

## **ROBERT HOLLAND FACULTY SENATE UNCORRECTED MINUTES OF OCTOBER 12, 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, October 12, 2012.

Members absent and excused were: Lara Dodds, Sandra Eksioglu, Lelia Kelly, Jason Lueg, Kim Morgan, Jody Ray, John Rodgers, Juan Silva, Cyprianna Swiderski, Becky Toghiani, Dwayne Wise.

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

Senator Follett made a motion to approve the minutes of the September meeting, seconded by Senator Burt. The minutes of the September 14, 2012 meeting were approved.

### **GUESTS**

#### **DR. MARK KEENUM, PRESIDENT**

President Keenum said that the upcoming weekend should be an exciting one. He has been meeting with MSU national alumni presidents at the Alumni Board meeting. He said in his 4 years as President of MSU there have been budget cuts to about 20%. MSU has sustained cuts despite enrollment growth, an increase in demands on the university, and more extension work serving citizens across the state. MSU is enduring. In addition to cuts in the operational budget, we have been given an unfunded mandate by PERS state retirement; the state legislature understands that it is an unfair burden. Dr. Keenum said that he has been fortunate to host the Mississippi Lt. Governor and Governor on campus in the past weeks. The state budget for FY13 is down 2% in tax revenues from one year ago, but running at 2.6% above estimates for this year. The state economy is still affected by the national economy. In the upcoming weeks, we will elect new leaders. There are major issues looming over the national economy including the Bush tax cuts that are set to expire this year which will have an impact on job growth. President Keenum met with joint budget committee along with Commissioner Bounds and others asking for 12% increase in IHL funding with the primary focus on faculty salary discrepancies. He has asked Dr. Millea and Dr. Gilbert to work on the salary compression issue. The state legislature did not pass a bond bill this year. With 700 buildings to maintain, MSU depends on those funds for annual repair and renovations. IHL is working with state leadership on developing a multiyear bond bill which would be great from a capital planning standpoint.

The strategic plan has been announced and a matrix is in place to measure our success and progress and provides accountability across campus. One component is the hope to shelter a Phi Beta Kappa chapter on campus. We hope to be in the top six applications this year. Also there is no Association of Research Library in the state. MSU libraries have submitted an application. President Keenum said that he is diligent in the pursuits in these two areas.

He commended the Senate for the work on the Promotion and Tenure document; he has asked leadership to look at other categories of faculty and the possibility of tenure or job security which would promote retention and recruitment of faculty in these areas.

## **DR. JEROME A. GILBERT, PROVOST AND EXECUTIVE VICE PRESIDENT**

Provost Gilbert gave updates on current searches: Dr. Sharon Oswald is leading the Arts and Sciences Dean search and the search committee is nearly in place. Dr. Bill Herndon is leading the search for the new Associate Dean and VP of the Graduate School. Dr. Gilbert will make appointments to the search committee. Mr. Scott Maynard will be leading the search for the Executive Director of the Center for Distance Education.

Senate President Millea will coordinate the SEC Faculty Achievement Award, which grants \$5000 to the on campus recipient and an additional \$15,000 for the SEC award recipient. Provost Gilbert will be working with ORED on another SEC grant opportunity which will provide four travel grants of \$2500 to travel to another SEC school for research collaboration to foster interschool research. Theresa Gammil will be the contact person on campus and will work with Dr. Hodges and the Provost's office.

Provost Gilbert is looking at faculty salaries and hopes to have data in the next couple of days. He said President Keenum has committed to 2 year process of salary compression beginning with full professor ranks after which they plan to look at other ranks.

He has received the Laboratory Building Committee report this week and will talk with Dr. Keenum about the priority for that. The classroom building drawings will be presented at IHL for approval and construction is planned to begin mid-year.

Senator Haupt asked if the structure of the two-year salary compression had been worked out. Provost Gilbert said that they will look at all faculty both years and take steps in the two years to uniformly reduce the gap.

Senator Carskadon asked about the new policy regarding faculty teaching online courses for additional pay. Provost Gilbert said that there was a need for a uniform policy on overload pay. Our workload policy's suggested teaching load is 2:2. The full load is 4:4. There is difficulty in defining an overload when someone is not teaching on a 4:4 load, so the compromise was to go to three course loads per semester then a fourth course would be an overload. Senator Carskadon asked what percentage of tenure, tenure track faculty this effects and expressed concern for unintended consequences of the new policy. Provost Gilbert said that the eventual goal to look at the delivery mode of courses secondary to number of courses.

## **DR. STEVE TURNER, FACULTY ATHLETIC COUNCIL REPRESENTATIVE**

Dr. Turner presented an overview of student athlete grades for Spring 2012. The all sport GPA was 2.94, following the Fall semester's 3.01 which was the highest since 1993. He also provided data by gender and by team. MSU men's athletes were winners of the Halbrook Award for the highest graduation rate in the state.

Future student athletes will be under new eligibility standards beginning with the 2016 class (currently in 9<sup>th</sup> grade) including: a requirement of 16 core courses on their high school transcript, 10 of which must be completed before the senior year and 7 must be English, Math or Science courses, a 2.3 high school GPA will be required for incoming Freshman and an incoming GPA of 2.5 will be required for transfer students. Failure to meet these requirements will result in a redshirt academic year. Dr. Turner said that about 15% of current NCAA student athletes would have been affected by this new rule.

Lynda Moore, Athletic Academic Advisor, said that currently MSU faculty communicate with the Athletic Academic Advising Office in a highly effective manner, but they have implemented a new system called Grades First for grade retrieval and information on student athletes. The new system allows secure data storage and access. Faculty members with student athletes in their classes will receive an email with more information on the system.

Senator Elder asked if the database operated through Banner. Ms. Moore said that it was not but the Athletic Advising Office would send an email with a link requesting information about student athletes. She stressed that her office still wanted normal communication with faculty; the system is just an additional means.

Senator Dunne asked about the current student athlete graduation rate. Mrs. Moore said that the data used for the Halbrook Award was 69%.

Senator Byrd asked about the intent of the new NCAA guidelines. Dr. Turner said that their thinking is that the better prepared students are, the more successful they will be and the higher the graduation rate will be.

Senator Berk asked how MSU compares to the SEC in graduation rates. Dr. Turner said that the information hard to verify, but MSU is typically in the middle.

Senator Lemus asked why 9 athletic teams dropped team GPA in Spring from Fall. Dr. Turner said that sometimes during a competitive season grades fall.

### **REPORT OF THE PRESIDENT**

My work since our last meeting has primarily been tied to participation in university committees. Thus my report will summarize the deliberations of the committees that I think are of interest to the faculty.

#### **SPECIAL EVENTS AND GAME DAY**

The Special Events and Game Day Committee continues to fine tune issues related to football game day and tailgating. Some of the broad issues related to tailgating include:

- Commercialization of the tailgating experience. There are at least 3 companies that set up tailgating for hire. Because tailgating areas are designated by the Friday rush (sooner structure), some concern has been brought to the attention of the committee related to the fairness of the competition for land grab between the larger, more organized companies and individual fans.
- Trash cleanup is much better on the MSU campus than some of our sister SEC schools, but still not where we'd like to see it. Bags are provided but not always used.
- University golf carts access to closed roads. Safety is a primary concern on the campus on game days. The committee is reviewing how to limit the flow of vehicles on roadways to ensure the free flow of pedestrians and control of the area, primarily around the stadium for transportation directly related to the event including visiting team buses and security vehicles.
- The committee and the athletics department would like for ticket reselling to be centralized to designated areas because the current arrangements tend to block road and pedestrian traffic, depending on the reselling locations. The logistics of directing all buyers and sellers to a common area have inhibited progress in corralling this activity.

#### MASTER PLANNING ADVISORY COMMITTEE

The Master Planning Advisory Committee approved the development of two lots in sorority row area that will require redirecting roads at the expense of the incoming sorority developers with oversight by the university architect, Tim Muzzi. The committee also approved the development of a classroom addition to the Wise building. The committee also has a transportation subcommittee that is looking at the interaction of bicycles with cars and pedestrians. The governance of the master planning process is still in development. The expectation is that there will be a process for submitting items to the committee that dictates a pre-planning and a time line that is consistent with thoughtful deliberations.

#### BENCHMARKING

The benchmarking committee has been waiting for data to be input into the department profiles. Once data has been compiled, the dean's office of CALS and Forest Resources will review the data and process for external review with the committee.

#### INFORMATION TECHNOLOGY COUNCIL

The e-mail consolidation process is on hold due to funding constraints. On a related note we discussed the current funding model for ITS that is significantly linked to department and unit telephone service fees. Many departments and units reduced their telephone line utilization under budget constraints which then shifted budget constraints to ITS. The office of budget and planning is reviewing the funding model.

#### LABORATORY BUILDING COMMITTEE

This committee has completed its report to the Provost and ORED VP, Drs. Gilbert and Shaw. The committee recommended prioritizing instructional wet lab space with additional consideration to research lab space. The development of building(s) would be in stages, planning wings that will be phased in as funding and needs are evident. Ideally a research complex area could be planned, perhaps in conjunction with a potential civil engineering building.

#### PROMOTION AND TENURE

I have met with the Provost and Vice Presidents, Drs. Gilbert, Bohach, and Shaw to have a committee comprised on Drs. Herndon, Hodges, Vaughn, chaired by me to develop a recommendation for possible promotion and tenure for faculty categories other than the academic faculty. This committee is scheduled to meet on Monday of next week. The process is still in very early stages of deliberations.

#### FACULTY HANDBOOK

The Faculty Handbook that we approved in September has received approval by both the Provost and President. It was posted by University Relations early this week. The website is [http://www.msstate.edu/web/faculty\\_handbook/handbook.pdf](http://www.msstate.edu/web/faculty_handbook/handbook.pdf). Section V. Promotion and Tenure does not reflect revisions passed by the Senate in April because the president has sent that back to the senate for further consideration.

#### ENROLLMENT MANAGEMENT

Enrollment was nearly flat and less than projections. The Office of Admissions has provided initial reports about the current enrollment numbers.

Respectfully Submitted,



Meghan Millea  
October 9, 2012

President Millea said that she would send out an email outlining the SEC Faculty Awards timeline and process. She also said that Sid Salter will be new Director of University Relations.

Senator Dunne commented about trash during gamedays. He asked if the overflowing bags could be picked up more frequently. President Millea said that she thought that bags were available and were to accumulate during the tailgating experience and are picked up the next morning.

## **VICE PRESIDENT REPORT**

### **Deans' Council September 17, 2012**

#### Announcements

The president has directed that a task force develop a program for reducing the compression of faculty salaries. This program will initially address the compression at the full professor level since it is there that the largest disparity exists between the SUG salary average and MSU's. It is planned that the first phase of this program will take effect January 1, 2013.

The Office of Human Resources has been directed to identify those professional and support staff members whose salaries are currently below the established minimum salary ranges established by HR. Effective September 1 those will have their salaries raised to the relevant minimum salary level. The president has commissioned a small group to examine the promotion practices of those faculty not covered by the P&T document presently under review. The task force is to develop proposals for establishing consistent practices across categories of faculty. The group is to also consider establishing a tenure process for extension faculty.

Enrollment figures for Fall 2012 will be released later today by IHL. These will show that MSU's enrollment has declined about 59 students from Fall 2011. This yields an overall enrollment in 2012 of 20365.

#### Academic Operating Policies

- AOP 12.07—Honor Code: The deans extensively discussed the proposed AOP. The bulk of the discussion focused on the proposed policy of “one strike and you're out” for graduate students. A number of deans expressed concern over the fairness and advisability of dismissal from the university for graduate students found to have violated the honor code in a first offense. The matter will be discussed further by the deans with their faculties. Discussion of this will be continued at a future deans' council meeting.

### **New Laboratory Building Committee**

Along with Meghan Millea I have been participating in the committee established to examine the need and possible configuration of a new laboratory building on campus. This grew out of the discussion of laboratory space associated with the new classroom building. This lab committee has met with the colleges to review their requirements and is formulating ways these requirements could

be met. I expect discussions with the Provost and the Vice President for Research will occur soon on the committee's observations.

## **REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES**

No Reports

## **BUSINESS TO BE SENT TO COMMITTEES**

NONE

## **STANDING COMMITTEE REPORTS**

### **ACADEMIC AFFAIRS**

#### **7.1.1 12.08 Requirements for Degrees, Academic Minors and Certificate Programs**

Senator Follett presented AOP 12.08 and on behalf of the Academic Affairs Committee made a motion to adopt the recommendation to approve AOP 12.08 as received from the Associate Deans and Deans Councils.

Senator Elder asked why there were no minimum hour requirements for Ph.D. programs. Senator Follett said that there was no discussion about it in Associate Deans Council or in the Ancillary Affairs Committee.

The motion passed by voice vote.

#### **7.1.2 12.17 Academic Fresh Start**

Senator Follett presented AOP 12.17 and on behalf of the Academic Affairs Committee made a motion to adopt the recommendation to approve AOP 12.17 as received from the Associate Deans and Deans Councils.

The motion passed by voice vote.

#### **7.2.3 12.19 Academic Amnesty**

Senator Follett presented AOP 12.19 and on behalf of the Academic Affairs Committee made a motion to adopt the recommendation to approve AOP 12.19 as received from the Associate Deans and Deans Councils with one modification to the title of the Director of Internal Audit.

The motion passed by voice vote.

### **ANCILLARY AFFAIRS**

#### **7.2.1 31.02 Legal Resident Status**

Senator Elder presented AOP 31.02 and on behalf of the Ancillary Affairs Committee made a motion to adopt the recommendation to approve AOP 31.02 as received from the Associate Deans and Deans Councils with minor wording modifications by the Ancillary Affairs Committee.

The motion passed by voice vote.

**CHARTER AND BYLAWS**                      **NO REPORT**

**FACULTY AFFAIRS**                              **NO REPORT**

**STUDENT AFFAIRS**                              **NO REPORT**

**UNIVERSITY RESOURCES**

**7.3.1 10.05 Nepotism**

Senator Dobson presented AOP 10.05 and on behalf of the University Resources Committee made a motion to adopt the recommendation to approve AOP 10.05 as received from the Associate Deans and Deans Councils.

The motion passed by voice vote.

**7.3.2 13.10 Other Employment**

Senator Dobson presented AOP 13.10 and on behalf of the University Resources Committee made a motion to adopt the recommendation to approve AOP 13.10 as received from the Associate Deans and Deans Councils.

The motion passed by voice vote.

**SPECIAL COMMITTEE REPORTS**

**OLD BUSINESS**

**NEW BUSINESS**

**10.1 REAPPORTIONMENT**

President Millea said that the Charter and Bylaws Committee will be completing the biennial Senate reapportionment this academic year. President Millea has asked Senator Cox to work with a group to come up with rules to help uniquely identify Extension Faculty members and CALS MAFES Faculty.

Senator Emison made a motion to adjourn, seconded by Senator Follett. The meeting was adjourned at 3:28.

Submitted for correction and approval.

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Brian Rude, Secretary