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Meeting Minutes

Faculty Senate

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9-11-2018

**September 11, 2018**

University of Mississippi. Faculty Senate

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## **Faculty Senate Agenda – September 11, 2018**

Present:

Absent: Susan Hannah Allen

- **Call Meeting to Order**
  - 6:00 pm
- **Approval of May 8 2018 Minutes**
  - Motion: Breese Quinn
    - Second: Brad Jones
    - Discussion
      - None
  - Pass by acclimation
- **Next meeting notes**
  - October meeting
    - Chancellor and Provost to present state of the University details
  - November meeting
    - Katie Busby to discuss QEP launch
  -
- **Committee Reports**
  - Academic Instructional Affairs (Corina Petrescu)
    - No report
  - Academic Conduct (Vivian Ibrahim)
    - No report
  - Finance & Benefits (Phillis George)
    - No report
  - Development & Planning (Mary Roseman)
    - No report
  - Governance (April Holm)
    - No report
  - Research & Creative Achievement (Thomas Peattie)
    - No report

- University Services (Brad Jones)
  - No report
- Executive Committee (Brice Noonan)
  - Vice Chancellor for Research & Sponsored Programs search
    - Brice on search committee
    - Four videos for candidates are now available
      - Provide feedback (September 11, 2018)
    - Comment: Can the videos of candidates talks be sent out earlier in the process so that everyone has the chance to review and make comments on them in the future?
    - Comment: Concern from Sociology and Anthropology that some of the candidates did not address the research interests of the social sciences and humanities faculty on campus.
      - R: 3 of the 4 candidates were asked about the importance and place of the Arts and Humanities within the institution, so see the videos for those responses.
  - Chief of Staff search
    - Sue Kaiser is retiring, but will stay to train the new people that will be hired.
    - The people short-listed for the position are coming starting next Monday. The candidates have a great deal of administrative experience. This person will fill in and speak for the Chancellor when he is away.
    - The candidates have a lot of experience and it looks like a good pool
    - Questions
      - Q: How many faculty members on the search committee?
        - R: There are five people on the committee and the senate represents 20% of the members
  - Dean searches (Engineering, Applied Sciences, Graduate School)
    - Engineering position filled
    - The senate has representatives on the two open position committees
      - Please go to the presentations if you are available
  - Addition of A+ to grading scale

- The ASB is pushing for the addition of an A+ to the university grading system
  - This system came into action in 2010
    - Faculty can decide whether or not the system is implemented in their course
  - The first problem is that GPA can't be higher than 4.0,
    - The proposal is that the 4.3 of an A+ would cancel out lower grades, but two A+s would still be a 4.0
  - Faculty and administration are more concerned with C-
  - Assigning this to academic and instructional affairs committee
  - This will be a particular concern related to grade inflation
  - Questions:
    - Q: Why can't we have higher than a 4.0?
      - A (provost): Largely because we have a published 0-4.0 scale within our computer system. Weighted GPAs are accepted by some universities, but that has not been our experience. Many graduate and professional programs will not accept anything higher than a 4.0.
  - Brice to distribute ASB report to committee
- Leave Policy FAQ
  - In 2015 the senate asked for a transparent leave policy to be developed
  - All of the policies are available online and much of it is subjective
  - Request was for HR to come up with a FAQ to assist faculty members with navigating this material
  - ASK: Please poll faculty members to review this FAQ and let us know where things can be improved. The Senate will collate these comments and get them back to HR. – <http://hr.olemiss.edu/benefits/leave/>
  - Comment/question: Is there anything that prevents the University from going above and beyond the minimum policy?
    - R (provost): My current understanding from HR is that we are governed by both the federal and state agencies and the

state agencies prevent us from being more progressive in this regard. I would also suggest utilizing career navigators to assist with this process. Career connectors can meet with potential candidates that are outside of the search process.

- Q: Are the chairs aware of these?
  - A: They have been told and the deans have also been made aware. It has been about a year since these roles have been developed.
  - F/U: One of the issues faculty have faced is particularly with dealing with the birth of a child, wherein they have to deal largely with the chair, who often doesn't know the process.
- Move of the Employee health center from campus to the site of the old hospital.
  - We are still working on the specific details of this move and will get back to the senate with details as they become available.

- **Old Business**

- **No old business**

- **New Business**

- Comment: with respect to university wide committees will non-tenure faculty be eligible to serve?
  - A: There were a few documents that still stated that non-tenure faculty were in-eligible to serve. Those discrepancies have been addressed and there are no limitations for things like Chancellors standing committee. As the senate is asked to representatives I don't see there being any reason to prevent them from serving. I think that Departments are currently trying to figure out how to deal with that on a case-by-case basis.
    - F/U: I am assuming that you are talking specifically about committees that are not making decisions around thing like tenure and promotion, wherein we need to have appropriate faculty making those decisions.
      - F/U: The CoLA is currently reviewing chair hiring committee process and there is discussion about adding a non-tenure track person on the search committees.

- **Adjournment**

- Motion:

- Vivian Ibrahim

- Second:

- April Holmes

- Vote:

- All in favor