



ROBERT HOLLAND FACULTY SENATE

Minutes of October 10, 2014

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 10, 2014.

Members absent and excused were: Ioana Banicescu, Jerrold Belant, Matthew Boggan, Ben Harvey, Rocky Lemus, Natasha Randle, Judy Ridner, and Andrea Spain.

Members absent were: Cyprianna Swiderski, Chip Wade.

The meeting was called to order by the Senate President Randy Follett.

Suggested updates to the uncorrected minutes of the September 12 minutes included: attendance was updated to reflect that Ben Harvey and William Riehm were present, the last bullet under item 9 in the Vice President's report was changed to reflect that both the Architecture and Building Construction Science students were contributing to the lightning shelters on the MSU golf course, and Senator Bullington requested that the proposal in the report from Senator Beriswill as the designate on the University Parking Permit Fee Task Force be attributed to the Faculty Senate designates and not the Task force as a whole. Upon correction the minutes were approved.

GUESTS

Dr. Mark Keenum, President

President Keenum made note of the exciting times here at Mississippi State University. He said that ESPN Gameday was on campus for the Auburn game and that the SEC Network's pre-game show was here the week prior for the game against Texas A&M. This is good for athletics and good for the University as a whole.

Dr. Keenum spoke about revenues for the 1st three month period of the fiscal year. He said that revenues were up three percent over the same period last year. The economy is making improvements and we are moving in the right direction. The legislature has fully funded the rainy day fund this year. He noted that this could mean that extra funds could be available to state institutions. Dr. Keenum also discussed the ongoing lawsuit regarding underfunded school districts in the state. He noted that as a repercussion of the suit there could be more money allotted to the K-12 sector and therefore less funding available for the Universities of the state. There is talk amongst the legislature to issue a tax cut in the near future. If this does occur it could also impact the funding available to State Institutions in the future.

Last week Dr. Keenum, as well as the Commissioner and other IEO's, met with the Joint House Senate Legislative Budget Committee to pitch a 42 million increase in funding for the next fiscal year. The Mississippi Legislature has allocated a 20 million dollar increase in funding this year to IHL for distribution amongst the eight IHL Institutions. Mississippi State's portion of that is over 5 million dollars. In addition to that there was an 8% increase in funding to the various agricultural units. Dr. Keenum made it very clear that his number one priority is faculty salaries.

President Keenum discussed the fact that the Faculty Senate would be addressing his and Dr. Gilbert's edit to the Promotion and Tenure document. He thanked the Senate for considering the edit which allows non-tenured faculty in comprehensive departments to vote on promotion.

Dr. Keenum mentioned the recent fire in Oak Hall. The fire began in a student's room. The student was burning a candle and it caught a couch in her room on fire while she was not present. The burning of candles is not allowed in Residence Halls. He met with the affected students to address any of their concerns. Immediately after the fire, the University sought temporary housing to accommodate the 68 women that were displaced due to the water and smoke damage that Oak Hall sustained from the fire suppression system and the fire. The affected block of rooms are located in the middle section of the women's wing. Dr. Keenum said that he was very proud of how Bill Broyles had handled the situation. He was also grateful to the faculty for their understanding and for being accommodating to the affected students with their course work.

Recently, Dr. Charles Lee, MSU's 17th president, was honored with a public ceremony dedicating the J. Charles Lee Agricultural and Biological Engineering Building. Later today President Keenum will be dedicating the High Performance Computing Center to Dr. Malcolm A. Portera, MSU's 16th president. The High Speed Computing Center hosts the 11th fastest super computer in the nation located on a college campus.

Dr. Jerome Gilbert, Provost and Executive Vice President

Dr. Gilbert began by thanking the faculty for accommodating the affected students from the Oak Hall fire. He reached out to some of the faculty members notifying them of the situation for the students housed in Oak Hall and the response was resoundingly positive.

Dr. Gilbert mentioned that the search committee for the Vice President of Student Affairs was in the process of being assembled. He hopes to have the committee finalized by the end of the week. Dr. Gilbert will chair the search committee.

Enrollment Services has been reassigned and now reports to Academic Affairs. John Dickerson, the University Registrar, is acting as interim Director of Enrollment Services.

Noel Levitz is reviewing the University recruitment and scholarships. It is likely that the University is not spending scholarship money as efficiently as it could. There should be some decisions made soon in regard to recruitment and scholarship practices.

Compression adjustments are scheduled for January for Associate as well as full Professor positions. Seventy five percent will be designated to full Professors and twenty five percent will be designated to Associate Professors. Consideration is being given to increasing promotional increments as well.

Public Affairs is involved in an imaging and branding web redesign. The appearance will be more horizontal and will have a cleaner, more professional, more modern appearance. There will be a template that will allow flexibility while maintain uniformity. There will also be a bank of videos that will be useful for recruiting purposes. The videos will be two to three minutes in length. It has been shown that videos longer than that allow the viewer to lose interest. There was a survey conducted of the alumni and faculty of the University to enhance the redesign of the web site. There tends to be some confusion outside of the state of Mississippi as to who we are and the redesign will help clear up some of that confusion. The current exposure we are experiencing from athletics is also certainly helping to clear up confusion about who MSU is. Dr. Gilbert mentioned that Sid Salter, Director of Public Affairs, and his group have been doing some really good things.

Dr. Gilbert finished by thanking Dr. Cox and his committee for their review of the proposed Promotion and Tenure edit.

REPORT OF THE PRESIDENT

Senator Follett began his report to the Senate by welcoming the newly elected Senators. He welcomed Hank Flick, Judy Ridner, Bob Wolverton, Jason Lueg, William Riehm, and Lesley Strawderman to the Robert Holland Faculty Senate.

Fall General Faculty Meeting – I appreciate Cody Coyne’s handling of the general faculty meeting recently, since I was unavoidably out of town. It is my understanding that President Keenum had a good many items to report on that were of interest. I am in hopes that I will be able to be in town for the spring meeting.

Football! – We have obviously had some great successes on the football field, with associated successes such as the SEC Nation visit last week, and this week’s ESPN College Game Day coverage. The LSU and Texas A&M games were tremendously exciting, and I’m looking forward to an equally exciting game against Auburn. There were some disruptions necessary due to the SEC Nation visit, particularly for those whose paths lie anywhere near Dorman Hall, but it appears that everything went well, and nobody was overly inconvenienced. I was pleased to learn some of the details of how thorough the planning for this event was, including the

requirement of sufficient padding on rooftops where camera crews were located, such that the warranty on the actual roof was not affected.

The fall meeting of the Alumni Associate Board of Directors took place last Friday, and was a great experience for me. It is always a pleasure to see fellow Bulldogs who love our university as much as those people who serve on that board. The overwhelming desire of the board seemed to be “How can we best help MSU?”

MSU’s 17th president, Dr. Charles Lee was recently honored as the Agriculture and Biological Engineering building was named in his honor, recognizing his contributions to the university and his leadership in getting the facility built. During our meeting this afternoon, another former president is being recognized, too, as the HPCC facility in Research Park is being named for Dr. Malcolm Portera, our 16th president. As part of the university family, it is always good to remember our history, and those who have helped shape it.

The recent fire in Oak Hall, and the immediate support provided to those affected students was also gratifying to see. The experience gained in January when another dorm was affected by the sprinkler system was effectively used to guide the response from administration in handling all of the issues related to the affected students.

Finally, I would also like to mention an upcoming event, the Freedom Summer Conference, which is happening on October 20 and 21. It is being organized by Stephen Middleton, Professor, and Director of African American Studies in the History Department. It is hard to believe that it has been 50 years since those events transpired, as well as the dramatic change that has taken place in the interim. If you have an opportunity, I encourage you to try to attend one or more of the plenary sessions and/or a breakout session or more. If you are interested, I can provide a copy of the program, or you could contact Stephen Middleton.

Once again, I would like to express my gratitude to the senate for the opportunity to serve as president, and to let you know how much I have enjoyed my time in office so far. It is particularly gratifying when I have the opportunity to help resolve an issue that is troubling a member of the faculty, despite the fact that it is not always a “reportable” situation. Rest assured that any faculty member who has an interest in talking to me about any situation here at the university is welcome, and encouraged to speak to me about it. In my experience so far, this is perhaps the very best part of the job. This subject also reminds me that discussions are currently in progress with regard to setting up an Ombudsman, or Ombudsperson program here at MSU, with an intent to have at least a couple of people in this role to assist with issues. I’ll keep you posted as we make more progress on that.

Senator Potter asked what the responsibilities of an Ombudsperson would be. Senator Follett explained that the Ombudsperson would simply be a middle man. The Ombudsperson would help to direct the reporting party to the correct third party.

Senator Elder inquired if the Ombudsperson would be available for faculty/staff or just anyone on campus. Senator Follett said that there was already a mechanism in place for staff and students so the Ombudsperson would be for the faculty.

Senator Baldwin asked how the confidentiality would work. President Follett said that, to the extent allowed by law, the information would be confidential, as best he understood it..

Senator Wolverton pointed out that Ohio State University has an Ombudsperson in place. He inquired if the committee had looked at OSU to determine how it should work. President Follett said that he believes that Joan Lucas is familiar with their program, and is also familiar with the legal implications of having such a program.

REPORT OF THE VICE PRESIDENT

Dean's Council

AOP 13.01 – Emeritus Appointments: (Honorary Title Ensuring No Official Rights or Privileges)

Considerations and Questions Addressed During Discussions:

- Who can nominate Emeritus candidates: self-nomination, faculty, department, college, Lee Hall..??
- Who should determine the criteria or qualifications for Emeritus status....??
- What should be the criteria or qualifications for Emeritus status....??
 - Should appointments primarily be based on time-in-service (Lee Hall's current preference) or evaluation of professional accomplishments and productivity..??
- Who should evaluate Emeritus nominations: department -vs- college -vs- Lee Hall....??
- Who should decide or approve Emeritus status: department -vs- college -vs- Lee Hall....??
- Should MSU draft guidelines for mechanisms that can facilitate retracting the Emeritus designation when someone compromises further progress and development of the university...??
- Should it be possible for someone that has been a MSU faculty member for ≥ 20 -years to attain Emeritus status if they are subsequently hired by another academic institution....??
- Currently policies and practice vary between departments.
- Currently process does not have to originate from within or be initiated by the home department
- Emeritus status can be granted for someone functioning as an administrator.
- Emeritus Procedural Document may need to be re-written and revised.

Visitor Parking Policy:

- First-time campus visit is complementary (“free”) and can last for a period of 1-7 days
- Parking permits are required for all vehicles (MSU campus must be able to contact all car owners)
- Online process is functioning well and permits can be generated (printed) at off-campus locations
- A policy and process for large-volume department requests is still being developed
- A policy revision will probably have to be made to accommodate VP Visitor parking privileges
- Visitor rental cars are posing a problem.....

Senator Fountain asked if the visitor parking policy pertained to frequently visiting employees. Dr. Coyne stated it did not. Senator Jones inquired if “first time campus visit” meant once per year or once ever. Senator Coyne replied that it was his understanding that it was once per year.

Master Plan Development and Advisory Committee

- 1- Review of construction/renovation proposals by Faculty Senate may be a future requirement prior to expenditure of any university funds unless it is “waived” by the university president.
- 2- The Cooley Building is being renovated as part of the “Mill” project and turned into a conference center. Current plans propose construction/renovations that will support a conference center, hotel and parking garage physically located at the Cooley Building site.
- 3- The Sustainability Committee approved investigating using heat reflective paint on university building roofs as a means to reduce energy demands.
- 4- Reconstruction of the Orientation Leader and Road Runner Park/Fountain near Lee Hall has been reviewed for approval.
- 5- The Master Plan Development and Advisory Committee have been reviewing proposals for the expansion and renovation of several on-campus buildings
 - Kappa Delta Sorority House building addition/wing
 - Phi Delta Theta Fraternity House deck addition
 - Student residence halls (n = 2) near north border of campus
 - Center for American Veteran’s near north border of the campus
 - Roberts Building (update)
 - Classroom Building (update)
 - YMCA Building renovation (update)
 - Fresh Food Facility update (very efficient completion)
 - Stadium Expansion (update)
 - University Master Plan will be presented to the IHL in the near future

Note: Rain runoff management strategies have become a key consideration.
- 6- A proposal was reviewed that would restrict traffic flow along East Creelman Street, East Darden and Northwest Presidents Circle in an effort to address problems that have occurred related to an increased number of cars dropping off students for class.

General Topics and Updates

- 1- Faculty Annual Evaluation Form
 - DAFVM has completed the review and revision of a “new” annual faculty evaluation form
 - DAFVM faculty annual evaluation form may next be reviewed by non-DAFVM departments and colleges to determine if it might be possible to adopt a single document for the entire campus
- 2- Research: Graduate Research Student (GRA)
Graduate Research Associate tuition remission policies are being revised

- Originally there was a 71% graduate research tuition remission waiver
- In the future there will be a 100% tuition remission waiver
- Current policy will not modify the tuition remission waiver rate for other graduate student classifications (e.g. GTA).

-3- Center for Teaching and Learning: Fall Brown-Bag Series Lecture

Topic: Note Taking/Cellphones/Laptops/Helping Students to be More Effective Learners

Date/Time: October 8th at 11:30

Location: Grisham Room (Mitchell Memorial Library: Lecture at 12:00 noon)

-4- World Food Day: October 16th, 2014

Auctioning free bowls made in the Art Department (some are autographed)

Raise money for local food pantry in town

Mississippi State University General Faculty Meeting: September 16th, 2014

Number of new faculty members hired in the 2013-2014 academic year was n = 120

MSU campus is in a much more stable position than during the previous fiscal year.

Fiscal support from the Mississippi Legislature/IHL has returned to a level that it is nearly equivalent to the one allocated 6 years ago when Dr. Mark Keenum first became University President.

IHL received an increased level of funding for support of all 8 universities in the state of Mississippi

Legislature has allocated \$20 million to IHL to distribute among the state universities

MSU will receive just under \$5.5 million for the next fiscal year

MSU will receive through separate appropriations \$2.8 million for repairs

(2nd year the university has received this type of appropriation)

DAFVM received a \$3.75 million dollar increase over last year

Bond Funding Allocations:

Three-Year Bond Plan: Currently Beginning Year #2

\$7 million in bond funds to support the Mitchell Memorial Library

State of Mississippi economy is slowly improving

- Fiscal Year 2014-2015 (July/August 1st two months)
 - Tax revenues transferred into the general fund is 4.3% ahead of last year
 - State economists has predicted a 2.0% increase (2.3% above previous estimates)
- MSU has forwarded to IHL/legislature justifications for increasing level funding of the university
- IHL will forward a request for a \$42 million increase for the next fiscal year.....
 - Approximately 2-years ago IHL developed a “new” performance-based funding allocation formula which ultimately guided allocations to the 8 state universities
 - The “new” IHL formula will be used to allocate \$34 million of the \$42 million

- (\$20 million dollar increase has already been attained for fiscal year 2014-2015)
- The “new” formula contained a “Hold Harmless” clause.....
 - No university will receive a reduction in state fiscal support
 - No university will receive less than a 2% increase
 - Application of the formula allocated a \$5 million increase to MSU
- IHL will allocate \$8 million of the \$42 million to selective support special projects

Improving Faculty Salaries Relative to Peer Institutions

During his administration, President Mark Keenum will continue to be a strong advocate for, and rank as a number one priority the implementation of policies and proposals that improve faculty salary levels and strengthen employment security.

- Merit increases have been implemented for the 4th consecutive year
- Cumulative faculty salary increases over the past 4-year period has been >10%
- In January 2014 \$500,000 was allocated for a 2nd faculty salary compression adjustment
 - Represented the 2nd internal adjustment for faculty salary levels
 - Approximately 275 full professors received salary compression adjustments
 - Average salary increases allocated was \$1800 per full professor
- In January 2015 there are plans consider initiating a 3rd salary compression adjustment
 - The next salary compression adjustment may also include Associate Professors
 - MSU has, and will continue to primarily direct salary compression adjustments among faculty at the rank of full professor where the greatest disparities resides compare to our peer universities.
- Comparison to Peer Institutions (n = 10)

Auburn	LSU	Texas A&M
Georgia	Tennessee	Virginia Tech
Clemson	NC State	Oklahoma State
Arkansas		

 - MSU professor mean salaries are 80% of the average for the 10 peer universities

Private Contributions: Pledges and Gifts

- \$106 million pledges and gifts were received during the 2013-2014 academic year
- Represents \$25 million more than was received in the 2012-2013 academic year
- MSU alumni contribution rate is still 18% (far above national average)
- Infinite Capital Campaign ends in 2018
 - \$434 million in gifts or pledges have been received to-date
 - Goal for 2018 is \$600 million
 - Funds will be allocated largely to support student scholarships, faculty, and university facilities
 - 20 endowed faculty positions have been generated

IHL has approved a 5% increase in MSU student tuition

MSU Academic Student Enrollment and Awarding of Degrees

- Degrees earned in 2013-2014 was a new record for the 5th consecutive year
- academic degrees awarded n = 4315

- 3rd consecutive year that >4000 academic degrees were earned

Freshman admitted in Fall 2014 academically were collectively the best prepared to-date

- 24.4 ACT score average 2013-2014
- 23.9 ACT score average for 2012-2013 (previous ACT score record)
- total of approximately 3000 new freshman admitted
 - o 61% State residents
 - o 22% African American
 - o 50% Female
- Total student enrollment in Fall 2014 was n = 20,138
 - o down 23 students from last year.....however the...
 - o total number of students on the MSU campus has increased
 - o total number of full-time students has increased

Note: Mississippi high school student pool is, and will continue to be lower for the next 2 years.
- A consultation firm has been contacted about how to better recruit students and formulate scholarship programs
 - o Attractive “new” programmatic offerings are being identified
 - o MSU will be offering a free engineering course at Jackson Academy in collaboration with Jackson University
 - o Last month an engineering degree program was established at the Mississippi Gulf Coast Community College
 - Previously there was a tendency for students in the southern part of the state interested in engineering to go west to LSU or Texas.
 - o Kinesiology program is being established at the Meridian campus
 - o MSU has taken steps to expedite the “launch” of MS degree in petroleum engineering (program will accept students next semester)

Administrative Offices and Administrative Positions

- Vice President for Student Affairs search process has been initiated
- Vice President for Student Enrollment search process has been initiated
 - o Registrar John Dickerson will serve as Interim Director of Student Enrollment
- Office of Admissions, Office of Student Financial Aid and the Office of Student Recruitment are now under/within The Division of Academic Affairs (Oct. 2014)

University SAC COC

- Quality Enhancement Plan (QEP) was reviewed during SAC on-site evaluation
 - o SAC COC appreciated the strengths and value of the QEP program
 - o Recommendations were offered to the QEP related to how to make it better
 - MSU submitted improvement plans a few weeks ago
 - o In December President Keenum will receive the SAC COC re-affirmation for MSU

Phi Beta Kappa Review of MSU Campus

Phi Beta Kappa invited MSU to re-apply for approval

- MSU will be allowed to “skip” the normal preliminary application process
- Special Provision: Submit general report in Fall 2016
 - o Implement salary increases for contingent faculty
 - o Modification of foreign language requirements for students

MSU University Construction Schedules

- \$300 million dollars in projects in design stage or under construction
- List of specific construction projects can be provided upon request.

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

No Reports

BUSINESS TO BE SENT TO COMMITTEES

1. Jason Lueg’s Anti-Bullying Policy(Ancillary Affairs)
2. AOP 11.11 Auditing a Class(Academic Affairs)
3. AOP 11.01 Shackouls Honor College, Division of Academic Affairs(Academic Affairs)
4. Food Science, Nutrition, and Health Parking Proposal(University Resources)

Senator Lueg made a motion to add “at all times” to the last sentence of paragraph three of his proposal after “to protect all MSU employees”. Senator Wolverton made a motion to send the business to their respective committees. Senator Coyne seconded and a voice vote was held. The vote to send the amended proposals to their respective committees was unanimous.

STANDING COMMITTEE REPORTS

Academic Affairs

1. AOP 12.04 Final Examination Policy

Senator Addy presented the Academic Affairs report on AOP 12.04 and highlighted the changes made by the committee. Senator Grace pointed out that in the second paragraph in the Policy and Procedure portion of the AOP it says “fewer than two lectures per week”. She made a friendly amendment to update that sentence to read “fewer than two lecture hours per week. The friendly amendment was accepted. Senator Baldwin made a second to accept AOP 12.04 as amended and it passed with a unanimous voice vote.

Ancillary Affairs No Report

Charter & Bylaws No Report

Faulty Affairs

1. Dr. Gilbert's Edit to Promotion and Tenure

Senator Cox presented the Faculty Affairs report on Dr. Gilbert's edit to Promotion and Tenure. He noted that his committee had thoroughly discussed the document and made sure that it would not affect any other portion of Promotion and Tenure. His committee did not find any other portion that would be impacted. He stated that his committee recommended that the edit to Promotion and Tenure be accepted as written. He pointed out that since the issue dealt with Promotion and Tenure it would have to be brought up twice before a vote could be held.

Student Affairs No Report

University Resources

1. Dr. Nagel's Parking Resolution

Senator Bullington presented the University Resources report on Dr. Nagel's Parking Resolution. He stated that there was a special task force convened to discuss the matter outside of the Faculty Senate. His committee recommends tabling the issue pending the action taken by the administration based on the recommendations of the task force.

The motion was seconded and the recommendation to table was passed by a unanimous voice vote.

Senator Flick inquired how long an issue can lay on the table before it dies. Senator Follett responded that the issue must be brought up quarterly or it will die.

OLD BUSINESS

None

NEW BUSINESS

None

A motion was made to adjourn. There was a second and the meeting was adjourned at 3:21 p.m.

Submitted for correction and approval.

Anastasia Elder, Secretary

Jason Cory, Administrative Assistant II