

ROBERT HOLLAND FACULTY SENATE SEPTEMBER 8, 2006

The Robert Holland Faculty Senate of Mississippi State University held its regular meeting in the Coskrey Auditorium of Memorial Hall at 2:00 p.m. on Friday, September 8, 2006.

Members absent and excused were: Michael Berk, Denney Eshee, Pat Donohoe, Terry Hanson, Joe Massey, Jerry Mathews, Meghan Millea, Peter Ryan, Julie Sexton, Juan Silva, Rick Travis, Ray Vaughn

Members absent and unexcused were: none

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 Robert Wolverton called the meeting to order. President Wolverton asked that the members of the Senate introduce themselves and indicated their Department and the unit they represent.

President Wolverton referred to the minutes of the April 7, 2006, Regular Meeting as distributed. Senator D'Abramo moved, Bridges seconded, that the Robert Holland Faculty Senate approve the minutes of April 7, 2006. Discussion involved the listing of members present in addition to those listed as absent. It was determined that the listing of those absent presumed those not listed were present. The motion passed on a unanimous voice vote with no changes to the minutes.

GUESTS

President Wolverton acknowledged new members of the Senate and introduced guest: Dr. Peter Rabideau, Provost, and Dr. Colin Scanes, Vice President for Research and Graduate Studies.)

PETER RABIDEAU, PROVOST

Provost Rabideau provided the following information:

- President Foglesong had requested that he (Rabideau) comment on the Faculty Senate Presidents Report submitted in the current agenda.
 - Dr. Foglesong believes the report to be “too negative and represented a half full glass” and believes he has addressed some of the issues with the faculty senate and individual members.
- Rabideau referred to the issue of under funding and acknowledged a common agreement that the University is under funded, as is nearly all in academia. The issue of funding relative to selected peer institutions is one consideration; however, 75% of institutions are under funded due to the institution they chose for comparison.
 - Rabideau agreed that not enough funding was available to reach goals in research and teaching, partly because goals typically stretch beyond current resources. However, academic programs will hopefully be in better shape in the

near future. Rabideau highlighted a number of activities that will hopefully impact revenues:

- Tuition sharing plan will be implemented such that when enrollment grows, resources will grow. Part of the budget will be connected to enrollments. Rabideau stated he was unsure of how or when the plan will be implemented, but that he thought that recent years will be baseline and then those numbers will drive the resources, with perhaps as much as 75% to cover costs.
 - Maymester and summer are two other events that will generate revenues, although Rabideau is uncertain of the figures. His office will receive tuition minus 10% (which will go to general fund) with the remainder 1/3 to go to Academic Affairs, 1/3 to the college, and 1/3 to departments). We will need to get a handle on the anticipated numbers.
 - Student recruitment is another issue related to funding. The population of students, age 18 to 22 years is not growing; but, there is an increase in the number of students attending college in the state. Rabideau stated that the agricultural and engineering units need to maintain their strength (we “are the go to place”), but there is a need to grow in other areas and diversify. The University needs to increase support of other programs to attract students to these programs. Units mentioned include communications in broadcasting with additional updated equipment and kinesiology with plans for a new wing on Sanderson Center (priority unknown).
 - The main points are to not have dwindling enrollment and to diversify.
 - Untapped alumni are another area of potential funding. However, much of the gifts come from those who have already given (e.g., estate gifts). Funding has often been given with attached activities related to the interests of the alumnus.
- Questions posed to Rabideau included:
- Referring to the new Promotion and Tenure (P&T) document, Senator Walter Diehl noted there is no place in the application for reports from the departmental or college P&T committees, only for letters from the dean and department head. Diehl stated that there is a place on the list for five items and asked where those letters (i.e., letters from the P&T committees) need to go. Rabideau referred to Dr. Gilbert, Associate Vice President for Academic Affairs, who responded that the instructions and the checklist is for the applicant, who would not be including the letters. Further discussion clarified that the checklist needed to be readdressed and Dr. Rabideau indicated that his office would examine the checklist and instructions to address the concerns.
 - Senator Adebisi referred to previous statements regarding the budget and commented that we are asking much from those to whom little is given. Rabideau indicated that there is a need to take advantage of opportunities when they arise. He spoke of opportunities for business and political science departments to provide internships through congress for veterans which will allow for support for other areas.
 - Referring to support for other areas outside of agriculture and engineering, may mean less support for these areas proportionally. Rabideau indicated that there are some areas which have done much with so little for so long and need attention. That may mean we need to examine priorities and there is additional

need for revenues for these areas. Discussion involved the need for interdisciplinary programs and the need to determine the degree credit for these units involved in these programs. Rabideau indicated this issue includes minors and other areas. IHL will be funding based on a SCH basis and there may be a need for a formula to address this concern. A point was made that IHL had just cut the number of SCHs required for a degree.

- Senator Wood asked about the search for the Graduate Studies Dean and the status of that search. Rabideau responded that his recommendation to begin an internal search in late August, has been rejected by President Foglesong and that the search would probably begin in January.
- Senator D'Abramo commented that the Senate President's report is reality and that that it is inappropriate to portray the situation otherwise. He requested that Dr. Rabideau communicate this to Dr. Foglesong.

REPORT OF THE PRESIDENT

President Wolverton called on past Senate President Goodman to give the President's Report:

- Goodman commented that much of the report has already been discussed. He stated that with regard to peer institutions, Institutional Research came up with a list of institutions with Ph.D. programs and vet schools without medical and law schools. These were the schools to which the comparison was made with regard to funding and, as can be imagined, MSU was very near the bottom (e.g., two or three from the bottom). He stated that the MSU P&T standard for research is to obtain national status. He stated this standard has been supported by the senate on two occasions. However, in order to establish this status we must be funded in teaching and research at the same level as our peer institutions to achieve that status and to compete with these people for grants and to have research published. For the administration to set the standard at the top while providing funding at the bottom is inconsistent. Goodman stated he has discussed this issue with a number of administrators across time in several meetings. He stated that the position is that FutureState Report is a public relations tool by the President and not the reality of the University; and, departments' funding and resources should be used in the judgment and evaluation of the document. Goodman stated he is concerned that the document calls for many initiatives that do not necessarily require immediate attention (possibly 7). He stated some of the initiatives are probably a good idea, but there is no indication of funding sources for these initiatives. Goodman stated his greatest concern is there are no new revenue streams for these initiatives and there are no new dollars for these new programs.
- Questions directed to Goodman included:
 - Senator Walter Diehl stated he had two comments:
 - He referred to the call for an ad hoc committee to deal with the P&T process and stated there are already two committees charged with dealing with the P&T process (i.e., Faculty Senate and the university P&T Committee) and an ad hoc committee would not add anything to the

process. He stated his concern that this ad hoc committee may usurp the proper role of Faculty Senate.

- He stated the Report of the President of Faculty Senate is his/her report and not designed to be optimistic or pessimistic and should not be influenced by the University President.
- Senator Adebisi referred to the last paragraph in the President's Report (i.e., regarding the impact of administrative changes on university functioning such as P&T) and asked if anything can be done. Goodman stated that decentralization has been a concept started by Senator Walter Diehl when he was Senate Chair. He stated that the more decentralization in areas such as P&T, research (associate deans of research in the colleges), and the annual review procedures occurs, the more likely there will be less vulnerability to changes in administration. Goodman stated that this decentralization would allow a bottom up process and input into the research process rather than waiting to hear from the Office of Research.
- Senator Wood stated that the prioritization of some of the items within the FutureState document with some being pushed forward whereas the issues related to the Graduate School and Graduate Dean sit on the shelf. Wood stated these were recently important issues. Wood asked where the university was in the process and "where the issue was going". Goodman indicated he had met with the Provost in June when the appointment of an interim dean was discussed and Goodman had stated that a search must begin in August. Goodman stated the faculty were ready to go forward in the search process (e.g., search committee members elected from each college and unit), but the bottoms up review turned into a series of top down orders with many topics already begun by the President before the review committee issued their report. Wood stated that it would be important that the search begin and Goodman indicated that the Senate might pass a resolution indicating their desire to have the search begin in the next few weeks.
- Senator Adebisi referred to his comment about stabilizing the university environment; he reviewed changes in the Office of Graduate Studies across several years. He wondered about too much "politicizing" of the issues which should be straight forward. Goodman stated that the push for the agenda in Graduate Studies came from several areas (e.g., the report by Senator Bridges for the senate's Academic Affairs committee on graduate education and the spring 2006 Round Table) that had asked for a Graduate Studies Dean. Senator Wood stated that there is no one person or office that could speak directly to the issues of graduate education with the management spread across four bodies (e.g., Provost's Office, Graduate Council, Graduate Studies, and Office of Vice President of Graduate Studies and Research). Coordination of the roles and responsibilities was not occurring and a reconsolidation of the mission of graduate studies was determined to be needed to advocate for graduate education.
- Senator Coyne asked if it was proposed that the associate deans for research in each college be more involved in the P&T process to

decentralize. Goodman questioned that through the various discussions and the reports was there was an idea for the need for colleges (e.g., Arts and Sciences, Education, in addition to the three who already hold this position) to have an Associate Vice President of Research and Graduate Education to monitor thesis and dissertations, and meet with the departments about graduate education and about research and then communicate with 6th floor administrators regarding graduate research and graduate education policy. This position would provide a link between administration and the colleges and relieve some of the responsibilities of the deans. The Associate Vice Presidents would not be involved in the P&T process. President Wolverton stated that Dr. Foglesong had stated he liked the idea that each college would have the position and that the department heads would have a greater role through an advisory body that would advise the new Graduate Dean to produce dialogue about new programs.

- Senator Bradshaw stated there are too many projects and that the President could pick items off this plan and that they all came from the bottoms up report and that everyone supports the plan. In fact, there are no priorities and no money, and not all the items are good for the university. He echoed the need for the Senate to put another voice into the issues put forth by the FutureState document and to act positively and to put something forward to push the issues that are important to the body.

➤ President Wolverton offered the following additional information:

- The Senate has received this morning the Institutional Post-Tenure Review Reporting Form sent forward to IHL. He noted mistakes had been discovered (e.g., inaccurate number of faculty in Forest Resources). The number of tenured faculty triggering post tenure review were reported: 14 in Arts and Sciences, 1 in Business and Industry, 5 in Education, and 2 in Forest Resources. Tenured faculty who were in their second year of review (in the faculty development plan): 2 in Arts and Science, and 1 in Business and Industry).
- Also, available is the Institutional Tenure Track Reporting Form by colleges for faculty hired in 1999-2000: 8 hired in Agriculture and Life Sciences (7 were tenured, 1 did not and left prior to tenure evaluation), 1 hired in Architecture and Art Design (1 was tenured), 11 hired in Arts and Sciences (8 were tenured, 3 were not, 1 denied and 2 left before evaluation), 5 hired in Business and Industry (5 were tenured), 9 hired in Education (4 were tenured, 5 left before evaluation). Wolverton stated this report indicates a pattern is emerging. The range of percent for each college ranges from 0% to 100%.
 - Senator Wood asked how many of those reviewed had received negative post tenure reviews. No negative reviews were indicated for Year 1, but three were in their second year.
 - Senator Walter Diehl indicated that there appears to be inequity within the post-tenure process as evidenced by the fact that no faculty in CALS or several other colleges were reviewed. The numbers do not follow the pattern within the university. Diehl stated it would be appropriate for the

Senate to examine whether the post tenure review process is equitable across colleges.

- Referring to a statement that the report was for “those who triggered” a post-tenure review, Senator Deeds asked whether trigger means those who are viewed in need of help or it is a global term for all those who were reviewed. Wolverton remarked there are three ways a faculty could be “triggered”: (i.e., 3 consecutive negative annual reviews, 6 years or more service since their last review or promotion, or a negative dean’s review). It was noted that some of the colleges are not following the above process. Wood asked if the Ad Hoc Committee for Post-Tenure Review track this process and interpret the data. Senator Adebisi stated that a plan would be to note the issue in the record and to call for an update on how the process is working. Wolverton stated it would be appropriate for the Executive Committee to make a decision regarding the next step.
- Wolverton stated that during meetings with the President and Provost, concern had been expressed about the P&T process. He stated that the Provost was concerned about faculty being promoted one year and then brought up for promotion again the next year; therefore, clarification is needed regarding the number of years in rank before being considered for promotion. Wolverton indicated President Foglesong had stated that in his conversations with faculty over the past few months, this issue was the topic with the most complaints and, therefore, another look at P&T is needed.
- Wolverton reminded the senate that the President indicated at a recent meeting that the university is \$4 million in debt. Wolverton stated this puts a damper on the new programs in the FutureState document. He also highlighted the plan to increase enrollment which in turn will increase revenue. When Wolverton began at the university the state provided roughly 40% of E&G funds; today that figure is at 25%, a figure similar to private schools and not at a level consistent with the idea of state supported institutions.
- Wolverton advised that the President has completed a review of MSU’s 13 service areas and had provided the following information: (a) The golf course has lost \$500 K across the last 3 years, (b) nothing will be done with the Child Development and Family Studies Center, (c) Printing needs to be at break even within a reasonable time, and (d) the cafeteria has raised prices 5%.
- Senator D’Abramo asked Senate President Wolverton to ask Dr. Foglesong to answer ‘yes or no’ to the question does he support the faculty governance document. D’Abramo stated this is an important stance to determine with decentralization issues at hand.
- Wolverton also mentioned the question D’Abramo had requested to be asked of Tom Meredith, ‘Does the Board and the Commissioner plan to use the same process in the upcoming searches at the other two universities?’ Wolverton reported that Meredith had responded immediately, “Yes, he does” with an additional activity that the full committee be involved in the final interview process, rather than just a subgroup of the committee.

REPORT OF THE VICE PRESIDENT

Vice President Swafford gave the following report on activities:

- For the Traffic Policy Committee, the following was reported:
 - Changes have been implemented across campus to address accessibility issues for individual with disabilities.
 - Swafford reported several changes (parking lot across from Hand Lab is now all commuters) but there is a new parking lot in the area for faculty.
 - The road in front of the President's Home to campus has been closed. The stated reason for the closing was due to the high speed traffic on the road and the safety issues related to those turning across Blackjack. Senator Deeds stated that the issue had come up before the Planning Committee.
 - D'Abramo clarified that everything passed by the Traffic Committee must be approved by Vice President Hayes and Bill Kibler and the parking across from Hand has not yet been approved.
 - Questions posed to Swafford included:
 - Where should concerns about traffic be directed? Swafford respond she assumed they would go to the Traffic Committee.
 - Have the changes to handicapped accessibility and parking been accomplished across campus? D'Abramo indicated no, but that progress on these projects takes time.
- For the Deans' Council, the following was reported:
 - The Office of International Studies has moved to Admissions and Scholarships so they can help with recruitment and program development.
 - The anticipated MSU salary adjustments have been made.
 - The proposal for the minor in leadership studies has moved forward. President Wolverton indicated he has been appointed to the committee to address this area.
 - The hope is that the proposal would go to the UCCC next month. Tom Carskadon is the chair of the committee. The committee has been meeting regularly and extensively.
 - Three core areas have been identified for the 18 hours (ethics, writing skills, and speaking skills) with students having a choice of several "either/or" courses to satisfy the requirements in these three areas with the other three courses determined by faculty in the major area of the student, with a lengthy list of courses from which to select.
 - The minor would be administered by one person in each of the colleges who has extensive knowledge of the leadership minor and the final decision of the program of study residing in the Provost's Office.
 - The budget issues have already been discussed.
 - Dr. Rabideau will rely on the deans to approve/deny sabbatical leave. Several issues have been discussed. Senator Wood (previous Senate Vice President) stated the Provost has preferences (e.g., leave campus, letters of

invitation) to increase approval for sabbatical. Wood indicated there are no documents which outline these requirements.

- The tents on the Junction for game day were mentioned in Dean's Council.
- Vice President Scanes provided information on the status of grants and funding, his visit to Pakistan and the potential for research coming from this visit, and the move of Graduate Studies to Academic Affairs.
- Swafford reported that she was a member of the "Committee of Seven" who worked on the "Bottom-Up Report" and concurs with nearly everything that was reported by Senator Goodman.

REPORT FROM FACULTY SENATE DESIGNATES ON UNIVERSITY COMMITTEES

Employees' Benefits Committee – Senator Garner reported on the meeting of this committee.

- Garner reported the committee is investigating the group auto insurance but different issues (e.g., location of insurers and type of insurance) will need to be explored.
- A user satisfaction survey will be implemented again this year with a subgroup working on this item.
- There is a revamped web page for Human Resources with information for rehire of retirees, optional retirement plans, and leave information for faculty.
- Open enrollment will be available online from October 1 to 22.
- There will be a change in medi-flex and care-flex programs from semi-monthly to annual payments.
- A pre-retirement workshop will held on campus October 11. Registration will be required and participants must be within 5 years of retirement.
- The committee asked if Faculty Senate would co-sponsor a health fair with the student health center and others on campus.
- Ann Bell from Human Resources reported that it is anticipated the time to be vested in PERS will be changed from 4 to between 7 and 10 years (an anticipated change by the legislature) for new hires. Also, another change in retirement is anticipated for new hires from 30 years of service or 60 to 65 years of age. The exact figures have not been clarified with changes to take effect on July 1, 2007. These changes are intended to address the baby-boomers on the verge of retirement.
- Garner reminded faculty that retirees do not may contributions to the retirement system.
- Questions posed to Senator Garner where as follows:
 - Senator Walter Diehl asked if these were decisions made by the committee or by the legislature. Diehl stated that some of the decisions are likely to be problematic. Garner reported that these were items likely to be issues that PERS is lobbying to address. Wolverton stated that these changes are likely to affect faculty recruitment.

Broadcast Board Committee – No report (it is unknown if the board still exists)

Info-Technology Committee – No report

Faculty Research Advisory Committee – Senator Henington stated the committee has met several times over the summer and reported the following information:

- As reported earlier, grants are down, funding is up and the move of Graduate Studies to Academic Affairs.
- Regulatory Compliance Officer, Tracy Arwood, left in the spring and Jonathan Miller, her assistant, has also left the employ of MSU. A search is in place for a new Compliance Officer and discussions with a candidate are in process.

Instructional Improvement – Senator Deeds reported she did not attend the most recent meeting. She stated that there has been concern about the “down play” of the role of teaching in the 2015 document with regard to promotion and tenure.

Calendar Committee – No report

Facilities Use Committee – No report

Athletic Council – Wolverton reported there will be a presentation by the Faculty representative, Steve Turner, in October. Discussions of graduate rates by various sports and Title IX are ongoing topics of discussion.

BUSINESS SENT TO COMMITTEES

Wolverton referred to the AOP 7.01 on Academic Outreach and Continuing Education (AOCE) and stated that this AOP has been sent to Ancillary Affairs, chaired by Senator Walter Diehl.

BUSINESS TO BE SENT TO COMMITTEES

Letter from Dr. Nancy Reichert, re: AOP 13.05 – Faculty Grievance Policy for Mississippi State University – Senator Walter Diehl moved, Senator D’Abramo seconded, to refer this issue to committee. Discussion involved the fact that most of the conflict in the past has been over annual reviews and if the Senate were to address annual reviews it would change the focus of this policy (e.g., grievance would no longer be vertical rather horizontal). Currently, the policy addresses both vertical and horizontal grievance. Discussion also involved as to whether annual reviews could be grieved. Senator Goodman indicated that only Affirmative Action and Sexual Discrimination could be not be grieved. Diehl indicated that the Senate’s work with the annual review and the grievance policy should go forward. President Wolverton assigned this issue to Faculty Affairs, chaired by Mark Goodman.

Point of Order was made by Senator Walter Diehl that AOPs could be assigned to committee without a vote.

Letter from Dr. Jerry Gilbert, re: AOP 12.20 – Academic Forgiveness – President Wolverton assigned this issue to Academic Affairs, chaired by Senator Bridges.

Letter from Dr. Jerry Gilbert, re: AOP 12.21 – Veteran’s Academic Status – President Wolverton assigned this issue to Student Affairs, chaired by Senator Hogue.

Letter from Dr. Jerry Gilbert, re: AOP 12.30 – Developmental Studies – President Wolverton assigned this issue to Academic Affairs, chaired by Senator Bridges.

Letter from Dr. Jerry Gilbert, re: 13.13 – Leave Policy – President Wolverton assigned this issue to Faculty Affairs, chaired by Senator Goodman.

Senator Deeds asked for clarification of the leave policy AOP. She asked: if the timelines were removed from the policy regarding hours/days, could Human Resources then place the guidelines on the website and could those be changed by Human Resources at any time. Wolverton responded, yes, this would be the case.

STANDING COMMITTEE REPORTS

ACADEMIC AFFAIRS COMMITTEE

Senator Bridges, Chair of the Academic Affairs Committee, referred to this Committee’s report on AOP 10.03 – Associate Deans Council, Deans Council. Senator Bridges moved, Senator Hogue seconded, that the Robert Holland Faculty Senate approve AOP 10.03 as revised by the Academic Affairs Committee of the Faculty Senate. The only change the committee recommended is to specify the chair of the Academic Affairs Committee would serve on the above mentioned committees as part of that position.

The motion passed on a unanimous voice vote of the Senate.

ANCILLARY AFFAIRS COMMITTEE - No report

CHARTER AND BYLAWS COMMITTEE - No report

FACULTY AFFAIRS COMMITTEE - No report

STUDENT AFFAIRS COMMITTEE

Senator Hogue, Chair of the Student Affairs Committee, referred to this Committee’s report on AOP 12.27 – College-Level Examination Program. Senator Hogue moved, Senator Nagel seconded, that the Robert Holland Faculty Senate approve AOP 12.27 as revised Associate Dean’s Council with agreement with those changes by the Student Affairs Committee of the Faculty Senate.

Discussion involved about the change of the times for review, and an inconsistency in those review timelines.

The motion passed on a unanimous voice vote of the Senate.

Senator Hogue, Chair of the Student Affairs Committee, referred to this Committee's report on AOP 12.31 – Freshman Course Loads. Senator Hogue moved, Senator Bridges seconded, that the Robert Holland Faculty Senate approve AOP 12.31 as revised by Associate Deans Council with agreement of the Student Affairs Committee of the Faculty Senate.

Discussion involved the move from 13 to 14 units. It was clarified that these would allow multiple lab courses to be taken in the same semester.

The motion passed on a unanimous voice vote of the Senate.

UNIVERSITY RESOURCES - No report

NEW BUSINESS

President Wolverton asked Senator Deeds to discuss the procedures for the inaugural event. President Wolverton will represent the faculty and will speak at the ceremony. Deeds indicated the Executive Committee of the Faculty Senate is listed in the program and will proceed separately as the Faculty Executive Committee, other senate members will walk with their deans. Deeds requested that faculty please attend the ceremony to show a strong faculty presence. Complimentary regalia will be provided for faculty. A form to request regalia is available online and is to be submitted to the registrar's office. There will be a reception immediately following the ceremony on October 6. Wolverton echoed the call for faculty to attend.

Senator Woods asked if the Senate would like to draft a resolution regarding the search for the Dean of Graduate Studies. Senator Goodman suggested a suspension of the rules to address this issue during this meeting. Woods moved, seconded by Senator Nagel, to suspend the rules for the purposes of drafting a resolution. Discussion involved the need for timeliness and the conflicting need for thoughtfulness in the wording of the resolution.

Point of order was made by Senator Deeds that discussion should be restricted to whether to suspend the rules.

The motion carried 23 – 5 – 4, with 21 needed for 2/3 of the Senate for approval.

Woods moved, seconded by Senator Garner, that the Senate draft and forward a resolution urging the president to immediately begin the search for the Graduate Dean. Following much discussion regarding wording and the need to have a person at the policy making level to speak for Graduate Studies whose sole responsibility is Graduate Studies, the following resolution was crafted:

Be it resolved, the Robert Holland Faculty Senate urges the President to begin immediately the formal search for the Dean of Graduate Studies.

The motion passed 31 – 0 – 2.

ADJOURNMENT

Senator Walter Diehl moved, Senator Holmes seconded, to adjourn the meeting. The motion passed on a unanimous voice vote of the Senate.

Submitted for correction and approval.

Carlen Henington, Secretary