



ROBERT HOLLAND FACULTY SENATE

Uncorrected Minutes of October 9, 2015

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 9, 2015.

Members absent and excused were: Stephanie Bennett, Michael Brashier, Pasquale Cinnella, Aaron Kiess, Jamie Larson, Rocky Lemus, Debra Prince, and Robert Thompson.

Members absent were: David Jones, and Jenny Du.

The meeting was called to order by Senate President Cody Coyne.

President Coyne asked if there were any corrections to be made to the minutes of the September 11, 2015 meeting. Senator Potter asked that the fourth paragraph under the Charter and Bylaws Committee report reflect that the second revision to the bylaws passed and not the first. Senator Wolverton made a motion to accept the minutes as amended. Senator Mary Ann Jones seconded the motion. The amended minutes were approved by unanimous voice vote.

GUESTS

Dr. Mark Keenum, President

Dr. Keenum began with an update to the economic status of Mississippi. He stated that the growth rate has been slow. The state economist, Dr. Darrin Webb, testified before the legislative budget committee last month. Dr. Webb predicts that the growth rate for the state of Mississippi

will be two point two percent for fiscal year 2016. Tax receipts for the first quarter of fiscal year sixteen were below the target amount for the quarter. The joint legislative budget committee is using a more conservative estimate of one point seven percent growth rate for the year.

Dr. Keenum and Commissioner Glenn Boyce had the opportunity last month to sit before the joint legislative budget committee. Dr. Keenum stated that he thanked the committee for their support of higher education in the current year's budget. Dr. Keenum pointed out that he had not previously received any funding for pay raises during his tenure as President. He had the opportunity to inform the committee of the hard work and dedication of the faculty and staff of Mississippi State University. Dr. Keenum also thanked the committee for the repair and restoration funds (R&R funds) that were provided to the University. Last year the IHL system received seventeen million dollars and MSU's share was two point four million dollars. Dr. Keenum asked the committee for more funding for another round of pay raises as well as more R&R funding. The IHL system is working with the legislature on a four year bond deal valued at more than the previous three year bond deal that ended this year. IHL has already approved the request to the legislature.

Dr. Keenum stated that he is neither for nor against Initiative forty two. All education in Mississippi is underfunded. If the Initiative passes on the November ballot, all state agencies should expect a seven point eight percent cut in funding. All Universities were asked to present a budget proposal that reflected the seven point eight percent cut to funding to both IHL and the legislature.

Dr. Keenum said that he had the opportunity to go to Jackson to represent MSU before the Mississippi Association of Colleges and Universities. Mississippi State received the Halbrook Award for having the highest graduation rate for student athletes for both women and men. Dr. Keenum thanked Dr. Steve Turner, MSU's Faculty Athletic Representative, for his leadership as well as Dr. Gilbert, whose office is over athletic academic advising and counseling.

Dr. Keenum thanked Senate for working to evaluate the possibility of creating a tenure track opportunity for extension faculty. He stated that he wants to do more for the Ag faculty from a job security and recruiting standpoint.

Senator Wolverton asked if any negative feedback was received regarding the article in the newspaper about the salaries of football coaches. Dr. Keenum replied that he had not heard any feedback regarding the article.

Senator Randle asked if all state agencies would be cut if Initiative forty two was passed. Dr. Keenum replied that all state agencies would receive a cut if it was adopted.

Senator Williams asked if there had been any talk of phasing in the mandate to fund K-12 if the initiative passed. Dr. Keenum replied that there has been talk amongst the supporters that the mandate should be phased in over a period of years. Dr. Keenum added that the language in the

initiative does not say that and a Judge would ultimately make the decision on how to implement the mandate. Senator Wolverton pointed out that a very similar thing happened in Kansas. Dr. Keenum stated that it did happen in Kansas and it put a tremendous strain on the system. He added that they also passed some tax cuts as well.

Dr. Jerry Gilbert, Provost and Executive Vice President

Dr. Gilbert stated that he has hosted several “Coffee with the Provost” meetings. One of the topics was the new grade reporting system. Dr. Gilbert said that one of the concerns that was voiced was the difficulty of taking grades from MyCourses and uploading them into Banner. Upon hearing this concern, Dr. Gilbert spoke to ITS and they developed guidelines to follow to export grades to Banner. ITS also stated that they would revisit the possibility of automating the process. Dr. Gilbert said that this fall was the highest grade reporting percentage that the University has experienced. As a result of this there was an increase in enrollment in the supplemental courses.

Dr. Gilbert stated that he now has formed four search committees. The committee for the Executive Director of the International Institute and Associate Vice President for International Affairs will be chaired by Bill Herndon. The committee for the Executive Director of Distance Education is in place and will be chaired by Rick Travis. The committee for the Assistant Vice President for Enrollment is finalized and will be chaired by Jason Keith. The committee for Administrative Director and Head of Campus for the Meridian campus will be co-chaired by Julia Hodges and Allison Pearson. There have been eighteen applications received for this position already. So far the position has only been advertised locally. It will be advertised nationally as well.

Last week Dr. Gilbert attended a conference for Complete College America. This organization aids Universities and systems look at helping students through college as quickly as possible. The average time for a student to finish a bachelor degree is five or six years. One of the areas that we would like to explore is the General Education curriculum. For a student to graduate in four years while taking fifteen hours a semester, the required hours for a degree would have to be one hundred and twenty. Currently there is only one curriculum on campus that is on hundred and twenty hours. Another area that the University would like to explore is having a curriculum map for every major available on the website. A student could look and see what would be required to complete a degree in four years.

Senator Potter asked why grades have to be posted to Banner since they are already available in MyCourses and the students have access to them. Dr. Gilbert replied that to get the grades to appear in the final system, they have to be put into Banner. He added that the grades in MyCourses are primarily numerical and the grades in Banner are letter grades. ITS is looking into developing an algorithm to convert the numerical grades to letter grades and automating the

export of those grades into Banner. Dr. Pearson cannot access all of the grades simultaneously through MyCourses, but can easily do so through Banner.

Senator Boyd asked if there would be separate reporting for progress grades, or if there would only be one progress grade shown. Dr. Gilbert replied that ITS had looked at that and it was going to be very difficult to incorporate both grades. Therefore, only the current progress grade will be displayed, but it will have a time stamp associated with it.

Senator Mary Ann Jones asked if the Parent Portal ran off of Banner. Dr. Gilbert replied that the Parent Portal is run off of Banner.

Senator Wyatt expressed his concern about potentially losing a science on the General Education Curriculum when we are being told that we have to go to STEM. Dr. Gilbert replied that it would not apply to the sciences, but could be beneficial for other majors such as English.

Senator Ridner stated that she keeps receiving emails from the Athletic Department asking for progress reports for student athletes. Senator Ridner stated that she posts her absences electronically as well as progress reports. Dr. Gilbert replied that he thought the issue could be resolved.

Senator Boggan asked if it would be possible to allow the entry of individual grades into Banner to ease the process of recording the grades twice. Dr. Gilbert replied that he felt the easiest way to address the problem would be to essentially push a button and the grades would automatically be transferred to Banner with some error checking.

Senator Wolverton asked if any of the process was pushing the limits of the Buckley Amendment or FERPA. Dr. Gilbert replied that FERPA allows administration access to the information. He also noted that the students have signed FERPA waivers to allow access to the Parent Portal. Dr. Gilbert stated that he did not believe that the University was in any danger of violating FERPA or the Buckley Amendment.

Dr. Gregory Bohach, Vice President for Agriculture, Forestry, and Veterinary Medicine

Dr. Bohach stated that last week marked the beginning of his seventh year of his Vice Presidency. He stated that he wanted to express his appreciation for the Senate addressing the possibility of tenure for extension and research faculty. He said that it is important to him that it be evaluated very carefully. Dr. Bohach stated that the Ag Division is in support of the concept if it is determined that it should be done.

Dr. Bohach stated that the Ag Division is going to support the three percent salary raise that the Presidents have requested. He added that the Ag units were treated as a single group. This meant that dependent on how heavily personnel was involved, determined the raise amounts. Some units fared much better than others. Dr. Bohach said that he had discussed the matter with

President Keenum and President Keenum was open to addressing the issue as long as it does not detract from the three percent initiative.

Dr. Bohach stated that the classroom building at the Wise Center has been completed. The Meat Science and Muscle Biology Laboratory will begin construction this year. The funding is almost in place for Animal Dairy Science and Poultry Science Laboratories.

Dr. Bohach said that if initiative forty two were to pass, it would mean a six and a half million dollar cut to the Ag Division. He stated that a budget proposal was presented to IHL reflecting those cuts if they come to fruition.

Dr. Bohach stated that grants and contracts are at an all-time high of seventy million dollars last fiscal year compared to forty million when President Keenum first arrived. Enrollment in the College of Agriculture and Life Sciences has almost doubled from thirteen hundred to twenty four hundred. There is a lot of interest in the academic and research programs.

Dr. Bohach said that he is very proud to be the Vice President for the Ag Division. Looking forward, as long as stable funding is in place, everything should be okay.

President Coyne asked which programs have experienced the biggest increase in enrollment. Dr. Bohach replied that within the College of Agriculture and Life Sciences there is Biochemistry, Human Sciences, and Ag Econ. Dr. Bohach said that although enrollment in Forestry and Veterinary Medicine has not experienced the same growth rate, the enrollment in those colleges has grown steadily over the years. He added that the support of the Provost as well as the Deans putting an emphasis on recruiting, have helped the enrollment grow.

Dr. Frances Coleman, Dean & Professor of Libraries

Mr. Stephen Cunetto, System Administrator for Library

Dr. Coleman began by expressing her excitement about what is happening in the Library. She thanked the administration for their support to progress the Library to what it is today.

Dr. Coleman said that at last check the construction on the Library was six days ahead of schedule. She emphasized that if the weather takes a turn for the worse that can change. The project is going to expand the fourth floor across from the Templeton Music Room. The Grant collection will be located there as well as some conference rooms. Dr. Coleman said that the majority of the project is funded by bond money.

Dr. Coleman introduced Stephen Cunetto, System Administrator for the Library. She said that Mr. Cunetto would be speaking about the Scholarly Communication Initiative.

Mr. Cunetto said that work on the initiative began last year. The initiative will be called the Researcher Support Services. It is based around the four areas of copyright, open access, data management, and an institutional repository. There have been many speakers, workshops, and

webinars to educate faculty and staff regarding these topics. The services will be launched this fall. There will be more workshops offered regarding the topics.

The data management component consists of a suite of services that will be helpful to the research community. The Library will be working with researchers to help manage their data and to develop a data management plan. Many federal agencies are requiring a data management plan for grants.

An institutional repository will be launched. Open source software was adapted to fit MSU for the repository. This will allow researchers to upload data, data sets, published journal articles, and any materials that it is desired to keep in perpetuity. The data will be stored, backed up, access controlled, and made available to researchers around the world. Electronic thesis and dissertations will be moved to the repository as well.

The Library will be working with researchers to help them understand open source and author rights. Researchers will also be provided information on how to better provide access to their research and determine the impact of their research.

Senator Herd asked what the cap was going to be for data uploaded to the repository. Mr. Cunetto replied that the thought right now was a limit of two gigabytes per submission. As funding becomes available, more server space can be provided.

Senator Ridner stated that some disciplines have contested the open access issue due to the fact that it could put some journals, particularly subscription based journals, out of business. Mr. Cunetto responded that in the workshops, both sides of the issue would be addressed. Senator Mary Ann Jones added that the Library is not advocating open access. The goal is to educate faculty and staff about the issues surrounding open access.

Dr. Steve Turner, Faculty Athletic Representative

Dr. Turner introduced Christine Jackson, the new Director of Athletic Academics. He stated that she comes from University of Louisville and before that was at the University of Kentucky. Ms. Jackson said that she has met with all of the staff. She said that she wants to make sure that her office becomes an efficient unit. The goal is to meet the needs of the student athletes as efficiently as possible.

Dr. Turner mentioned the Halbrook awards that were bestowed upon the University. He stated that these awards are a big deal.

Dr. Turner reported that the overall GPA for both men's and women's sports was 2.99 for the spring semester. The previous fall the overall GPA was 3.02. The women's GPA for the spring semester was 3.30, which is the highest since 1993 when this data was recorded.

Dr. Turner stated that he sometimes receives calls regarding excused absences. He said that the policy regarding excused absences was AOP 12.09. If a student has an excused absence they cannot be penalized for attendance purposes. He said that the policy does not address grading policies other than attendance related policies.

Senator Addy asked who is included in authorized University activities. He specifically asked if the ancillary participants are included in the activity for excused absence purposes. Dr. Turner replied that the instructor should receive a letter stating that the student will be participating in the activity.

Senator Krishnan asked if the band was included. Dr. Turner replied that the band was included, but they did not travel very often.

REPORT OF THE PRESIDENT

Senate Vice President/President Committee Reports

Athletic Council
Executive Council

Diversity Council
Information Technology Council

University Access Committee
Special Events and Game Day Committee
Intellectual Property Advisory Committee

Master Planning Advisory Committee
Faculty Research Advisory Committee
Faculty Housing Appeals Committee

Proposition 42 or Initiative 42 / Alternative 42

Initiative 42

The state government will be required to establish, maintain and support “an adequate and efficient system of free public schools.” The Mississippi Chancery Courts would be empowered to enforce the amendment’s mandate. The amendment stated purpose is “to protect each child’s fundamental right to educational opportunity.

Alternative 42

The state legislature will be required to establish, maintain and support “an effective system of free public schools upon such conditions and limitations as the Legislature may prescribe.” Unlike Initiative 42, Alternative 42 does not empower the judiciary to enforce the amendments mandate provided for “an adequate system of free public schools” nor inscribe a “fundamental right to educational opportunity” for each child in the Mississippi Constitution.

Initiative 42 does not mandate a specific method for the state to support “an adequate and efficient system of free public schools” other than the one already prescribed by the Mississippi Adequate Education Program (MAEP).

President Mark Keenum: Fall General Faculty Meeting of August 26, 2015

“Leading state budget makers, such as House Appropriations Chairman Herb Frierson, have said that passage of Initiative 42 in November could require the immediate transfer of around \$200 million into the K-12 system, and that would require other agencies to either raise fees or cut spending by that amount. Initiative 42, as you know, would amend the state constitution to require full funding of the

Mississippi Adequate Education Program. An alternative amendment proposed by the Legislature, 42-A, would give more discretion to the Legislature. Voters could also opt for no change at all to the state constitution.

Let me say for the record that I am in favor of more funding for education—for K-12, but also for community colleges and all of our public universities. What I vehemently oppose are the draconian cuts in support for higher education that I am being told would be associated with passage of Initiative 42. In anticipation that 42 might pass and that it would be implemented right away, universities and others were directed last month to summarize the actions we would take in the event of a 7.8 percent reduction in state funds.

Based on the current year's budget, that would amount to \$31 million for IHL general support and another \$27 million for separately funded programs across the IHL system. Mississippi State's share would be almost \$8 million in general support and about \$6.5 million more from the Ag Division. At Mississippi State, such a reduction in general support could translate into a hefty 13 percent tuition increase if we addressed the problem that way, imposing a heavy burden on students and their families. It would also blunt our long-term efforts to increase the proportion of Mississippians with college degrees—a measure by which we rank near the bottom, nationally.

More likely, we would combine some level of tuition increase with reductions in personnel, services, and programs. From 2009 to 2013, our state support declined by about \$14 million. That was a big challenge, but working together, we instituted a variety of efficiencies and innovations to adjust and survived with our quality intact. Many people, faculty and others, made sacrifices to achieve that, working longer and harder and making do with less, but remaining optimistic and dedicated to our mission.

Over the past three years, with improving state appropriations, we have almost climbed out of that hole, but we're still, if you will, "under water" in terms of state support. Our state funding today is less than it was when I arrived here nearly seven years ago. And during that time we've seen a 3,000-student increase in enrollment, a significant expansion of our research program, and growth in outreach and service. We're doing a whole lot more, but we're doing it with less state support. So obviously an \$8 million cut at this point could undo a lot of our progress. The effects would be felt in areas from campus maintenance and repair, to service to business and industry, to teaching loads and course offerings.

The Ag Division would be particularly hard hit. Higher tuition is not an option that MAFES, Extension, or the Forest and Wildlife Research Center can turn to. That is also not a realistic option for the College of Veterinary Medicine, if we are to maintain competitiveness and accreditation. For the Ag units, severe budget cuts would most likely translate into personnel reductions. The MSU Extension Service, for example, which devotes 95 percent of its budget to salaries and benefits, could lose 40 positions.

I don't mean to alarm you, but I would be derelict in failing to share with you the potential scenario outlined by state officials. Of course the Legislature could, theoretically, cover a new \$200 million demand by raising taxes, except that they won't. They've been clear about that. It is also possible that Initiative 42, if passed, could be implemented over a number of years, rather than immediately, and proponents insist that is what they want to see happen. The actual wording of the amendment, however, does not mention a phased-in approach, and that's not something we could necessarily count on.

The prudent course, for the state as a whole and for our university, would seem to be, as it often is, to hope for the best but prepare for the worst, and we are working hard to be prepared for whatever the coming year brings.”

Anti-Bullying Workshop

October 1st, 2015

Harrasment: intent to annoy or control

Intimidation: threat of imminent or future harm

Aggression: complete loss of emotional or physical control

Bullying: persistent ongoing acts of directed incivility

Incivility: directed discourteous behavior

Note: names of potential committee members for the ad hoc committee have been assembled and forwarded to Human Resources Management

Active Shooter Response Training

September 29, 2015

MSU Police Department

MSU Crisis Action Team

MSU Human Resources Management

MSU Army ROTC

MSU Community Emergency Response Team (CERT)

Oktibbeha Emergency Management

Oktibbeha County Sheriff

Starkville Police Department

Action Priorities

Avoid	depart from immediate area of involvement
Deny	lock doors and barricade entrances
Defend	physical neutralization of human threat

National Average Response Time: 3 minutes

In our history there have only been two incidences that have involved more than one human threat

Emergency procedures charts will be issued for every classrooms and administrative units

1-hour online training course <http://trainign.fema.gov/is/courseoverview.aspx?code=IS-907>

Campus Access Committee

- Buildings around the quad drill field have been accessed for ADA accessibility
- Building post evaluation then enter a pool or group to be considered for funding
- Represents 1 million square feet (8-million total to be evaluated)
- Process will require a period of 4-5 years to evaluate all 8-million square feet
- A need exists to identify high priority modifications that could potentially be determined with help from the student body and faculty senate
- Sub-optimal funding is available to implement the program
- Senators when possible should forward the location of obstacles and barriers
- Category of Barriers: physical hazard/blocking access/major inconvenience/minor inconvenience
- Category/number of people affected/cost of modification all determine if problem is resolved

Senate Position Statement for Redesign of the State Flag for Mississippi

- Faculty Senate at the University of Mississippi for Women has approved inclusion in a joint statement
- Faculty Senate at the University of Southern Mississippi has the consideration to a sub-committee
- Second and third inquiries have been re-sent to the other campuses throughout the state
- Many have just now schedule the election of the next faculty senate president

MSU-Meridian Tenure and Promotion Faculty Guidelines

- Document is currently being reviewed and correlated with the MSU Faculty Handbook

Confidence Survey Conducted by Faculty Senate

- Reporting categories may need to be better refined for the Meridian campus
- Reporting system ideally needs to restrict administrator evaluating themselves
- Recommendations have been made suggesting senate should begin preparation earlier this year
- Some Meridian faculty were not being able to evaluate the most appropriate administrator
- Some Meridian faculty have limited contact with their official department head

South East Conference Faculty Achievement Awards (2015-2016)

Monday, October 5, 2015 – Nomination packets available to SEC universities [1st Monday in October]
 Monday, February 29, 2016 – Nomination packets due to SEC office [Last business day of February]
 Wednesday, March 2, 2016 – Nomination packets and ranking ballot provided to Provosts
 Tuesday, March 15, 2016 – Completed ranking ballots due to SEC office from Provosts
 [Approximately two weeks for Provosts to evaluate packets]
 Tuesday, March 15, 2016 – Top three ranked recipients provided to Provosts
 Wednesday, March 16, 2016 – SEC Professor of the Year Award selection teleconference

DAFVM Faculty Annual Evaluation Form

- Ad hoc committee has been established and review process has been initiated

University Search Committees Pending/Initiated

- Assistant Vice President for Multicultural Affairs
- Center for Distance Education
- Assist Vice Pres for Enrollment
- Director of International Institute
- Meridian Administrative Director and Head of Campus

Academic Operating Policies and Recommendations:

Academic Operating Policies and Recommendations Pending Presentation on Senate Floor

AOP 10.02 - Academic Administrators and Directors.....(Ancillary Affairs)
AOP 10.07 - U.S. Department of Veterans Affairs.....(Student Affairs)
AOP 13.01 - Emeritus Appointments.....(Faculty Affairs)
AOP 13.15 – Evaluation of Teaching Performance.....(Student Affairs)
 Background Check Policy.....(University Resources)
 [60.122 Pre-Employment Criminal Background Screens]

Revisions or Amended Versions Following Presentation at September Meeting

AOP 12.09 - Class Attendance and Reporting Absences*(Academic Affairs)
AOP 13.09 – Credentials for Teaching**(Executive Committee)

*revision of version presented on senate floor in September

**motion to amend version presented on senate floor at September meeting

OP 60.122 Pre-Employment Criminal Screening

Inquiries have been forwarded regarding the possible involvement of the Faculty Senate in the review of OP 60.122 this year.

Senator Wolverton asked if the title of Dean was no longer going to be used for the head of the Meridian campus. President Coyne replied that currently the title that was in the job description is Administrative Director and Head of Campus. Senator Boggan added that the Meridian campus has its own promotion and tenure committee whose findings are reviewed by the College committee on campus. He also stated that while it is unofficial at this time, the understanding on the Meridian campus is that the position would be a more managerial position that would work with the leadership of the colleges on campus.

REPORT OF THE VICE PRESIDENT

A few reminders:

- Next progress grade reporting period Oct 23
- Benefits open enrollment now through Oct 30

Attended active shooter training. Video of session available on Banner, Office Tab. Basic strategy: Avoid/Deny/Defend. Recommended to have and discuss emergency action plan for class including knowing exits & lock options. Maroon Alerts (over other social media feeds) for accurate information. Crisis Action Team is making improvements and hired consultant.

Will participate in Student Affairs Strategic Planning Dialogue on Wed Oct 7.

Attended meetings of Master Plan Development and Advisory Committee (MPDAC) and University Committee on Access. Plans for Dudy Noble Field and updates on various campus projects. Classroom building is planned to be ready for Fall 2016. Reviewing status and creating transition plans for campus buildings and access in order to meet ADA compliance.

I will serve on the search committee for Assistant VP for Enrollment. First meeting forthcoming.

Senator Potter added that the videos for the active shooter training and the bullying workshop will be available on the University webpage.

Senator Spain stated that she had an opportunity to attend a coffee with the Provost. During that meeting she learned of QPR training that is available. QPR training is like CPR, but for preventing suicide.

FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

None

BUSINESS TO BE SENT TO COMMITTEES

1. AOP 32.01 Mississippi State University Library to be rescinded

President Coyne explained that Executive Committee decided to send the item on the consent agenda to the University Resources committee. The motion to assign AOP 32.01 to the University Resources Committee passed by unanimous hand vote.

STANDING COMMITTEE REPORTS

Academic Affairs

No Report

Ancillary Affairs

No Report

Charter & Bylaws

No Report

Faculty Affairs

1. AOP 13.01 Emeritus Appointments

Senator Bullington, on behalf of the Faculty Affairs Committee, presented his report for AOP 13.01. Senator Bullington explained that the first revision was the addition of a paragraph that defined emeritus status and outlined the rights of emeritus status. The second revision allows faculty members to opt out of receiving emeritus status and the committee struck the last sentence since the added paragraph made it unnecessary. The final revision allows emeritus status to be revoked, but the revocation may be appealed to the Promotion & Tenure Committee.

Senator Wolverton stated that the proper terminology is emerita. There should be a slash “a” after emeritus.

Senator Boyd stated that the term “meritorious service” could be confusing to some. He said that some may focus on the word “service” and not consider teaching and research. A suggested solution would be to say “meritorious contribution in teaching, research, and service”.

Senator Riehm said that he was concerned about the sentence that discusses the revocation of emeritus status. He suggested that the terms from the faculty handbook be used instead of best interest of the University.

Senator Spain said that she believed that the term “meritorious service” was acceptable.

Senator Lathan made a motion to suspend the rules and accept friendly amendments. Senator Brashier seconded the motion. The motion to suspend the rules passed by unanimous hand vote.

Senator Wolverton offered a friendly amendment to use the gender neutral spellings in the policy. Senator Bullington accepted the friendly amendment on behalf of the Faculty Affairs Committee.

Senator Boyd made a friendly amendment to use “meritorious contribution” instead of “meritorious service”. Senator Bullington, on behalf of the Faculty Affairs Committee, accepted the friendly amendment.

Senator Riehm made a motion to change the requirement for revocation of emeritus status to parallel the Faculty Handbook and say “malfeasance or contumacious conduct”. Senator Brashier seconded the motion. The motion to change the language passed by unanimous hand vote.

President Coyne called for a vote on the recommendation to accept revised AOP 13.01 Emeritus/a Appointments. The recommendation of the Faculty Affairs Committee passed by unanimous hand vote.

Student Affairs

1. AOP 10.07 U.S. Department of Veterans Affairs

Senator Haynes, on behalf of the Student Affairs Committee, explained that this AOP is no longer needed due to the fact that as of November 2011 there are no longer any special academic regulations for student veterans. Therefore, the Student Affairs Committee recommends that AOP 10.07 be rescinded.

Senator Brashier asked if anyone in administration has responded to this. Senator Haynes replied that her committee had spoken to the Center for American Veterans. The Center informed her that prior to 2011 there were special academic regulations for veterans, but now there are not.

President Coyne called for a vote on the recommendation of the Student Affairs Committee. The recommendation of the committee to rescind AOP 10.07 passed by unanimous hand vote.

2. AOP 13.15 Evaluation of Teaching Performance

Senator Haynes, on behalf of the Student Affairs Committee, introduced AOP 13.15 Evaluation of Teaching Performance. She said that the first revision to the policy allows only the instructor of record to receive the commentary report. The second revision changed Grisham Master Teacher to CTL Faculty Associate. CTL now has CTL Faculty Associates. Some of these associates are Grisham Master Teachers and some are not. The third revision allows the Department Head to conduct exit interviews upon the request of the instructor of record.

Senator Boyd made a friendly amendment to make “Deans” “Dean(s)” in part one, item a, subsection 2c. Senator Haynes, on behalf of the Student Affairs Committee, accepted the friendly amendment.

Senator Riehm made a friendly amendment to change the word “school” to “unit” in part one, item a, subsection 2c. Senator Haynes, on behalf of the Student Affairs Committee, accepted the friendly amendment.

Senator Potter asked if all Grisham Master Teachers were CTL Faculty Associates. Senator Haynes replied that she was not sure, but if you go to CTL to have a class evaluated, they would assign a CTL Faculty Associate. You could get a Grisham Master Teacher who was not a CTL Faculty Associate to evaluate a class on your own, without CTL.

Senator Spain asked if this would make all evaluations online. Senator Haynes replied that it would. Senator Spain said that this was a major change that could affect response rates as well as promotion for faculty. Senator Haynes said that her committee did not want the comments going to Department Heads until the online evaluations could be reviewed for several years.

Senator Potter said that he felt that the policy changes were weighing the course evaluations more heavily for promotional purposes. Senator Haynes replied that she felt that the listing of the other evaluation methods, which would give a more complete evaluation, helped to not weight the Common Survey so heavily.

Senator Riehm asked if the decision to go to online evaluations was already made and the vote of the Senate was to adopt the policy to accommodate that decision. Vice President Elder said that she felt that voting for this policy was a sign of assent to the decision to move evaluations online. Senator Riehm said that he did not feel that it was fair for incoming faculty members to have an unknown variable which could affect promotion in the future. Senator Ward said that she was on the Teaching Evaluation Committee. The committee reviewed online evaluations and passed it seven to one. The impression that was received from Dr. Chamblee was that this was going to happen because it was a cost saving measure.

Senator Spain said that she teaches a course that has a Library component which someone else teaches. The evaluations for the other instructor were online and only four students responded to the evaluation after multiple prompts to do so.

Senator Randle pointed out that a pilot study had been performed. Senator Ward said that a pilot study was conducted and the findings were that some sections had fewer respondents and some had more respondents.

Senator Boggan asked if the instructor of record was the only one who could request a Department Head review. Senator Haynes replied that she did not believe that this would preclude a Department Head from conducting a review without the request of the instructor of record.

Secretary Fountain asked if this policy precluded an instructor of record from conducting a paper based evaluation using their own resources. Senator Clary said that she had done something similar to enhance her packet for promotion. She said that they do not carry the same weight since they are conducted and handled by the instructor of record, but they can be used. President Coyne said that he had heard that there was nothing to prevent one from doing other evaluations, but they cannot be required. Secretary Fountain asked if you only receive five evaluations and they are from disgruntled students, is that a fair representation of the instructor. Senator Haynes said that there was an intent to publicize the new procedure for evaluations to the students. Senator Herd said that the pilot data only incorporated a few classes and showed the same or less response. She said she was concerned of what would happen when the students are receiving five or seven emails to do the evaluations. She added that students are not using email anymore.

Senator Baldwin asked if the online evaluations were definitely going to happen. Senator Haynes replied that they were. Senator Baldwin stated that he would vote against this policy because he felt it was a huge mistake. He said that in his department they use the comparison of a faculty member to the departmental, college, and University faculty member because everyone has standardized questions to compare. He further stated that if only five students respond out of seventy, there is no statistical validity to the data. Senator Haynes said that the motivation for doing this was for cost savings and the fact that other Universities have gone online evaluations.

Senator Potter said that he thought that the policy could state that the instructor of record could choose to use the online evaluation. Senator Ward said that the University will no longer print the evaluation forms.

Vice President Elder suggested that someone be brought in to speak with Senate regarding the issue and address the concerns of the Senate. Senator Spain said that Senate does not have to agree with this and can object.

Senator Grace said that when faculty evaluate administrators, a non-response is considered a positive. She asked would the same hold true with respect to online teaching evaluations and non-responses by students.

Senator Brashier said that the Senate should consider tabling the policy until someone can address Senate on the issue. Senator Spain said that she did not feel that the policy should be sent back to committee due to the complexity.

Senator Riehm said that he felt it was important that there be an understanding that this is a transitional period to protect faculty.

Senator Wolverton made a motion to table AOP 13.15 Evaluation of Teaching Performance. Senator Williams seconded the motion. The motion to table AOP 13.15 passed by unanimous hand vote.

University Resources

1. Background Check Policy Update

Senator Grace gave an informational update to the Senate regarding her committee's progress with the request regarding background checks. She said that the committee met with University Counsel. Counsel said that there was a policy that related to background checks. The only policy that deals with background checks only deals with pre-employment screening. The waiver that was required in the spring was for current employees. The policy is currently being reviewed. The committee will meet with Dr. Gilbert, University Counsel, Human Resources, and Compliance to discuss the issues that will need to be addressed.

SPECIAL COMMITTEE REPORTS

OLD BUSINESS

NEW BUSINESS

President Coyne explained that the paragraph that was thought to be a duplication and was stricken from AOP 13.09 Teaching Credentials was not a duplication and needed to be included in the policy. If the error was discovered before adjournment of the last meeting, Senate could have reconsidered the policy. Since it was not discovered, the Senate now has the option of rescinding the previous decision or amending the policy to include the stricken paragraph. President Coyne explained that the amended version presented to the Senators addressed the issue for the deletion of the paragraph and contains no new policy.

Senator Bullington made a motion to accept AOP 13.09 Teaching Credentials as amended. Senator Strawderman seconded the motion.

Vice President Elder stated that she agreed with the re-insertion of the stricken paragraph, but believes that the formatting of the amendment does create new policy. She said that she believed that there could be some confusion when the bulleted items were read. President Coyne replied that the bulleted items were extracted from the stricken paragraph. Vice President Elder said that she would rather just re-insert the stricken paragraph as it was. Senator Clary said that she felt that the amendment should be to put the stricken paragraph back as it was exactly. President Coyne said the reformatting was done to meet the concerns about duplication that Senate expressed at the prior meeting.

Senator Strawderman said that her concern was that the bulleted items were not in complete sentences and when she reads the text it appears to her that it only refers to alternate certification. President Coyne replied that her interpretation was correct. Senator Strawderman said that it did not appear that the bulleted list came from the stricken paragraph. Senator Williams said that he believed that the bulleted list did not come from the stricken paragraph. President Coyne replied that the bulleted list came from several paragraphs and was combined into one list to eliminate duplication.

Senator Clary made a motion to send AOP 13.09 Teaching Credentials back to committee. Senator Mary Ann Jones seconded the motion. The motion to send AOP 13.09 back to committee passed by unanimous voice vote.

ADJOURN

Senator Clary made a motion to adjourn. Secretary Fountain seconded the motion. The October 9, 2015 meeting of the Robert Holland Faculty Senate adjourned at 5:08 p.m. by unanimous voice vote.

Submitted for correction and approval.

Brent Fountain, Secretary

Jason Cory, Administrative Assistant II