

01) Meeting called to order – 3:32pm 9/14/23 | 3:52 when actually called to order.

02) Approval of Minutes

Approval of minutes for the August Senate Meeting.

Move to approve – seconded.

Minutes approved.

03) President's Report –

a. Happy to join anytime for any Faculty Senate meetings.

i. For questions, updates, happy to discuss or answer questions for faculty.

ii. Have completed 100+ days as president.

iii. Has 20 mins for questions or observations

1. What was in the memo that went out to Academic Council. (Went to IHL?) | No just sent a memo to Academic Council re: IHL

a. IHL assess programs for productivity. Does a bachelor program produce 18 graduates every 3 years? If a program does not, it puts program on IHL review.

i. For Graduate, number is different for the program. Could be 6?

b. Did some research and inquiring, discovered DSU's most common answer is to continue a program. For 8 out of 10 times of DSU reviewing, the answer was to continue with the program as-is.

i. Dan's message to academic council was: DSU practice of default to continue the program is not the best choice as his opinion as president. Would recommend *considering* modification or discontinuation of programs that are repeatedly underperforming for productivity.

1. Option 2 (modification) and Option 3 (termination and redirection) will be considered more going forward.

2. If there's not a realistic and viable modification of a degree problem so that it moves into viability, ending will be considered.

3. Goal is that resources are utilized well for successful programs and what can we do to help under performing programs (graduates) to perform better in the future.

4. Will be doing some forecasting for programs to see how they are performing.

5. Part of this is discussing progress towards a degree. Some programs may have plenty of majors, but some are taking 7, 8, or 9 additional courses. This may help discover if there's a curricular issue or some other kind of issue that is leading to taking on several extra semesters in order to graduate with a degree.

6. Last item: Recruitment

- a. One of the scenarios that's important is how much input the faculty have on the input side. Is there a recruitment avenue for programs?
    - i. Getting face to face with students on 'why they should come to Delta State'
  - b. Right now, students are getting a good admission-based experience. But would like to see students get face-to-face recruitment prior to the admission stage.
  - c. Conversation about recruitment will continue and will create space for Faculty to state they want to participate in recruitment.
  - d. Do faculty through their own self-governance want to have an expectation to participate?
- c. Q - Will a department have a voice in the modification process of a program or eliminate it?
    - i. Deans came back, this time around, with pitches on what can be done to improve. Would welcome that to continue to be the case.
    - ii. Looking for "here's what we're going to do to recruit graduates and here are the steps to generate graduates"
  - d. Q - Resources for these programs should they need financial support to enact these modifications for these programs?
    - i. Have a \$2M budget deficit so likely going to be difficult to provide finance. Also, budgets will likely impact professor hires. Can't provide finance for x without pulling finance for y.
      1. Students have to proceed faculty generally speaking because faculty paid out of student tuition.
      2. What are the prospects that those resources are viable enough to make that program turn into success?

Chris Jurgenson

- **Anniversary of Ethan Schmidt's death**
- **The memo. IHL was late in submitting annual reports to Dept of Ed by 75 days. IHL was negligent. Letter is from Dept of Ed to Tate Reeves**
  - o DSU is under provisional certification for 5 years.
  - o We could have issues getting money from the Federal government.
  - o Every MS state school is part of this because MS IHL was late. We're being penalized for the IHL Commission's mistake. DSU had nothing to do with it.
  - o US Dept of Education: May request DSU to write a Teach Out plan if the University goes under, how would we go about finishing teaching the semester and then close the school's doors. All schools dinged will have to provide this (even though ding isn't DSU's fault, it was IHL's fault).
    - Should this be something we exchange over email or in some other avenue?
    - Everything said here is accessible unless we go into a closed session.
    - Reiterated – not anything DSU did wrong, this was IHL's wrongdoing that we may have to need to provide this.

- Q – is there any element of our control over this or it doesn't matter because this is just handed down to us?
  - Consequences triggered automatically due to the lateness of the following.
- Q – Can we get access to that letter?
  - Yes, I can send it out. I got it from Dan. Not private.
  - Late 75 days. Was due March 31<sup>st</sup>. Annual audit submission for financial stuff for FY ending June 30, 2022.
- **Need help at FS.**
  - Don't have secretary, academic affairs folks, people on committees, Parliamentarian.
    - Not having these positions filled – got called out in Academic Council for not following our own by-laws. Concerned will delegitimize this group.
    - Don't have a GA, don't have course release.
    - Having a parliamentarian means we take this body and the roles here seriously.
    - Don't have standing committee chair. Having a committee on committees because we don't have a set policy on how a committee is supposed to run. Need someone from FS body to represent.
    - May need to assign if people don't volunteer.
    - Dan said we'll have to lose programs. Have 9 open roles in M&S division, can't hire faculty. Understand that salaries are low, hard to get new faculty to join.
      - Leslie Provost – good motivations
      - Cost money to have Andy step down. He hasn't saved us any money yet.
    - Have a committee for tenure promotion and need someone to attend that. The default is that Chris attends these things. His class schedule doesn't always allow for this. Need help.
      - These portfolios are getting so massive no one can read them. Thousands of pages long
      - What do you actually need for tenure promotion? Small school, if your chair doesn't know you that's a problem.
  - Asked Edward and Lisa to come give a meeting about FOA (freedom of information act) – what can they actually get. Emails, not text messages, voicemails (but rarely asked), Teams. Article points out that things said in email and elsewhere can be taken out of context.
- **Need information for Tenure designation. Would like to have ready/available next month.**
  - Collegiality resolution – passed 2017, don't have policy to review policies. Andy took guidelines that IHL put out and adopted as beta. This is false, Dan told Chris explicitly want faculty to decide this.
  - There are no specific changes that will be substantive that will last a long time. Strike while iron is hot. Doesn't cost anything, but better regulates our departments. Lots of people leave because they are sick of being ignored. Want to make a push on this, and there's no reason not to do it now (shut down in the past).
  - Right now, it is really important for tenure promotion – but would be great to remove collegiality as a requirement for tenure promotion. Dan agrees that's usually standard.
- **Recruitment**
  - Full-time equivalent, 2119 last year, same time this year 2201 of total students (full time equivalent), up 82 students. Big uptick in enrollment for graduate students
- **Leslie Griffin (new provost)**
  - **Academic calendar – has been in discussion and limbo due to context right now.**

- Need to adopt a calendar, already late.
- Working on doing the work with plenty of time to work and think.
- Calendar is #1. Already working on admitting students for Fall of 2024.
- Academic Council looked at calendar this morning – felt like could put it out for feedback, faculty senate and others. Needs to go through all the levels and be approved and get on the books. When got out and started looking at different offices, one of the versions had a week off for thanksgiving and then come back to exams— obviously not going to work. In discussions about that.
  - Do need to know from FS would be helpful – Registrar’s office trying to push forward not start as soon. Does cut into students have less time to adjust in the beginning.
  - Thought: 2 days for fall break? Need to come back some days in a week before hitting exams.
  - Also, thoughts on a reduced number of days?
  - Know won’t please everybody but will do what they can.
  - Q - Problem we’re trying to solve?
    - Coming from Dr. Loving – rationale want parents not moving students in on Wednesday. Have the weekend to move in, then have a couple days here, then start classes on Tuesday or Wednesday. Trying to push up the beginning of school year.
      - Have element that’s important too: Do have to have so many weeks of instruction?
  - Nina - Can cause issues with Labs, something to think about.
  - L - Would prefer to get back to reviewing calendar and changes are minimal.
    - But really these are student driven.
  - Q – one of the solutions would be to truncate TG? by having class M, T, and W-F off.
  - Q – flat out error or proposal?
    - Was a proposal.
    - Don’t want to make an executive solution if can possibly help it.
  - Q – didn’t we do that, had class M & T for TG and students didn’t show up (half class didn’t show up)?
    - Yeah, but still counts as a week of instruction.
    - Amber – was encouraged to offer outside assignment.
    - L – made the work and make them feel like they had to come back after TG. Need to be giving exams and giving them during exam week.
  - Q – trying to get clear on what we’re asking our constituents. What are we suggesting offering? Want to know what I’m asking for their opinion on.
    - 2-day fall break, and 3-day TG or full week fall break.
    - L - Recognize that you don’t have enough information, an updated calendar to look at.
  - Q - It’s nice that you’re asking for faculty thoughts on this. Is this because we’re trying to have enough weeks of instruction?
    - Would we do 2 days of class that week, then have exams after we come back? Or have

- L - a few days of classes after coming back, then have exams was the suggestion.
- L - We could have removed fall break and full week at TG. Solve his problem. Trying to do what's best for students but with an eye towards what's right academically, and what faculty think.
- Q – would like to have a ballot of options.
  - L- we did work on a proposed calendar for you to react to, but you don't have that from me right now, so you don't have enough info yet. But Chris will share with you (eventually). It needs to be the calendar approved by Academic Council.
- Chris - Starting on a Wednesday is that non-negotiable?
  - L- that is the desire to accommodate students better. It's disruptive. Not sure that it's totally a non-negotiable, but highly desirable.
- Chris – how to rack up vacation days.
  - L- I think what would help is get a calendar to you to look at and react to Chris.
- Chris – deadline?
  - L- well we're already passed it. So, I said I'll do what we can.
  - Chris – so tomorrow?
  - L – yes why don't we aim for that.
- Chris – Eddie Lovin made a comment about 'we're two weeks behind being able to admit students to programs compared to competitors' – not sure how that related to the calendar.
  - Longer wait on the calendar, the longer it'll be in order to admit students.
  - L – he's understandably concerned that this is impacting Fall 2024.
- Q – (Nina) If come back after TG have partial week. If have M and T on TG week, and then W, R, F classes the week after TG. That way doesn't have to cheat anyone who has a class on any particular day of the week (e.g., Labs).
  - L – That's an idea we can look at that.
- We'll send 1 'best case we could work out,' have folks in FS and disseminated depts react to Chris, then Chris collates reactions, and send those back to Academic Council/Leslie.
- **Chris - I said this is a very faculty friendly administration now.**
  - I have never had a provost come to faculty senate (FS) to ask \*us\* for our feedback on the academic calendar.
  - Think they're looking to know is if there is some glaring issue that faculty can see that administration can't. Likely that's what they're actually looking for rather than 'we'll do what you prefer'
  - Chris – she's generating an auditable trail of shared governance.
  - I think when it comes to the calendar process, not a whole lot of options, but if the \*whole\* faculty wants to adopt vacation this way, then they'll consider/adopt that. But they're trying to have a trail of reaching out to FS and inclusive self-governance.
  - Starting bizarrely early in August, and somewhat undermines recruitment. Also, partially responsible for exams sitting on top of TG.

- Every time we bring that up, it's an issue with winter session. When we've brought it up in the past and issue with getting ready for winter session.
- Met with Leslie on Monday – talked for 1.5 hours (scheduled for 1 hour)
  - Think she's interested in getting done what needs to be done.
  - Lots in flux. Dan wants to change a lot of things. Didn't have the same kinds of discussions with Phil that you can now with Dan. Phil 1000-foot view.
  - Leslie mentioned – faculty evaluations. Need a discussion about how to make those more productive.
- When he came to AC this morning, raised having programs without a lot of graduates also hurts DSU's reputation. Hard to recruit to a program that's had 2 graduates in the last 5 years.
  - Reason we have it is because it doesn't cost anything.
  - Q – could we also see that memo, too?
    - Yes, please email remind me.
- Dan said – need to retool the centennial campaign to bring in better students. Want to see valedictorians here, can do well here and will see them graduate and then have great referrals/poster kids.
  - Get full-ride scholarships. Give them honors awards. Etc.
  - Thinking about the capital campaign to bring in 'the most elite students' to bolster program and reputation.

#### 04) University Entities

Staff Council – from Amber Hays

- a. Doing a t-shirt fundraiser (long sleeve, short sleeve options are available).
  - i. Will also be sent out by Holly Ray
  - ii. Goes towards staff council activities
- b. Employee of the month nominations. Strictly for staff, faculty are not eligible. (yes monthly)
  - i. We all know secretaries, custodians, lunch staff, etc.
  - ii. Would like to see an influx of nominations of staff that I don't see every day.
  - iii. Have to be employed here for a full calendar year.
  - iv. Cannot have received it within 3 years prior. Can receive again once the 3-year window has expired.
  - v. Would like more than 'is a great guy/gal.' Would like a detailed review.
  - vi. If you write a review and your candidate is not picked, you have to write an entirely new review. If you want someone to nominate again, have to resubmit the next month. Recommend pulling up your email again for your nomination and you can resubmit/reuse your submission that way (so don't have to rewrite).
  - vii. Unfortunately, that's just how it works.
  - viii. President Ennis is also offering to take the recipient + supervisor to lunch.

#### 05) Faculty Senate Committees

Need some proxies – CIS accounting and finance, education: teacher education leadership and research,

Committee on University Services - Taran

Committee on University Standing Committees - *Vacant*

Committee on Elections - Elgin-Wegmann

Committee on Technology - Abraham

Committee on General Academic Affairs - Gough-Davis



### 06) Guest Speaker

1. Dan Ennis -
2. ~~Ashley Tanksley~~

### 07) Action items

1. Election for Secretary – very much needed. Rebecca is here now but could be labeled as misuse of resources and don't want to get flagged for an issue.
  - a. If you're thinking about being secretary, please email me and let me know.
  - b. Q – Maya – used to have a requirement that everyone be on a committee.
    - i. Yes, that used to be the case, and I don't want to force anyone.
    - ii. It's a great position as secretary – it's a great way to get involved in what's happening on campus, part of executive committee, looks great for your service. (And I should not be doing it for 4 years. Don't make me feel guilty.) If you're here, you're already involved, get involved.
  - c. Everyone here, if you're already taking notes, then it would really help.
  - d. Bi-laws are being violated by ourselves and also administration. But hard to demand when we're not following our own bi-laws either. It's a problem. Something to think about.
  - e. Chris will send out email.
2. Make committee assignments
  - a. Academic affairs committee – need someone on that committee | don't want next year to roll around and we have a new Senate President + new Provost, and opportunities we have now lost.
    - i. Chair would decide where meetings are held.
    - ii. Peter Dean and Ted Fisher volunteered.
    - iii. Appreciate you wanting to help out
  - b.

### 08) Discussion topics

1. Using ChatGPT
  - a. Been using it to generate templates.
    - i. Did use it for academic freedom policy, but whole paragraphs were written by Chris. Thought it was helpful and a good example of shared governance.
      1. proud of us for discussing the civil disobedience aspect. Call it civil discourse.
  - b. Josie would love to write a xx about using ChatGPT for writing policy, and as a template. It's really helpful in becoming the industry standard.
  - c. When Chris submitted people for provost, that was 100% self-written. Also, to note, Dan did pick from that list, Leslie was on it. From nominees and applications, had a pretty decent span of folks. Lots of vetting and consideration of many people.
2. Faculty Handbook committee
  - a. Using ChatGPT as a template. Andy is taking that and going to put stuff in. it'll look wildly different once done.
3. T&P (tenure & promotion) guidelines
  - a. Would like to have something FS can bring to academic council for standards/guidelines for promotion. What kind of things do we want to do for guidelines for promotion going forward?
  - b. There are folks who \*could\* apply but don't because they don't want to do all the work.
4. Collegiality committee

5. Other Grassroots initiatives that are important to faculty? Now is the time to get things done.
6. AAUP chapter – inviting President to sit in on EC and FS – Josh Armstrong president.
  - a. Want to see AAUP and FS working together to write policy and recommendations. Think it'd be nice to see them on AC to work on those things.
7. Faculty evaluations
  - a. Evaluations halfway through the semester?
    - i. Are they a good evaluation of the course because only halfway through and most info at the end of course? Something to consider.
  - b. Can help going paper for evaluations
  - c. Don't let students see grades until fill out evaluation. Not as great, could take it out on eval.
  - d. Allot a period of time from a class, when done free to go. Could be done last week of instruction, think it's affective.
    - i. Part of class requires you to have this 30 min block to fill out an evaluation, please plan your schedule.
  - e. Suggestion – think we have to pilot it. With what we have, pilot across different departments (or break up by program).
    - i. Have one subset does the grade release/hold.
    - ii. Another subset does this idea.
    - iii. Another subset does this other idea.
    - iv. →do you have ideas about this? (Chris Q) Yes, I do. Would like to see that.
    - v. It's common across other institutions to pilot it.
      1. What was the outcome?
      2. Withholding grades. People need transcripts for jobs and stuff, so have to do it. And when you also make the culture about that from the get-go as a freshman, then they know, and it becomes normal.
8. Dan is absolving the executive committee.
  - a. He has executive committee + cabinet and ends up being all the same info and decisions are made in cabinet. So absolving EC. So huge progress there.
9. Research committee business
  - a. Kent Janice Wyatt fund has \$3k for fund. Leslie has same approach to this as Andy, committee will evaluate things on the rubric, and if the item passes the evaluation Leslie will find the money for it. So, talking about awarding everyone who applies.
    - i. If have matching at department, that'll made it easier.
  - b. Q – Bryce Griffis fund?
    - i. Has \$8k
    - ii. There was a delay, going to cabinet on the 20<sup>th</sup>. On the 27<sup>th</sup> will be awarded or sometime around then
10. Would like to know committees on last year – good place to start. (John Alvarez?)
  - a. Could also do a 'pick your top 3 committees' and enter on a sheet and it assigns.
  - b. Research committees meeting now. Maybe want to look at timing.

### 09) Adjournment – 5:26pm motion. Seconded. Unanimous.

#### Next meetings

Executive Committee Date

October 5

Faculty Senate Meeting Date

October 12