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Meeting Minutes

Faculty Senate

2-14-2023

February 14, 2023

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Recommended Citation

University of Mississippi. Faculty Senate, "February 14, 2023" (2023). *Meeting Minutes*. 236.
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The University of Mississippi Faculty Senate

Meeting Minutes February 14, 2023

- Held via Zoom; Details appear at the end of this document
- Members in Attendance: Heather Allen, Louise Arizzoli, Robert Barnard, Melissa Bass, John Berns, Zenebe Beyene, Brian Boutwell, Kerry Bowers, Joseph Carlisle, Annalise Caudle, Melissa Cinelli, Enrique Coteló, Jesse Cromwell, Matteo D'Alessio, Simone Delorme, Clay Dowling, Dan Durkin, Joshua First, Angela Green, Shari Holt, Carolyn Higdon, Elliot Hutchcraft, Burhanettin Keskin, Brad Jones, KoFan Lee, Andre Liebenberg, John Litrell, John Lobur, Scott MacKenzie, George McClellan, Joel Mobley, R.J. Morgan, Christy Nielson, Sasan Nouranian, Sujith Ramachadran, Brian Reithel, Chad Russell, Hans Sinha, Carrie Smith, Cole Stevens, Joe Sweeney, Jamie Wagner, Alex Watson, Nadeeja Wijayatunga, Jon-Michael Wimberly, and Lance Yarbrough.
- Meeting was called to order.
 - Motion to approve the minutes from the January 24, 2022 meeting. The motion was seconded, and the minutes were approved.
- Guest Speakers
 - Bob Cummings – SETS2
 - Bob discussed the pilot of the new teaching evaluations. He thanked the members of the task force for all their hard work.
 - The reasons for changing the evaluations included the age of the previous questions and a need to focus more on performance than behavior. He further stressed that teaching evaluations should not be the sole metric used for annual reviews or promotion and tenure but should be used in conjunction with peer and self-evaluation.
 - He reviewed the responses to a faculty survey regarding each of the new questions used in the pilot of the new Teaching/Course Evaluations conducted in the Fall Semester of 2022. Numbers were provided for the total number of pilot evaluations completed and the number of sections that participated. Bob shared the results of a survey circulated to faculty who participated in the pilot. 21 of 22 faculty members completed the survey, which consisted of 5 Likert-style statements (ranging from 1=strongly disagree to 5=strongly agree) asking whether and to what degree the faculty approved of keeping each of the new questions. In most cases, faculty either agreed or strongly agreed to keep the new questions. One question [which?] had some artifact, as the answer choices for that question were reversed or contradictory, making its results questionable.
 - Q & A: Members had several questions. These included ensuring that the “star” method of rating is to be eliminated (it is). Question 11, the original subject of the star rating, however, would be kept. Bob indicated that the literature on teaching evaluations supported asking this question.
 - SETS2 task force recommends adoption of the new questions; in the future, Bob will have more information regarding the results of the actual course evaluations. These are

still in flux, but future presentations to the Senate will involve looking at the results and their implications. Bob invited the Senate to take a vote to approve the new evaluations sometime in the near future.

- Changes supported by scholarship of teaching and learning
- Supported by plurality of faculty
- Marc Watkins – Exploring ChatGPT's Impact on Education
 - Marc briefly outlined what the writing department is doing to see how AI can augment student learning of writing
 - They piloted 2 different approaches in the fall and asked for student reflections afterwards
 - Marc has shared access to a Google folder with assignments and resources incorporating AI <https://drive.google.com/drive/folders/1ezWiK1C4EvoePOKNkWvwtIEVyMX68oA>
 - It is very difficult to detect whether AI was used in writing; programs to detect it are not yet reliable (they give false positives and negatives, detector is only 24% accurate, eye movement tracking is unreliable and racially biased)
 - Marc warned that AI will infiltrate all areas of writing (faculty can use it to generate research, articles; admin can use it in the hiring process)
 - One solution/work-around: Can have students use Office 365 and turn on track changes so we can see all changes they make in the doc during writing.
 - CETL is scheduling workshops on AI, so check their website and UM Today emails if you want to be aware of what is going on in response to AI
- John Lobur – Faculty Grievance Ad Hoc Committee Updates
 - John shared his screen and showed a chart that compared features of the grievance policies at select peer institutions in the Southern University Group (SUGs), which we have used for purposes of comparison previously in enrollment trends, etc. These showed that our time limit is brief compared to many of our peer institutions (15 days compared to Auburn's 6 months). Our version also lacks an anti-retaliation clause, which is an important feature found in many SUGs grievance policies. Many other policies either eliminate or restrict participation in the process by HR and elected administrators. It is important that the policy put as much power as possible in the hands of their faculty peers. These and other characteristics will be carefully considered so that the resulting grievance policy is both thorough and in keeping with AAUP guidelines.
 - Any faculty can petition an elected faculty grievance committee.
 - The ad hoc committee hopes to have a draft of the new grievance policy before the end of the Spring term of 2023; however, they think it is best to be very methodical and careful rather than rush to get something in place. They hope to have something to put to a Senate vote in Fall of 2023.
 - Town Hall coming (date?)
 - Town Halls will focus on creating the grievance policy; Town Halls are not the place to air grievances. Those who wish to attend a Town Hall must pre-register.

➤ Resolutions

- Angela Green – UM Office of Sustainability
 - Senate Resolution with Regard to the University of Mississippi's Sustainability
 - Angela indicated that the Resolution asked the Chancellor to continue to honor a previously agreed upon level of support regarding sustainability. Resolution was passed 41/42.
- Hans Sinha –

- Resolution Regarding “Faculty Titles and Ranks” Usage of “Regular” and “Support”
Hans explained that these terms needed alignment, that they were used in a document that was at least ten years old, and the terms are derogatory towards everyone who is not Tenure-Track Faculty. The resolution clarifies and replaces these outdated and derogatory terms with those that do not set up a hierarchical relationship between faculty.
- Terminology – This was sent back to committee to deal with the issue of “Research Faculty,” a third type. The Senate voted to table this resolution and send it to the Governance Committee for editing.

➤ Tabled Motions

- Motion to approve Hood Award compromise – Dan indicated that he discussed this again with the Student Council and discovered that to receive the Hood award, usually faculty are nominated many years in a row before they actually receive it. This would mean that NTT faculty would have to wait many years before they were even eligible to receive Hood. Therefore, the measure was tabled again pending resolution of these complications. The Senate needs to receive specifics re: the particulars of the new award and its potential impact on Hood. The new award stipulates that it can only be given to those who are not eligible for the Hood Award, which, if Hood were changed to permit receipt by NTT faculty, will be no one. The Senate voted to table Hood Award pending further investigation.

➤ Dan - Updates

- Attestation Concern “at will” see Noel’s email re: same – This was a concern as many faculty had already signed an attestation using “employment at will”. It was suggested that an amended version of this Attestation be recirculated to faculty and that this version would replace the previous attestation with the problematic language.
- Dan discussed the creation of Box folders for Senate materials. There was some question regarding what should only be accessible via these Box folders. Chad Russell suggested that Zoom recordings existed largely to assist the Secretary in constructing the minutes, and that only the minutes should serve as the official record of Senate meetings. The Box folders for Zoom recordings and other sensitive information should be restricted to the Executive Committee and/or current Senators as deemed appropriate and necessary.
- Joint Governing Body Update – Did we discuss this?
- UFSAM update – Did we discuss this?

➤ 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) – The Sustainability Resolution was passed; more updates coming.
- Finance & Benefits (Chair: Joseph Carlisle) Nothing to report
- Governance (Chair: Carrie Smith) – Chad spoke for Carrie, who was having connection issues, and indicated that there are several policies that are in the works.
- Research & Creative Achievement (Chair: Matteo D’Alessio)- Nothing to report.

- University Services (Chair: Heather Allen) Nothing to report.
- Old Business
- Scott Mackenzie again raised the troubling issue of country musician Morgan Wallen, an artist who has gone on record using racial slurs. He is still set to perform at the University of Mississippi's arena in April of 2023.. Dan assured the Senate that we would discuss the issue further at the next meeting.
- New Business – There was no new business.
- A motion was made to adjourn, and it was seconded.

The meeting ended at approximately 7:59PM.

Daniel Durkin is inviting you to a scheduled Zoom meeting.

Topic: Faculty Senate Meeting February 14, 2023

Time: Feb 14, 2023 06:00 PM Central Time (US and Canada)

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