

Faculty Senate Minutes – February 9, 2021

Zoom – @ 6:00 pm (details at end of Agenda)

Senators Present: Alex Lopez, Alex Watson, Angela Green, Brad Jones, Brian Boutwell, Brian Reithel, Carmen Sanchis-Sinisterra, Carolyn Higdon, Carrie McCormick, Carrie V. Smith, Charles Stotler, Chris Mullen, Christy Nielson, Cole Stevens, Corina Petrescu, Daniel Durkin, David Golgor, Donna Buckley, Fei Lan, Hyunwoo Joung, Jenny Bucksbarg, Jim Cizdziel, Joel Mobley, John Lobur, Jon-Michael Wimberly, Jordan Ballou, Joseph Carlisle, Julia Bussade, Robert Van Ness, Kenya Wolf, Kofan Lee, Kyle Fritz, Lance Yarbrough, Lauren Cardenas, Mandy Perryman, Shari Holt, Meagan Rosenthal, Michael Repka, Mikaela Adams, Phillis George, Randy Dale, Richard Gordon, Stuart Schafer, Sue Ann Skipworth, Tom Brady, Whitney Sarver, Willa Johnson, Zenebe Beyene

Senators Absent (Excused):

Senators Absent (Unexcused): Chip Wade, Cristie Ellis

- **Call Meeting to Order**

- **Approve minutes from the January, 19, 2020 meeting**
 - Motion -
 - Second -
 - Vote – APPROVED

- **Assistant Director of Benefits - Pamela Johnson**
 - The state health plan has transitioned to CVS as the manager of our pharmacy benefits. This is a routine matter that will not greatly impact how employees use these benefits. You can use whatever pharmacy you were able to use under Prime Therapeutics; you do not have to go to CVS.
 - With the change, the co-pay and deductibles did not change. The board that meets in the summer/early fall look for ways to save costs and enhance benefits. This will potentially changes some of the prescriptions and their costs. The Know Your Benefits page is on the HR website. It won't tell you what a specific prescription will cost but it will tell you what tier it is in. There is also a pharmacy locator

throughout the country, in case you're traveling. If you need new cards or extra cards, go to the Caremark link on our website and request cards. Use your health ID from that card to request new cards for your prescriptions.

Q: Can we still get prescriptions on campus? Will it affect vaccines?

A: You can still use the university pharmacy and it will not affect vaccines. You do not need to get a new pharmacy card if you still have your old one, despite the name change.

Q. Is that a framed dollar bill behind your head?

A. Yes, and it is a my daily reminder that people see things differently. It has been a talking point.

Q. Can you comment on how the university engages with the IHL on making these changes?

A. We have no say in the state health plan. It's self-funded and the board makes all decisions.

In the past when we had open meetings, we could offer suggestions, but we don't ultimately have a say in changes to our health plan.

Chair: Please feel free to email Pamela with any questions or get your question to me and I will pass it along to her. She also provided a website in the chat as well. As a Canadian, I find the American healthcare system confusing. So do your homework so that may get full use of these benefits.

Pam Johnson: Even Americans find all these health insurance plans and companies confusing. That is why I'm providing links in the website and I invite your questions.

- **SACSCOC Accreditation Liaison – Dr. Katie Busby**
 - Dr. Busby described what the process of reaccreditation looks like, including another 5-year reaffirmation.
 - For some faculty members, this information about institutional accreditation will be redundant, old hat, as they might be quite familiar with the process and have even participated in it. But it never hurts to review the accreditation topics, especially if you are new to this region or the institution.
 - SACSCOC accredits institutions as a whole, all of UM. It stands for Southern Association of Colleges and Schools Commission on Colleges, and it is different from how each discipline is accredited.
 - We used to refer to these bodies as regional accreditors, but the DOE as of July 2020 allowed them to operate nationally, outside of their prior regions, so the descriptor is a bit obsolete, though their reach remains primarily in the Southeastern US, including some overseas sites.

- They accredit public, and private, institutions, 4-year and 2-year schools, and specific institutions, like a health sciences center and other research centers.
- The philosophy of accreditation is ongoing improvement and institutions fulfilling their own stated missions.
- It's a peer review process, and the principles or standards of accreditation are the statements affirmed by member institutions.
- The principles were revised a few years ago and our own Dr. Eftink served on that committee, completed in 2017. We were affirmed in 2019 under those standards. Federal requirements had changed 68 standards in 14 groups covering all aspects of the university: academic matters to financial and physical resources to faculty and administrators staff and support services like libraries and institutional planning and effectiveness,
- We are required to respond to all standard based on institutional mission, which includes teaching, research and service. Educational programs will include all levels of institution.
- Affirmation happens every ten years. We were the class of 2019 and are now the class of 2029. We are glad to have completed it so that we were not disrupted by 2020.
- There are six parts of the reaffirmation, and institutions must respond and demonstrate compliance with evidence.
- Like a peer review, we are not in contact with the on-site committee members but after their visit we can offer additional evidence or explanation as a follow-up to the feedback.
- QEP: Think Forward focused on critical thinking among undergraduates.
- An on-site review team will visit (remotely) and look at the QEP, federal requirements and the focused report. Determinations of compliance or non-compliance are then made.
- In between decennial report is the 5th year interim, due March 14, 2025.
- We must respond to 22 of 68 standards by then.
- We also submit a 10-page QEP Impact Report where we report on our outcomes.
- A report committee will review and give feedback.
- Ongoing compliance is the name of the game. We want to ensure we are always in compliance and that we document that. New programs need to be considered as to whether and how they will impact the plan. SACS required us to revise our policies in December to comply with a new policy.
- Feel free to reach out if you have questions about accreditation.

Q: Is there anything senate can do to help your office and foster a relationship with your office?

Keep an eye on the standards and ask questions about them. A committee might not be a bad idea. If you have concerns about compliance, please let me know.

Q. If we see violations of policy, are you the conduit for reporting malfeasance or bad behavior, lack of compliance?

A. Reporting can happen through our organizational structure as you see standards related to your area of the university. We should be following our policies and how to we return to being in compliance. Yes, you are always welcome to let me know if you see us violating our standards. Providing the letter of the law to be followed would be helpful. If you're not certain, please reach out and we can discuss things and look at the policies to ensure compliance.

Phillis: Thank you to Dr. Busby for everything you continue to provide to us . IREP is a phenomenal office and they are a great resource. We use them readily in faculty senate, and we appreciate your collaborative approach.

Busby: We cannot do our work without you and are glad to be a partner with you.

Chair: IREP has access to data about our community that is amazing, so it's a tremendous resource that is largely underutilized. Please take advantage of their knowledge and expertise. Questions after the meetings can be funneled to me or directed to Dr. Busby directly.

Chair: Based on discussion started last week to give updates you have provided in terms of sharing your thoughts with me about improving policies and procedures. (See attached statement.)

- **Committee Updates**

- Academic Instructional Affairs (chair: Corina Petrescu) –

The SET Task Force met in January to look at existing SETs and determine whether they fulfill the purposes for which they were designed. We determined the need for improvement. In February, we discussed summative evaluation of faculty, which we will continue in the next meeting.

- Academic Conduct (chair: Kenya Wolff) – Nothing to report
- Finance & Benefits (chair: Joseph Carlisle) – Nothing to report
- Development & Planning (chair: Jon-Michael Wimberly) – Nothing to report
- Governance (chair: Dan Durkin)
 - HR sent requested documentation on filed grievances; meeting next week to discuss the report
- Research & Creative Achievement (chair: Donna Buckley)

A few people have reached out to express interest in the COVID research project and we will continue seeking input for those interested in being part of setting up the survey at UM that explores life and work under COVID.

Chair: This is an opportunity for scholarship for anyone looking for that. You don't have to be an expert but can have a tangential interest in the subject.

- University Services (chair: Carrie McCormick) – Nothing to report

- **Old Business**

- **New Business**

- Question: Were we supposed to discuss the Chancellor's letter since we did not have time to read it?
- Comment: Some faculty responded that they would have wanted more forceful support for JT Thomas and that the Chancellor's letter was a bit too general.
- Vice Chair Phillis George: I want to praise a fellow Senator who was just given the Lift Every Voice Award at the Black History program in honor of her tireless service to this university, Dr. Willa Johnson. Round of applause.

- **Adjournment**

The meeting was adjourned at 6:57 PM.

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- Motion
 - Second
 - Vote

NEXT MEETING: March 9, 2021 @ 6:00 via ZOOM

Zoom details:

Join Zoom Meeting:

Dial by your location

+1 301 715 8592 US (Washington D.C)

+1 312 626 6799 US (Chicago)

+1 929 436 2866 US (New York)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

Meeting ID: 953 0426 9922

Find your local number: <https://zoom.us/j/95304269922>

SACSCOC Accreditation

PRESENTATION TO FACULTY SENATE

KATIE BUSBY, DIRECTOR INSTITUTIONAL RESEARCH, EFFECTIVENESS, AND PLANNING & SACSCOC
ACCREDITATION LIAISON

FEBRUARY 9, 2021



About SACSCOC

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accredits institutions in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia, and other approved international sites.

Ongoing improvement of programs and services and fulfilling stated mission.

Principles of Accreditation

1. Principle of Integrity
2. Mission
3. Basic Eligibility Standards
4. Governing Board
5. Administration and Organization
6. Faculty
7. Institutional Planning and Effectiveness
8. Student Achievement
9. Educational Program Structure and Content
10. Educational Policies, Procedures, and Practices
11. Library and Learning/Information Resources
12. Academic and Student Support Services
13. Financial and Physical Resources
14. Transparency and Institutional Representation

Process of Accreditation

Decennial Reaffirmation of Accreditation (next reaffirmation 2029)

- Compliance Certification Report
- Off-site Review
- Focused Report
- Quality Enhancement Plan (QEP)
- On-site Review
- SACSCOC Board of Trustees Review

Fifth-Year Interim Report - **March 14, 2025**

- QEP Impact Report
- Review by Committee

Ongoing compliance and Substantive Change

Maintaining Compliance

For additional information, please contact me.

Katie Busby

kbusby@olemiss.edu

Speaking notes Feb 9, 2021 (M. Rosenthal)

Before we work through the various committee reports for the Senate, I wanted to take a couple minutes to follow-up on the discussion we started during the last meeting.

I have received a number of emails, comments, questions, and suggestions, which I will do my best to summarize here:

1. A request was made for information packages on resolutions brought before the Senate
2. There is a perception that conversations have taken place before the meeting between some members of the senate, leaving some senators feeling out of the loop
 - a. And resulting in senators being unwilling to contribute to the conversation
3. Desire for additional time to take resolutions and related materials back to departmental colleagues for feedback and consideration
4. Questions about appropriate processes
5. A proposal for the addition of new committees to the standing committee list

Processes outlined in the bylaws for adding items to the agenda

- Submission through this mechanism doesn't mean that the item will be added verbatim to the agenda for the forthcoming meeting – the Executive committee discusses each additional item and there may be the need to go back and forth before settling on a final approach for a particular topic

Processes for adding items outside of normal channels

- We have witnessed moments when additional items are requested to be added to the agenda outside of usual channels. This can be done for a variety of reasons not the least of which being an urgent matter needing the attention of this body. I often know about these items prior to the meetings as senators will reach out to me and I try and help figure out the best approach for making the addition.
- I think that it is also worth noting that for some of the more contentious topics faced by our faculty this semester the senate exec committee has spent time evaluating the current state of knowledge on the topic and tried to do its best in bring forward information to the larger senate as appropriate and using our best judgement. Does that mean that we always agree with each other, or that there is unanimity at the end of this discussions, no.

In an ideal world items will be added to the agenda under normal circumstances. However, as we have seen in a number of cases this year timing is of the essence and something needs to be added to new business that couldn't be circulated prior to the agenda being circulated.

It is also always possible for senators, or groups of senators, to bring matters to the floor of the senate without them going through the senate exec committee via the very means we have witnessed this year.

While the exec committee has numerous discussions about various matters, we are a relatively small group and may not have all of the relevant information or have a perspective that differs from others.

However, it is important to keep in mind when these items are brought up for discussion through the new business section it is the entire body which needs to make the determination about the necessity to move forward with one action or another.

This should involve asking clarifying questions, providing additional context, or commenting on the matter at hand. It is of integral importance that every member of this body feels that they can share their perspective or be provided with some clarification on a topic. And when warranted bring the matter back to one's department for additional comment and feedback.

At the same time, it is important remember there are times when this body will need to act quickly and without extended consultation with one's department. Senators are representatives of their department and when needed are empowered to take necessary action.

The role of the chair in all of this is to facilitate the discussion. While I will provide my own perspective or share information that I have gathered as part of my role as chair on the other committees I sit on in this role. Within the context of this meeting, I do my utmost to facilitate the discussion, and understand the sentiment of all members of this group.

As we continue to process the comments and thoughts that have been submitted so far, I would like to acknowledge that I understand and can see how some of the processes of this body can be confusing to people who have not been on the senate before, or like me this academic year have experienced entirely new situations. As I mentioned earlier there has been a request for a "senator" handbook/cheat sheet for processes. I think members of the executive committee would be happy to facilitate such an effort but would appreciate some guidance on what exactly to include. So, if you are amongst those people who have struggled with process this year and would like to see some additional guidance in this area can you please take a minute to read the Senate Constitution and bylaws and let me know what additional information would be helpful to you in terms of outlining process.