



## **ROBERT HOLLAND FACULTY SENATE**

### **Uncorrected Minutes of September 14, 2018**

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 14, 2018.

Members absent and excused were: Cody Coyne, Jenny Du, Dipangkar Dutta, Wendy Herd, Angela Savage, and Samuel Winer.

Members absent were: Charles Freeman, Marian Swindell, and Chinling Wang.

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

Senator Williams asked the Senators to keep past Senate President, Dr. Meghan Millea and her family in their thoughts. Dr. Millea recently moved to New Bern, North Carolina. Dr. Williams said the Millea family evacuated to Chattanooga, but they suspect their house is flooded.

President Follett asked for any corrections to the minutes of the August 24, 2018 meeting. Senator Bora said the word “Geospatial” is misspelled on page 13 of the agenda. The minutes were accepted as amended.

### **GUESTS**

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

Dr. Bonner said staff has been added in the Office of the Provost. Dr. Jim Dunn, Professor of Physics and the Director of the Center for Teaching and Learning, has agreed to be the Interim Associate Provost. He will focus his activities on faculty affairs. Dr. Peter Ryan focuses his time on academic programs, particularly at the undergraduate level, and is acting as Interim Dean of the Graduate School. The internship program for the Office of the Provost has been reinstated

at the suggestion of Dr. Ryan. Dr. Ryan began as an intern in the office and feels it is a valuable experience. Dr. Jason Lueg, Professor of Marketing, has been selected to serve as one of the faculty interns. His expertise is in strategic planning. He will be working closely with “State of Excellence” and fine tuning the strategic plan to ensure it is able to provide guidance for the coming decade. The mission statement will be one of the first things looked at. MSU-Meridian is about to undergo an accreditation visit for the new Physician Assistant program. The current mission statement does not include this program and will have to be fine-tuned to encompass health care. Dr. Brent Fountain was selected as the other faculty intern in the Office of the Provost. He will focus his attention on special projects. One thing Dr. Fountain will be looking at is how the numbers that MSU reports to various agencies compare to how peer and peer plus institutions report similar numbers.

Dr. Bonner said the final enrollment numbers announced by IHL show an overall decline system wide. Mississippi State University had the highest enrollment growth of any IHL institution. Enrollment declines nationwide are expected to continue into the 2020s. The University will have to be very aggressive with regard to enrollment growth and responsive to changes in enrollment. Dr. Bonner said she is enormously proud of what is happening at Mississippi State. We are gradually growing as planned with an emphasis on quality. The freshman class this fall has 1,131 students with an ACT of 28 or above. An ACT score of 28 is in the 96<sup>th</sup> percentile. This means roughly a third of the freshman class scored in the top 4% on the ACT. There are 625 more freshman this year than there were 5 years ago. There are 317 more freshman scoring 28 or above on the ACT than there was 5 years ago. This means that roughly half of the additional students over the last 5 years scored a 28 or above on the ACT. The admissions team, faculty, and alumni are working very hard to ensure the students coming to MSU are prepared to do college level work. Dr. Bonner said she is enormously proud of how the faculty works with the students and the quality of students being recruited.

Dr. Bonner said a new program has been launched by Dr. Rodney Pearson and Student Affairs called “Thrive”. Thrive is housed in The Learning Center and Leroy Davenport is the coordinator. The program is intended to place additional mentoring activities on young people who grew up in foster care. Statistics show 84 to 85 percent of seventeen and eighteen year olds who grew up in foster care want to go to college, but 2 to 10 percent are unable to achieve a baccalaureate degree. The goal is to give these young people a helping hand and equip them to compete in a global society.

Dr. Bonner said there are many exciting things going on in Information Technology Services. One of the biggest projects is the launch of the new learning management software Canvas for the spring semester. The community colleges throughout the state already use Canvas. Transfer students will already have experience with the software. Many new faculty have experience with the software either through their graduate programs or their faculty positions at other institutions. Canvas will allow the University to reinstate the plagiarism software turnitin.com. The Teaching Evaluation Committee recommended the use of online evaluations in 2014. Canvas will allow

for a pilot program of online student opinions of teaching in the spring to see if it is the way the University needs to move forward. The instructional Improvement Committee has been asked to evaluate the questions of the student opinions of teaching to ensure they are the appropriate questions. Dr. Bonner asked that faculty share their thoughts both on the instrument itself and the online administration of the instrument. All of the universities in the SEC and SUGG administer evaluations online.

The Compete to Complete program at Mississippi State has surpassed 100 completed baccalaureate degrees awarded. The program, requested of all state institutions by the Governor and the IHL Board, is designed to allow working adults who have completed most of the requirements for a degree to finish their coursework and graduate. The spring 2018 graduation brought MSU's total graduates of the Compete to Complete program to 107. Mississippi State has awarded more degrees under this program than any other university in the state.

Senator Martin asked where comments regarding online evaluations should be sent. Dr. Bonner replied that Dr. Tom Carskadon chairs the committee asked to assess the evaluations and all comments should be sent to him.

Senator Denny asked if the Thrive program was already operating. Dr. Bonner replied that program is operating and is located in Allen Hall in The Learning Center. The staff working with Thrive will also be working with the other programs offered by The Learning Center. Senator Zuckerman asked if the students eligible for the Thrive program will be notified, or if faculty should announce the opportunity to students. Dr. Bonner replied faculty can notify students of the program, but there will be more publicity in the future regarding the program. The students that qualify for the program are not easily identifiable. The University will work with various agencies to help recruit qualified individuals.

Senator Spain said she was initially excited to hear the University purchased the forested area adjacent to the Thad Cochran Research Park. The area is a vital asset to the community as it is the only intact forest in the Starkville area. She said she was disappointed to hear the trails on the property that were used by many in the community have been blocked. She asked if any discussions will be held to discuss the significance of the land for wellness and possibly consider the land for open space. Dr. Bonner replied Dr. David Shaw would be the individual to address the questions raised by Senator Spain. Dr. Bonner said she believed Senator Spain is referring to the land purchased to provide an area for autonomous vehicle testing. The University is on the cutting edge of research in the area of autonomous vehicles and to perform that research, an area has to be designated that allows testing of autonomous vehicles. Senator Spain said she hoped discussions could be held to determine if there may be more appropriate space outside the city of Starkville to test autonomous vehicles. Dr. Bonner replied she will work with President Follett to ensure Dr. Shaw comes to Senate to address the issue.

Senator Freyne asked if the Compete to Complete program applies to graduate students as well. Dr. Bonner replied the program is designed for undergraduate students. She said Dr. Peter Ryan has taken the concept and identified graduate students that were in good academic standing but did not complete their degrees. The students identified have been reported to the colleges so the departments can contact them if they wish.

**Dr. Cade Smith, Assistant Dean & Director of Student Leadership and Community Engagement.**

*Dr. Smith gave a Power Point presentation, which can be found at the end of these minutes*

Senator Bora asked how to track community engagement which occurs as a result of classroom activities. Dr. Smith replied there has not been a way to track this in the past. This kind of community engagement can be tracked through the Office of Sponsored Projects and Community Engaged Learning Course Inventory. He added that an email will be sent to faculty for every course and section taught last academic year asking if the course involved students engaging an external partner. If the answer is yes, it asks for the approximate number of engagement hours. Dr. Smith said this is an effort to document the good work that is being done that has not been tracked, assessed, or recognized in the past.

Senator Zuckerman said she is currently working on a research grant involving community driven research. She asked if she should start the process with the workshops or schedule an appointment with a member of the Student Leadership and Community Engagement Office. Dr. Smith replied Meggan Franks could be contacted for more information. He said many know the external stakeholders and there does not have to be a formal rigid process to determine if there is mutual benefit or not. The more virtuous partnerships have continuous conversations.

**REPORT OF THE FACULTY SENATE PRESIDENT**

Since our August meeting, I have been fortunate enough to have had lunch with Alan Alda, had lunch with John Grisham, had the opportunity to accept the incoming class of freshmen and transfer students at the Fall Convocation on behalf of the general faculty, and got to help out at the Fall General Faculty Meeting. I also participated in the very successful Alda Center for the Communication of Science three-day workshop. This workshop was attended by a wide variety of MSU employees, from faculty all the way up to administration. Efforts are underway to work out how to further disseminate the messages taught in this workshop to the rest of campus. Vice President Mary Ann Jones and I were also had a meeting with Maya Emerson and Jake Manning (President and Vice President of the Student Association) regarding potential collaboration and better communications between our two organizations. It is our plan to continue these conversations on a monthly schedule. Other business that has kept me occupied includes finishing out the list of designates for university standing committees, figuring out the status of all of the AOPs, and attending meetings of the committees on which I represent the senate.

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

Academic Accommodations Committee	Deborah Eakin
Academic Deans Council	Mary Ann Jones
Academic Review Board	Rebecca Robichaux-
Davis	
Associate Deans Council	Noel Addy
Athletic Council	Randy Follett
Calendar Committee	Noel Addy
Commencement Committee	Brian Davis
Committee on Campus Access	Mary Ann Jones
Committee on Courses and Curricula	Kathy Sherman-
Morris	
Community Engagement Committee	Mary Ann Jones
Diversity Council	Randy Follett
Employee Benefits Committee	Kevin Williams
Executive Council	Randy Follett
Executive Enrollment Management Committee	Randy Follett
Faculty Research Advisory Committee	Cody Coyne
Galleries and Museums Committee	Dipingkar Dutta
Gerontology Committee	Lyndsey Miller
Information Technology Council	Randy Follett
Institutional Effectiveness Committee	Marina Denny
Instructional Improvement Committee	Tom Carskadon
Instructional Improvement Committee	Judy Ridner
Instructional Technology Advisory Committee	Kathleen Alley
Library Committee	Sol Pelaez
Master Plan Development and Advisory Committee	Randy Follett
Master Plan Development and Advisory Committee	Mary Ann Jones
Parking and Traffic Regulation Committee	Randy Follett
President's Commission on the Status of Minorities	Patty Lathan
President's Commission on the Status of Women	Mary Ann Jones
President's Committee on Planning	Mary Ann Jones
Registration and Scheduling Committee	Seamus Freyne
Special Events and Game Day Operations	Randy Follett
Sustainability Committee	Randy Follett
Teaching Evaluation Committee	Molly Zuckerman
Textbook Committee	Mary Ann Jones
Undergraduate Research and Creative Discovery Committee	Mary Ann Jones
Work Life Balance Committee	Stacy Haynes

**Status of AOPs:**

The following AOPs are not under review to the best of my knowledge, but are past the four-year review cycle:

<b>AOP</b>	<b>Title</b>	<b>Date</b>
11.04	Split Level Combined Undergraduate/Graduate Courses	3/19/2014
12.03	Awarding of Degrees Posthumously	6/9/2014
12.07	Student Honor Code	7/11/2014
12.12	Credit and Grades	8/12/2013
12.15	Academic Probation for Undergraduate Students	6/9/2014
12.18	Academic Amnesty for Graduate Students	6/9/2014
12.23	Cooperative Education Program	9/20/2013
12.38	Undergraduate Academic Advisement	4/23/2012
13.06	Sabbatical Leave for Faculty Members of State IHL	6/9/2014
13.08	Travel by Faculty and Staff	5/6/2013
13.16	Establishment of Academic Centers and Institutes at Mississippi State University	6/9/2014
21.01	Graduate Admission Criteria	4/12/2012
31.02	Legal Resident Status	2/5/2013

**Reports from committees on which I serve:**

*Athletic Council* – first meeting was on Wednesday of this week

*Diversity Council* – hasn't met yet

*Executive Council* –

In the August 27 meeting, AOP 13.13 was rescinded, three new policies were approved, and two other policies were modified as follows:

AOP 13.13	Leave Policies – Rescinded
OP 01.02	Sports Wagering Activities – new policy (already on website)
OP 56.04	Animals on Campus – new policy
OP 70.01	Sponsored Projects
OP 70.08	Time and Effort Reporting
OP 70.10	Organizational Conflict of Interest – new policy

Each of these proposed policies/revisions of policies were recommended for approval. Some are still awaiting final signatures, but the one related to sports wagering has already been posted.

The only other piece of business was to approve the naming of a conference room. (Reminder: All current policies are found on the university website at [www.policies.msstate.edu](http://www.policies.msstate.edu).)

*Executive Enrollment Management Committee –*

As has been reported in various settings, we have a new record enrollment, with more Freshmen and more Transfer Students than ever before. Significantly, this is in spite of the fact that the number of in-state students going to college is declining overall.

*Game Day and Special Events –*

The biggest area of concern after our first game was the amount of garbage and trash left on the ground by people in the tailgating areas. Despite the fact that we provide plenty of garbage bags, people still simply dump food on the ground as they leave, which MSU employees must then clean up. There were also some reports of inconsistencies in the use of the metal detectors at different entrances, with the new scanners for parking, and building opening times. These are all being addressed by further training and clarity of operational procedures.

*Information Technology Council –*

A significant portion of this meeting was devoted to updates on the transitions related to CSpire. There are now two 100 Gb/sec connections in place for MissiON (the Mississippi Optical Network), with access to Internet 2. The switch-over for phone lines on campus is beginning with a trial run by ITS employees, with the rest of campus slated to receive the new VOIP phones by next summer. (Most of the 5,975 existing phones on campus will be migrated, with some exceptions based on emergency use requirements.) There will be some changes in operation based on the use of VOIP, including “free” long distance calls. International dialing will be disabled by default, with a process for enabling that where needed. Finally, the new handsets are going to be part of the emergency notification system, where the screen and speaker will be used to alert users of an emergency situation.

We also received a report on security and compliance, with a discussion of various techniques to address each of the issues. Duo will be required for all students beginning in the spring semester. We have also acquired software that helps detect security gaps and issues, with plans being developed to address each problem that is found. The WCAG 2.0 standard for website accessibility has also brought to light many issues with website development on campus. There will be further reports distributed to the people who manage various parts of the publicly accessible portions of our website, in order to work towards full compliance. Many of the issues involve scanned documents that are not machine-readable, as well as alternative text being either missing or not clear in the description of visual content.

*Master Plan Development and Advisory Committee –*

*Parking and Traffic Regulations Committee –*

Two separate reserved parking space requests were considered. Both were denied. It was noted that the only reserved spots for administrators are for the president and the vice presidents.

*Sustainability Committee* – hasn't met yet

Senator Dodds asked if there is any guidelines to place senators on university standing committees. He said there are 36 committees and only 20 Faculty Senate designees. President Follett replied some of the committees are tied to a position in the Senate. He said the Faculty Senate President and Vice President are designated to represent Senate on a number of committees.

Senator Zuckerman asked if there was movement toward setting up a park and ride system to ease the parking situation. She said a former institution she worked for had a park and ride system that utilized large store parking lots such as grocery stores and Walmart. President Follett replied he believed there was already a site designated for park and ride at the Starkville Sportsplex. He added the bus routes are consistent and there is an app available which shows the location of the buses on their routes. Senator Zuckerman said she believes a system which would accommodate students and allow them to not have to purchase parking passes would alleviate parking pressure on campus. President Follett offered to look into the possibility of having a park and ride system. Senator Zuckerman said she felt with the addition of the new Engineering building, we may exceed the carrying capacity of the current parking infrastructure. President Follett replied the parking spots that will be absorbed by the new building will be replaced in other locations. There are current plans for additional parking including the new parking garage, which is awaiting IHL approval for additional funds, an expansion of the lot near Fresh Foods, and plans for another parking garage on the south side of campus. He added the construction of the new east access road should provide additional opportunities for parking areas. The downfall to this is that parking lots are expensive. Parking Services recent increase in permit fees is due to Parking Services operating autonomously and not receiving funds from the University. Parking Services is responsible for the lots as well as a majority of the support for the SMART system.

Senator Ridner said the new dual authentication requires that an individual has a phone. President Follett said ITS will provide a fob which automatically generates a passcode as an alternative to having a device. Starting next semester, the students will be required to use two-factor authentication. Senator Alley asked if students will have fobs available. President Follett replied the students will have access to fobs if they need them. Senator Alley said there are places on campus where her phone does not have internet access to use DUO. President Follett said if there are areas that are not covered by Wi-Fi, ITS should be contacted and additional repeaters may be necessary. Senator Pelaez asked if ITS could be contacted to change the login instructions for DUO. She said a code can be requested but it is not clear in the instructions that

this is an option. President Follett replied once the login fails the first time, the option to generate a code becomes visible. Jake Manning, Vice President of the Student Association, asked if the fobs would be provided free of charge. President Follett replied the fobs are MSU property and will be provided free of charge, but must be returned when the user no longer requires them.

Senator Williams asked if the gate by the President's home was still locked. He said opening the gate could possibly alleviate some traffic congestion on the other entrances to campus. President Follett said the east road will alleviate some of the congestion, but he will ask about the possibility of opening the road.

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

Committee on Campus Access –

Canceled due to Labor Day holiday

Community Engagement Committee –

9/4/2018:

- Committee discussed the resignation of Dr. Cade Smith; Dr. Tim Chamblee will be the interim chair of the CE committee until a replacement is found.
- The committee will be working to complete the application for re-classification of the Carnegie Community Engagement Classification. The application is due April 15, 2019.
- **MSU Excellence in Community Engagement Awards:** Applications are currently being accepted through October 5, 2018. There are four awards to be presented later this semester: CE Teaching and Learning, CE Research, CE Service, and Scholarship of Engagement. From the website, "The most outstanding example of a community engagement project or program in each of these four areas will receive a \$5,000 grant to further community engagement within Mississippi State's threefold mission of learning, research, and service." More information available at <https://orgsync.com/78821/forms/326503>
- **Community Engagement Learning Series:** CE workshops are hosted by CTL and the schedule can be found on the CTL website. Special program featuring Dr. Lorilee Sandmann (UGA) will be on 10/9/18 followed by a workshop hosted by the guest speaker. Sign-up via the CTL workshops page.
- **CE Fellows program:** applications for 2019 class will be available in January. Classes are for 3 weeks in May. Last year, fifteen fellows participated and are teaching with community engagement activities incorporated into their 2018-19 courses.

Deans Council

Canceled due to Labor Day holiday

President’s Committee on Planning – as needed (Lee Hall)

Has not met since I have been in office.

## FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

Senator Carskadon said it is time for applications for the Grisham and Alumni Association teaching awards. He asked the senators to encourage their colleagues to apply.

### 1. Report from Secretary Coyne

#### University Committee on Courses and Curricula

September 7, 2017

##### Academic Programs

MSU-Meridian

Physician Assistant Degree Program

New course additions

N = 32

##### Agriculture and Life Sciences

MSU-Starkville

New course addition

N = 1

New course addition with distance-online option

N = 1

Course modifications

N = 2

Course modifications and distance/online option

N = 1

Distance/online course option

N = 1

##### Arts and Sciences

MSU-Starkville

Distance/online course option

N = 1

Course modifications

N = 2

##### Education

MSU-Starkville

Distance/online course option

N = 1

Course modifications

N = 1

##### Degree Programs

Academic Programs:	Physician’s Assistant Studies	Masters-MPAS	Campus
Agriculture and Life Sciences:	Agriculture	Masters-MAG	Online
Arts and Sciences:	Psychology	BS	Online
Education	Teaching	Masters-MATS	Campus

The UCCC is consulting the Office of Provost and Associate Provost regarding requirements for the inclusion of the following supplemental sections in course syllabi.

- Title IX
- Honor Code
- Attendance
- Tardiness
- Course Tentative Lecture Schedule Table (critical for some students for scheduling absences that are not officially considered excused absences.)
- Expectations for Classroom Behavior (e.g. actions not addressed in Honor Code)
- Cell Phone Policy
- Course Lecture Recording Policy
- Emergency Response Plan: Natural/Human Threats
- Duplication Statement
- Justification Statement (duplication sometimes addressed when this section is provided)
- Course Effect/Influence on Other Courses
- Combining non-academic criteria and academic performance in rendering final course grades

C.P. Coyne Robert Holland Faculty Senate Secretary / Charter and Bylaws Chair

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

1. AOP 12.11 Degree Requirements (Academic Affairs)
2. AOP 12.21 Veteran's Academic Status (Student Affairs)
3. AOP 13.07 Academic Promotion and Tenure (Faculty Affairs)

Senator Bora made a motion to send the items to their respective committees. Senator Sebba seconded the motion. The motion to send the items to their respective committees passed by unanimous voice vote.

## **STANDING COMMITTEE REPORTS**

### **Academic Affairs**

#### **1. AOP 11.05 Requirements for Shortened-Format Courses**

Senator Addy, on behalf of the Academic Affairs Committee, presented the committee report on AOP 11.05.

The motion to accept AOP 11.05 Requirements for Shortened-Format Courses passed by unanimous voice vote.

#### **2. AOP 34.01 Special Teaching Programs (Recommended Rescind)**

Senator Addy, on behalf of the Academic Affairs Committee, presented the committee report on AOP 34.01.

Senator Robichaux-Davis asked if rescinding this policy prevented main campus faculty from teaching at MSU-Meridian. Senator Addy replied it did not.

Senator Denny asked if rescinding this policy would put non-credit activities at risk of not being recognized. Senator Addy replied the Center for Continuing Education will continue to provide non-credit activities. Senator Denny said the Center for Continuing Education is not the only entity that offers non-credit activities. President Follett said the policy is not an enabling document for non-credit activities.

Senator Pelaez asked which policy organizes the teaching relationship between main campus and MSU-Meridian. Senator Addy replied there is no policy, but there is an administrative framework which gives the charge to run the Meridian campus. He said if a main campus faculty member were to teach at the Meridian campus, it would fall under AOP 13.23 Faculty Workload.

Senator Spain said she believes the policy establishes a relationship between main campus and MSU-Meridian. She said she is unsure of another document that establishes the relationship between the English Department on main campus and the English department at MSU-Meridian for example. It is also unclear how the administrative structure is established.

Senator Bora asked if correspondence courses are now under Distance Education. Senator Addy replied he is not aware of any correspondence courses being offered outside of distance education.

Senator Alley said she would like to hold off on rescinding this policy until other documents can be identified that cover faculty teaching between campuses. President Follett said he did not believe the policy in question provides any protections as it is written. He said a senator could bring up the issue under new business later in the meeting.

Senator Barrett asked why the Senate would rescind this document before identifying if the issue is covered in another. President Follett replied the policy to be rescinded currently does not address the issue. Senator Robichaux-Davis said she believed the title of the policy “Special Teaching Programs” is no longer accurate. Meridian awards degrees now and therefore it is not a special teaching program.

The motion to rescind AOP 34.01 Special Teaching Programs passed by majority hand vote.

**Ancillary Affairs**                      **No Report**

**Charter & Bylaws**                      **No Report**

**Faculty Affairs**                        **No Report**

## **Student Affairs**

### **1. Plus/Minus Grading**

Senator Haynes, on behalf of the Student Affairs Committee, presented the committee report regarding plus/minus grading.

Senator Spain asked the percentage of faculty which participated in the online vote. Senator Haynes replied she did not have the figures with her.

Senator Ridner said she supports having a plus/minus grading system, but she does not support A+ or F+. She said she feels F+ is meaningless since it still carries no credit. She also feels having an A+ could increase grade inflation and there would be students that have extraordinarily high GPA's. Senator Pelaez said she is ok with differentiating within an A, but the cap should be 4.0 quality points. Senator Thompson asked why it has to be capped at 4.0. He said legitimate schools award 4.3. Senator Musser said not all faculty will assign pluses and minuses. This can result in different GPA's being earned depending on which faculty members taught which course. Senator Wipf said grade bias will exist whether it is capped at 4.0 or not.

Senator Carskadon said if plus/minus grading is adopted, a reduction in grade inflation should be realized. Senator Ridner said she disagreed with that assessment. She said just saying that an A+ should be given rarely does not mean anything without a policy enforcing it. She said she came from a liberal arts college which had rampant grade inflation. Some of the departments would only assign A's and A+'s. She said she is okay with there being an A+, but it should be held to a 4.0. Senator Ridner said she agreed with Senator Musser's comment about bias based on whether or not faculty assigned plus/minus grades.

Jake Manning, Student Association Vice President, asked what the criteria would be between an A-, A, and A+. Senator Carskadon replied it would be up to the professor as it is now. Senator Haynes said the grading scale must be listed in the syllabus, but the scale is determined by the professor. Jake Manning said, from a student's perspective, it seems like there is no reward for an A+ if it does not have increased quality points, but it also seems like a punishment for an A- receiving less than 4.0.

Senator Larson asked how the question for the faculty poll was worded. Senator Haynes replied she did not have the question with her, but it asked if the faculty supported plus/minus grading in principle. Senator Larson said she is not comfortable voting on this without speaking to the faculty that she represents.

Senator Bora said manipulating the quality point scale could lead to a compromise both students and faculty could agree on.

Senator Williams said he believes the next step could be a campus-wide discussion.

Vice President Jones said peer institutions and particularly SEC institutions should be examined to determine the grading scales used. She said the system that is adopted should not put the students at a competitive disadvantage. Senator Haynes said she did examine peer and peer plus institutions grading scales. Many of the institutions did use a plus/minus grading scale, but there was much variation in the quality points assigned.

Senator Williams made a friendly amendment to change the recommendation to state “The Student Affairs Committee recommends that senators takes the proposed following changes to their colleges for discussion.” The Student Affairs Committee accepted the friendly amendment.

Senator Carskadon said he has been the President of the Society of Scholars for the last 15 years. Over that time, the system to decide whom to invite had to change or all of the members would have 4.0 GPAs.

Senator Larson asked if the committee had a sense of how upper administration felt about implementing plus/minus grading. Senator Haynes replied she did not know how upper administration felt about it.

Senator Alley asked if the students were polled about plus/minus grading. Senator Carskadon replied the Student Association was polled and were against it. Jake Manning said the students are generally okay with plus/minus as long as the A+ is rewarded.

Senator Haynes, on behalf of the Student Affairs Committee, withdrew the report so it can be edited to include the information the senators are requesting. She said there will be another report at the next Faculty Senate meeting.

## **University Resources**

### **1. AOP 10.12 Additional Course Fees**

Senator Grace, on behalf of the University Resources Committee, presented the report on AOP 10.12.

The motion to accept AOP 10.12 Additional Course Fees passed by unanimous voice vote.

## **SPECIAL COMMITTEE REPORTS**

### **PENDING BUSINESS**

None

### **NEW BUSINESS**

Senator Spain made a motion to determine if there is a document or documents that articulates the relationship between the curriculum and faculty of the MSU-Meridian Campus to the main campus.

Senator Alley made a motion to investigate the procedures and policies related to faculty assignment to campus other than their home campus.

Senator Robichaux-Davis seconded both motions.

The motions passed by unanimous voice vote.

Senator Spain said she would like to discuss the usage of the newly acquired property adjacent to the research park. President Follett asked Senator Spain if Dr. Shaw's presence at the next meeting would be sufficient. Senator Spain replied it would.

Senator Robichaux-Davis made a motion to adjourn. Vice President Jones seconded the motion.

The motion to adjourn passed by unanimous voice vote. President Follett closed the September meeting of the Robert Holland Faculty Senate at 4:11 p.m.

Submitted for correction and approval.

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Cody Coyne, Secretary

Jason Cory, Administrative Assistant II

# Carnegie Community Engagement Classification Update

Faculty Role and Recognition

## Community Engagement

- ▶ Transcends "Service"
  - Is an activity within MSU's mission of research, learning, and service
  - Is a thread that is woven throughout the fabric of MSU
- ▶ Mutually beneficial and reciprocal partnership with non-higher education collaborators
- ▶ Engaged Scholarship
- ▶ Examples

## Presentation Overview

- ▶ History & Purpose of Carnegie's Community Engagement Classification
- ▶ Carnegie's CE Classification at MSU
  - History and Reclassification Process
  - MSU's Definitions and Models
  - Carnegie's Reclassification Framework Regarding Faculty's Role and Rewards
  - On-going Efforts to Advance CE at MSU

## Carnegie's Community Engagement History

- ▶ Piloted in 2006 and 2008
- ▶ Fully Developed by 2010
- ▶ Application
  - Framework "continuously" revised
  - Open every five (5) years
  - Successful institutions reapply every 10 years
- ▶ Administrative Homes
  - Initially - New England Resource Center for Higher Education at the **University of Massachusetts Boston** (Dr. John Saltmarsh)
  - January 2017 Swearer Center at **Brown University** (Dr. Mathew Johnson)



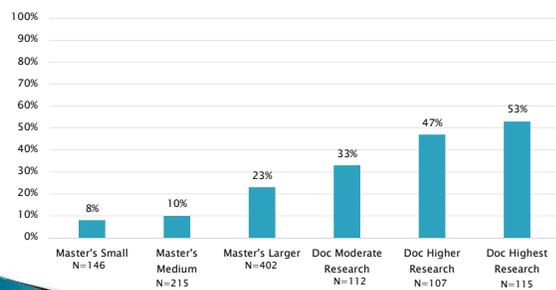
## Carnegie's Formal Purpose of Community Engagement (CE)

- ▶ Advance partnerships between university and public/private sectors to reciprocally share knowledge and resources to:
  - Enrich scholarship, research, and creative activities
  - Enhance curriculum, teaching and learning;
  - Prepare educated, engaged citizens;
  - Strengthen democratic values and civic responsibilities;
  - Address critical societal issues;
  - Contribute to the public good.

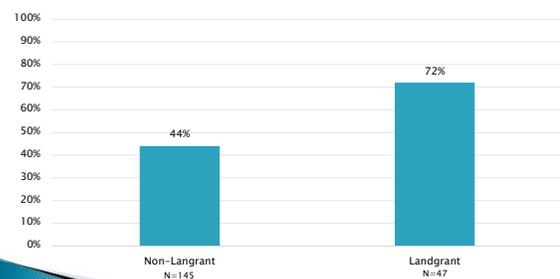
## Carnegie's CE Intent Communicated Repeatedly by Carnegie Administrators

- ▶ 'Create sense of urgency and drive institution self-critique and transformation by engaging faculty & students with communities to advance social justice (address disparities)'
- ▶ Ensure that CE Supported by President, Provost, and Institutional Systems
- ▶ **MOST IMPORTANT:** Explicitly recognize and reward faculty for community engagement work.
  - Is CE explicitly mentioned, recognized, and/or rewarded?
    - Faculty annual evaluation
    - Faculty P&T
- ▶ **Perceived** Carnegie Community Engagement (Saltmarsh's) Biases
  - Positive – institutional transformation, social justice, liberal arts, urban, ivy league
  - Negative – institutional status quo, outreach, land-grant, extension

## Rate of Carnegie CE Classification as Influenced by Carnegie Basic Classification Type (all institutions)



## Rate of Carnegie CE Classification of Non-Land-grant and Land-grant Institutions Includes Doctorial Higher Research and Highest Research Excludes Minority-Serving Institutions



## 2010 Carnegie Community Engagement Application Process at MSU

- ▶ **Application Focus: Campus-wide**
- ▶ 2010 Application Working Group
  - Tim Chamblee (Assoc Prof / AVP & Director Office of Institutional Research and Effectiveness)
  - Gary Jackson (Director of Extension)
  - Lisa Harris (former AVP Student Affairs)
  - April Heiselt (former Associate Professor Counseling and Educational Psychology)
  - Cade Smith (Dir. Off. of Student Leadership and Community Engagement)
- ▶ Working Group Recommended the Formation of the Community Engagement Committee with Structure Supporting "Faculty Governance Model"
- ▶ Completed 2010 Application During Summer 2010
- ▶ All Institutions CE Classified in 2010 Must Reapply in 2019

## 2020 Carnegie Reclassification Timeline

- ▶ January 15, 2018 – application framework released
- ▶ May 1, 2018 – application available
- ▶ April 15, 2019 – application deadline
- ▶ December 2019 – campus notified
- ▶ January 2020 – public announcement

## Carnegie Community Engagement Two-stage Application Process

- ▶ Stage 1: Foundational Indicators
  - President's Leadership Statement
  - Institutional Identity and Culture
  - Institutional Commitment
    - Infrastructure; Funding; Documentation and Assessment (impact on students, faculty, community, institution); Professional Development; Faculty Roles and Rewards; Student Roles and Recognition; Supplemental Documentation
- ▶ Stage 2: Categories of Community Engagement
  - Curricular Engagement
  - Outreach and Partnerships

## State of Community Engagement Reclassification Efforts at MSU

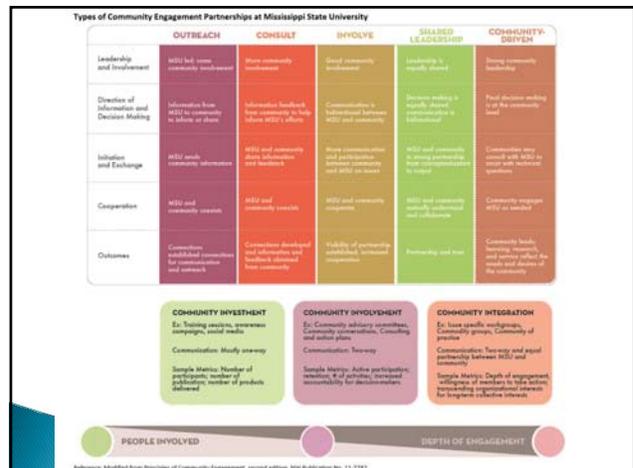
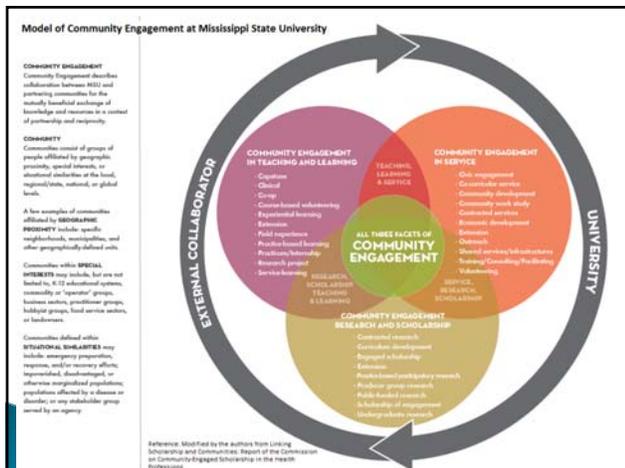
- ▶ In most CE reclassification domains, MSU has a great story to tell...
- ▶ But, MSU has a big hole in faculty evaluations, P&T, and institution-wide awards/rewards...
  - Community engagement is not explicitly mentioned

## Statements from Chief Carnegie CE Administrators

- ▶ 'If your institution does not explicitly include community engagement in the faculty P&T process, then you need to seriously consider if you should apply for the classification.'
- ▶ 'If your institution does not explicitly include community engagement activities in faculty annual review...'
- ▶ 'Passively supporting community engagement as a path to tenure is not enough. It needs to be explicitly included.'

## Better Understanding Community Engagement (handout)

- ▶ **Community Engagement** – describes collaboration between MSU and partnering communities for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity while fulfilling MSU's mission of scholarly teaching, research, and service.
  - Is a thread that is woven throughout the fabric of MSU.
    - Community-Engaged Teaching and Learning
    - Community-Engaged Research
    - Community-Engaged Service
    - Engaged Scholarship
- ▶ **Scholarship** – creative intellectual work that is reviewed by peers and communicated to the larger world.
  - Includes, but is not limited to, obtaining grants, conducting research, writing scholarly publications, delivering presentations, creating curricula, creating art, and producing artistic performances.
- ▶ **Engaged Scholarship** results from Community Engagement and is typically created and communicated through any of the following six activities:
  - Discovery, development, and/or dissemination of knowledge
  - Change in learning, behavior and/or change in conditions



## Carnegie's CE Intent Communicated Repeatedly by Carnegie Administrators

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## Carnegie's Framework Regarding Faculty Roles and Rewards (handout)

The handout consists of two pages. The left page is titled '2015 Carnegie 100 Assessment Rubric/Institutional Faculty Roles and Rewards Section' and contains sections 1 through 12. The right page is titled '2015 Carnegie 100 Assessment Rubric/Institutional Faculty Roles and Rewards Section' and contains sections 13 through 15. The text is dense and includes specific criteria for evaluation.

## Consider Integration of Community Engagement in Faculty Annual Evaluation Process (Digital Measures)

Digital Measures Proposed Community Engagement Reporting and Tracking Edit

**I. Teaching**

A. Directed Student Learning (e.g. theses, dissertations)

1. (CE) Did/does/will this thesis or dissertation engage or partner with any non-higher-education collaborators (e.g. industry, nonprofit, school, special interest group, business, commodity group, etc.) to conceptualize or conduct this project? Yes/No
2. IF YES:  
List the non-higher-education individuals and their affiliated organizations collaborating on this project.

**II. Scholarship/Research**

B. Contracts, Grants and Sponsored Research

1. (CE) Did/will you engage or partner with any non-higher-education collaborators (e.g. commodity group, industry, nonprofit, business, special interest group, school, etc.) to conceptualize or conduct this project? Yes/No
2. IF YES:  
List the non-higher-education individuals and their affiliated organizations collaborating on this project.

## Creation of Engaged Webpage and Engaged MSTV

- ▶ Educate Internal and External Audiences
  - Explain CE/ES literature and practice
  - Contextualize MSU's CE/ES framework
  - Feature the great CE/ES work of MSU faculty, staff, and students
- ▶ Your Recommendations of People and Projects to Feature

## Additional Ongoing CE/ES Actions

- ▶ Community-Engaged Learning Fellows Program
- ▶ Community Engagement and Engaged Scholarship Workshop (CE/ES) - 09 Oct. 2018
  - Dr. Lorilee Sandmann, UGA
- ▶ Community-Engaged Learning Course Inventory
- ▶ University-wide Departmental Survey of CE/ES Hiring, Annual Evaluation, and P&T Practices and Culture
- ▶ University-wide CE/ES Awards and Recognition Program - deadline 05 Oct. 2018

## Questions and Comments

- ▶ Your Thoughts and Questions