# ROBERT HOLLAND FACULTY SENATE

## Uncorrected Minutes of September 13, 2019

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 13, 2019.

Members absent and excused were: Kathleen Alley, Jason Barrett, Darrin Dodds, Jenny Du, Dipangkar Dutta, Robin Fontenot, Kathy Sherman-Morris, Beth Stokes, Brad Trinkle, Samuel Winer, and Molly Zuckerman.

Members absent were: Gregory Martin and Angela Savage.

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

President Follett asked for any corrections to the minutes of the August 23, 2019 meeting. Senator Pelaez said the minutes should reflect her comment stating the faculty need confirmation of the availability of paper student evaluations to conform with the current policy. She said this was said after Senator Ridner's comment in the first full paragraph on page 10. President Follett, hearing no further corrections, accepted the minutes as amended.

## GUESTS

### Dr. David Shaw, Provost and Executive Vice President

Dr. Shaw began by saying that a question asked at the last Faculty Senate meeting regarding clinical faculty has turned into a very large conversation. As a result of the question, all of the PARFs for clinical faculty positions were examined. The findings show inconsistencies in how clinical positions are structured. Dr. Shaw said President Keenum asked that Dr. Shaw work

with Faculty Senate to appoint a special committee to revisit the instructional faculty discussion and look at it in the context of what is currently being done with clinical faculty. When this was discussed with the deans, they asked that consideration be given to the fact that clinical faculty in Veterinary Medicine have a different purpose and mission than the way clinical faculty has been defined across the rest of campus. Dr. Shaw said he came across several current clinical positions with the same requirements as a tenure-track position. He said this causes him a great deal of concern. He has spoken with President Follett and Vice President Jones about the possibility of holding an election to identify faculty representation from the colleges for the special committee. The remainder of the committee could be composed of the associate deans. Dr. Shaw said he is open to suggestions. He said he appreciated the question at the last meeting which started this initiative. Dr. Shaw said he wants to make sure that we are doing the right thing as an institution for any faculty members that we hire. It is important to give them clear guidance and to be fair to the faculty member and the institution in terms of what the expectations are. Dr. Shaw said he would like the faculty to provide concerns and opportunities to the committee members. He will ask the committee to look at the instructional documents that were proposed previously under Dr. Jerry Gilbert's leadership as a starting point. It is important to address the needs and opportunities on this campus, but what is occurring in academia as-a-whole needs to be examined as well.

Senator Eddy asked what proportion of faculty at MSU are clinical vs tenure-track. Dr. Shaw replied it is a small proportion right now, but clinical faculty positions represent the majority of new faculty positions created. Dr. Shaw said we also need to consider the appropriate proportion of these positions at our institution. He said we are a research institution and we do not need to become a predominately teaching institution.

Senator Sebba thanked Dr. Shaw for taking the time to look at this issue. She said her concern is that she could not find answers for the faculty which she is mentoring. Dr. Shaw said Senator Sebba could not find answers because there are currently no answers. Senator Sebba's question at the last meeting put this topic on the radar. Prior to the question, Dr. Shaw said he was unaware of the potential issues. Dr. Shaw said this is a perfect example of the level of rapport he wishes to have with the Faculty Senate. He said he would like all the senators to feel they have the responsibility to put items such as this on his radar. Senator Sebba asked what concerns Dr. Shaw now has after looking through the PARFs of clinical faculty. Dr. Shaw replied he is concerned we have started creating these positions with a vacuum of instruction on what they are supposed to be about. The expectations of teaching loads are all over the map. There are strong expectations regarding research for some positions as well. The expectations of teaching and research are the primary concerns.

Senator Wipf asked if the original proposal for instructional faculty included a percentage cap on these positions versus tenure-track positions. Dr. Shaw replied the original proposal did include such a limit. He said the faculty did not accept the proposal and as a result clinical positions were used to fill the instructional needs.

Senator Sebba asked what concerns the deans expressed when they were asked about this topic. Dr. Shaw said the deans expressed they would like to have clear guidance in place. They were very embracing of the formation of a committee composed of faculty and administrators to look at this issue.

Senator Bora asked if instructional faculty will be re-examined as part of the review of clinical positions. Dr. Shaw replied he feels instructional faculty must be brought into the discussion. He said when the discussion involves clinical positions acting as instructional faculty we need to grapple with the nomenclature and the guidelines so we, together, can decide what is best.

Senator Carskadon said examining this is a great idea. He said when the idea of instructional faculty came up a majority of the faculty voted for it, just not the super-majority required to adopt it. He said he believes it is time to revisit this question. Dr. Shaw said he agreed with Senator Carskadon. He said when this first came forward the University was also examining Extension and research regarding tenure. He said he believes the two topics got intertwined and this led to confusion.

Senator Sebba said she has been in discussions with peer institutions regarding clinical positions. She asked if we have contacted peer institutions to see what they have done. Dr. Shaw replied peer institutions have not been examined yet. He said one of the charges to the new committee will be to examine peer institutions.

Senator Ambinakudige asked what the timeline is for this discussion. He said some clinical faculty are due for promotion. Dr. Shaw replied the clinical faculty already in place will need to be worked through individually. Not all the clinical positions were unclear in their creation. There will be a few problem cases that will have to be dealt with. The committee will not look backward. They will be looking at moving forward. He said he does not want to be unrealistic with regard to how long the committee will take to fulfill their charge. He said we need to have a chair that will keep moving the committee forward as expeditiously as possible.

Dr. Shaw said Dr. Jim Dunne is present to answer any questions regarding the statistical results of the paper versus online administration of student evaluations.

President Follett explained the senate must vote to allow a non-member to address Faculty Senate. Vice President Jones made a motion to allow Dr. Jim Dunne to address the Faculty

Senate.  Senator Bora seconded the motion.  The motion to allow Dr. Jim Dunne to address the Faculty Senate passed by unanimous voice vote.

Senator Pelaez asked Dr. Dunne if any statistical analysis was performed to identify the impact of online evaluations on minorities.  Dr. Dunne replied he did not examine the effect on minorities.  He said he examined pairs of classes taught by the same person.  The only cut that was put on the data was to require 10 responses or more for classes taught in neighboring semesters by the same faculty member.  He said he could try to look at the effect on minorities, but just by applying the previously mentioned cut on the data it only left 800 classes.  He said further dividing the data could lead to less statistical power.  Dr. Shaw said if anyone would like additional feedback about the statistical results, they should contact either Dr. Jim Dunne or Dr. Tim Chamblee directly.

Senator Ridner said in the College of Arts & Sciences there was a significant drop in response rates for the spring 2019 semester.  She asked if this drop in response rate would be factored into the consideration of the results.  Dr. Dunne replied a lowering of response rate can be a concern.  He said the threshold at which the response rates become an issue is debatable.  The research shows a drop in response rate as a result of evaluating online, but the results are very similar.  The caveat to this is that many of the paper evaluations would have been unusable due to students not filling them out with the correct pens and pencils.  This would significantly affect the response rates if these corrections were not applied through a very labor intensive process.  Dr. Dunne said the response rates for the spring were right around 50%, which is remarkable considering this was not announced well in advance.  He said it is in everyone's best interest to get the response rates as high as possible.  In reference to the research he has looked at, Dr. Dunne said response rates tend to increase as students become more familiar with the online delivery method.  Senator Ridner asked what a normal response rate is.  Dr. Dunne replied it varies.  Senator Carskadon said he was involved in one of the early experiments with online evaluations.  He said he had two large classes with the same lecture, one was at 9:00 and one was at 10:00 on the same days.  The paper instrument was distributed to one class and the other class used the online instrument.  The response rate of the online instrument was considerably lower than the paper instrument.  The results of the two surveys were almost identical.  He said we could probably devise ways to increase the response rates, but even if we did not, the results would likely not be affected.

Senator Ridner said she remains concerned about the implications of lower and lower response rates and how it exacerbates the ways that evaluations are not fair to minority groups.  Dr. Shaw said the more he gets into this discussion and the more literature he reads on this subject, the more concerned he is.  He said the charge to the special committee is to examine how we can evaluate effective teaching.  Dr. Shaw said student evaluations are important to

give the students an avenue to weigh in, but they should not be the only measure on which the effectiveness of teaching is evaluated. Senator Ridner said we do surveys all of the time. Faculty also administer surveys in their classes. She said the survey mentality ends up creating one undifferentiated mass. Tenure and raise decisions are tied to these surveys. Dr. Shaw said he is putting a lot of faith in those serving on the task force to think of these types of issues. He said this is why he did not give the committee a date to be finished with their work. They need to take the appropriate amount of time to fully consider all of the issues. Dr. Shaw asked that the senators feed these types of questions and concerns to the senators serving on the task force.

Senator Pelaez asked if the faculty will be guaranteed the availability of paper evaluations for this semester to remain in compliance with the current AOP. Dr. Shaw said there is a large cost and large amount of labor required to make the paper forms available and processed. To get the paper forms in time for evaluations this semester, the process will have to begin next week. Dr. Shaw said the faculty will be asked how they would like to administer their evaluations for this semester. Senator Pelaez said she finds it frightening that a decision on something that should have a pedagogical purpose is being made based on cost. The quality of teaching is being impacted by this decision. She said the only reason she has heard from administration is cost and there is no pedagogical value with this change. Dr. Shaw said Senator Pelaez's point is well taken which is why the choice will be available this fall semester. He said from the work done by Dr. Chamblee and Dr. Dunne as well as the other research available, he is not convinced there is enough of a difference in the results to say it is a better use of $40,000 worth of resources to have the paper evaluations printed. He said his office probably made a big mistake in the spring and he does not want to repeat that mistake.

Senator Eakin said this data helps to make the case for another issue, the response rate. She said she has taught distance courses and the optional online survey response rates are abysmal. She said you generally get responses from those that really love you, or those that really hate you. This does not provide good data. Dr. Shaw said Senator Eakin has a valid point. He said as part of the community discussion on this subject, ways to improve response rates must be considered.

Senator Eddy said she agrees with Senator Ridner's earlier comments about survey fatigue. She said there needs to be some way to distinguish this survey for the students as not just another survey. Dr. Shaw said he wanted to reiterate that student evaluations must be put in their proper place in the overall evaluation of quality teaching.

Senator Welch asked if other mechanisms were looked at to evaluate teaching performance. He said he would also like to see some measurement of his student performance. He said he really does appreciate that his students like him, but that is all he is hearing from the

evaluations, not if they are learning anything.  Dr. Shaw said other mechanisms are outlined in the policy.  As an institution, we have not emphasized the other measures.  Dr. Shaw said the student evaluations greatly depend on what the questions are.  He said when he was in the classroom, he would ask questions in addition to the University instrument to get the answers that the survey did not encompass.  The committee has been asked to look at the questions on the instrument as well.

Vice President Jones asked if there was a way to request information relating to the future success of students once they have gone through a faculty member's course.  Dr. Shaw said his initial response is yes, we need to do that, but he said he does not know how at the moment.  Dr. Dunne said Student Success has some tools available which could help faculty monitor students after they have taken a course.

Senator Pelaez asked if the written comments are still anonymous with the online evaluations.  Dr. Dunne replied the written comments are disconnected from the numerical data.  He said no identifying information is tied to the surveys and they are completely anonymous.

Dr. Shaw said the University is currently working with IHL on how the final enrollment numbers will be released, but this will be another record enrollment.  He said he is really proud of our institution and how we are continuing to have an impact on the state, region and country.  He said he is proud of the work the faculty is doing to touch so many lives.  Dr. Shaw said he just came from a meeting with the past presidents of the Alumni Association.  The level of enthusiasm about what this institution is doing is better than he has ever seen it.  The new Bachelor of Applied Science has really sparked interest.  Two of the past alumni presidents approached Dr. Shaw with suggestions for this new program.  They are very excited to see this institution stepping up and taking a leadership role in what is a national conversation.  He said we have been a bit overwhelmed by the community college response as well.  Dr. Shaw said IHL is enthusiastic at the way we are identifying problems and questions.  We are a long way from saying here is the program.  Dr. Shaw said he could not be more thrilled about what is happening at this institution.

**Mr. Steve Parrott, Chief Information Officer**

Mr. Parrott began by saying technology is moving faster than he has ever seen in his career.  He said it is changing quickly and his office is trying to make strategic choices to stay ahead of it.

Mr. Parrott said the Executive Council elected to migrate the email system to O365 in the cloud.  During the spring semester all faculty accounts were migrated.  The migration of all employees to O365 is almost complete.  There are still some retirees that have to be migrated.  The process should be complete within a month.  In order to further enhance the security of our

email system, Cisco Cloud Enhanced Security (CES) was rolled out in June.  Roughly one third of all email world-wide is run through this product.  This allows CES to have an insight to oncoming threats, recent threats, and threats that we have never had before.  There are 350 dedicated security engineers watching email coming through the product.  The product will re-write potentially malicious links and urls.  Attachments will be sandboxed to verify there is no malware in the attachment.  This product is why you are now seeing tags on incoming emails.

Skype for Business has been migrated to Microsoft Teams.  Teams is a robust chat and collaboration tool.  Mr. Parrott said Teams is not fully mature yet.  The migration was made in an effort to move away from the on-premise environment.  For several different reasons, the creation of teams in Teams can only be accomplished by submitting a ticket to the Service Desk.  Students will eventually have access to Teams.

OneDrive was deployed over the summer.  Before OneDrive, we did not have a resource which allowed researchers to collaborate with others both on and off campus.  OneDrive is an MSU provided resource and as such all policies and procedures apply.  This means individuals need to consider legal and regulatory policies when storing data to Onedrive.  The OneDrive environment will be managed by the individual, not ITS.  This is now available to students and employees.  There is a 5 TB capacity for each individual.  Accessing OneDrive requires two-factor authentication.  Data loss prevention is in place which allows ITS to detect when data such as social security numbers are placed in OneDrive.

There is a major campus-wide effort on awareness for public facing digital content put on our University webspace.  A web accessibility webpage has just been published at https://www.web.accessibility.msstate.edu/.  OP 01.13 addresses accessibility for web pages.  We are using the WCAG 2.0 AA level compliance.  To allow web developers to identify compliance issues, we are using SiteImprove.  This crawls our domain identifying all web accessibility issues.  It provides a score which can be compared to other institutions.  One communication has been sent to units which do not meet compliance standards asking them to provide a remediation plan.  Brett Harvey will meet with the affected units to review the remediation plan.  On Monday, a similar email will be sent to individuals with non-compliant web pages.  One option for individuals who have websites out of compliance is to tag the site as an archive.  This will meet compliance standards unless someone with a disability requests to access the content.  If that occurs, the page will have to be brought into compliance.  ITS can be requested to remove the sites which are abandoned or there is no interest in keeping live.

Mr. Parrott said this is the first fall we have used Canvas.  Several products came with Canvas.  Cisco WebEx is the new collaboration product in Canvas.  This replaces Blackboard Collaborate.  In addition, WebEx can also be used outside of Canvas.  Mr. Parrott gave an example of a department on campus approaching ITS to determine which software they needed to purchase

to include several distance students in classroom lectures. ITS informed the department that they did not need to purchase anything since WebEx was already in place. ITS provided training for faculty in the department to use the WebEx technology in one of the 150 technology classrooms on campus. Mr. Parrott said he would really like to engage faculty and help them utilize some of the available technologies. He said he would like faculty to use ITS as a resource to identify technologies which can help them and their students.

Another software purchased to handle the media files within Canvas is Studio. This will take the place of MyMedia. ITS is in the process of decommissioning MyMedia. The closed captioning feature of Studio is 85% accurate.

Turnitin was also purchased as a part of the Canvas suite of products. This plagiarism software is taking the place of SafeAssign which was in Blackboard.

Mr. Parrott said Canvas workshops are available on campus. There is also a Canvas Users Group for faculty. The first meeting of the Canvas Users Group for the fall semester will be next Friday in the Etheridge 336 conference room. An email will be sent to faculty about the meeting.

Mr. Parrott said msu1x will be shut down on October 15th. He said they have been trying to do this for 2 years. Eduroam will be how you connect wirelessly to the network. Eduroam is an international roaming wireless service. If you enter a participating campus, you will be able to automatically access the network without having to enter credentials. Mr. Parrott said a script was run this morning identifying the users that are still connecting through msu1x from Tuesday to today. This script identified 15,140 unique users accessing msu1x.

ITS is in the infancy stages of developing the first ever strategic IT plan for MSU. A committee is being formed to create the strategic plan for ITS. Senator Marett will be the representative from Faculty Senate on the committee. There are 150 technology classrooms on campus. These classrooms all have the same equipment so faculty that know how to use the technology in one classroom can operate the technology in any of the technology classrooms. There are a few level 1 classrooms which have a smaller number of seats. These classrooms have limited technology which can be utilized through a laptop brought in by the instructor. ITS needs feedback related to what technologies faculty use and what technologies faculty would like to use. This feedback will help guide the strategic plan for ITS. Mr. Parrott said he has challenged his people to find a solution for an enterprise level solution for technology in the classroom. The ITS strategic plan will align with the University strategic plan.

Senator Carskadon asked if a training session could be set up for graduate teaching assistants each fall.  Mr. Parrott said ITS would be happy to provide training for the GA's.  He said ITS will even provide individual training sessions if requested.

Senator Bora thanked Mr. Parrott for including the suite of software within Canvas.  He asked how many classrooms on campus were equipped to record lectures.  He said being able to record lectures could help faculty with evaluations and hybrid teaching.  Mr. Parrott said the 150 technology classrooms have recording capabilities.  The document cameras can be flipped up to act as webcams.  Mr. Parrott said the technology classrooms are identified on the ITS website.  He said in the absence of installed technology in the classroom, faculty could use WebEx with their laptop to record the class.

Senator Eddy asked for an update on the telephone migration.  Mr. Parrott said the migration is 75% complete.  Last week there were 3,800 lines ported.  The areas easily migrated were migrated first.  At this point there are several units left to migrate including call centers and the Meridian campus which involve more complicated migrations.

Senator Paz asked if we are protected from ransomware or if there were protocols in place to handle ransomware attacks.  Mr. Parrott said in the last three years there have been 5 ransomware infections.  The last one was in the College of Education in Meridian.  When a ransomware attack occurs the backup files are used to replace the data.  This means anything added on the day of the attack will be lost.  ITS notifies everyone involved of the incident and that any data entered that day may be lost.  The first step ITS takes is to identify and clean the infected machine.  Then approval is sought to revert the affected data to the backup file from the night before.  Mr. Parrott said he cannot say that we will never be susceptible to a ransomware attack in the future, but we are in a much better security posture to avoid one.  He added the antivirus protection we had been using was Sophos.  The Sophos contract ran out and we went with a Cisco product called AMP.  AMP and CES work in conjunction and talk to each other.   These two products are extremely powerful.

Senator Wipf asked how OneDrive is backed up.  Mr. Parrott replied OneDrive is not backed up.  He added when there is a separation of employment the OneDrive goes away along with the data stored on it.  Mr. Parrott said there is an article discussing OneDrive on the Service Desk.

Senator Sebba said she has had experiences with ITS where she puts in a ticket and two weeks later the ticket is closed without the request being fulfilled.  She asked what the next step is when this happens.  Mr. Parrott replied to email him directly and he will see that the request is fulfilled.

Senator Denny said there are some classrooms with Extension equipment which is not supported by University ITS.  She said she was excited about having WebEx available, but she is having trouble implementing WebEx in these classrooms.  She asked if there is communication between Extension IT and the University IT department.  Mr. Parrott said he has been in communication with the Extension IT department.  He said if there are problems to contact the University IT and they will see if they can resolve them.

Senator Ridner said the first floor of Allen Hall still has classrooms which seat between 25 and 30 students.  She asked if she understood correctly that it will take a three to five year strategic planning process to get these classrooms equipped with the smart podiums.  Mr. Parrott replied the strategic plan would be for three to five years.  As part of the strategic plan, the technology needs of small classrooms need to be addressed.  Mr. Parrott said a great job has been done with the large classrooms, but the podiums are very expensive.  He said some of the classrooms are still running analog equipment.  The focus right now is to update the old analog equipment to digital equipment.  Mr. Parrott said a low-cost enterprise level solution needs to be identified for the smaller classrooms.  This is why ITS needs faculty feedback about the kind of technologies they want to use in the classroom.  Senator Ridner said because of the need for technology in the classroom, classes are being scheduled in rooms which are not ideal for the class.  She said she has a class with 9 students and she is teaching it in a tiered lecture hall in an Engineering building solely because she needs access to technology.  Senator Ridner said she understands that implementing technological capabilities in the smaller classrooms is expensive and labor intensive.  There are some smaller rooms in Allen which are heavily used and they have no technology at all.  As a result of not having the technology available, faculty are having to alter their teaching from the way they would like to present to the class.  Senator Ridner said almost all faculty incorporate technology in their teaching.  Mr. Parrott said the issues that Senator Ridner is raising need to be addressed by the strategic plan.  Senator Pelaez said the lack of available technology can also lead to poor ratings on evaluations.

Senator Wipf asked if there is a way to use Turnitin outside of the class.  He said he would like to use it for dissertations and theses.  Mr. Parrott said there are some components of Turnitin which were not purchased.  He asked Senator Wipf to contact him after the meeting and he would see what could be done.

President Follett said the meeting today is being live-streamed through WebEx.  The chat function has been disabled for this meeting.

# REPORT OF THE FACULTY SENATE PRESIDENT

President Follett congratulated Senator Jimmy Avery for being selected as the president of the World Aquaculture Society.

Senator Sebba asked if the departments should wait to formulate policies regarding clinical faculty until the college policy is created. President Follett replied OP 56.06 says there should be a college policy and a department policy. The college policy can be equally or more stringent than the University policy and the same applies to the department policy in regards to the college policy. He said without a college level policy it is difficult to meet this criteria since it is unknown what the college policy will say.

Senator Yu asked what the difference is between clinical and instructional faculty. President Follett replied it depends on who you ask. He said Veterinary Medicine is very clear on the difference since they have clinical faculty actually working in clinics. He said he believes that what has happened is other units used the clinical faculty position to fulfill the need for instructional faculty.

Senator Yu asked if there was a reason that sponsored visas were not supported for clinical faculty like they are for academic faculty. President Follett said he was unfamiliar with this, but will look into it.

[*Begin written Report:*
Since our August meeting was late in the month, there hasn't been that much time for meetings since then. While the number of meetings has been on the low side, the productivity in those meetings has been very good. I've been very encouraged by all of my interactions with Provost David Shaw in these last couple of weeks, and anticipate more good things to come. Since our last senate meeting, I have had a couple of events which I attended as President of the Robert Holland Faculty Senate:

General Faculty Meeting – I was pleased to be able to participate in the General Faculty meeting that occurred just after our last senate meeting, and hope that many of you either attended in person or watched the video. As promised, Dr. Keenum did end up reporting on many of the same things mentioned in our senate meeting, although he did expand on many of them, and had a few additional items to report. Our next general faculty meeting is in the spring, and will consist of the Provost and Executive Vice President, the Vice President for

Research and Economic Development, and the Vice President for Agriculture, Forestry, and Veterinary Medicine giving their perspective on the current situation at MSU.

"AOP 13.05 Meeting"
(Attendees: David Shaw, Joan Lucas, Brandon Jolly, Randy Follett and Mary Ann Jones)

Last year, AOP 13.05 was pulled from consideration at a Deans Council meeting, due to legal concerns. Brandon Jolly recently worked on a re-write of the policy, beginning with a starting document that was exactly what Faculty Senate had sent forward. He provided some further simplification of the process, including the reduction to a single committee to review grievances by faculty, with provision for handling of conflict of interest. (The resulting committee is composed of three faculty representatives, and two administrative representatives.) After a few details were discussed, and a subsequent revision of the draft was completed on Friday, I'm very pleased to be able to send this AOP back to committee to see about getting it finalized.

I had great success in filling the remaining faculty senate representative positions on University standing committees, but just heard this week about one more opportunity. I was contacted about the University Health and Wellness Committee, which is being reconstituted, with former senate president Brent Fountain as its chair. So, please let me know if you have interest in serving as a senate representative on that committee. As an aside, if you are faculty senate designate on a standing committee, please let Jason or me know if you have a report that you want to provide to the senate about any activity of that committee. Also, it would be a great idea if you identify a backup person that would also be willing to attend meetings if you are unable to attend for any reason.

As we all await the results from the ad hoc committee on evaluation of teaching, I thought it would be helpful to provide the analysis of the Spring 2019 student evaluations of teaching that were conducted in Canvas. Tim Chamblee, Assistant VP and Director of OIRE has provided the data for each department in each college for the last five spring semesters, for comparative purposes. The plots shown indicate the global index (mean) for the core questions on the evaluation, with the associated standard deviation. There are also separate graphs indicating the response rates for each of the departments over the same period of time. Jim Dunne, who is the Interim Associate Vice President of Academic Affairs and a Professor of Physics and Astronomy, has also provided a report showing his interpretation of the results with more detailed statistical analyses. Both of these reports are provided at the end of this packet for your consideration.

**Status of AOPs:**

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

| AOP | Title | Date |
|---|---|---|
| 10.05 | Nepotism | 12/5/2012 |
| 12.01 | Academic Add-Drop | 7/23/2015 |
| 12.04 | Final Examination | 7/23/2015 |
| 12.22 | Undergraduate Student Courseload | 8/25/2015 |
| 12.23 | Cooperative Education Program | 6/9/2013 |
| 13.22 | Guidelines for Adjunct Faculty, Visiting Faculty, Visiting Scholars/Scientists and Visiting Executive Appointments | 3/6/2015 |
| 31.02 | Legal Resident Status | 2/5/2013 |

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

*Athletic Council* – We last met on September 4, and were given a run-down on activities in recent weeks from the standpoint of Athletics. We were able to hear from the new Softball head coach, Samantha Ricketts, who is in her 5th year as a coach at MSU, but her first as head coach. She is focused on working towards player development, and increased integrity. We also heard an update on the Athletic Academic Support Services operations, which included 224 student athletes on the SEC Honor Roll, 28 Academic All-Americans, 488 on the Bulldog Honor Roll, and 116 Top Dawg Awards, distributed among 16 varsity sports, with athletes from 30 states and 17 countries. The overall GPA for Spring 2019 was 3.09, with 3.53 and 3.49 for highest team GPAs for a female team (Golf) and a male team (Tennis), respectively. Lots of statistics were given, and if you are interested, be sure to attend the October faculty senate meeting, when Steve Turner gives his semesterly report as the Faculty Athletics Representative.

As expected, there was quite a bit of interest in the part of the meeting in which the NCAA enforcement staff worked with MSU Athletics to negotiate a resolution agreement resulting from an academic tutor who committee academic misconduct. The same basic information was presented that was released in the news item that was put out at the time. The fact that we self-reported, and participated in the new negotiated resolution process allowed this to be settled in less than eight months, whereas most previous situations have taken at least a year and a half to reach a settlement (for "simpler" infractions, even). As mentioned in the press release, there was a formal disassociation of the former tutor, and a 10-year show-cause order for the tutor was put in place. (Any NCAA member school employing her must restrict her from any athletically related duties during the next 10 years.) As expected, there are continuing efforts being taken to ensure that this doesn't happen again.

One other item of interest is the ongoing question of name, image and likeness issues related to student-athletes. The NCAA president and Board of Governors appointed a working

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group in May to examine issues related to this, with a final report being due to the Board of Governors in October.

*Diversity Council* – has not met since I took office as senate president

*Executive Council* – This month's meeting was cancelled due to a lack of agenda items.

*Executive Enrollment Management Committee* – has not met since the last senate meeting

*Game Day and Special Events* – We've just met once since the last senate meeting, with a large portion of the attention going to addressing requests for permits for golf cart operations and tent locations during game days.  (Even though the exact same request might have been made previously, these have to come through each year, due to the potential for changes in other situations that might or might not impact vehicular access to specific areas.)  We did approve the purchase of additional garbage and recycling containers, to aid in maintaining the cleanliness of the tailgating areas.  There was also approval of a cooling tent, operated by the military, near the southwest corner of the stadium, to augment the two cooling buses that were already planned.  Another very interesting presentation gave an overall update on the status of cameras in the Junction, and coordination of the feeds from those cameras, along with general capability descriptions of the different types of cameras in use.  They vary from high-resolution fixed perspective cameras to pan-tilt-zoom (PTZ) cameras that can be dynamically steered.  Images from the cameras are all stored for at least 30 days.

*Information Technology Council* –
        Since Steve Parrott is one of our guests for this month, I'll be fairly brief in my comments about IT Council.  Some of the bigger items of interest that were reported on in the September 3 meeting are as follows:
- There were 15 devices used for scanning in students at the Fall Convocation, and **all** of them were needed.
- Under the Microsoft O365 licensing, as of July 1, students are able to obtain Windows 10 free of charge, including Mac users.
- We are about to start a new Risk Security Assessment, as required to maintain our capability to do procurement on large IT projects.
- An assessment of our websites and general IT infrastructure is being conducted, in order to identify the primary risks for loss of service, and the preferred order of restoration.
- Fastly – as mentioned last month, this is a service that would provide cached copies of MSU websites for faster loading around the world.  If the webpage is constructed in

Drupal, it is compatible with the service, and would allow for continued operation in the event of a catastrophic local event.

- VOIP – began the conversion process less than a year ago, and are closing in on the end of conversion. (HPC/CAVS, and Wise are more difficult conversions for a variety of reasons, but are being worked on.)
- O365 update – The migration of all faculty to O365 is complete, and staff conversion is proceeding. At issue are retirees, since we can't simply add them on, due to legal aspects of spending E&G funds on non-employees. We are working on a means to provide 2-factor authentication and access to e-mail without spending funds on them. (Further updates are expected as this issue is worked out.)
- Note that if you send an e-mail to hundreds of recipients, you will likely be locked out of any further e-mail sending, based on the internal (intentional) design of Exchange in O365. Mass mailings need to proceed in some other manner, such as through a list-serve.

*Master Plan Development and Advisory Committee* – This committee's meeting was cancelled due to a lack of agenda items.

*Parking and Traffic Regulations Committee* – hasn't met since my last report

*Sustainability Committee* – hasn't met since my last report
*End of Written Report*]

Senator Larson said the paragraph on the NCAA violations as well as various news releases seem to place the blame for the incident mostly on the tutor, and not the students. President Follett said the tutor refused to participate in the investigations which resulted in harsher restrictions being levied. He said he is not familiar with all of the details of the case, but he believes the NCAA's and MSU's position is that this has been handled. He said actions are being taken to reduce the chance that this will happen again. Senator Larson said she recalls a quote from John Cohen stating something like it is unfortunate that a tutor was allowed to misguide the students. She said, to her, it is still the student's responsibility. President Follett said if there are further questions about this, send them to him and he will speak to John Cohen to get the answers.

President Follett said a letter was received regarding parking rates on campus. He said the letter mistakenly did not make the packet. The letter specifically identified gated parking rates. President Follett said this year was the last year of a three-year rate increase schedule. In each of the last three years, the rates were approved to increase 10%. This is a 33% increase over the three years when compounded. Each category of parking permits increased the same

percentage over the last three years.  President Follett said he wants the Senate to discuss whether to send the letter to committee or not.

## REPORT OF THE FACULTY SENATE VICE PRESIDENT

[*Begin written Report:*
**Academic Deans Council –**

Met on September 5, 2019

AOP 13.09 Credentials for teaching was tabled due to the need to further evaluate adding a requirement for CTL certification of online teaching qualifications. Faculty Senate has not reviewed this AOP yet, so we will get a chance to have input once it gets through Deans Council.

Dr. Brent Fountain presented the Deans Council with information gathered from a student survey about advising. The survey was conducted at the end of the Spring 2019 semester with just under 1200 student responses. He presented ways the survey could improve with clarification to some of the questions. Overall, the results presented a general positive view of advising.

Dr. Julie Jordan, Interim VP of Research and Economic Development presented a tuition model for dual degree international programs. The model is based on the Universitè Internationale de Rabat (UIR) partnership with Bagley College of Engineering. To incentivize dual degree programs, the program details include a tuition disbursement plan for colleges and departments depending on the number of students enrolled. The program will be in effect for Fall 2020 enrollment.

An Allen Hall update was provided. They are still actively working to resolve the ongoing air quality issues. The second floor is scheduled to be repainted, installation of new ceiling tiles and floor tiles. Air quality tests are ongoing. The provost is still hopeful the relocated faculty and staff will be able to move back to Allen this semester, but unsure of exactly when, or if, that will happen.

Provost Shaw updated the Deans Council on the formation of the Student Evaluation of Teaching Task Force. He has asked that committee to move as quickly as possible while being thorough.

Announcement that Dr. Hyatt, VP of Student Affairs is chairing a new Student Success Task Force to take a wholistic view of campus initiatives to promote student success.

Provost Shaw introduced a task force of Associate Deans and Faculty to review Clinical Professor ranks across all colleges and set institutional expectations. Current practices

are not consistent with the idea of a non-tenure track professorial rank system and he would like consistency across all campus units.

The momentum is building for the Bachelor of Applied Science degree programs. Mississippi State University will be a leader in the state on this IHL initiative.


**Committee on Campus Access –**

Has not met since last report.
**Community Engagement Committee –**

Met on September 4, 2019

The committee reviewed the University's reapplication for Carnegie Classification for Community Engagement that was submitted on April 15, 2019. The report from CCEL introduced the committee to a few areas that were highlighted for improvement during the reapplication process:

- Focus more on how we partner with communities, not on how we help them
- Collaborate with ITS to make community engagement course inventory a part of final grade submission process
- Possible merging of CE course inventory with Digital Measures
- Encouraging campus wide use of Digital Measures
- Collaborate with Deans/Directors/Department Heads to capture more examples of community engagement explicitly mentioned in department and/or college P&T documents
- Collaborate with Extension to capture "reciprocity and institutional benefit" within their current reporting mechanisms

Upcoming CEL workshops (in partnership with CTL)

- Designing and Designating a CEL Course
- Preparing Students to Work in the Community
- Integrating Reflective Writing

Excellence in Community Engagement Award applications are due 9/16. Awards are $4000.

- Community-Engaged Service,
- Community-Engaged Teaching and Learning
- Community-Engaged Research
- Scholarship of Engagement

**President's Committee on Planning –**

Has not met since last report

**Textbook Committee –**

Has not met since I have been assigned to the committee

**Undergraduate Research and Creative Discovery Committee –**

Has not met since last report
*End of Written Report*]

Secretary Robichaux-Davis asked if the cause of the air quality issues in Allen Hall will be revealed once they are identified.  Vice President Jones replied they would.

# FACULTY DESIGNATES ON UNIVERSITY COMMITTEES

Senator Carskadon said the applications for University teaching awards will end on October 15th.  He asked that the senators encourage colleagues and department heads to apply and nominate for the awards.  There are a number of teachers out there that should be recognized and haven't been.

## BUSINESS TO BE SENT TO COMMITTEES

1.  AOP 13.05 Faculty Grievance Procedures (Faculty Affairs)

Senator Pelaez asked if President Follett said there were no changes to the policy.  President Follett replied he said the policy was started by accepting all changes made by Faculty Senate the last time it was reviewed.  There are some edits beyond that, but the starting point of the policy is as Faculty Senate approved it the last time it was reviewed.

Senator Pelaez asked about the stricken sentence at the end of 1.b. in the policy/procedure section of the policy.  President Follett replied it was stricken because it is not true.  He said there is no guarantee of employment until a faculty member receives tenure.  Senator Pelaez said the Faculty Handbook says faculty have a six-year probationary period.  President Follett replied the handbook is not guaranteeing employment, it is outlining the tenure process.  Senator Bora asked if there has to be a one-year terminal contract issued if it is decided not to renew a contract.  Vice President Jones replied it depends on when the faculty is notified of the

non-renewal.  She said on page 43 of the handbook there is a schedule showing how non-reappointments are handled.

Senator Bora made a motion to send this item to the Faculty Affairs Committee.  Senator Sebba seconded the motion.  The motion to send AOP 13.05 Faculty Grievance Procedures to the Faculty Affairs Committee passed by unanimous voice vote.

## STANDING COMMITTEE REPORTS

**Academic Affairs**            **No Report**

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

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

**Faculty Affairs**

1. **OP 01.21 Post-Tenure Review**

Senator Denny, on behalf of the Faculty Affairs Committee, presented the committee report on OP 01.21.

Senator Pelaez asked if changing from equal to or less than unsatisfactory to less than needs improvement is raising the standard.  President Follett said the policy before set the criteria equal to or less than the lowest possible rating.  This change states the criteria is less than the second lowest rating.

Senator Haynes made a friendly amendment to change the language to "is unsatisfactory overall".  Senator Bora seconded the friendly amendment.

Senator Musser said his department head sometimes assigns a split between two ratings.  He said in a case such as that, this change would be raising the standard to include those who receive unsatisfactory/needs improvement.  Senator Haynes withdrew her friendly amendment.

Senator Pelaez asked if this meant that someone would be subject to review if they scored needs improvement.  President Follett replied it would be triggered with less than needs improvement.  Senator Denny said it would exclude people with overall scores of 2.  Senator Perkins said previously it was triggered at 1 or below.  The new language would trigger the review for a score of anything under 2.  He said this is not equivalent.  Senator Denny said the committee proposed this change under the assumption that the scores were whole integer scores.

President Follett said he found the IHL system report on post-tenure review. In the entire system there were 2 people removed over the last year. One was from the University of Southern Mississippi and the other was from Mississippi State University.

Senator Haynes said if you set the threshold equal to unsatisfactory it would not be a higher standard than it previously was.

Senator Musser said all this policy does is trigger a review. He said he thinks the standard is too low. He said he believes if a tenured faculty is under satisfactory for three of five years, it should trigger a review. Senator Musser said he believes one of the reasons tenure is under fire nationally is due to the standards to maintain tenure are so low.

Senator Pelaez said earlier it was stated that tenure-track positions are non-binding until tenure is achieved. She said now we are considering raising the standard for post-tenure review. She said there are situations, such as writing a book, where a department head might give low scores for performance. Senator Pelaez said she feels like this would erode the value of tenure. Senator Baldwin said this only applies to tenure-track faculty and there is a grievance policy for tenured faculty. He said it is only before tenure is granted that there is no grievance procedure.

Senator Haynes said low performance ratings have to occur in at least three of the last five years.

Senator Sebba said it must be considered that the integrity of those that are working must be protected.

Senator Carskadon said he does not believe that a mixed score is valid. He said he believes the committee recommendation is reasonable as it stands.

Senator Spurlin said his understanding is that this is discussing the overall rating. This means all three areas are showing poor performance. Senator Pelaez said this is not necessarily true. She said one faculty member was recently released as a result of this review. She said it does not mean they were doing nothing in all three areas.

Vice President Jones said all this does is trigger a committee to do a further evaluation.

The motion to accept OP01.21 Post-Tenure Review as presented by committee passed by majority voice vote.

**Student Affairs          No Report**

**University Resources**

1.  **AOP 10.03 Deans Council and Associate Deans Council**

Senator Marett, on behalf of the University Resources Committee, presented the report on AOP 10.03.

The motion to accept AOP 10.03 Deans Council and Associate Deans Council as presented to Senate passed by unanimous voice vote.

2.  **AOP 13.16 Establishment of Academic Centers and Institutes**

Senator Marett, on behalf of the University Resources Committee, presented the report on AOP 13.16.

The motion to accept AOP 13.16 Establishment of Academic Centers and Institutes as presented to Senate with no changes passed by unanimous voice vote.

## SPECIAL COMMITTEE REPORTS

## PENDING BUSINESS

## NEW BUSINESS

Senator Musser asked if his letter regarding lecturer positions at MSU was taken back up for this senate session. President Follett replied the letter is currently under consideration by the Faculty Affairs Committee.

Senator Bora made a motion to adjourn. Secretary Robichaux-Davis seconded the motion. The motion to adjourn passed by unanimous voice vote at 4:32 p.m.

Submitted for correction and approval.

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Rebecca Robichaux-Davis, Secretary

Jason Cory, Administrative Assistant II