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Meeting Minutes

Faculty Senate

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1-24-2023

**January 24, 2023**

University of Mississippi. Faculty Senate

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# The University of Mississippi Faculty Senate

Meeting Minutes  
January 24, 2023

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➤ In attendance at the meeting were: Joe Sweeney, Hans Sinha, Melissa Bass, Carrie Smith, Elisa Modolo, R.J. Morgan, Burhanettin Keskin, Peter Reed, Gabriel Garrido, Cole Stevens, Brian Reithel, Enrique Cotel, Joshua First, John Lobur, Louise Arizzoli, Robert Barnard, Matteo D'Alessio, Robert Van Ness, Lance Yarbrough, Joseph Carlisle, Melissa Cinelli, Sujith Ramachandran, Chad Russell, Nadeeja Wijayatunga, Scott MacKenzie, Angela Green, Annalise V. Caudle, Randy Dale, Brad Jones, John Berns, Christy Nielson, KoFan Lee, Conor Dowling, Joel Mobley, Heather Allen, Simone Delerme, Michael Repka, Jesse Cromwell, Jamie Wagner, Carolyn Wiles Higdon, Zenebe Beyene, and Sasan Nouranian. Details appear at the end of this document.

- Meeting called to order
- Motion to approve minutes from the Dec. 6, 2022 meeting – seconded; minutes approved.

➤ Guest Speakers

- GSC President Ben Salvador – GSC Symposium
  - Ben discussed the upcoming GSC Symposium and suggested that faculty encourage any new graduate students to present their work. The symposium is a very effective means of honing one's conference skills. The media includes posters and presentations. In addition, there is the opportunity to win funds, which will be deposited into the student's Bursar account.
  - Amelia Crays, graduate student in environmental toxicology, asked faculty to

serve as judges for the Symposium. Times are set out in two-hour intervals, and lunch will be free.

- Noel Wilkins presented stats about this years' enrollment and student demographics. The trend is upward for Freshmen, but lower in some other areas. Both the law school and the school of pharmacy have trended downwards. The Retention Rates for the 2020 Cohort shows that the University of Mississippi is in the middle of the SUG. He also discussed the number of faculty at the University and indicated that it was almost as high as when we had our highest enrollment in 2016. The number of TTF is still higher than that of adjuncts. Faculty salaries have already seen an uptick in the past year. More information regarding faculty salaries can be found at Tableau. Noel said that he would be sending out his slides to Dan, who will, in turn, send them to the faculty Senate. When the Q & A began, Dan asked if the University was making an effort to increase the number of African American students. Noel said that yes, this was an ongoing concern; the University is in the process of trying to set up funding for research and tuition for this student population. Another person asked if there were any initiatives to get the salaries of faculty more in line with comparable institutions. He said that the Chancellor was committed to pursuing this goal as well. However, the University has the lowest tuition rate compared to the Peer 12. Tableau shows the salaries of instructors, assistant professors, and professors. Dan asked if we were able to look at other schools outside the state of Mississippi, and Noel said that he would check. Noel then said thank you to Katie Busby and her team for providing him with the data for his presentation.
- Rich Forgette along with Dan discussed the task force which undertook responding to the April 2022 changes made to the bylaws governing the tenure process by the IHL. One change was that the Chancellor now has the power to bestow tenure; the most significant change the IHL made was to insert language regarding an assessment of professional competency in the promotion and tenure process. The concern was to

distinguish the professional from the personal. In response, the task force sought to define the term “professional competency” to ensure that the faculty are receiving adequate feedback in their annual reviews. Dan added that the AAUP already had such language in its handbook, and that the notion of professional competency was addressed there. The task force sought to emulate the AAUP’s language, as the IHL regards the AAUP’s approach highly. Rather than adding a box to the annual report, the task force decided it would be better to add some guidelines to the faculty handbook that were in the spirit of the IHL’s changes.

➤ Motions for a vote

- A motion to approve IHL bylaws policy solution was made, and a vote was taken. The motion was approved 42 to 0.
- Noel received some news affecting the motion to approve Hood Award compromise; a donor has made funds available on an ongoing basis to provide a teaching award to NTT faculty. The amount of funding from the donor’s estate would be enough to create a \$10,000 award every year. Called the Armond Endowment Award for Teaching, it will be open only to NTT, who are ineligible for the Elsie M. Hood Award. This change made the compromise over the Hood Award unnecessary, and the alteration was not made. A motion was made to table the compromise and make it the concern of an ad hoc committee to be dealt with at future meetings. The new award would have to go through the committees. Dan said he would be there to shepherd the new award through the process, since he serves on those committees.
- Motion to approve Revised Grievance Policy with sunset clause – A motion was made to approve the Revised policy, with a clause that sunsets at the end of the year. The motion passed 41 to 1.

➤ New Items and Updates

- Faculty Senate social – Dan said he was going to meet with those at the Inn at Ole Miss to discuss possible dates for the Faculty Senate Social. He said he would have more details
- Faculty Senate website idea – Nishanth had the idea to simply add a box folder to the existing site that was accessible to the University’s faculty. Since a University ID would be required to access it, that would give the Senate’s minutes and other records some measure of protection. We would have some box folders that would be available only to the Senate.
- Executive Committee retreat – Dan said that the Chancellor suggested funding an overnight retreat for the Executive Committee, so that will be coming up sometime in the future.
- Joint Governing Body Update – Didn’t have any updates. He said he would have a meeting by the February meeting.
- UFSAM update – Dan is still working on creating a state-wide organization. Texas has had one for some time. This would give us another way to deal with the IHL.

➤ Committee Updates

- Academic Conduct (Chair: John Lobur) – Nothing to report.
- Academic Instructional Affairs (Chair: Alex Watson) – Alex wasn’t present.
- Development & Planning (Chair: Angela Green) – Trying to get a Doodle poll together to meet and discuss the Office of sustainability.
- Finance & Benefits (Chair: Joseph Carlisle) – Nothing to report.
- Governance (Chair: Carrie Smith) – They are working on several policies; none of which are ready for discussion. Some of these included summer pay for 9-

month faculty.

- Research & Creative Achievement (Chair: Matteo D'Alessio) – They are working on setting a meeting time to discuss issues.
- University Services (Chair: Heather Allen) – Nothing to report.

➤ There was no old business.

➤ New Business - Scott MacKenzie mentioned that a particularly troubling artist, Morgan Wallen, was coming to play at Ole Miss in April. Wallen has been criticized for his use of racial slurs. Scott recommended that the Senate register their objections in some way, especially since the artist will be here during the 60<sup>th</sup> anniversary of integration. Dan assured him that he agreed, and the issue would be discussed further.

➤ A motion was made to adjourn. The meeting was adjourned.

Daniel Durkin is inviting you to a scheduled Zoom meeting.

Topic: Faculty Senate Meeting January 24, 2023

Time: Jan 24, 2023 06:00 PM Central Time (US and Canada)

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