

**ROBERT HOLLAND FACULTY SENATE  
UNCORRECTED MINUTES OF MEETING ON SEPTEMBER 12, 2003**

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the M-Club at 2:00 p.m. on Friday, September 12, 2003.

Members absent and excused were Time Chamblee, Denny Eshee (Sabbatical), Carlen Henington, and Vincent McGrath.

Members absent and unexcused were Richard Still, Bill Stuart, and Mark Zappi.

The meeting was broadcast real-time over the World Wide Web. The file will be left active for a few weeks and can be reviewed by clicking on the Senate homepage at <http://www.facultysenate.msstate.edu>.

President Walter Diehl called the meeting to order.

President Diehl referred to the minutes of the April 11, 2003, Regular Meeting as distributed. Senator D'Abramo moved, Senator Wolverton seconded, that the Robert Holland Faculty Senate approve the minutes of April 11, 2003. The motion passed on a unanimous voice vote.

**GUESTS**

President Diehl introduced guests: Dr. Charles Lee, President, and Dr. Peter Rabideau, Provost.

**CHARLES LEE, PRESIDENT**

Dr. Lee provided the following information:

- The new academic year has gotten off to a good start.
- Operation Clean Sweep – Lee had no idea as to how many people would sign up to participate and was pleasantly surprised at the bonding and relationship building which occurred. Many participants have asked or suggested that Operation Clean Sweep become an annual MSU activity (possibly in cooler weather). This positive outcome has certainly raised the spirits of MSU Landscape personnel.
- The 125<sup>th</sup> Anniversary and the Investiture activities were a tremendous showcase for MSU. Many out-of-state guests, IHL Board members and Mississippi legislators were very impressed with the style of the weekend.
- The Distinguished Lecture Series was also a success. Many thanks to George and Clyda Rent for making this event possible.
- Lee thanked everyone for making the weekend a very special one.
- Lee and others have been working over the Summer to prepare MSU's responses to SACS. Lee thanked everyone for their participation and efforts in making the SACS process a successful one.

- In preparing the MSU budget for this year, efforts have been made to restore as many positions as possible in the academic divisions – sometimes at the expense of the needs within other divisions across campus. In doing so, it was Lee’s hope to eliminate the lapsed salary problem. Half of the lapsed salary savings will stay at the college/department level, one-fourth will remain in the Provost Office and one-fourth will remain in the President’s Office.
- Monday, September 22<sup>nd</sup>, will be the next upcoming MSU General Faculty meeting.
- Student enrollment is down. Southern’s enrollment is up. As of yesterday, Southern is 400 students ahead of MSU. IHL Board members, alumni, legislatures and the MSU Budget Officer are very concerned about this because 100 students represents about \$400,000 in revenue.
- All of the data is not yet in, but it appears that MSU is losing market share in the ACT 22-23 to 26-27 range.
- MSU has also lost the dominant position of having the most students from Mississippi counties.
- Two false perceptions seem to be prevalent – (1) that MSU does not care about any student except the most exceptional student and (2) that MSU cares mores about research than teaching. These perceptions are not true and are hurting MSU as it strives to grow and increase its enrollment. Lee has requested that a joint taskforce address this issue especially as it pertains to enrollment. Provost Rabideau and Dr. Abraham will co-chair this taskforce.
- Lee mentioned the upcoming e-mail which will explain his rationale to re-establish a vice presidential position that will have overall responsibility for the functions now organized under Budget and Financial Affairs and under Administrative Affairs.
- Lee wants to capture synergies by aligning the Division of Continuing Education with the MSU Extension Service. The budgets for these two units will not be combined.
- A recent NCAA letter states that they want to extend the period of their investigation.
- Senator Embree asked about Lee’s remark to spend lapsed salary funds on the Operation Clean Sweep activity. Lee responded that he only mentioned Landscape as an example because this department did not receive its share of retirement money back. Senator Embree asked if this represented a shift of funds out of the academic budget into the non-academic budget. Lee responded that one-half of the lapsed salary funds were returned to the colleges or divisions and the other half was held back. In creating this year’s budget, Lee took the discretionary funds received from the state of Mississippi and the second half of the lapsed salary funds and returned this money to the academic divisions.
- Senator Embree asked if this year’s MSU budget would be published with correct, up-to-date information for anyone to see. Lee responded that the goal with the budget is to try and reduce the double-budgeting problems and he will talk to the Provost about the budget’s accessibility.
- Senator Pote asked if faculty would be involved in choosing the leadership for the Division of Continuing Education and MSU Extension merger. Lee responded that he is not sure how far along this process is, but that he assumed that faculty would be involved at some point.
- Senator Reichert asked if the new person in the new position which will deal with Extension and Outreach be a vice president. Lee responded that, at this point in time, he does not think this person will be a vice president. Senator Reichert then asked if this new person would report directly to the vice president for research and Lee responded no.
- President Lee then introduced Provost Rabideau.

**PETER RABIDEAU, PROVOST**

Provost Rabideau provided the following information:

- Rabideau stated that it is an honor and privilege to serve as MSU's Provost.
- Rabideau stated that he feels it is his job to implement the vision at MSU and to provide the best environment for the faculty and staff to do their work.
- There are some issues on Rabideau's agenda:
  - Students – Concerns about enrollment and retention issues. Rabideau wants to explore aspects of the freshman experience and learning communities as pursued at other institutions. He and Dr. Abraham will co-chair a taskforce to look at issues surrounding this activities and issues.
  - Research – Concerns about moving to the next level. Rabideau has been asked to chair the search committee for a Vice President for Research.
  - Faculty – Concerns that all faculty members be involved in teaching, research, and service to some degree and not in just one or two of these areas.
  - Planning – Planning activities must be connected to action items, to the budget, and be prioritized.
- Rabideau stated again that he is pleased to be at MSU and is looking forward to working with everyone.
- Senator Embree stated that some time ago, the Faculty Senate sent to the Provost's Office a draft grade appeal document and asked Rabideau if he would look into the status of this document. Rabideau responded that he would.

### **REPORT OF THE PRESIDENT**

President Diehl's report included the following remarks:

- Diehl announced and welcomed the new senators: Xiangsheng Xu (Arts and Sciences), Chein Yu (Education), Paula Dohoney (Education), Lou D'Abramo (Forest Resources), Denny Eshee (Business and Industry), and Ted Kohers (Business and Industry).
- Josh Blades is the new President of the Student Association.
- Diehl introduced the Faculty Senate Executive Council: Nancy Reichert, Vice President; LaDonne Delgado, Secretary; Greg Dunaway, Parliamentarian; Linda Morse, Chair of Academic Affairs Committee; Keith Hodge, Chair of Student Affairs Committee; Tom Cathcart, Chair of University Resources Committee; Mark Goodman, Chair of Faculty Affairs Committee; Lou D'Abramo, Chair of Charter and Bylaws Committee; and Melissa Mixon, Chair of Ancillary Affairs Committee.
- The Executive Council was very busy throughout the Summer with university business and Diehl thanked them for serving.
- Four senators attended a SEC Governance Leaders meeting at Vanderbilt University in Nashville, TN. Those in attendance were Linda Pote, Nancy Reichert, Walter Diehl, and Kirk Arnett. Next meeting will be in Birmingham, AL, in the Spring of 2004.
- Provost Rabideau has agreed start meeting with the entire Faculty Senate Executive Council once a month in addition to his regular meetings with the President of Faculty Senate.
- The Fall Roundtable is scheduled for November 1, 2003, at Plymouth Bluff and the topic will be promotion and tenure. As in the past, there will be 24 participants with eight persons being

chosen by President Lee from the MSU administration, eight faculty being chosen by Diehl from the Faculty Senate, and eight faculty being chosen by Diehl from non-Senate faculty. Chairs of the various college and/or departmental promotion and tenure committees are encouraged to request participation at this roundtable but will not automatically be given preference.

- This year marks the 50<sup>th</sup> Anniversary of the Robert Holland Faculty Senate and the 30<sup>th</sup> Anniversary of the University Committee on Courses and Curricula. A joint reception will be held on Friday, October 3, 2003, from 4-6pm in the Hunter Henry Center. All former Faculty Senate Chairs and Presidents, all currently-employed faculty who have previously served on Faculty Senate, MSU administration, the IHL Board of Education, and the Commissioner of IHL. Diehl thanked President Lee and Dennis Prescott for the resources being used to make this reception possible.
- The MSU General Faculty meeting is scheduled for Monday, September 22<sup>nd</sup>, at 3:30pm in the Parker Ballroom of the Hunter Henry Center.
- The MSU Staff Council is sponsoring a seminar on College Savings Plans for faculty, staff, children and/or grandchildren on Tuesday, September 30<sup>th</sup>. There will be two sessions: 10:00am in the Colvard Union Small Auditorium and 1:30pm in the Wise Center's Tate-Butler Auditorium.
- The Centers and Institutes Policy is not an AOP and needed to be approved by Monday for SACS purposes. The MSU Executive Council (not the Faculty Senate Executive Council) has voted on this policy and it will be sent to the Faculty Senate for next month's meeting. Diehl mentioned that the new version of this policy has an important proviso which states that members of Centers and Institutes will have a disciplinary home. This policy will be placed on the Faculty Senate web site next week.
- Next month's Faculty Senate meeting will probably not be in the M-Club nor will it be in Coskrey Auditorium of Memorial Hall which is being repaired due to roof leaks.
- Senator Thibaudeau asked if there had been actions taken as a result of past roundtables that could be shared with everyone. President Diehl responded that the roundtables by their very nature are not intended to generate a specific action. The roundtables are intended to assemble a group of people who have expertise or interest in a particular subject and discuss the topic in a no-holds-barred manner. Diehl did mention that the roundtable on graduate education assisted in raising everyone's awareness of MSU's graduate education level and probably played a part in President Lee's reasons for emphasizing it in his *Leadership for the 21<sup>st</sup> Century: Mississippi State University Priorities and Goals*. Diehl also mentioned that the roundtable focusing on undergraduate enrollment served as the beginning of a series of discussions about this topic and whether or not MSU is striving to be bigger or better or both. He then re-stated that the roundtables allow faculty the opportunity to bring issues to the surface and discuss them, and then it is our responsibility, as faculty, to keep those issues on the table if we deem them important. There are summaries of each roundtable which is distributed via e-mail to all faculty and then preserved on the Faculty Senate web site. Senator Embree mentioned that the roundtable focusing on grading standards led to the appointment of a committee by the Faculty Senate Chair which created a set of recommendations which were adopted by the Provost and then forgotten. Senator Pote stated that she felt there should be some follow-up after each roundtable, especially on key issues where changes could be made to improve situations with little or no cost to the university. She also felt that faculty don't want to waste their time in participating in these roundtables, hearing platitudes and promises, feeling good for fifteen

minutes, and then nothing ever happens. Senator Embree stated that one of the virtues of the roundtables is that more than platitudes get spoken and that at all of the roundtables which he participated, the President and Provost were made to feel uncomfortable about the specific topic.

This alone is a 'positive good.' The roundtables are forums in which the administration hears opinions that it apparently otherwise does not hear and this can't be bad.

- Senator Wood stated that earlier in the year, the President at Southern mentioned his desire to implement an incentive pay policy for faculty. Is MSU now looking at this same policy? Wood also stated that the President at Southern announced that Southern was targeting a student body of 20,000 students within the next 4-5 years. Is MSU now playing 'keep up with Southern?' Diehl responded that he is not aware of any broad discussion among MSU's administration concerning the incentive pay policy for faculty. As for increasing the student body to 20,000, Diehl believes that MSU publicly announced this goal before Southern. There is discussion among the IHL Board to create a funding formula based on enrollment with retention and quality of students and their education and faculty research not surfacing in this discussion.
- Senator Adams-Price asked if the previous MSU administration's opinion that enrollment should decrease is not that of the current administration. Diehl responded that this is true. The current MSU administration has a desire to attract as many students who have a good chance of succeeding at MSU as we can.
- Senator Embree asked Diehl to make sure that the faculty were involved in the process of choosing the leadership for the newly-merged Division of Continuing Education and MSU Extension Services. This issue is covered by the Governance Document and should not be ignored. President Diehl responded that he had continuously tried to stay on top of where this issue was over the past several months and has reminded the MSU administration repeatedly that the faculty must play a significant role in the reorganization of these units. As of recently, there is an individual who has been appointed to a leadership position without a search and Diehl has made note of this fact to the MSU administration. President Lee told Diehl that he had asked both Joseph McGilberry and George Verrall if the faculty in their units were OK with this leadership decision and they said yes.

### **REPORT OF THE VICE PRESIDENT**

Vice President Reichert referred to the Senate Vice President's report as distributed and added the following remarks:

- Dean's Council met five times over the summer. The April 21<sup>st</sup> and May 19<sup>th</sup> meetings were attended by former Vice President Pote; Vice President Reichert attended the June 16<sup>th</sup> and July 21<sup>st</sup> meetings and President Diehl attended the June 16<sup>th</sup> and August 11<sup>th</sup> meetings. The minutes from each meeting are presented in today's Faculty Senate Agenda.
- The Traffic Policy Committee met twice over the summer. This committee does not make policy but does respond to requests sent to them via e-mail or letters.
- Senator Wolverton mentioned that he has submitted a letter to the Traffic Policy Committee about the removal of three stop signs at a particular intersection and his concerns about someone getting hurt. Vice President Reichert responded that before she became a member of this committee, the committee removed those particular stop signs at the request of a different,

earlier letter asking for their removal. Reichert noted that this issue would probably be revisited at next month's meeting.

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

**University Benefits Committee** – Senator Nebeker referred to his report as distributed with the following additional remarks:

- Everyone should have received a flyer about the Sanderson Center health fair to be held on September 25<sup>th</sup>.
- The Student Health Center Pharmacy is now operational. The goal is to get to the point where prescriptions can be delivered to you at your office if you desire.
- There will be a 10-percent increase in the dental insurance coverage.
- A letter was sent from the Benefits Committee to the Sanderson Center asking them to: (1) extend their hours during regular and holiday periods – particularly to open earlier, (2) look at their fee structure to extend a better offer to faculty to encourage faculty to join the Center, and (3) to extend to the faculty a one month free membership.

## **BUSINESS SENT TO COMMITTEES**

**Letter from Dr. George Rent, re: AOP 12.09 – Class Attendance and Reporting Absences** – President Diehl assigned this issue to the Executive Committee during the summer.

**Letter from Dr. George Rent, re: AOP 12.11 – Degree Requirements – Undergraduate** – President Diehl assigned this issue to the Executive Committee during the summer.

**Letter from Dr. George Rent, re: AOP 12.29 – Freshman Entrance Requirements** – President Diehl assigned this issue to the Executive Committee during the summer.

**Letter from Dr. George Rent, re: AOP 13.23 – Faculty Workload** – President Diehl assigned this issue to the Executive Committee during the summer.

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

**Letter from Dr. Charles Lee, re: Purpose and Mission Statement** – Senator Wolverton moved, Senator Nagel seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to the Charter and Bylaws Committee.

**Letter from Dr. Walter Diehl, re: Comprehensive Athletics Reform** – Senator Wolverton moved, Senator Embree seconded, to refer this issue to committee. The motion passed on a unanimous voice vote. President Diehl assigned this issue to the Student Affairs Committee.

## **STANDING COMMITTEE REPORTS**

Senator Adams-Price moved, Senator Wolverton seconded, that the Senate suspend the rules to allow business since the following information did not reach all Senators before the three-day deadline. The motion passed on a unanimous voice vote.

President Diehl turned over the gavel to Vice President Reichert so that he could present the Executive Committee reports.

## **EXECUTIVE COMMITTEE**

President Diehl referred to the Executive Committee's report on AOP 12.09: Class Attendance and Reporting Absences. Senator Diehl moved, Senator Wolverton seconded, that the Senate approve AOP 12.09.

Senator Embree offered a friendly amendment to change the word "must" to "should" in the next to the last paragraph of AOP 12.09 so that it would read:

With the exception of freshman, whose absences should be reported, instructors may choose to record and report the absences of all students on both the midterm (where applicable) and final grade reports submitted to the Registrar. It is necessary to report freshman absences to better assess behavior related to retention.

The committee did not accept the amendment.

Senator Embree then moved the same amendment as an unfriendly amendment. It was seconded by Senator Reichert and then passed on a Senate vote of 27-9-1.

The motion passed on a Senate vote of 36-1-1.

President Diehl referred to the Executive Committee's report on AOP 12.11: Degree Requirements - Undergraduate. Senator Diehl moved, Senator Wolverton seconded, that the Senate approve AOP 12.11.

The motion passed on a Senate vote of 39-0-0.

President Diehl referred to the Executive Committee's report on AOP 12.29: Freshman Entrance Requirements. Senator Diehl moved, Senator Wolverton seconded, that the Senate approve AOP 12.29.

The motion passed on a Senate vote of 36-0-1.

President Diehl referred to the Executive Committee's report on AOP 13.23: Faculty Workload.

Senator Diehl moved, Senator Goodman seconded, that the Senate approve AOP 13.23 with the following modification:

The first sentence under Purpose be changed as follows:

The purpose of this Academic Operating Policy and Procedure (AOP) is to establish the responsibility and general guidelines for the assignment of ~~faculty~~ workloads for tenured/tenure-track faculty and other instructional faculty.

Senator Embree moved, Senator Adams-Price seconded, that AOP 13.23 be send back to committee. This motion passed on a Senate vote of 28-2-1. President Diehl stated that the committee to which this AOP will be assigned will be announced at the next meeting.

Vice President returned the gavel to President Diehl.

#### **ACADEMIC AFFAIRS COMMITTEE**

No report.

#### **ANCILLARY AFFAIRS COMMITTEE**

No report.

#### **CHARTER AND BYLAWS COMMITTEE**

Senator Reichert, Past Chair of the Charter and Bylaws Committee, referred to this Committee's report initiated by a letter from Dr. Rachel McCann, dated February 26, 2002, requesting the Senate to determine if the Meridian Campus faculty should have a representative on it. A subsequent letter submitted by Dr. George Thomas on March 1, 2002, to the Faculty Senate indicated the Meridian Campus faculty were interested in having such representation. Senator Reichert moved, Senator Cathcart seconded, the following recommendations:

- (1) That the Robert Holland Faculty Senate Charter be amended to include Meridian Campus in the list of units having separate representation on the Senate.
- (2) That the sentence "The maximum number of senators on the Faculty Senate be 50." in the Robert Holland Faculty Senate Charter be suspended until March 31, 2005, to allow the proposed new Meridian Campus senator to have full voting privileges until reapportionment.
- (3) That the criteria used for the representation of external units on the Faculty Senate include [1] that the unit be led by a dean or equivalent; [2] that the unit comprise at least 15 faculty members; and [3] that the unit be located at least 50 miles from the Starkville campus.

- (4) That the duly elected senator of the external unit must be physically present for all regularly scheduled Faculty Senate meetings unless granted an excused absence.

Due to a loss of quorum, the Faculty Senate meeting ended with this motion on the floor.

Submitted for correction and approval.

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LaDonne Delgado, Secretary