



## **ROBERT HOLLAND FACULTY SENATE**

### **Uncorrected Minutes of September, 2017**

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, September 8, 2017.

Members absent and excused were: Darrin Dodds, Deborah Eakin, Kathy Sherman-Morris, and Barry Stewart.

Members absent were: Joey Burt and Lindon Ratliff

The meeting was called to order by Senate President, Brent Fountain.

President Fountain announced that it was recently discovered that the Chair of Staff Council, President of the Graduate Student Association, President of the Student Association, and an elected representative of Student Affairs are non-voting members of the Faculty Senate per the Charter.

President Fountain said that one correction to the minutes had already been received. On page 36 of the agenda, the sentence "Future letters will have language that matches what the Senate passed." will be replaced by "Letters will change as the AOP changes." President Fountain asked for any additional changes to the August 18, 2017 minutes. Senator Wilmoth made a motion that the minutes be accepted as amended. Senator Williams seconded the motion. The minutes of the August 18, 2017 meeting were accepted as amended.

### **GUESTS**

**Dr. Judy Bonner, Provost and Executive Vice President**

Dr. Bonner said that IHL has not yet released the official enrollment numbers for this year. She said that the numbers that she has are not yet official, but Mississippi State's enrollment is at an all-time high of 21,884. Mississippi State continues to buck the national trend of decreasing number of available students to attend college. The Western Interstate Commission for Higher Education forecasts the decline in high school graduates over the next decade. They predict that there will be 8.4% fewer high school graduates in Mississippi and 8% fewer graduates in the state of Alabama. The number of transfer students has increased to over 2,000 this year. Dr. Bonner said this is very important to Mississippi State University due to the increase in states looking to provide free tuition to students in community college.

This year's freshman class has 3,435 students. This is the most academically prepared freshman class that Mississippi State has ever had with a mean ACT score over 25. Dr. Bonner said that an ACT score over 25 is the 90<sup>th</sup> percentile. The mean ACT score for all students graduating in the state of Mississippi was 18.6. Nationally the mean ACT score for graduating high school students was 21. Of the freshman class, 16% scored 30 or above on the ACT. An ACT score of 30 or above falls into the 98<sup>th</sup> percentile. Approximately half of the incoming freshman class had a high school GPA of 3.5 or higher.

The legislative appropriation to Mississippi State last fiscal year was 96.3 million dollars. The year before Mississippi State received 99.6 million dollars. Over the course of last fiscal year, Mississippi State's budget was cut a total of 5.1 million additional dollars or 5.4%. The appropriations for this fiscal year are 87 million dollars. When the great recession hit in FY 08, the legislative appropriations to the University was 108 million dollars. Enrollment growth and tuition increases are necessary to protect the academic units.

Dr. Bonner said that she and President Fountain have been discussing evaluating teaching effectiveness. Many times student opinions are the basis for teaching evaluation. There are so many other things that go into being an effective teacher. To ensure that instructor effectiveness is measured adequately, there is a steering committee that has been formed as well as input from others such as the Faculty Senate.

The strategic plan, State of Excellence, is currently undergoing an evaluation. Dr. Bonner said that she looks forward to working with the steering committee and the Faculty Senate to identify initiatives that need to be part of the strategic plan moving forward, as well as identifying initiatives that have been achieved and no longer need to be part of the strategic plan.

### **Dr. Thomas Bourgeois, Dean of Students**

Dr. Bourgeois began by saying that hurricane Harvey affected roughly 80 students. He said that his office is currently monitoring hurricane Irma. This storm could potentially affect 1,500 MSU students. He said that often people want to help those affected by natural disasters such as hurricanes. If people act individually to respond to such disasters, they can actually do more

harm than good. He said that the Maroon Volunteer Center is MSU's clearinghouse for organizing groups with FEMA certified entities.

The MSU Student Relief Fund has been set up to help students in times of crisis. This past weekend, three students lost all of their possessions to a house fire. The fund provided money for books and other items to help the students re-engage in the community immediately.

Dr. Bourgeois said that his office is closely monitoring the recent statement made by the Department of Education regarding Title IX. He said that there are about twelve or thirteen acts that the University must abide by.

Senator Pelaez asked if Mississippi State would hold its high standards regardless of what comes of Title IX. Dr. Bourgeois replied that he did not foresee anything changing with regards to Title IX unless a federal mandate was passed which MSU would have to abide by. He added that Mississippi State makes a point of following strict due process procedures.

Senator Pelaez asked how the University was helping students with regard to DACA. Dr. Bourgeois replied that immigration status is not tracked by the University. He said that the administration is looking at how DACA will affect the students as well as the response by the University. He said that often the IHL system will respond to something like this as a whole.

Senator Spain asked how many students are affected by DACA. Dr. Bourgeois replied that Dr. Nader is trying to identify those students that would be affected by DACA. He said that once identified, those students would receive communications that at this point will say that MSU has not been mandated to do anything differently than what it already does.

Senator Spain said that other Universities are being pro-active in their response to DACA by saying that certain measures will be taken and resources available to the affected students. She said that she hoped that MSU would also be planning their response to help the affected students. Dr. Bourgeois replied that he believed that the decisions that would outline the response to negative legislation regarding DACA would be handled systemically through the IHL board.

Senator Alley asked how Mississippi State is helping those students in the military that have been called to duty for the relief efforts. Dr. Bourgeois replied that the response is very individual due to the large number of variables such as time of deployment, individual classes being taken, percentage of courses missed, etc. He added that MSU is a very veteran friendly campus with a policy that allows for several different means to help the student successfully progress to graduation.

Senator Sebba asked who to contact regarding students on academic suspension. Dr. Bourgeois replied that his office can be contacted. He said that many resources are available and his office would help inform and direct people to those resources. Senator Sebba said that she has concerns about some of these students with regards to what they do with their time outside of

class. She asked if there was anyone in the Dean of Students office that could help. Dr. Bourgeois replied that he always wants to be informed of students that may be struggling for any reason. He said that he has to have some tough conversations with both students and parents.

Senator Coyne asked if MSU was average with other Universities across the nation with regards to major changes. Dr. Bourgeois replied that the standard for the country is two to three times. He said that students change their majors for a multitude of reasons. It is something that needs to be looked at to see if there is a way to re-direct students earlier.

**Dr. Lori Bruce, Associate Vice President for Academic Affairs, Dean of the Graduate School**

(Dr. Bruce provided supplemental information, which can be found at the end of the minutes)

Dr. Bruce began by saying that enrollment for the Graduate School has been in decline for seven of the last nine years. Last year was the first year that there was an increase in graduate enrollment. This year, another increase brought total enrollment to roughly 3,500 graduate students. Applications for this year were down 3%. Application rates have been declining for the last ten years. The trend seems to be slowing since previously applications were down by 8%. Completed applications were up 15%. Admissions decisions were up 20%. Acceptances were up 26%. Enrollment of new students are up 4%. Dr. Bruce said that she had concerns because applications were down but admissions were up; however she discovered that the pool of applicants was better resulting in a higher percentage of applicants being accepted. A preliminary analysis shows that the average GRE scores and undergraduate GPAs are higher for the applicants.

Dr. Bruce said that one of her strategic goals is to help departments build the size, diversity, and depth of their applicant pools. One of the ways that this is being addressed is to purchase names from the GRE and GMAT to send materials to inform these students of the opportunities at Mississippi State. This has shown to be an effective way to draw more interest in the programs offered at MSU.

The Graduate School has been working to modernize admissions and the way that current students are handled. This includes using CAAP and working with ITS to identify students that are in academic jeopardy early on.

Three new graduate programs have been launched this fall at the Masters level. These include Music Education, Cyber Security and Operations, and Fashion Design and Merchandising.

Some new policies have been created for the Graduate School. One of these is the creation of a zero credit hour course for those students that have defended their dissertation but have not gotten everything to the library. Previously, students in this situation have had to register for a one credit hour course which cost them tuition and fees. The zero credit hour course only costs

\$100. The second policy that changed relates to graduate faculty. The main change was the deletion of the participant status and the committee status. Previously if a student wanted to have an external member added to their committee, the addition of that expert would have to go through an approval process. This change simplifies the process. The external membership of a committee must remain in the minority of committee members.

The Graduate School also offers a lot of professional development and financial assistance programs to graduate students and faculty. Last year, over 500 graduate students were trained to become TA's. Travel assistance grants awarded each year total between \$40,000 and \$50,000. This year students from 29 different departments were awarded travel grants. The call for proposals for graduate recruitment grants and fellowships went out today. Last year \$300,000 was awarded for these grants and fellowships.

The graduate fair held in conjunction with Career Services will be held October 17<sup>th</sup>. The three-minute thesis competition will be held on November 14<sup>th</sup> through 16<sup>th</sup>. Dr. Bruce said that the three-minute thesis competition consists of students explaining their thesis in a way that a general audience would understand it within three minutes with the use of one Power Point slide.

Senator Wilmoth asked if the external committee members had to meet certain criteria. Dr. Bruce replied that they did not. She said that the student and existing committee had to approve the addition.

Senator Clary asked if there was a form that had to be filled out to add external committee members. Dr. Bruce replied that if the committee was adding a member, the committee change form would have to be filled out to notify regarding the change, but no approval forms would have to be filed.

Senator Clary asked if there was an official write-up on the changes that have taken place with regard to the external participants. Dr. Bruce replied that the information could be found in the catalog.

Senator Spain said that the previous process demonstrated that the credentials of the individual to be added to the committee were vetted through the Graduate School. Dr. Bruce replied that she expected that process to be occurring at the departmental and college level. She said that previously, the approval forms that came to her had already been reviewed by the department head and dean. She said that she did not believe that she was adding any value to the process.

Senator Coyne asked Dr. Bruce to discuss the changes to the annual review of graduate I and II status by the college deans. Dr. Bruce said that the policy did not change, but the mechanism and paper work changed. She added that the latest change allows a ten year time period before renewal was required.

Senator Herd asked if the tuition waiver policy for RAs and TAs would be changing since RAs receive 100% and TAs receive 71%. Dr. Bruce replied that she wished that the policy would change. She said that Mississippi State is behind its competitors in that regard. She said that she has submitted a proposal to allow for 100% remission for all assistantships. The proposal has been tabled due to the recent budget cuts.

Senator Potter asked if it is still the case that graduate courses must be taught by graduate faculty. Dr. Bruce replied that has never been the case. She said previously the Office of Institutional Research and Effectiveness reviewed candidates to teach graduate courses; after their review, the Graduate School would have to review the candidate to give them teaching participant status. She said that the separate review was redundant and that is why the teaching participant status was removed.

## **REPORT OF THE FACULTY SENATE PRESIDENT**

### **Robert Holland Faculty Senate President Committee Service**

Executive Council	Design Review Committee
Executive Enrollment Management Council	Information Technology Council
Special Events and Game Day Operations	Athletic Council
Diversity Council	Parking and Traffic Regulations Committee
Sustainability Committee	Fall Convocation Planning and Review
Textbook Adoption Committee	Employee Benefits Committee
Alumni Board	Health and Wellness Committee
President's Committee on Planning	Work-Life Balance Committee
Master Plan Development and Advisory Committee	

### **Welcome New Senators**

- Senator Rani Sullivan has been elected by the College of Engineering to complete the term vacated by Senator Sundar Krishnan
- Senator Lyndsey Miller has been elected by the College of Architecture, Art, and Design to serve a one-year term for Senator Jeffery Haupt who is serving in an interim administrative position. Senator Haupt will return to complete the remainder of the term at the conclusion of the administrative appointment.

### **Faculty Senate Designates on University Committees**

- Process continues to fill vacant faculty senate positions on university committees. I will be contacting senators regarding vacancies this month and report back during the October meeting.

### **Enrollment Reports-(August 29, 2017)**

- Enrollment 21,892 (10<sup>th</sup> day of class) Final enrollment data will be publically released by IHL on September 8. Complete report of enrollment data will be provided as part of the October President's report.

### **Upcoming Events**

- Promotion and Tenure Process Workshop-Provided by the Provost's Office
  - Workshop is designed for deans, department heads, and committee chairs
  - Dates
    - Wednesday, September 6, 9:00-11:00 am
    - Monday, September 11, 2:00-4:00 pm
    - Tuesday, September 12, 9:00-11:00 am
    - Thursday, September 14, 2:00-4:00 pm
    - Tuesday, September 19, 9:00-11:00 am
    - Wednesday, September 20, 9:00-11:00 am
  - Faculty Senate representation will be at each of the different workshops

Senator Alley asked if the workshops for next year were scheduled. President Fountain replied that he believes that once these workshops are complete, the upcoming schedule will be announced.

Senator Randle asked if the workshop had a dual purpose to make recommendations for revisions on department and college documents and to help navigate the process. President Fountain replied that he believed that to be the case.

Secretary Jones asked if this would be occurring on a continual basis. President Fountain replied that he believed that it would. He added that through the workshops some questions are arising that were not expected. He said that he believes that the information once compiled would be available to anyone that wanted to view it.

### **Presidential Reports from University Committees (August-September 2017)**

### **Parking and Traffic Committee 8/24/2017**

- Exclusive Service Parking spot for Event Services Van was approved in the Lee Hall Loading Area to facilitate loading and unloading of equipment from storage in Bettersworth Auditorium.
- Garner Hall metered spaces remains under review
- Hail State Boulevard opened on Friday, September 1 connecting Poorhouse Road to Blackjack Road. Posted Speed limits were finalized.
  - 45mph from Poorhouse to new South Farm Entrance road
  - 30mph from South Entrance to 1,500ft before Buckner Lane
  - 20mph from Buckner Lane to Blackjack

Secretary Jones asked if MSU police department was policing the new access road. President Fountain replied that he believed that was the case since the road is owned by MSU.

### **Executive Council 8/28/2017**

- AOP 13.02-Selection of William L. Giles Distinguished Professors
  - Approved by Executive Council 8.28.17
- AOP 13.03 Responsibilities in Instruction and Curriculum, and Attendance at Classes
  - Approved by Executive Council 8.28.17-minor change
- AOP 13.23 Faculty Workload
  - Tabled by Executive Council 8.28.17-discussion by RHFS Faculty Senate (to be discussed under Senate committees)
- AOP 13.04 Attendance at Classes: Teaching Faculty (rescinded)
  - Approved by Executive Council 8.28.17
- AOP 12.20 Undergraduate Academic Forgiveness
  - Approved by Executive Council 8.28.17
- OP 91.304 Free Speech and Assembly
  - Approved 8.28.17 with inclusion of language from OP 91.109 Dissent, Disruption and Academic Freedom.
- OP 91.109 Dissent, Disruption and Academic Freedom
  - Rescinded 8.28.17

President Fountain added that since the release of the agenda, he has attended a few more meetings. The first meeting was the IT Council. During that meeting Tim Chamblee announced that a pilot program was being run regarding online course evaluations. In order to participate in the online evaluations, the entire department must use online evaluations.

Senator Spain said that the AOP that was passed by Senate allowed for individuals to choose whether the evaluations were online or not. President Fountain replied that he was not sure how a dissenting vote in a department would be handled.

Senator Avery asked if individuals could see the online evaluations. President Fountain replied that the faculty member would be able to see the response rate while the evaluations are ongoing.

Senator Avery asked if the students or parents could see the evaluations. President Fountain replied that they could not. He added that the student could not access the evaluation once submitted to make corrections either.

Senator Marett asked if the evaluations would be conducted through BANNER or MyCourses. President Fountain replied that they would be through MyCourses. He said that if an instructor does not use MyCourses for a course, a document will be opened through MyCourses so the students can complete the evaluations.

Senator Carskadon asked what would happen if some instructors in a department did not want to use electronic evaluations. President Fountain replied that the department head would have to understand that the policy states that the individuals have the choice and to make them use electronic evaluations would violate the policy. Senator Strawderman pointed out that the policy that states that individuals have the option is not yet in effect. President Fountain agreed with Senator Strawderman that the current policy that the University is operating under is the old policy. Senator Strawderman said that the policy that is currently in effect allows the instructor to choose their method of evaluation.

Secretary Jones asked if the pilot will just be run this fall. President Fountain replied that it would just be for fall.

Senator Haynes said that a pilot had been run before Faculty Senate decided on the changes to the policy. She asked if this pilot study was a response to the Senate's concerns. President Fountain replied that it was a response to the Senate's position.

Senator Lemley asked where the policy that was approved by Senate was in the review process. President Fountain replied that the process would send the policy back to the Associate Dean's Council and then the Dean's Council. If any changes were made, it would then go back through Senate. Senator Addy said that he did not recall seeing this policy recently in Associate Dean's Council. Senator Coyne said that the letter of response to the deans was sent last year.

Senator Grace asked if the comments would be available to department heads and deans through the pilot study. President Fountain replied he believed that the comments would not be available to them in the pilot study, but he will verify that.

President Fountain said that the other meeting that he attended was the Work Life Balance Committee. Employee benefits day will be September 28<sup>th</sup> at the Union from 9 to 4.

#### **General Faculty Meeting 8/29/2017**

- Bettersworth Auditorium
- Available on Faculty Senate Website at: <http://mymedia.msstate.edu/viewer.php?mid=61410>

President Fountain thanked all of the Senators that attended the general faculty meeting. He said that he accidentally ended the meeting before questions could be asked. He said that if anyone had questions for Dr. Keenum, to please send them to him and he would ask at his next monthly meeting.

### **Academic Operating Policies (AOP) Extended Beyond 4-year Cycle Review**

<b>Number ▲</b>	<b>Title</b>	<b>Date</b>	<b>Attachment</b>
10.03	<a href="#">Deans Council and Associate Deans Council</a>	04-12-2012	None
10.05	<a href="#">Nepotism</a>	12-05-2012	None
10.15	<a href="#">Substantive Changes</a>	08-13-2013	None
11.05	<a href="#">Requirements for Shortened-Format Courses</a>	11-21-2013	None
11.06	<a href="#">Study Abroad</a>	11-06-2012	None
12.02	<a href="#">Withdrawal from the University</a>	06-01-2010	None

<b>Number ▲</b>	<b>Title</b>	<b>Date</b>	<b>Attachment</b>
12.08	<a href="#">Requirements for Degrees, Academic Minors, and Certificate Programs</a>	12-05-2012	None
12.12	<a href="#">Credit and Grades</a>	08-12-2013	None
12.23	<a href="#">Cooperative Education Program</a>	09-20-2013	None
12.25	<a href="#">Pass-Fail Option</a>	02-05-2013	None
12.26	<a href="#">Undergraduate Credit by Examination</a>	04-12-2012	None
12.30	<a href="#">Developmental Studies</a>	04-23-2012	None
12.36	<a href="#">Repeat Policy</a>	04-12-2012	None
12.38	<a href="#">Undergraduate Academic Advisement</a>	04-23-2012	None
13.05	<a href="#">Faculty Grievance Procedures</a>	05-18-2012	None
13.07	<a href="#">Academic Promotion and Tenure</a>	08-27-2013	None
13.20	<a href="#">Exit Interviews of Departing Faculty</a>	05-11-2012	None

13.21	<a href="#">Faculty Released Time for Specified Committee Chairs</a>	09-15-2011	None
21.01	<a href="#">Graduate Admission Criteria</a>	04-12-2012	None
32.01	<a href="#">Mississippi State University Library</a>	12-01-2006	None
34.01	<a href="#">Special Teaching Programs</a>	12-01-2006	None

### **Operating Policies (OP) Extended Beyond 4-year Review Cycle**

<i>Number ▲</i>	<i>Title</i>	<i>Date</i>	<i>Attachment</i>
01.07	<a href="#">Whistleblower Policy</a>	08-04-2009	None
01.09	<a href="#">Principles for University Governance</a>	09-12-2013	None
01.20	<a href="#">Use of Copyrighted Works for Education and Research</a>	02-14-2008	None
60.103	<a href="#">Recruitment and Selection</a>	10-02-2012	None
60.104	<a href="#">Employment Authorization</a>	10-02-2012	<a href="#">Attachment</a>
60.320	<a href="#">Office Hours-Work Schedule</a>	10-02-2012	None
60.401	<a href="#">Guidelines for Employee Conduct</a>	10-22-2012	None
60.501	<a href="#">Workforce Development</a>	10-02-2012	None
91.109	<a href="#">Dissent, Disruption and Academic Freedom</a>	09-26-2011	None
91.150	<a href="#">Satisfactory Academic Progress Policy</a>	01-23-2012	None
91.177	<a href="#">Extended Orientation for International Students</a>	07-16-2012	None
91.178	<a href="#">Policy on University Scholarship Programs and Procedures</a>	05-23-2013	None

### **Academic Operating Policy Extended Beyond 4-Year Review Cycle (Currently in Review??)**

10.02	<a href="#">Academic Administrators and Directors</a>	04-28-2009	None
10.07	<a href="#">Veterans Administration: Students</a>	11-26-2005	None
13.01	<a href="#">Emeritus Appointments</a>	09-15-2011	None
13.11	<a href="#">Academic Freedom</a>	04-12-2012	None
13.14	<a href="#">Grade Appeal &amp; Academic Review Board</a>	04-28-2009	None

13.15	<a href="#">Evaluation of Teaching Performance</a> 0	08-02-2006	None
13.24	<a href="#">Annual Faculty Review Process</a> 1	10-14-2011	None

### **Academic Operating Policy Revision of Listing**

12.21	<a href="#">Veterans Academic Status</a>	09-20-2013	None
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Respectfully Submitted,

Brent Fountain, RHFS President

## **REPORT OF THE FACULTY SENATE VICE PRESIDENT**

Academic Deans Council –

The August meeting of the Deans Council was canceled, due to a lack of agenda items.

Community Engagement Committee –

The first meeting of this committee for this academic year is scheduled for September 19.

Special Events and Game Day Operations Committee –

August 23 – This meeting had a number of requests for permits for the first football game, including golf carts, tents, trailers, and food sales. Due to the new modifications to the golf cart policy, as well as the new safety bollards for pedestrian protection, it is expected that there will continue to be additional requests for approval of golf cart use. The particular food sale request was denied, since it would be in violation of the Aramark contract. Additionally, the new Football Postgame Traffic Egress Plan was discussed and approved. This involved getting verification that the new Hail State Boulevard would be completed in time, based on the contractor doing some extra work during the week before Hurricane Harvey was expected to influence our weather. Additional discussion occurred regarding the lot to the east of the Mill property, which is now owned by MSU. Quite a few items have been temporarily stored on that lot by contractors, and now need to be removed. This lot will be roped off in order to keep it clear due to safety considerations. It is expected that this will eventually be available for parking.

August 30 – As predicted, further requests were made for use of golf carts during football games, including requests from the Alumni Association, Event Services, Housing, and Student Affairs (Cheerleaders). Additionally, a brief discussion occurred regarding the possibility of utilizing the football scoreboard for advertising the IHL’s new Complete to Compete (C2C) program. This discussion will continue at the next meeting, once some background information is obtained.

Textbook Committee –

The first meeting of this committee for this academic year has not yet been scheduled.

Undergraduate Research and Creative Discovery Committee –

The first meeting of this committee for this academic year has not yet been scheduled.

Respectfully submitted,

Randy Follett

## **FACULTY DESIGNATES ON UNIVERSITY COMMITTEES**

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

#### **STANDING COMMITTEE REPORTS**

<b>Academic Affairs</b>	No Report
<b>Ancillary Affairs</b>	No Report
<b>Charter &amp; Bylaws</b>	No Report
<b>Faculty Affairs</b>	No Report
<b>Student Affairs</b>	No Report
<b>University Resources</b>	No Report

#### **Executive Committee**

##### **1. AOP 13.23 Faculty Workload**

Senator Strawderman, on behalf of the Executive Committee, presented the changes to AOP 13.23 Faculty Workload. Senator Strawderman explained that the paragraph that is to be struck was added from AOP 13.03 during the last review by Senate. In Executive Council, it was recommended that the paragraph be removed due to the belief by Internal Audit and General

Counsel that the policy would be difficult to enforce. She explained that the Executive Committee recommends that the paragraph be removed for three reasons. First, the text that was added was not policy to begin with. Second, the committee feels that it would be hard to enforce. Lastly, the language was added to protect faculty if their distribution of work had to be changed. This language can be found in the first paragraph of the policy.

Senator Spain said that she thought part of the reason to add the paragraph was to address the lack of maternity leave at the institution. Senator Strawderman said that as written, the policy would not be enforceable. She added that there may be occasions that the faculty member would not want to make up the missed classes. Senator Musser said that the language says “should allow” not “must require”. He said that this is not a requirement. Senator Strawderman said that the first paragraph under the policy section addresses this.

Senator Coyne said that he thought there was concern in the Senate last time that if a faculty member had to lower their teaching load, there was a possibility that they would not get the missed course back to teach in the future. Senator Strawderman replied that the paragraph in question does not discuss course ownership or assignment so it would not help in that situation.

Senator Herd said that a faculty member could use this AOP as written to support their case for getting a course back if the department head does not give it back. Vice President Follett said that “should allow” does not require the department head to do anything. He added that for previously discussed reasons, it is not desirable to make this a requirement. With this in mind, this language does not accomplish anything.

Senator Pelaez said that this gives the faculty member a stronger case with the department head regarding the re-assignment of load, when the department head says that it is not possible. Senator Strawderman said that she agreed with Senator Pelaez, but this is only talking about after you receive a reduction, not when you can receive a reduction.

Senator Alley said that when she reads the first paragraph, it addresses the needs of the students and the program, but not the faculty member. Vice President Follett said that the second sentence puts faculty talents and interests first. President Fountain added that the last sentence states that deviations in workload may occur in times of exigency.

Senator Spain said that providing examples or articulating better what the Senate’s intent is would help the paragraph slated for deletion. President Fountain replied that there is a chance that the list of examples would not be all encompassing and could leave loopholes in the policy.

Vice President Follett said that if the department head is doing their job correctly, the paragraph to be deleted is not necessary. If the department head is not doing their job, the paragraph will not help to resolve the issue.

Susan Brooks said that the policies have to be auditable and if the paragraph stays the department could be held liable for not requiring an increased load the following semester.

Senator Coyne suggested that a section could be worded to say that once the issue that caused the re-arranging of the workload was over the faculty member would go back to the way they were. Vice President Follett replied that that implies that the faculty member wants to go back to the way that they were, when that may not be the case.

Senator Spain said that the paragraph at the beginning is talking about academic needs and the Senate is concerned about work life balance needs. She said that she did not know why the summer semester was not included in the paragraph slated for deletion.

Senator Pelaez said that by adding courses in the future you are hurting performance in other areas.

President Fountain explained that this language was created during the review of AOP 13.03. The Faculty Affairs Committee realized that this was not the best place for it so they moved it to AOP 13.23. Now we realize that this may not be the best place for it either. He said that the two points that were brought out of the previous discussion were; the scenario that a faculty member feels they have ownership of a course but due to some circumstance cannot teach that course one semester and it is not available upon their return, and protection of the faculty member to earn tenure and promotion.

Senator Pelaez said that she feels that language does need to be included that protects the faculty when a situation arises that precludes them from teaching course(s).

Senator Zuckerman said that the paragraph to be deleted could say “could” instead of “should” which would make it more of an example of an option available.

Senator Potter said that the two points brought up by President Fountain were not addressed in the paragraph to be deleted.

Senator Wipf said that he feels that this seems like a crypto-maternity leave policy. He said that maybe the Senate should delete the paragraph and deal with a real maternity leave policy at some other point.

Senator Carskadon made a motion to call the question.

The motion to call the question passed by a super-majority hand vote.

The motion of the Executive Committee to delete the paragraph passed by majority hand vote.

Senator Prince made a motion to send AOP 13.23 back to committee. Secretary Jones seconded the motion.

Senator Spain made a friendly amendment to send AOP 13.23 to the Faculty Affairs Committee. Senator Prince accepted the friendly amendment.

Senator Strawderman said that the revision of this policy will take a large amount of time and effort due to the other policies that must be examined from Human Resources and IHL.

Senator Haynes asked if the Senate could amend the first paragraph in the meantime to recognize faculty needs.

President Fountain said that if amended the policy would go through the regular cycle of review and approval.

Vice President Follett said that at any time the Senate can review any policy. He said that if just the paragraph was stricken the policy could go for final approval. The Senate could then re-examine the policy and make any changes that are necessary.

Senator Spain said that would eliminate all of the concerns addressed today.

President Fountain said that if the policy is sent to committee, the current policy in effect will remain in effect and it does not contain the paragraph. He said that there are clearly other concerns that need to be addressed.

Senator Coyne said that historically Senate has more leverage when asked to review something than when Senate brings something up themselves.

Senator Pelaez said that the fact that Mississippi does not have a maternity leave policy is what is driving the debate. She said if Senate does not review this policy and try to make it better for faculty, they are missing an opportunity.

Senator Alley said that she believes that maternity leave should not be the focus of the discussion. She said that reviewing the notes from the prior discussion, it look as though there are other issues that should be included in the policy as well. She added that it seems that there are inequities across departments as to how this is handled.

Senator Strawderman asked if the policy will be sent to committee with the stricken paragraph.

President Fountain replied that the paragraph has already been stricken, but any part of the AOP can be edited.

The motion to send AOP 13.23 to the Faculty Affairs Committee passed by majority hand vote.

## **SPECIAL COMMITTEE REPORTS**

## **PENDING BUSINESS**

## **NEW BUSINESS**

Vice President made a motion to adjourn. Senator Lathan seconded the motion.

After a unanimous voice vote, the meeting adjourned at 4:52 p.m.

Submitted for correction and approval.

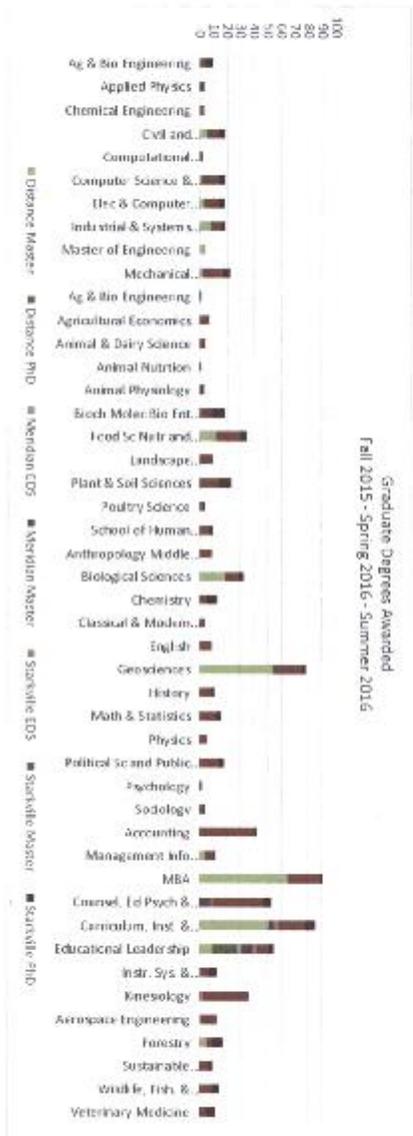
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Mary Ann Jones, Secretary

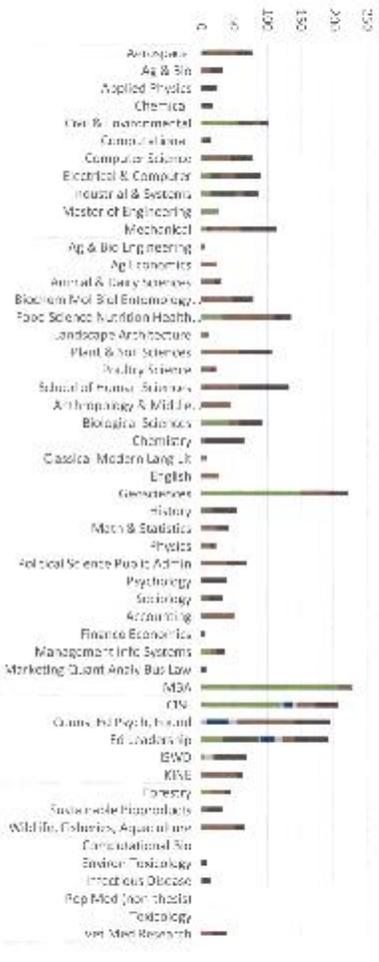
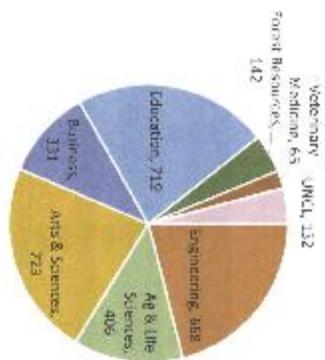
Jason Cory, Administrative Assistant II

## 2016 Degrees Awarded

College	Distance		Meridian		Starkville		Starkville Grand Total
	Master	PHD	EDS	Master	EDS	Master	
Ag & Life Sciences	12		12				117
Arts & Sciences	73		73				202
Business	69		60	4			245
Education	60		78		12		249
Engineering	24		6				139
Funeral Resources	5		5				42
Veterinary Medicine							12
<b>Grand Total</b>	<b>248</b>	<b>24</b>	<b>267</b>	<b>4</b>	<b>12</b>	<b>450</b>	<b>893</b>



### Fall 2016 Graduate Enrollments



Business College of Engineering & Applied Sciences | College of Arts & Sciences | College of Education | College of Veterinary Medicine

**Graduate Enrollment Funnel**  
As of August 28 Each Year

	2014	2015	2016	2017	17-18 Diff
Submitted Applications	2463	2513	2380	2313	-3%
Completed Applications (Completion Rate: Submitted to Complete)	1902	2006	1895	2254	18%
Admissions (Acceptances) (Admission Rate: Completed App to Accept) (Submitted App to Admitted)	1344	1385	1351	1707	29%
Enrolled (Enrollment Rate: Admitted to Enrolled) (Submitted App to Enrolled)	804	820	798	826	4%
	33%	33%	34%	38%	

**Departmental Review/Action Summary**  
Any Decision (Acceptance or Rejection)  
(Decision Rate: Completed App to Decision)  
(Submitted App to Decision)

In Dept Awaiting Decision	1780	1934	1930	2199	20%
	91%	93%	93%	97%	
	72%	77%	77%	85%	
In Dept Awaiting Decision	182	152	128	65	-43%
(% of Completed Still Awaiting Decision)	9%	7%	7%	3%	

**Graduate Enrollment Funnel**  
As of August 28 2017

	Engineering	Appl/Life Sci	Arts & Sci	Business	Education	Forest Res	Vet Med	Unclassified	Total
Submitted Applications	960	220	580	255	418	53	15	112	2313
Completed Applications (Completion Rate: Submitted to Complete)	541	216	579	244	355	52	15	112	2294
Admissions (Acceptances) (Admission Rate: Completed App to Accept) (Submitted App to Admitted)	418	144	505	151	333	35	9	112	1707
Enrolled (Enrollment Rate: Admitted to Enrolled) (Submitted App to Enrolled)	159	63	237	89	169	21	5	84	828
	38%	44%	47%	58%	51%	60%	58%	75%	48%
	29%	29%	34%	35%	40%	40%	33%	75%	36%

**Departmental Review/Action Summary**  
Any Decision (Acceptance or Rejection)  
(Decision Rate: Completed App to Decision)  
(Submitted App to Decision)

In Dept Awaiting Decision	532	215	677	215	378	51	9	112	2189
	98%	100%	100%	88%	98%	98%	80%	100%	97%
	97%	98%	98%	84%	92%	98%	80%	100%	96%
In Dept Awaiting Decision	9	1	2	29	17	1	6	0	65
(% of Completed Still Awaiting Decision)	2%	0%	0%	12%	4%	2%	40%	0%	3%