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Meeting Minutes

Faculty Senate

11-8-2022

November 8, 2022

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The University of Mississippi

Faculty Senate

Meeting Minutes

The meeting was held on November 8th, 2022. Details appear at the end of this document.

The following members were in attendance: Heather Allen, Louise Arizzoli, Robert Barnard, Melissa Bass, John Berns, Zenebe Beyene, Kerry Bowers, Joseph Carlisle, Annalise Caudle, Melissa Cinelli, Enrique Cotelo, Jesse Cromwell, Matteo D'Alessio, Conor Dowling, Simone Delerme, Dan Durkin (Chair), Joshua First, Angela Green, Shari Holt, Carolyn Higdon, Elliot Hutchcraft, Burhanettin Keskin, Matthew Jessee, Brad Jones, Andre Liebenberg, Mike Litrell, John Lobur, Scott MacKenzie, George McClellan, Joel Mobley, R.J. Morgan, Christy Nielson, Sasan Nouranian, Sujith Ramachandran, Brian Reithel, Chad Russell, Hans Sinha, Carrie Smith, Cole Stevens, Joe Sweeney, Jamie Wagner, Alex Watson, Nadeeja Wijayatunga, Jon-Michael Wimberly, Lance Yarbrough

- Meeting called to Order
- Minutes from the Sept. 13, 2022 meeting were approved.
- Minutes from the Oct. 11, 2022 meeting were approved.

Guest Speakers

- Clay Pounds and Mike Littrell – IT Security

Discussion of IT security and upcoming changes to policies. As of Jan 2023, employees level 1 through 5 will have to perform annual security training and checks, including multi-factor verification. This includes most staff and all faculty. These changes are necessary for the University to be in compliance with current requirements.

Clay Pounds presented an overview of one month's cybersecurity attacks at the University of Mississippi: In a given month, Only 30 to 40 percent of emails sent to UM mailboxes are delivered; the rest are identified as malicious, intercepted and not delivered by IT security. On average, 35 million suspicious connections are blocked by current IT

security protocols---around a million a day. Malware is the most common type of cyberattack. Antivirus blocks an average of 1400 threats a month.

Around December 15th, 2022, the University login screen will change. This is preparation for multi-factor authentication which will happen soon, although there is no set date.

Eventually, we will have multifactor authentication for all systems: Blackboard, Box, etc., for additional security. Starting in January of next year, there will also be a new Information Security Awareness training policy. Only select employees have to take this training, mainly SAP users and those who have sensitive information on their devices.

Department heads will have to ensure that their employees complete the training. They will go into performance reviews. Employees may lose access to the system or information if they don't comply and complete the new training. This was decided based on the most recent information security audit. The Department of Education has decided that all universities need to have two-factor authentication in place. NIST and GLBA have guidelines that we have been lax on. Between cyberattacks and ransomware, we can't do that any more. Alex Watson asked if we could have a copy of the presentation and Clay said he would forward it to Dan.

In Chat: 18:30:28 From Sujith Ramachandran: Can department heads choose whether or not their employees will be needed to take the training? -The policy will define who needs to take the training. It was negotiated down from all employees to just 1 through 5.

It takes about 2 hours to complete.

- Pam Johnson--Changes in Benefits

Pam Johnson discussed the most significant changes to the benefits for University staff and employees; Health Insurance – the health insurance premium went up 6%; Pam

attributed this to the fact that people are getting elective surgeries that they didn't get during Covid. The premium will increase in January, but since premiums are collected a month in advance, it will come out in December. increase and she said that in premiums for the horizon plan and \$300-dollar increase for both Base and Select coverages, bringing the premium to \$1800. Due to the change, Open Enrollment for the FSA account is extended until 12/15/2022. The maximums for Supplemental retirement went up as well. She said that the Wellness Benefit would result in a \$600-dollar reduction to the deductible, but that the deadline for this had already passed.

Several members had questions about some language on the Active Health page that seemed to indicate that their health information would be shared. Pam asked Dan if he would gather these concerns together, collate them and present them to her, and he said he would.

From Chat:

From George McClellan : There were similar discussions in our department

From Burhanettin Keskin: I don't really like the idea that I have to download an app and then create an account and schedule an appointment just be qualified for this deduction. It seems like it is a burdensome process to me. It's a discouraging process.

From Lance D. Yarbrough It is just a survey and not a health record. Some have indicated there is no need to enter the health information that is yours.

From Enrique Cotelo : So what will happen to faculty who are enrolled in the current cancer insurance plan? Will we be enrolled automatically into the new plan?

-Pam said yes.

From Scott MacKenzie : Active health policies are listed here:

<https://www.myactivehealth.com/portal/MAHFooter/PrivacyPolicy>

- Josh Eyler and Emily Donahoe– Went over the new syllabus template that CETL has created. It has been substantially revised and expanded according to CETL’s guidelines on creating effective syllabi. Most of the information in it is optional. Many members commented on the length of the template, and Josh and Emily said that only some of the sections are required language on the syllabus. They also focused on clarifying certain policies for instructions and the template has links to the complete versions of those policies. They said the suggested language is optional and others are policies. There is a table of contents that identifies each section. The language is very generalized because it’s used for all kinds of courses. Drawn together these resources from across campus. The Disabilities Office helped to craft the section on IDEA. The Pathways to Equity strategic plan was also used to construct the language throughout keeping diversity and inclusion in mind. One member suggested that hyperlinks would be a better way to provide students with information and wouldn’t make the syllabus so long. George McClelland asked if there was a section for students in need of food and housing, and they said there was under U Matter, given to them by that organization. This will be on the resources page of CETL in January. Bob asked for a page that collects all the policies in one place so that the balance of the syllabus can be devoted to academics. This is what the template is set up to do. One member suggested having it in Blackboard. They said they would look into it. Dan suggested giving a low-stakes quiz on the syllabus at the beginning of the course.

Updates

- Grievance Policy Update –Dan discussed a Town Hall to be scheduled. John Lobur asked Dan to explain why a town hall was needed to address the grievance policy. We need to have a town hall so that we can iron out the content of this very important policy. It is a faculty member’s only avenue if they feel they have been treated unfairly. One member asked to receive a copy of the current grievance policy. Scott Mackenzie said that the major change that we want to make to this policy is to take out the upper administration so they don’t have the final say in everything, to give some power back to the faculty member who feels that they’ve been aggrieved. We want a genuinely independent policy and process.
- IHL Policy Changes Update-No update to give.
- UFSAM Update- No update. UT system has a very strong faculty senate organization. Dan is trying to get someone he met at the UFSAM retreat to talk with the Senate so that we can get some ideas.
- Joint Governing Body Update – Students ASB and grad student council. The three will meet on the Hood Award next week; he is waiting to get a response for a meeting time. The Law School President is going to join them as well.

➤ Committee Updates

- Academic Conduct (Interim Chair: John Lobur) -nothing to report.
- Academic Instructional Affairs (Chair: Alex Watson) -nothing to report.
- Development & Planning (Chair: Angela Green) -nothing to report.
- Finance & Benefits (Chair: Joseph Carlisle) -nothing to report.
- Governance (Chair: Carrie Smith) -Governance will be looking at policies from Rich Forgette.

- Research & Creative Achievement (Chair: Matteo D'Alessio) -nothing to report.
- University Services (Chair: Heather Allen) -nothing to report.

There was Old Business –

- Dan said that there are still two committees that need members on them: Recruitment, Admissions, Orientation and Advising and the other is Sensitivity and Respect.
- Scott Mackenzie asked about the Hood Award. Dan mentioned that he had discussed it under the joint governing body update.

There was New Business

- George McClelland discussed an upcoming policy for doctoral students to do an update for doctoral students yearly to check on their process. No one was familiar with the policy. Dan said he would ask Annette about it.

The meeting was adjourned at 7:40PM.

Join Zoom Meeting

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