

## MUW FACULTY SENATE

February 12, 2021

Zoom Meeting

Faculty in attendance: Ashley Chisolm, Nichole Bonaventure-Larson, Ian Childers, Nora Corrigan, Terry Todd, Kathy Newman, Hunter Manasco, Shyam Heda, Adrian Sligh, Youn Mi Lee, Melissa Smith, Kelly Bennett, Mary Helen Hawkins, Shonda Phelon, Chad Murphy, Kristy Alpe

1. President Chisolm called the meeting to order at 12:16 p.m.
2. Approval of Minutes –November 2020
  - a. Minutes were adjusted to account for loss of data in hack and reconstructed by executive committee and so are very general.
  - b. Motion to approve from Ian Childers. Second from Nora Corrigan. Motion carried.

### 3. Committee Reports

- a. Administrative Council Report – Ashley
  - i. December meeting

President Miller addressed the ransomware attack and thanked everyone for being patient while this was still being worked on. Carla Lowery said incident occurred on November 24<sup>th</sup> which was a Tuesday and that Rodney had immediately taken down internet. Carla also said that there were several bigger institutions who had experienced this. It did affect shared drives and encrypting anything that was turned on. ITS replaced hard drives and they kept all encrypted files in case we get the key at some point. ITS is now implementing multifactor authentication for VPN logins, having us change our passwords, etc. They encouraged us to check our Outlook to try and recover files.

President Miller also talked about the covid numbers and the limited hospital beds in our area.

Dr. McCoy mentioned that there were nurses available at the health center and discussed the CDC changes to quarantine.

- b. February meeting (5<sup>th</sup>)

President Miller asked by WCBI reported about the difference between last semester and this semester and she said it was not that different but that we were more comfortable with it.

Legislature is in session. Lots of bills died after the deadline but they are meeting with subcommittee IHL institutions – requested a 6.5% appropriations increase that would be used for salaries. We should know appropriations by the first week in April.

Buddy Foster gave an athletics update. To date they have tested 247 students for covid. W has moved to testing their athletes every 2 weeks. This is more than is required

by NCAA. Implemented travel protocols – less people on buses, masks, etc., rooms are only two to a room, no restaurants only catering

Health center hired a contact tracer, but they had to put her on testing so Dr. McCoy is still doing contact tracing. They have worked out that process now. They are testing student athletes, students returned to the dorm, will also test MSMS students. 14 faculty and staff and 32 students who tested positive this semester so far. Encouraged anyone with symptoms to stay home (10 days of quarantine, but only if you have symptoms that have improved. If you still have symptoms do a full 14 days). When you're exposed you don't need to get tested immediately wait until day 5 after exposed. Working to see what we could do to get vaccines for individuals on campus. Encouraged getting vaccinations if you are able.

Carla mentioned that Sheila Morgan had acquired 100 webinar extensions for Zoom to allow for faculty to open their events to the public.

Misting has now moved to resources management.

Carla said they were almost done with the 18-19 catalog in DegreeWorks. This has been a joint effort across departments. Moving into the 1920 catalog, they are wanting focus groups with students, other faculty, etc. to see what kind of training we need to schedule in the fall. They want it to go live this summer so that students can use it to see what will transfer.

DEI council gave an update – new state flag and releasing the video this past week. Yesterday's moderated panel about the change of the state flag.

Ken Whitney talked about the internal audit acts and what he is required to do in accordance with the audit acts in the state. Ole Miss and MS State have already done this and he has some best practices. Our audit is coming in May. He said to keep in mind that policy 712 – all external investigators need to be routed with Ken. Ken said he is getting ready to start this year's risk assessments and will be meeting with people soon. Check out the internal audit website for some information on this.

c. Meeting with the President- Ashley

i. February meeting focused a lot on faculty concerns. (later in agenda)

d. Academic Council –Hunter

i. January 26

Academic council meeting opened with Dr. Anderson asking about how his faculty are supposed to be managing covid precautions for the fall and social distancing for his students - voicing concerns about the draft schedules that had been submitted and how they will work with social distancing. Dr Tollison replied that the schedules are drafts and we're going to be feeling things out as much as possible.

Dr. Tollison also mentioned that they are looking at the W joining the Council of Public Liberal Arts Universities. We haven't been in this group before because we didn't meet the threshold of number degrees awarded but they have removed that requirement so now. President Miller has initiated the exploratory phase of that process which will take 1.5 years to complete. Dr. Tollison said the primary

benefit is that you're networked into a group of similar and similarly minded institutions so there is an increase in opportunities for professional engagement and collaborations. Additionally, he said that joining would help reduce the professional isolation of the W and also the council members are big promoters of undergraduate research.

PS3535 staff council recategorization of the way representatives are selected

PS1203 definition of a credit hour has been changed to match ihl definition

d. PIE – Nichole (did not meet)

#### 4. Unfinished Business

##### a. PS 1305 Working Group Discussion

Dr. Heda and Dr. Hurley had questions about the current policy; very vague policy as it stands now and opened those questions now to the senate.

- Who gets emeritus status?
- Is this something that is only for tenure track faculty or anyone with a record of meritorious service.
  - i. Recommended a category of distinguished emeritus status and defining that. Recommended the emeritus name match with what your title was at the time of retirement.
- Clarification is needed about terms of years of service.
  - i. Should we remove the age qualifications because of limitations
- Potentially recommending to add some types of benefits (retaining a research lab or allowance for research activities)
- Is Faculty Senate an initiator only when other pathway is not available?
- Can we add a timeline just to cover enough time for announcements at commencement?
- Is this an honor or something all retiring faculty get?
- Dr. Hurley and Dr. Heda recommended either an application requirement/form for the faculty member – “by application” or “put forth by recommendation by the department head of dean”.

President Chisolm will work with the working group to get a draft together to present to senate and invited senators to send notes and questions via email while that was happening.

#### 5. New Business

##### a. Fund A and Fund B Update

- i. see Handout
- ii. Faculty development committee thanked.

- iii. Fund A has \$4526 remaining
  - iv. Fund B has \$1620 remaining
  - v. If you know of any faculty engaging in digital conferencing. Encourage them to apply.
- b. Review for Any Recommended Changes (Not in Formal Review)
- i. PS 1313
    - 1. Faculty salary increases policy
      - a. Dr. Heda motions to accept as is. Melissa Smith second. Motion carried.
- c. Policy Statements in Formal Review
- i. PS 3533: Teacher Education Council
    - 1. Academic council has gone through this and teacher education council has gone through this.
      - a. Melissa Smith motion to approve. Seconded by Kathy Newman. Motion carried.
  - ii. PS 1302: Standards for Initial Appointment
    - 1. Dr. Heda asked about number 7 - clarification needed on the "appropriate criteria established at time of appointment" (recommend changing will to may)
      - a. Also ask to define when someone would fall into this option
      - b. Also is it possible a non-tenure track position will be converted to tenure track with existing qualifications at the non-tenure track level
      - c. Dr. Heda asked how much time do tenured faculty have after an unsatisfactory eval to get back to satisfactory (is this 2 years? Number 12 and 15?)
      - d. Change of to or in 15
      - e. President Chisolm will pose question of how often has 12-15 improvement plan process been used?
        - i. Motion to accept with the above changes and questions by Ian Childers. Seconded by Terry Todd. Motion carried.
  - iii. PS 1303: Promotion of Faculty
    - 1. Dr. Heda noted that number 5 doesn't include any publication requirement for going from associate to full professor.
    - 2. Melissa noted that research is different from one discipline to another.
      - a. Motion to approve from Ian Childers. Second from Kelly Bennett. Motion carried.
  - iv. PS 1304: Tenure of Faculty

1. Motion to approve Nichole Bonaventure-Larson. Seconded by Shonda. Motion carried.
- v. PS 3502: Student Scholastic Appeals Committee
  1. Motion to accept from Kathy Newman. Seconded by Adrian Sligh. Motion carries.
- vi. PS 3534: Academic Standards Board
  1. Dr. Heda motion to approve. Seconded by Ian Childers. Motion carried.
- vii. PS 7201: Textbook adoption.
  1. Nichole recommended we add that the library be notified of textbook adoptions after they are made. (Added in 1.G).
    - a. Motion to approve with recommended changes by Melissa Smith. Seconded by Kathy Newman. Motion carried.
  2. Hunter Manasco brought up that the PS1312 doesn't match the PS1302 in terms of timeline of evaluation/review. Is it a once time thing or a decrease performance over the course of 4 years? Ashley suggest we mentioned that there is a discontinuity between the two and that they need to be clarified. Hunter recommends it reflect the language in 1312. Dr. Heda recommends we take some time to look at it. Hunter Manasco motioned to amend our recommendation on 1302 to include these notes. Nora Corrigan second. Motion carried.

d. Faculty Concerns

- i. Senator forwarded concerns from faculty on:
  1. Athletics and the concern of public image of the statements about the issues with that and had been reached out to by parents of current and potential students
  2. Concern over the lack of structured monitored study halls and tutoring for student athletes
    - a. President Miller had indicated that this was done in the past, team by team, but that covid has made this cease.
    - b. Could be trouble with Title III to offer something to only athletes.
  3. Academic advising for athletes is being done by Molly Boyd.
- ii. Concerns over protection of intellectual property and the academic records and if the files are the hard drives are property of the faculty.
  1. Best they can tell, the hack did not get into Banner but was limited to only windows based programs.
  2. Depending on what individuals had on their hard drives that might be an individual issue.

3. Carla is working on PII with the forensics team and must be done by the end of the fiscal year.
  4. Forensic report will not be given out in full because of risks, but President Miller will ask if they can give a supplemental report to campus.
- iii. Safety issues with campus and city
1. Shootings occurring near campus, march on January 6<sup>th</sup>, etc.
    - a. Mayor had recently formed a concerned citizen taskforce and Randy has a good working relationship with the community police.
- iv. Ashley reached out to Chief Vibrock for Update
1. Chief sent two pages of updates
    - a. All gate dispatcher positions have been filled only one patrol position open
    - b. Academy attendance is still in progress but was limited by covid
    - c. Night owls will be coming back Sunday -Thursday from 7pm-2pm
    - d. Training:
      - i. De-escalation in October
      - ii. First aid in December
      - iii. This month all the annual firearms
      - iv. Recently purchased virtual academy training software
      - v. Working with DA on implicit bias training/date
      - vi. Department still meets regularly with local law enforcement agencies
      - vii. Drive through gates are still being locked and IDs are being checked after 7pm. Let him know if this isn't happening.
      - viii. 16 cameras have been added around campus
  2. Intellectual property
    - a. Reviewed the policy on this and spoke to Carla about removal of hard drives
      - i. Hard drives removed from offices are property of the university and removed because they were a continuing security threat
      - ii. Since the information is not accessible it is not an intellectual property issue until we receive the key
        1. Once that happens they will work to find the faculty member to give those files back

3. Melissa Smith brought up lack of transparency around the athletics issue.
4. Nichole Bonaventure-Larson brought up question about lights on 11<sup>th</sup> being off at night.
5. President Chisolm said President Miller would come for another Q&A if we want one
  - a. Melissa Smith said yes we would like one.
6. Nichole also asked about delays in weather alerts and President Chisolm will follow up on that.
6. Senator terms ending soon
  - a. President Chisolm will be emailing Deans about this so elections can be held in each College.
7. Closing Comment/Adjourn at 2:02PM

NEXT MEETING: March 12<sup>th</sup>

Suggested 2020-2021 Dates Remaining : March 12<sup>th</sup>, April 9th(for installation of new Senators and election of executive committee)