

Faculty Senate – October 8, 2019 MINUTES

- **Senators Present:** Jeff Pickerd, Lauren Cardenas, Brice Noonan, Brad Jones, Cole Stevens, Brenda Prager, Jim Cizdziel, Chris Mullen, Joseph Carlisle, Beth Ann Fennelly, Cristie Ellis, Mary Hayes, Jennifer Gifford, KoFan Lee, Phyllis George, Zachary Kagan Guthrie, Vivian Ibrahim, Evangeline Ivy, Chip Wade, Charles Stotler, Dennis Bunch, Brian Boutwell, Kristin Rogers, Bob Robinson, Sumali Conlon, David Gligor, Jon-Michael Wimberly, Tejas Pandya, Corina Petrescu, Whitney Sarver, Julia Bussade, Carmen Sanchis-Sinisterra, Thomas Peattie, Hyunwoo Joung, Chalet Tan, Meagen Rosenthal, Jordan Ballou, Fei Lan, Breese Quinn, Sue Ann Skipworth, Marilyn Mendolia, Kyle Fritz, Daniel Durkin, Ana Velitchkova, Tom Brady, Donna Buckley, Michael Barnett, Carrie McCormick, Jenny Bucksbarg, Angela Green
- **Senators Absent (Excused):**
- **Senators Absent (Substitued):** Kathleen Fuller (sub – Dr. Mark Walker)
- **Senators Absent (Unexcused):** Aileen Ajootian, Carolyn Higdon, Richard Gordon, Andy Cheng
- **Call Meeting to Order**
 - 6:00 pm
- **Review of Senate procedures for visitors from Bylaws by Meagen Rosenthal**
- **Approval of September 2019 Minutes**
 - Moved: Vivian Ibrahim
 - Seconded
 - Discussion: none
 - Vote: All in favor
- **Update from Interim Chancellor Larry Sparks**
- **Update from Noel Wilkin, Provost and Executive Vice Chancellor for Academic Affairs: the state of the University**
 - Provost's Forum results
 - Communication strategy
 - Protect free speech and academic freedom
 - Faculty handbook development

- Gen Ed committee is working to implement a multicultural competence requirement
 - Training on diversity in hiring and anti-discrimination for freshmen (including all Greek recruits)
 - Established a fund to provide seed money for faculty/staff conducting research on racism, discrimination, and inequality
 - Everfi Diversity module is now available to all campus constituents
 - Many additional efforts are underway to implement other actionable points identified via the Provost's Forum
 - Enrollment data has been embargoed by the IHL and can be released after Nov. 1
 - Update on available graduation numbers, salaries, and budget
- Committee Reports
 - Academic Instructional Affairs: Textbook availability report (Appendix 1)
 - Book store back-orders: Issue was associated with the move to union
 - Bookstore has recommended that faculty use FacultyEnlight tool to select books as this will help them identify pricing of new/used, whether book is in print, etc.
 - Bookstore matches prices; they rent books; students use it more than Amazon
 - Mark "no materials required" if no book necessary. The bookstore fields many calls about what materials are required if nothing is listed and this has not been selected.
 - Academic Conduct
 - Nothing to report
 - Finance & Benefits
 - Nothing to report
 - Development & Planning
 - Nothing to report
 - Governance
 - As requested in the previous meeting, the Governance committee explored the regulations governing the awarding of Emeritus status upon retirement at our peer institutions (Appendix 2)
 - Conclusion: The vast majority of schools do award this automatically.

- Research & Creative Achievement
 - Nothing to report
- University Services
 - Nothing to report
- Old Business
 - None
- New Business
 - Motion by Brice Noonan to suspend the rules of the Faculty Senate in order to consider a resolution of the Faculty Senate to Call for the IHL to provide a complete and detailed timeline of the recently completed search for the next Chancellor of the University of Mississippi
 - Seconded
 - Yes: 40
 - Opposed: 5
 - Motion by Brice Noonan: Consider resolution submitted requesting the disclosure of events associated with the timeline of the hiring of the Chancellor
 - Seconded
 - Discussion
 - Yes:
 - Opposed
 - Motion Breese Quin: Add language to make clear the request includes all actions taken by the IHL and any groups or individuals working with the IHL
 - Seconded
 - Discussion
 - Yes: 45
 - Opposed: 2

- Motion by ZKG: add "Therefore be it further resolved that the Faculty Senate votes no confidence in the IHL and Chancellor Boyce." at the end of the resolution
- Seconded
 - Discussion
 - Yes: 1
 - Opposed: 43
- Motion by BPN: Change "Timeline" to "Accounting" in first sentence
- Seconded
 - Discussion
 - Yes: 43
 - Opposed: 3
- Motion by Kristin Rogers Library: Set date we expect to receive the requested information from the IHL no later than 5PM on Tuesday, the 15th of October 2019.
- Seconded
 - Discussion
 - Yes: 45
 - Opposed: 3
- Motion by Ana Velitchkova: Change "TIMELINE" in final sentence to "ACCOUNTING" also
- Seconded
 - Discussion
 - Yes: 27
 - Opposed: 13
- Motion by Charles Stotler: Change "... AND DETAILED ACCOUNTING" to "...A COMPLETE ACCOUNTING, INCLUDING A DETAILED TIMELINE."
- Seconded
 - Discussion

- Yes: 44
 - Opposed: 2
- Motion by Thomas Peattie: add language to last line "...INCLUDING ALL PERTINENT INFORMATION RELATED TO DR. BOYCE'S ENGAGEMENT IN THE SEARCH PROCESS..."
 - Seconded
 - Discussion
 - Yes: 27
 - Opposed: 9
 - Motion by Breese Quinn: Change in the last line "ENGAGEMENT" to "PARTICIPATION"
 - Seconded
 - Discussion
 - Yes: 43
 - Opposed: 2
 - Motion by Breese Quinn: In the first line: Move *accounting* to follow *complete*, and add *timeline* after *detailed*.
 - Seconded
 - Discussion
 - Yes: 43
 - Opposed: 2
 - Motion by Thomas Peattie to remove the space between the symbol and the IHL policy number.
 - Seconded
 - Discussion
 - Yes: 43
 - Opposed: 0
 - Vote on Resolution

- Yes: 44
 - Opposed: 2
-
- Motion to adjourn by Corina Petrescu
 - Seconded
 - No discussion
 - Yes: All in favor
 - Opposed:

Appendix 1:

Better Management of Book Orders

The Committee on Academic Instructional Affairs was charged with identifying the problems that led to the delays in book orders at the beginning of the Fall 2019 semester.

On October 4, 2019, I met with Ms. Kathy Tidwell, Director of Contractual Services and Licensing, Ms. Laurie Woo, General Manager of the Ole Miss Bookstore, and Ms. Kayla Williams, bookstore employee, to address the concerns of the Faculty.

The problems in the Fall were due to personnel changes at the bookstore and the transition from the bookstore's old location back to the Student Union. My interlocutors did not expect these problems to reappear provided that instructors submit their book adoptions **on time** through the myolemiss portal. This applies to book orders for both iStudy and traditional classes.

Additionally, the bookstore would like to encourage instructors to use *FacultyEnlight in conjunction* with the university's "Course Materials Management" tool when considering their adoptions. *FacultyEnlight* offers specific details about a book's availability, its accessibility on the US market, its most recent edition, and prices for new or used books for purchase or rental. This information can help instructors decide if they want to adopt a particular book despite its "out-of-print" status and warns them of potential delays in the book's delivery by the beginning of the semester. *FacultyEnlight* should be used prior to adopting a book through the university's "Course Materials Management" tool, **not** replace the latter.

To access FacultyEnlight follow these steps:

1. Go to <https://ole-miss.bncollege.com/shop/ole-miss/home>
2. In the upper right-hand corner click "Faculty Resources" to access FacultyEnlight
(<https://www.facultyenlight.com/?storeNbr=317>)
3. Click "Welcome to FacultyEnlight" and start the search for books.

Furthermore, my interlocutors wanted instructors to know the following:

1. Students use the bookstore more readily than other ventures (such as amazon) to purchase their books. The bookstore matches prices and offers students better deals on book rentals, aside from being conveniently located on campus.
2. When instructors do not adopt any books for their classes, it is important that they mark that in the system so that students know not to buy any books rather than speculate about it. Some parents call the bookstore to verify that books are not needed and get upset if the bookstore employees cannot assure them that books are not needed.
3. Instructors should clearly mark in the system, which books are *required* and which are *recommended* for their classes.
4. For any questions instructors should reach out to Ms. Williams (tm317@bncollege.com) or Ms. Woo (sm317@bncollege.com)

Appendix 2:

Report of the Governance Committee of the Faculty Senate 2019-2020

How Emeritus Status is Attained Across SUG Institutions

Committee Members: Jenny Bucksbarg, Dennis Bunch, Daniel Durkin, Kyle Fritz, Jennifer Gifford, Angela Green (chair), and Sue Ann Skipworth

Committee Charge: In fall 2019, the Governance Committee was tasked with exploring whether our peer institutions automatically confer emeritus status upon retirement from the institution.

Findings: Universities that automatically confer emeritus status include the University of Kentucky, Mississippi State University, Texas A & M, Arizona State University, Florida State University, Clemson University, University of Houston, North Carolina State University, University of North Carolina at Chapel Hill, and University of Southern Mississippi. Others typically confer emeritus status upon the recommendation of the department, at the discretion of the president, or by the board of trustees.

Auburn University: The faculty member may request consideration for emeritus status through the department head or chair, with the concurrence of the dean of the college or school. The dean will provide information and a recommendation concerning the faculty member's eligibility to the provost. This information and recommendation shall include the results of a vote on the awarding of emeritus status taken from all department faculty. The provost will then make a recommendation to the president, who will act upon the recommendation and advise the faculty member and dean.

University of Arkansas: Emeritus status is an honorific title given to individuals for their long/exemplary service. To propose emeritus status for retiring faculty, an initial vote of the departmental faculty or personnel committee should be taken. Then, for faculty or staff, it is necessary to prepare a resolution consistent with the following guidelines to be submitted to the Board of Trustees for approval. Resolutions should be prepared and submitted by a chairperson or other supervisor of the retiring person to the dean or director of the unit in which they are employed. The resolutions are to be sent to the Chancellor's Office for Athletics, the Provost and Vice Chancellor for Academic Affairs' office for all academic units (through the dean's office), the Vice Chancellor for Finance and Administration for units reporting to that office, and the Vice Chancellor for University Advancement for units reporting to that

office. The Vice Chancellor forwards the resolution if approved for Board of Trustees action in a timely way to ensure consideration before the effective date of the resolution (retirement).

University of Florida: “Faculty members, academic administrators, and such other officers of the University as the President may designate shall become eligible for the title “Emeritus” in connection with their faculty rank when they retire. The title is to be conferred in recognition of meritorious service, and it shall entail continued campus courtesies, under the same conditions as required for active faculty and administrators, including parking, use of the library and recreation facilities, admission to athletics and cultural events, receipt of such publications as are sent to regular faculty members and members of the Alumni Association, participation in contract and grant endeavors, and participation in academic convocations. Consideration for this title shall be accomplished prior to the faculty member’s retirement although the Provost may permit consideration following retirement in exceptional circumstances. The names of all eligible nominees shall be submitted by the chairperson or director to the faculty for a departmental or school vote. The departmental or school vote shall accompany the submission of the nomination to the President from the department or school, the chairperson or director, the dean or Provost. The President will make the final determination and notify the Office of Academic Affairs.”

University of Georgia: The University of Georgia may confer, at its discretion, the title of “emeritus” on any retired and tenured professor, associate professor, or assistant professor, or Board-approved non-tenure track faculty of equivalent rank, who, at the time of retirement, had ten years or more of honorable and distinguished service in the University System. Also, the University of Georgia may confer, at its discretion, the title of “emeritus” on any Board-approved, retired administrative officer who, at the time of retirement, had ten years or more of honorable and distinguished service in the University System.

University of Kentucky: Upon retirement, tenured faculty members shall retain their titles with the designation of “emeritus” (e.g., professor emeritus). Faculty members with emeritus status are entitled to the following rights and privileges: to be included in faculty lists in University bulletins and, upon request, to be provided a mailbox in the appropriate department; to be assigned office and/or laboratory space and furnished supplies for creative work (upon request, subject to availability and approval of the concerned educational unit); to have faculty library privileges; to apply for Research Committee grants and publication subsidies; to receive University identification cards; to receive parking privileges as specified in University Parking Regulations; to attend, without voting privileges, meetings of the University Senate; to participate, upon invitation, as non-voting members of departmental or college faculties; to use University recreational facilities upon presentation of suitable identification; to purchase tickets to athletic events with previous priority status; to hold membership in the University of Kentucky Federal Credit Union; to make purchases at the University Bookstore at the employee discount rate; to participate in academic processions; to be appointed to represent the University at academic

ceremonies at other institutions; to receive notices of University events; and to take part generally with the faculties in all social and ceremonial functions of the University.

Louisiana State University: Faculty members who retire at the rank of Professor after at least ten years of service to the University will, upon recommendation by the campus, receive the title of Professor Emeritus. Professors with less than ten years' service may receive the title of Professor Emeritus at the discretion of the Board of Supervisors if it is determined that the person has made outstanding contributions to the University in either the field of scholarship or public service. Any person who has held the position of academic dean, director or department head for a period of ten years may be retired with the title of Dean, Director or Department Head Emeritus. Where applicable to other positions in the University, an Emeritus title may be conferred by the Board of Supervisors upon the recommendation of the President in appropriate cases.

Mississippi State University: Faculty members, academic administrators, and such other officers of the University as the President may designate, shall become eligible for the title "Emeritus/a" in connection with their rank when they retire. The emeritus/appointment is an honorary title, which is to be conferred in recognition of meritorious contribution to the University and/or unit, but with no implied rights and privileges. The President annually will consider the approval of recommendations for emeritus/appointments. Nominations of individuals should be sent to the President, through appropriate channels, for consideration for subsequent approval.

Texas A & M University: The emeritus titles are conferred upon individuals who have made significant contributions to the system through long and distinguished service in administration, teaching, research and/or service while holding the positions identified by these titles. Also, the individual must have conducted himself/herself in a manner consistent with the code of ethical conduct found in System Policy 07.01, Ethics, throughout the individual's employment. As a general rule, over ten years of employment with one or more members would be considered long service; however, exceptions can be made in the length of service if recommended by the chief executive officer (CEO). The emeritus designation shall be added to the rank or position of an individual upon retirement. Individuals who have been granted emeritus status may be reappointed for service after retirement in accordance with system policies and regulations; however, the payroll title for such appointments will be appropriate to the service performed and will not include the emeritus designation. The emeritus designation may be added to an administrative title upon leaving the administrative position for an individual who continues full-time employment in another position, such as an administrator who returns to a faculty position.

Arizona State University: Tenured faculty and academic professionals in continuing appointments may be awarded the title "Emeritus" at retirement. Eligible faculty members will have served the university for a substantial length of time (typically considered to be ten years

or more). A department may also recommend that the title “Emeritus” be bestowed on a nontenured faculty member at retirement.

Florida State University: By action of the Faculty Senate, the title “Professor Emerita/Emeritus” may be assigned to a retired, tenured member of the faculty who upon due consideration of service to Florida State University and upon recommendation by the academic dean, support by the department and college, and approval by the President. Recommendation for emeritus status should be submitted by the dean of the appropriate unit through the Vice President for Faculty Development and Advancement to the Provost and Executive Vice President for Academic Affairs and the President of the University.

Clemson University: Regular faculty members, including library faculty, who have served at least five years at the University and 15 years in the academic profession receive the title of Emeritus or Emerita appended to their professorial rank upon official retirement. All Emeritus Faculty are automatically member of the Emeritus College with free parking, email, and place to work within the College complex. But, all retired faculty who have 5 years at the University or have 15 years in the academic profession can apply to be members of the Emeritus College.

Georgia State: As specified in the [Board of Regents Policy Manual 8.3.13](#), a president may, at his/her discretion, confer the title of emeritus/a on any retired faculty member or administrative officer who, at the time of retirement, had ten (10) or more years of honorable and distinguished USG service, provided, however, that the title of President Emeritus/a may be conferred only by the Board of Regents on the recommendation of the Chancellor (BoR Minutes, January 2009).

University of Alabama, Birmingham: Emeritus faculty appointments at the University of Alabama at Birmingham (UAB) are conferred by the Board of Trustees of the University of Alabama System as provisioned in the [UAB Faculty Handbook \(section 2.8.5\)](#). After ten or more years of service with The University of Alabama System, or with less service upon having made an exceptional contribution to UAB or the System, a faculty member may be considered for appointment to emeritus status. The information to follow serves to clearly define the guidelines, processes and procedures required for submitting a recommendation for appointment to emeritus faculty status and to establish the appointment in the appropriate university records and personnel systems after the Board of Trustees confers emeritus status upon the faculty member.

Two processes are required to establish emeritus faculty appointments for faculty who have retired from UAB.

I. The initial step represents the Board of Trustees process whereby the Dean submits a recommendation for appointment as emeritus faculty to the Board of Trustees by way of the Office of the Provost (*see Board Liaison guidelines for the specific details for this step in the process*).

II. Once the emeritus appointment has been approved by the Board of Trustees, the “home school,” in conjunction with the Office of the Provost and Human Resources, is responsible for completing the necessary documents to complete the emeritus appointment process.

University of Delaware: Upon retirement, full-time members of the faculty may be granted the title "emeritus" upon recommendation by the chair and faculty of the department, and by the dean of the college, and with the approval of the University Provost. All of the following criteria must be met:

- The faculty member has made distinguished contributions to teaching, scholarship, or service during tenure at the University of Delaware.
- The faculty member has attained the rank of Associate or Full Professor by the time of retirement.
- Service at the University of Delaware has been for at least eight years.
- The University and the faculty member desire a continued association after the faculty member's retirement.

The names of emeritus faculty are carried in the University catalog. In addition they are invited to all convocations and formal exercises, and they continue to have faculty privileges at the University library.

University of Houston: The following establishes general University of Houston System guidelines for the development of individual university policies and procedures for determining emeritus eligibility, privileges, and responsibilities.

A. The titles "emeritus" and "emerita" will be conferred only upon those retired tenured faculty and librarians, including those on Voluntary Modification of Employment (VMOE), who have made a significant contribution to the university through a long and distinguished record of scholarship, teaching, and/or service.

B. In addition to the title Professor Emeritus and Librarian Emeritus, the university will recognize the titles Chancellor Emeritus, President Emeritus, and Senior Vice President Emeritus, as recommended by the Board of Regents.

C. While each university will formulate its own nomination procedures, all nominations should originate at the departmental or division level and should be based upon the recommendation of colleagues in the department, division, college, or administrative office.

D. All emeritus appointments are subject to approval by the Board of Regents upon recommendation by the Chancellor/President. Approval by the Regents will normally occur in the spring of each year.

E. In addition to library, e-mail account, and parking privileges, emeritus faculty and librarians should receive invitations to and announcements of appropriate university and System functions and should be listed in appropriate catalogs and directories. Each university will determine.

North Carolina State University: Any tenured faculty member who has served for ten or more years in a full-time faculty position at NC State University is eligible for emeritus/emerita status

1.2 Any non-tenure track faculty member who has served for ten or more years in a full-time faculty position at NC State University is eligible for emeritus/emerita status.

1.3 Upon recommendation of the Chancellor, the Board of Trustees may make exceptions to these eligibility requirements and grant emeritus/emerita status in cases of exceptional distinguished service.

University of Maryland, College Park: Emeritus/Emerita status can be awarded to faculty members who have been at the University for at least ten years and who are either tenured, have permanent status, or are at the highest rank in their PTK title series. The review is ordinarily conducted during the candidate's last semester of employment. Recommendations for emeritus/a status will only be considered after the faculty member has filed for retirement. Faculty members at or above the candidate's pre-retirement rank are entitled to vote on emeritus/emerita status. Candidates for emeritus/a status are not reviewed by faculty committees beyond the first-level APT committee. Reviews beyond the first level are conducted by the dean, provost, and president.

University of North Carolina, Chapel Hill: Emeritus/Emerita status can be awarded to faculty members who have been at the University for at least ten years and who are either tenured, have permanent status, or are at the highest rank in their PTK title series. The review is ordinarily conducted during the candidate's last semester of employment. Recommendations for emeritus/a status will only be considered after the faculty member has filed for retirement. Faculty members at or above the candidate's pre-retirement rank are entitled to vote on emeritus/emerita status. Candidates for emeritus/a status are not reviewed by faculty committees beyond the first-level APT committee. Reviews beyond the first level are conducted by the dean, provost, and president.

University of Oklahoma: The emeritus title is granted only by the University of Oklahoma Regents upon recommendation of the President of the University. The President may recommend that the title "Professor Emeritus" be granted upon the retirement of faculty members when so proposed by their department and college. The title indicates retirement in good standing and ordinarily will be without the designation of any additional faculty rank (such as "Assistant" or "Associate") except that distinguished professor titles shall be retained when the emeritus status is recommended. For the Health Sciences Center, the President may recommend that the title "Clinical Professor Emeritus" be granted upon the retirement of volunteer faculty when proposed by their department, college, and the Senior Vice President and Provost.

University of Southern Mississippi: The emeritus designation is awarded to faculty members who have served The University of Southern Mississippi with distinction for an extended time. The status

recognizes faculty who have excelled throughout their careers at the University. Two types of emeritus status are recognized by the University: emeritus professor and emeritus instructor.

Members of the faculty meeting the following criteria are eligible to be considered for **professor emeritus status**:

- a minimum of ten years of honorable and distinguished service at the University. In exceptional cases, a faculty member who has served the University for fewer years may receive emeritus.
- retirement (in process or already completed) of the faculty member
- rank as an associate or full professor at The University of Southern Mississippi
- a distinguished record in at least two of the three areas of teaching, research, and service
- maintenance of collegial relationships with departmental colleagues

Members of the faculty meeting the following criteria are eligible to be considered for **instructor emeritus status**:

- a minimum of ten years of honorable and distinguished service at the University. In exceptional cases, an instructor who has served the University for fewer years may receive emeritus status.
- retirement (in process or already completed) of the faculty member
- a distinguished teaching record at the University
- maintenance of collegial relationships with departmental colleagues