Faculty Senate Agenda – September 11, 2018

Present:
Absent: Susan Hannah Allen

• Call Meeting to Order
  o 6:00 pm

• Approval of May 8 2018 Minutes
  o Motion: Breese Quinn
    ▪ Second: Brad Jones
    ▪ Discussion
      • None
    o Pass by acclimation

• Next meeting notes
  o October meeting
    ▪ Chancellor and Provost to present state of the University details
  o November meeting
    ▪ Katie Busby to discuss QEP launch

• Committee Reports
  o Academic Instructional Affairs (Corina Petrescu)
    ▪ No report
  o Academic Conduct (Vivian Ibrahim)
    ▪ No report
  o Finance & Benefits (Phillis George)
    ▪ No report
  o Development & Planning (Mary Roseman)
    ▪ No report
  o Governance (April Holm)
    ▪ No report
  o 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
  o This system came into action in 2010
    ▪ Faculty can decide whether or not the system is implemented in their course
  o 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
  o Faculty and administration are more concerned with C-
  o Assigning this to academic and instructional affairs committee
  o This will be a particular concern related to grade inflation
  o 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.
  o 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/](http://hr.olemiss.edu/benefits/leave/)
  • Comment/question: Is there anything that prevents the University from going above and beyond the minimum policy?
    o 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