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University of Mississippi. Faculty Senate

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Senators in Attendance: Adam Smith, Ahmed Al-Ostaz, Allison Bell, Andrew Paney, Brad Cook, Brian Reithel, Brice Noonan, Carolyn Higdon, Christian Sellar, Chuck Ross, Dennis Bunch, Erwin Mina Diaz, Jason Solinger, Jeff Roux, Jodi Skipper, Joe Sumrall, Joshua First, Judy Greenwood, Karen Christoff, Latoya Brooks, Leigh Anne Duck, Matt Long, Michael Barnett, Milorad Novicevic, Mustafa Matalgah, Oliver Dinius, Philip Rhodes, Rahul Khanna, Robert Doerksen, Robert Holt, Seong Bong Jo, Susan Allen, Tom Garrett, Will Berry, Yongping Zhu, Yunhee Chang

Senators absent with prior notification: Daneel Ferreira, Mark Dolan, Ricky Burkhead, Susan Bennett, Robert Barnard

Senators absent with replacements: Breese Quinn (Alternate Present)

Senators absent without notification: Allison Ford-Wade, David Murray, Donna Davis, Gregory Heyworth, Hugh Sloan, Matthew Hill, Mike Mossing, Mitch Wenger, Robert Barnard, Ruth Mirtz

Agenda

- Senator Barnett opened the meeting at 7:00 p.m.
- First order of business: Approve minutes of last meeting
 - Moved
 - Seconded
 - Approved unanimously
- Second order of business: Presentation by Chancellor Dan Jones
 - Expressed appreciation for work of Faculty Senate
 - Last few weeks have been busy with 50th anniversary events. Thanks to Senator Chuck Ross for leadership
 - Recently returned from a conference on community-based (service) learning. A new term used a lot in Higher Ed is civic engagement.
 - Opportunity to make difference in individuals and in a state which has so many needs.
 - Reinvigorated in believe that University can make a big difference in this state.
 - Pleased with progress, but increased enrollment creates pressure on faculty. Enrollment drives resources to fulfill mission.
 - Past fiscal year, great year for private donations. This year is looking good as well.

- External relationships and impact on UM. Fewer public dollars to support higher education and current political climate has accelerated that. Examples: Texas and LSU
 - The College Board will be on campus, Wed & Thursday (October 17-18).
 - A challenge for UM is how the funds are distributed that comes from legislature.
 - Appropriations Bill that appropriates monies for the education programs in our 8 public universities; board makes decisions on how that money is allocated.
 - In distant past, it was based on enrollment. A few years ago, when funds began to decrease, the percentages of what each institution received were frozen. For the last few years, monies received were based on historical percentage. Result is that universities that have grown are getting fewer dollars per student.
 - The Board has engaged consultant to evaluate allocation system and make recommendations.
 - Expressed appreciation for faculty providing to a wide range of students, from Honors to students less prepared for academics
- Question: Senator Noonan: What difference percentage wise is re-allocation of state funds if they do go to a per capita funding?
 - Chancellor Jones: HWRI - we get @ \$500 less per student than MS State, about \$1400-1500 less than U of Southern MS. If balanced today, would net @\$12 million a year. To put into perspective, getting faculty salaries to regional averages would cost @\$5 million per year.
 - Question: Senator First: Are you saying that faculty salaries are on average are lower here than at MSU and USM?
 - Chancellor Jones: No. Regional is referring to SUG. We are a little bit below that SEC averages and about 15% below than SUG...roughly.
 - Question: What is the current outlook for raising faculty salaries to that level?
 - Chancellor Jones: committed* that if revenue continues to be strong (more funds from the state) or we continue to have growth in enrollment then if the resources are there we've committed to an average of 3% per year for 3 years. Fulfilled 1st commitment this year with 3.5% average raise and anticipate doing that for the next two years. It won't get us there, but it is a start. Continues to be a high priority.
 - Question: Regarding range of students, what model? High stake/low stake, face-to-face?
 - Chancellor Jones: We learn from others. A lot of faculty has been doing it successfully for many years. No formulae for how to do it.
 - Question: Best practices?
 - Provost Stocks: Differs by school and department. We have developed strong programs for incoming freshmen that provide strong support and assistance with positive outcomes, ex: FastTrack program. Retention rate for that group is higher than general population. Good practices out there, but difficult challenge.

- Chancellor Jones: Smaller classes are one strategy. At Honors College, small classes have been a strategy for a long time. Despite financial pressure, lot of work to ensure enough faculty in place to have reasonable size.
- Question: Is there a point where we say we can't meet demands without extra funding?
 - Chancellor Jones: We are 75-80% average tuition in peer group. There is room to raise tuition and still be a good value. Political conversation in some states, South Carolina and Texas, for universities not to raise tuition; MS has not reached that point yet. Resources are necessary for a good product.
- Question: Faculty salary increase if new resources?
 - Adjustment from state would not be immediate, most likely over 5-10 years. Using tuition for facilities needs, resources are needed for insuring progress. Faculty salaries are a high priority.
- Question: Pledge to increase faculty salaries by growing endowment by \$100 million. Update?
 - Chancellor Jones: Challenge. Raising more money. More difficult to convince donors right investment to make. Cash – one quarter of the way, if counting pledges and planned gifts we're much closer. Making progress. Getting ready to enter new Capital Campaign. Return in equity market, donors not interested in putting money in endowments. Returns last year, slightly positive. Progress, not as fast as hoped for due to economy and political climate.
- Question: Senator Reithel: What is sustainable growth rate for next 3 years?
 - Chancellor Jones: Last year's growth rate 6%. This year between 3-4%. Decision to restrain growth to that range. Pace 3-5% growth for the short-term. Cannot take for granted. History of university is that it has not sustained growth for any period of time. Number of high-school graduates in state going down. Other universities in state did not grow this fall. Non-residents were turned down. Strategies to aggressively market UM. Would like growth but will increase constraints.
- Question: Insurance premiums?
 - Chancellor Jones: Out of our control. We are required to participate in state health plan. Some input, but not much we can do with process. Our state puts in fewer dollars. Not a good solution, no change coming soon.
 - Comment Senator Noonan: Tried to create private group. Not possible without official sponsor.
 - Chancellor Jones: Questioned insurance representative for state. Illegal for us to create private group.
- Question: Senator Noonan: How to balance increasing student pop and bring in new faculty and retain?
 - Chancellor Jones: Macro level. Faculty student ration 19:1. Average for SEC conference better than others in our state. Tenure-track favorable to peer universities in number of tenure track positions created as well. Workload issues at dept level. Trying to provide resources to deans and chairs to have appropriate number of faculty to have reasonable workloads.
 - Provost Stocks: difficult to keep proportion of tenure-track faculty up and teaching loads low. Many similar institutions are hiring more non-tenure track. Budget requests for new tenure-track positions and requests for instructional

assistant professors and instructors. Careful to keep appropriate mix among our faculty. Difficult balance.

- Chancellor Jones: We use fewer graduate assistants for instruction. May be part of issue as well
- Question: Senator Sellar: Two models-increase press for teaching and teaching load smaller with push for grant money as much as possible. Where do you stand on two models?
 - Chancellor Jones: Impolitic to say one part of mission over other. Strong education institution for long time considering student population. Evidence given to teaching more than other peer universities. Research dollar productivity less than other places. Not wrong for us. Lot of needs in state and nation that could be improved by us being a stronger research university. Hope and goal is to march both parts of 3-part mission forward at the same time. We do ask Deans, Chairs, and faculty member to have both of those as a priority for us.
- Question: Senator Sellar: Compared to the situation to our standing now and political pressure. Where do we want to invest 3-5 years from now?
 - Chancellor Jones: We should not succumb to the political pressure to de-emphasize research. Creation of new knowledge through research and creative process is important part of a comprehensive university and we need to participate in that at the fullest level.
- Question: As you increase funding for research activities you reap the benefits in overhead and many other ways. Is there recognition beyond UM administration, any IHL or governing board that emphasizes the need or parts of our mission to give back?
 - Chancellor Jones: Not a lot of interest in MS among board members or elected officials in a research agenda. Making great progress with Federal earmark funds putting an infrastructure together. Possible earmarking in future, but not at state level.
- Third order of business: Presentation by Norm Easterbrook, Director of the Ford Center for the Performing Arts
 - Ford Center serves students and faculty on campus. Multidisciplinary institution, crossing over line of departments and programs. Addresses as many components of campus community as possible.
 - Lecture Series Committee
 - Funded by Provost annually
 - Contact by email if you would like to bring lecturer in, request form and want resource funding.
 - Likes to see departmental collaboration.
 - Event must be free and open to general campus community.
 - Artist Series Committee
 - Funded by Provost annually
 - Faculty, student, staff committee appointed by Chancellor
 - Enhances academic fabric of the campus community
 - Cultural program
 - Only open to students – faculty can enroll if you want to work with students through the Cultural program

- For \$5.00, student can become participant in program. This year it included a free ticket to Artist Series. Also gives access to Cultural Café.
 - Provides additional level of student engagement.
 - Faculty discounts – available on website for Ford Series. 20 days prior to event, 10% discount. Artist series, \$12 and \$15 seating.
 - EDHE tours of Ford Center
- Question: Senator Barnett: Lecture Series- is there a number of audience or anticipated number of audience you want to see to make a proposal?
 - Enhancing academic fabric of the campus community more important.
 - Follow-up with a brief report of event to share with Chancellor.
- Question: Is the Lecture Series application online?
 - Just send email to ebrook@olemiss.edu
- Question: Set amount for grants?
 - Amounts range from \$400-\$5000, dependent upon need.

- Fourth order of business: Senate Committee reports
 - **Executive Committee**
 - No report
 - **Academic Affairs**
 - Update on elective “W” Grades
Should the University limit the number of “W” grades allowed per student? What policies are currently in place? What are the potential ramifications of limiting the number possible?
 - Update on Grade Appeal Process
Consider the ramifications of creating a new Standing committee (similar to the Academic Discipline Committee) to create continuity in the Grade Appeal Process.
 - Repeating Course Policy
Explore the impact of updating this policy to make it more consistent and potentially more lenient.
 - Forgiveness Policy
The current policy is quite strict compared to similar universities and has a negative impact upon retention. Explore updating this policy to be more in keeping with similar universities.

Senator First: No limit on number of W’s. Other institutions present a mixed bag in dealing with this. Not met as a committee to discuss. Committee will meet to draft proposal. Worked with Dr. Eftink to form Grade Appeals Task Force; currently investigating possibility of Grade Appeals Standing Committee. Repeating Course and

Forgiveness Policies are pending. A joint committee with administrators is in the works; it will be similar to Grade Appeals Task Force.

- **Academic Support**
 - No report
- **Finance**
 - No report
- **University Services**
 - No report
- **Governance**
 - Update on Ombudsman (See [Governance Report to the Senate, Item 2](#))

Senator Rhodes: Motivation is to solve two problems. 1. Way of addressing problems that staff, students, or faculty may have that require confidentiality. 2. Don't have a mechanism for addressing issues that are not addressed by current mechanisms. Two positions - facilitator and investigator. Hoping to use University Counseling Center for staffing the office. Facilitator would be someone already skilled in mediation and counseling. Investigator would be a senior faculty member, possibly emeritus, who acts to investigate the problem when all other methods have been exhausted. Next steps: talk to Counseling Center; talk to University lawyer about issues of confidentiality; find out if investigator can get legal advice; and figure out how to select and compensate investigator.

- Question: Senator Barnett: Would the facilitator be a new position or already existing and added to current role?
 - Senator Rhodes: Must talk with Counseling Center first. Skill set of facilitator matches well will people already at Counseling Center. So, the answer to question is not known at this time.
- Question: Senator Dinius: Requires institutional knowledge at very different levels. Faculty, staff, and students concerns are very different. How can this be one person?
 - Senator Rhodes: Many universities have 1 senior faculty with counseling experience doing this job. We suggest two. Facilitator makes initial contact, in complete confidentiality, and if resolution by mediation or discussion they will do that. Most of load by facilitator as most problems are handle in that manner. Investigator needs to be knowledgeable about faculty roles, in particular. Wide range of expertise called for which we hope to address by splitting the role up into two distinct parts.
- Question: Is this role covered by the EEOC person? Or what are ramifications between two faculty members harassing each other or bullying going to a counselor? Added step? Documentation?
 - Senator Rhodes: Useful to talk to a facilitator confidentially. Facilitator may tell them to go to EEOC, a possible outcome, or refer to existing mechanism.

- Comment: Trying to decide whether or not to take formal action. Preliminary step.
- Senator Rhodes: Function as an advisor in that case.
- Senator Barnett: As an example, a junior faculty who felt unduly harassed by a senior faculty concerned about taking formalized steps because of how that might reflect upon them when going up for tenure. In this case, a facilitator would serve as a confidential advisor to help evaluate next steps.
- Question: So you wouldn't go to Department Chair?
 - Senator Rhodes: If you do not feel comfortable going to Department Chair, then yes, you could go to the Facilitator.
 - Senator Reithel: So many different circumstances that could arise, one facilitator at the Counseling Center might be out of their depth. Maybe consider facilitator as point of contact for Ombudsmen Counsel. Facilitator could refer to expert in faculty, staff, or student issues.
 - Senator Rhodes: Roles not necessarily two individuals might be similar to suggestion.
- Comment: Other institutions with this kind of office- one or more people working part-time. Disconnect with potential ramification of task at hand and what is realistic to get with resources.
 - Provost Stocks: Doesn't think the Committee is proposing to replace EEO's responsibilities, grievance policies currently in place, or role of chair person May be instances where it might be necessary to have another mechanism where a person can get relief. This might be a good starting point.
- Update on Notification of Members of Major Search Committees

Agreement between Senate and Administration that searches at Dean's level or above will result in faculty-wide announcement of a search committee and said committee's members should be added to official University Policy (See [Governance Report to the Senate, Item 1](#))

 - Senator Rhodes: Modified existing policy on procedure for search committees Dean level or above. Changes are in bold, sent wording to Office of Provost for suggestions.
 - Senator Barnett: This was largely adhered to without wording. Formalizing to ensure that future administration will give same acknowledgement and opportunity to represent as current administration has.
 - Moved
 - Seconded
 - Approved unanimously

Old Business

- None

New Business

Proposed New Faculty Title

A proposal has been sent to the Provost's office to add the faculty title, Assistant/Associate/Full Professor of Practice, as a non-tenure track faculty title similar to Instructional and Clinical Professors. The argument is that in some disciplines, the descriptors Instructional and Clinical are not as appropriate as is "of Practice." (See [Proposal for Professor of Practice Title](#))

Senator Barnett:[From 2002 to 2011 we have seen a growth of 24.4% of Tenured and Tenure-Track Faculty (in 2002 we had 410 of these faculty members; in 2011 we had 510 of these faculty members). From 2002 to 2011 we have seen a growth of 63% of Full-time Non-Tenure Track Faculty (in 2002 we had 165 of these faculty members; in 2011 we had 269 of these faculty members).*] Personal concern is that hiring practices might continue in this vein, Eftink assures that this is not what is intended; the new faculty title ensures that hires can be under appropriate titles when conventional do not fit. Other concerns, feedback, recommendations for Dr. Eftink?

- Question: Senator Dinius Why is language on contract termination so different for different descriptions?
 - Provost Stocks: No explanation- should make part of recommendation that that be in a more uniform manner.
- Question: Assistant/Associate/Full imply a tiered promotion process. Is that not available to the others?
 - Senator Barnett: Understands that it is available to clinical and instructional non-tenure track faculty, so this would be in keeping it in-line with same promotional processes.
 - Provost Stocks: If a school or college adopts that practices.
- Question: Same criteria for promotion as tenure track?
 - Senator Barnett: No, not the same as tenure track. Same as established by school or college or department.
- Question: Is it based on teaching?
 - Senator Barnett: Largely based on teaching record and recommendations.
 - Comment: Not necessarily true, ex: journalism. Promotion may be based on creative output but it is not academic output. Depends on the school and what their criteria are.
- Senator Barnett: This is why this is being creating. Other titles are not appropriate. Available to all schools or colleges. Will not change existing titles; simply add additional titles to make it more appropriate for field.
- Question: Are these searches for these positions?
 - Provost Stocks: Yes, if it is a full-time instructional position. There is not a search for adjuncts. The unit wanting to add this wants to hire full-time instruction and service faculty and believe title is more appropriate.
- Question: How does it proceed from here?
 - Senator Barnett: No formal procedure for this process to follow. Senate asked to provide input.
 - Comment: Senator Reithel. In the past, process was that Committee developed proposal, presented to Provost, consulted academic administrators, then up chain. We should be appreciative of Provost Office seeking Senate feedback. Clear there

are concerns on promotion and termination language. Other concerns should be addressed.

- Question: Concerned with how it will affect department - pharmacy practice. Everyone should be of practice. Will it do anything to our clinical faculty who have similar responsibilities as tenure-track faculty?
 - Senator Barnett: No impact or intent. Line or title will not go away. Will give more options for colleges or departments to find titles appropriate to them.
- Question: How are faculty of practice performances reviewed?
 - Senator Barnett: In our department, instructional professors evaluated much the same way as tenure-track.
 - Senator Reithel: up to discretion of each dept chair, dean, academic unit to establish how they want to review or handle this. Documentary chain.
- Question: Are all positions one year appointment?
 - Provost Stocks: Would say yes, haven't been asked this questions. With provision that you have to give appropriate notice, etc. instructional are one year appointment.
- Comment: In my department, we have just instructor as title.
 - Provost Stocks: Instructor is approved rank.
 - Senator Reithel: Instructor is a valid title; it's just not in this document.
 - Senator B: Instructor has only promotion structure as well.
 - Support faculty includes instructors, last paragraph.
- Question: Notification of termination is six months or one year?
 - Stocks: It depends on how long you've been employed.
- Comment: sometimes, instructors depending on department, fall thru the cracks.
 - Provost Stocks: IHL requests all faculty reviewed each year.

Information Technology Enforcement of Academic Discipline Policy

The policy states that a student cannot drop a course after an academic discipline charge has been made. Right now, we have cases where the student drops a course (if before the drop deadline) and if we find out that this has happened, we re-enroll them. But there may be many cases where this is not caught.

Senator Barnett: For informational purposes- Dr. Eftink requested this shared with Senate.

Working with IT to find a way to automatically check for academic discipline case for student dropping course. Not in place yet, working to remedy.

Penn State Faculty Senate Chairs Report

The Steering Committee of the Coalition on Intercollegiate Athletics (COIA) has received a copy of a statement from 27 past and present senate chairs at Pennsylvania State University regarding the recent NCAA sanctions that followed issuance of the Freeh Report. The statement calls to our attention how deeply vulnerable the academic programs that faculty have worked hard to build have become at universities with major intercollegiate athletics programs, and how powerless even the best systems of campus athletics governance can be to protect their academic missions under current conditions. (See [Senate Chairs Freeh NCAA Final](#))

Senator Barnett: Find somewhat unsettling. Senator Berry is legal advisor to steering committee.
Any thoughts or concerns?

- Comment: Senator Berry: Penn State unprecedented. Our Compliance Department working hard to protect UM, doing a good job.

Adjournment

- Senator Barnett closed the meeting at 8:45 p.m.

*Correction

[Follow-up email 10-17-2012 on [Proposal for Professor of Practice Title](#)]