Faculty Senate Agenda – September 11, 2018

Present:

Absent: Susan Hannah Allen

- **Call Meeting to Order**
  - 6:00 pm
- **Approval of May 8 2018 Minutes**
  - Motion: Breese Quinn
    - Second: Brad Jones
    - Discussion
      - None
        - Pass by acclimation
- **Next meeting notes**
  - October meeting
    - Chancellor and Provost to present state of the University details
  - November meeting
    - Katie Busby to discuss QEP launch
  -
- **Committee Reports**
  - Academic Instructional Affairs (Corina Petrescu)
    - No report
  - Academic Conduct (Vivian Ibrahim)
    - No report
  - Finance & Benefits (Phillis George)
    - No report
  - Development & Planning (Mary Roseman)
    - No report
  - Governance (April Holm)
    - No report
  - 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
    - This system came into action in 2010
        - Faculty can decide whether or not the system is implemented in their course
    - The first problem is that GPA can't be hirer 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
    - Faculty and administration are more concerned with C-
    - Assigning this to academic and instructional affairs committee
    - This will be a particular concern related to grade inflation
    - Questions:
        - Q: Why can't we have hirer 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.
    - 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/
    - Comment/question: Is there anything that prevents the University from going above and beyond the minimum policy?
        - 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