undergraduate students and number of scholarships for high performing students. Colleges will be asked to conduct information sessions on Saturdays for these identified students.

Senator Byrd asked if that will replace Scholar and Fall and Spring Preview Days. President Millea said she thought that these were in addition to what we currently do. Senator Berk said that it was modeled after College of Engineering's Breakfast of Champions and would be 4 Saturdays in February and March.

VP Emison said that revisions to the Honor Code policy that came to Deans Council. For Graduate Students, there was a 1 strike policy. In that process, the decision making on those violations was put solely in the hands of the Dean of the college rather than the Honor Council. The Provost asked for the policy to be revised. The policy has gone back the Honor Code Committee to re-draft. They will meet November 15th. Senator Miller asked what the committee was leaning toward. Senator Follett thought that it would be changed to 2 violations.

Senator Banicescu said that faculty receives the survey from the Provost to review Deans but not Associate Deans. Faculty would like to review Associate deans. President Millea said that she foresees focus being paid on those reviews and sees it as an opportunity for faculty to pay diligent attention.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

Senator Follett said that the Calendar Committee is working on the 2013-2014 calendar. They are staying away from fall break being included with Thanksgiving, but rather October 24 and 25. Spring Commencement in 2014 will be after contracts expire on May 16th. The Calendar Committee has not approved this calendar yet.

BUSINESS TO BE SENT TO COMMITTEES

6.1 AOP 12.20 ACADEMIC FORGIVENESS (ACADEMIC AFFAIRS)

6.2 AOP 13.13 LEAVE POLICIES (UNIVERSITY RESOURCES)

6.3 AOP 13.15 EVALUATION OF TEACHING PERFORMANCE (STUDENT AFFAIRS)

VP Emison made a motion to move the AOPs to their respective committees. Senator Sullivan seconded. The motion passed by voice vote to group them. The motion passed by voice vote to move them to committee.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS	NO REPORT
ANCILLARY AFFAIRS	NO REPORT
CHARTER AND BYLAWS	NO REPORT
FACULTY AFFAIRS	NO REPORT
STUDENT AFFAIRS	NO REPORT
UNIVERSITY RESOURCES	NO REPORT

SPECIAL COMMITTEE REPORTS

None

OLD BUSINESS

None

NEW BUSINESS

10.1 PARKING FEES

Senator Nagel presented a report concerning parking and traffic fees. He said that fees have increased for nine years to generate funds for a parking garage. They have gone up 400% in the last 10 years. He proposed that fees not be increased unless salaries are increased. Senator Bullington, Faculty Senate representative will bring the concern to the traffic committee at the next meeting at the end of January.

The meeting was adjourned at 4:00 pm.

Submitted for correction and approval.

Brian Rude, Secretary