

Attendance:	Chris Jurgenson, Ted Fisher, Shaun Kelly, Carolyn Bailey, Brian Becker, Nina Baghai-Riding, Douglas Mark, Tim Watkins, Josh Armstrong, Janie Magee, John Alvarez, Maia Elgin-Wegmann, Lynn Byrd, Nora-Gough Davis, Peter Dean, Zina Taran (16 present)
1. Call to Order:	Meeting of Faculty Senate was called to order by President Jurgenson at 3:31 p.m.
Announcements:	N/A

Agenda Item	Comments / Discussion	Motions	Action
2. Approval of Minutes	Minutes of 2/18/24 Approval held for next meeting on 4/11/24.		
3. President's Report	<p>1) Cabinet – possibility that Ward and Cleveland Hall will be renovated in a Public Private Partnership along with a combination of bond money and loans. The legislature might not sign off on it, and it will only move forward in DSU will benefit financially from it. Current dorms are not the right kind. The redesign will make them more apartment style rather than the traditional dormitory style. Cost would be around \$20M.</p> <p>2) The new work order system Brightly is now in place; easily accessible via MyDSU. Log in to submit a work order to the building manager; once they approve and request moves forward.</p> <p>3) HB 1590 – PERS; potentially would replace the board with political appointees. This would only impact new hires and would increase the employer contribution by 5% over three years. PERS calculation was designed a long time ago, and future viability is uncertain due to average life span.</p> <p>4) Voted action item in Cabinet asking for 3% increase in tuition - failed. The income would have been put into the general fund. FS President voted for it; without it, the cost will be from salaries. A complete cost analysis was requested but not done. We can advise students that there will be no tuition increase next year. TF – Would an increase be a deterrent to students? Yes, it could be. Some students come here and max out their financial aid and have no way to pay the remaining fees. Per David Gladden, there is a possibly that we could get people to donate that money to the general fund. DSU is also kicking off \$100M fund, and Dr. Ennis is working with ATL alumni there for fundraising. Students will have an increase in their meal plan (8% increase each year), which was already part of the contract with Sodexo.</p> <p>5) The new mission statement approved in Cabinet, “The mission of Delta State University is to offer exceptional</p>		

<p>4. University Entities</p> <p>5. Faculty Senate Committees</p>	<p>programs and opportunities that are current, innovative, and responsive to the diverse needs of those it serves. The University provides experiences that cultivate intellectual growth and individual enrichment to develop productive members of local, regional, and global communities.” The mission statement’s purpose is to guide the University’s actions.</p> <p>6) Approved ULC policies: program closure; teach-out plan; counseling services, leave for death, veterans, personal leave with pay. Each policy has a number, assigned to a particular VP, with future reviews/renewals on a 3-year cycle. Each policy was also approved by the Cabinet.</p> <p>7) Summer schedule: not going to change; will maintain M-F 8:00-5:00. There is no financial incentive to have a four day work week since the CFO’s analysis showed no savings. What is best for students? DM – what about building closures? CJ – unknown of any closures. ZT/SK – Some temperatures must be maintained due to equipment. NR – What about classes? Any changes in scheduling? CJ advised speaking with the department chair.</p> <p>8) Provost office – Hayley Murrell now in Athletics and Cheryl Ballard is retiring this summer.</p> <p>9) SACSCOC visit: 4/15-17. Dr. Ennis has asked that if the team asks to speak with you that you make yourself available. CJ will meet with the team, but unsure of meeting content at this time. Will they want to meet with students? Maybe.</p> <p>10) Academic Partnerships discussed in EC last week is a company that does marketing for smaller/regional universities. They are compensated by getting 50% of tuition and fees. It would be possible to bring in more students but have less money. Question re: what happens if a student withdraws: DSU would have to return 100%, but still give AP their cut. That along with our 22% discount rate means we may be looking at a very small amount of money to be gained. The company creates links that look like DSU. Presented to AC. DM – They just made their spiel? They only do online programs. Allowed to come by President’s invite. The company rep was asked why they aren’t working with other schools in MS; the response was that AP prefers to work with schools the size of DSU.</p> <p>11) Faculty Overload Policy – tabled in AC, but being brought forth in the next AC meeting. CJ discussed with Provost. There is no policy re: minimum number of students in a class considered “full.” A minimum will be established.</p>		
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<p>6. Guest Speaker</p>	<p>Report from Staff Council No report</p> <p>Committee on Elections – Maia Elgin-Wegmann Reached out to divisions that need to elect a new senator:</p> <ul style="list-style-type: none"> • Counselor Ed/Psych, English/Lit, Library – PD up for re-election; Teacher Ed – Tim needs to be re-elected; ZT – new senator; Speech/Hearing – first term; need re-election; HPER – 2020; JA is on 2nd term (Eric Patten is proxy). <p>Ad Hoc Committee on Budget Sustainability – Carolyn Bailey</p> <ul style="list-style-type: none"> • Meetings on hold until budget finalized. President Ennis has asked to review the 2024-25 budget with the Committee prior to the April town hall. <p>Ashley Tanksley, Interim VP for Admissions</p> <ol style="list-style-type: none"> 1) Getting ready for software implementation (currently Recruit); now purchased Slate with more modern technology. How will it affect faculty: reporting. Any student we are engaging with can be generated in a report via the Admissions portal. Go live in April. 2) Recruitment Efforts: Freshman Admit Social on April 5 (students admitted for Fall 2024). DMI will perform. Engaging activities, Aviation is bringing a plane. 3) Presidential Tour – Dr. Ennis; chose DeSoto Co. He will be visiting several high schools for recruiting/marketing. DSU cheerleaders, SGA President. Dr. Griffin will also attend. 4) TCOB days are scheduled: 4/19 for transfers only; 6/12, 6/19, 6/26, 7/31. Potential to have one in August. 5) Desire to form Admissions Advisory Committee composed of a faculty member, SAs, DEI, advisor, alumni, student. Provide input on event planning to support recruitment efforts. Sent Deans an email for nominations. Advisory committee members need a deep understanding of DSU and/or strong connection to community groups. 6) Questions: <ul style="list-style-type: none"> • DM – What is the cost of Slate program? AT did not know. • CJ – Is there an enrollment update? Yes • AT – What is the expected participation of faculty with TCOB? Brandi Lovin and Chairs. ZT – we have up to 25 students in the summer. CJ – comes in during summer to help; this counts as service, but there needs to be a trade-off. This is a faculty issue that needs to be discussed with the department chair. AT – that’s why I wanted to have an advisory council. 		
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<p>7. Action Items</p>	<ul style="list-style-type: none"> • DM – just an idea, but we have academic maps. Brandi has done work with incoming students. Faculty sees information and makes tweaks. • AT – Maybe have involvement from other offices. AT – having advisors that are designated for this purpose. Faculty serve more as a mentorship role. • JM – We (Speech & Hearing) get a lot of transfer students that are missing certain classes. Our department contacted every community college advising department, a fact sheet, outlining requirements. Having those conversations at the community college level has helped us. them. Students need to take ownership of their own academic map. • CJ – We will discuss it next time (requested ZT bring this up). Advisement needs work. Professional advisors. It would be better for students, too. <p>First readings of the following four drafts:</p> <ol style="list-style-type: none"> 1) Resolution on Emeritus Rights and Responsibilities & Draft Policy <ul style="list-style-type: none"> • Wants to keep office; CJ spoke with Provost and agreed that office would not be kept. At Harvard you have the right to keep your office, but this can create issues with personal belongings. If you are not employed, you cannot keep an office. Some of the Rights & Responsibilities are not in the policy. Access to office space. (look at resolution). • ZT– discounts? PF – but not limited to the following: • Motion to accept first reading by ZT; seconded by SK. Discussion: editorial changes. • ZT – Is there a retired parking decal? Discounts on Okra card? All the rights and privileges of retirees with additional benefits are currently in R&R. • Vote – Unanimous with no abstentions. • Second reading at next meeting. 2) Resolution on Senate Officers Pay <ul style="list-style-type: none"> • Motion for first reading by MW, seconded by SK. • CJ – Bigger issue is with secretary position, with request for \$2K. Recording of minutes are used to document Senate actions, provide official records of meetings. President position is an important job, and work with President Ennis and Provost have had positive outcomes. • ZT – Any provision for it going up due to inflation? 		
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	<ul style="list-style-type: none"> • Discussion – Course release (not always obtained). Concerns express by JM and ND about timing. Priorities: administrative positions. • Vote 15 Yea, 1 Opposed <p>3) Resolution on Stacking</p> <ul style="list-style-type: none"> • CJ discussed with Provost; will it work for the entire university? • Teaching/Research/Service: 60/20/20 • Overloads are inconsistent. • SK – if the class doesn’t make, cancel it. • SJ – Part of the problem is that classes are a requirement for the major, and some classes will be low, especially 400-level courses. Administration should not have carte blanche to load faculty up with classes. • MW – It is in our best interest unless we are stacking graduate classes with undergraduate classes. SK – goes back to overload, but we need to make an allowance. • CJ – It will reach critical mass. Programs, being understaffed, how do you hire someone and tell them they will be teaching many classes? MW – good argument for not stacking. • JM – Who will do the review; seems like a chair advocating for faculty. The other part is faculty with significant service. MW – seems like a chair should know what your research and service are. TW – it’s not always cut and dry. Perhaps there needs to be other criteria. What constitutes a workload? • CJ wrote the initial draft. ND, CB, NR, SK and ZT offered to assist with revisions. Voting was tabled; will re-introduce for first reading at our next meeting. CJ will email to set a time for meeting. <p>4) Draft Course Evaluation</p> <p>Andrea Kunze has not gotten back with CJ re: her preliminary work; CJ spoke with Haley Rooks at EC. Some students liked the shortened forms, but they want to see what is done about their suggestions.</p> <p>Motion to accept as first reading by DM; seconded by SK.</p> <p>Discussion:</p> <ul style="list-style-type: none"> ▪ DM – likes open-ended questions as source of genuine information. Concern/question is that it seems like administration wants to use these tools to generate data. Would this be in addition to some numbering system? I’m perfectly fine with this, but I’m wondering if the University will go for these type assessments. 		
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<p>8. Discussion Topics</p>	<ul style="list-style-type: none"> ▪ CJ – My understanding is that the University needs some way to assess effectiveness, but there is not a standard of what it must be. Faculty are being evaluated, and we want a system that provides information we can use. ▪ JM – We are evaluated against people in your college/University? I feel like my students just click-click-click/ cuts/paste and put it in the evaluation. ▪ CJ – The purpose of this discussion is to see what faculty want. ▪ DM – when we first got here, we used paper, but they stopped using it because secretaries were overwhelmed. ▪ ZT – Throw in a couple of numbered data to satisfy administration? JM is willing to go through current and send out some information to revise resolution. TF – What bothers me is that in T&P, you’re looking into improvement, and it concerns me to quantify something that goes to T&P; worry about classes that might be controversial or more difficult. <p>The decision was made to table this motion and come back to it at the next meeting. All senators agreed.</p> <ol style="list-style-type: none"> 1) Going away for Dr. Welsh – 3/28 last day. Valerie Morgan is interim as SACS institutional liaison. A thank you card was provided for senators to sign. 2) Program Metrics Document <ul style="list-style-type: none"> • CJ – reviewed how metrics were established. Programs were anonymously labeled. Programs were not targeted. The charge to Ad Hoc Budget Committee was not to target programs or individuals; the same was true for the program metrics committee. President Ennis advised CJ that he will be the one making the decisions about closures. • ZT – something in the metric re: face, art shows, etc.? • DM – if these expensive programs are valued enough to absorb some of the high cost of them, then the core nature of the institution is no longer liberal arts. We’ve already lost most languages. I appreciate the fact that your committee did it blindly. I don’t agree that there is an attempt to get rid of the arts. Fundamental decisions about what makes a core institution re: liberal arts and what are absorbable deficits. • CJ – nobody targeted any program. TF – MFA got hit; new programs – 6 in MFA. CJ – 6 degree programs, but cost to the University is the same org. 		
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<p>9. Adjournment</p>	<ul style="list-style-type: none"> • DM – Frustration is that it seems disingenuous that the effort to crunch the numbers didn’t take into account some program expenses. • CJ – He does know where expensive programs are. We have two committees that brought in people from different areas. The idea was to show input from across the institution. • CJ to JA – What would be a better process? “Let me get back to you.” <p>Motion to adjourn by SK; second by JA. Meeting adjourned at 5:46 p.m.</p>		
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Next meetings

Executive Committee Meeting: February 1, 2024; Student Union Faculty Lounge

General Faculty Senate Meeting: February 8, 2024; Jacobs Conference Center