

Attendance:	Chris Jurgenson, Ted Fisher, Shaun Kelly, Andrea Kunze, Charles Abraham, Carolyn Bailey, Brian Becker, Nina Baghai-Riding, Douglas Mark, Tim Watkins, Josh Armstrong, Janie Magee, John Alvarez, Victoria Peay, Maia Wegmann, Lynn Byrd (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 1/18/24	Motion: VP	Approved Unanimous
3. President's Report	<p>Enrollment:</p> <p>Headcount:</p> <ul style="list-style-type: none"> <li>• ↑ 9.59% with DE</li> <li>• ↑ 4.66% without DE</li> <li>• UG ↑ 2.05%; G ↑ 10.5%</li> </ul> <p>FTE:</p> <ul style="list-style-type: none"> <li>• ↑ 6.85% with DE</li> <li>• ↑ 4.4% without DE</li> <li>• UG ↑ 1.6%; G 11.85%</li> </ul> <p>CHs Attempted:</p> <ul style="list-style-type: none"> <li>• ↑ 3.99% with DE</li> <li>• ↑ 2.64% without DE</li> <li>• UG ↑ .57%; G ↑ 10.96%</li> </ul> <p>DM – What programs with the greatest increase? Ed in Business, Integrated MBA. Many schools increasing online synchronous courses could be helpful.</p> <p>QEP Roll-out: 2/14; QR code Ask the Okra. The idea is that it will be stationed by individuals for response. JWelsh and TMcKinney has been working on this. Central point for questions. Off-hours – bot answer; generates a ticket system. DM – requested email with QR code. May appear in Canvas; share w/ faculty.</p> <p>6 Administrative positions w/ headhunter Search Committee Chairs: Provost – Vicki Bingham CFO – Mike Kennison CAS – Gina Jenkins</p>	Second: TF	

	<p>CBA – April Mondy          VP Advancement – Edwin Craft          VP Enrollment Mgt – Eddie Lovin</p> <p>CJ discussed with President Ennis: When searches are done, it would be nice for faculty to spend time speaking with recruiters, etc. FS President is not on these committees. By the end of this week, they will notify committee members.</p> <p>MW – will cost be made known?          It is 6 figures overall. CJ – Headhunter will do the work beforehand. An example was Dr. Ennis. The company’s reputation depends on them finding good people. There is a warranty and some risk.</p> <p>Ask the Okra          CA – What University entity Is responsible?          (Student Services). Staff or GAs – may still be up in the air.</p> <p>DM - AI vs human interaction?          CJ is unsure of the budget. The chat portion will be “live” in real time? CJ – may need to be a combination, depending on the queue.</p> <p>No Confidence Vote:          LG – reviewed FS resolution and information gathered; discussed with President. No other discussion due to this being a personnel matter.</p> <p>MS Today Article – NCV for a specific administrator where we are now notified of new position. It is important (regardless of if there is a connection) that we spoke.</p> <p>DSU has almost a complete overhaul of our executive administration in a year. Need to continue to have needed conversations. Dr. Ennis and Dr. Griffin want our feedback. CJ is hoping that the committee will focus on how they communicate with the university community. The current relationship between the FS President, President, and Provost has been productive.</p> <p>Discussion re: interview w/ Mississippi Today (Molly Minta). The article is supposed to be published tomorrow and is</p>		
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<p>4. University Entities</p> <p>5. Faculty Senate Committees</p>	<p>expected to be positive. If you ever do talk to the press, consider asking that they send a select group of questions. There is so much more transparency now.</p> <p>Resolution re: parental leave: Robert Banik (MSU) says it will not go forward. The resolution will have to be revised. What the committee asked for was “too much.”</p> <p>Legislative update: proposal to cut higher ed 6.8% across the board. \$1.36M cuts. The Governor has suggested this; it is not approved.</p> <p>Inauguration: will cost no money; funds have been donated to cover costs. FS President will lead the procession with mace.</p> <p>Academic Partnerships – like a contractor for marketing; the idea is to recruit students from a broader area, and for every student that comes to DSU, to get a cut in the tuition. Sales pitch coming. JA – Admissions had been working with a firm? Are we still working with them? DM – it wasn’t; automated messages were sent.</p> <p>No report</p> <p>Ad Hoc Committee on Course Evaluations AK – needs someone to take over b/c she is leaving DSU after this semester. Josie is concerned about the low response rates. Email CJ or CB.</p> <p>Ad Hoc Committee on Budget Sustainability CB – reviewed recommendation just sent to President Ennis. Budget / Open Positions to be cut: President – for every position we keep, there will be somebody that has to be lost. Now we are formally cutting positions so the budget target can be reached. It does not eliminate positions. DM – there are some edits; will need to be cleaned up. CA – Didn’t we already have these savings? CJ – University had been operating w/ structural deficits; ZBB eliminates those positions so the new budget will not have those in there and it will reflect more accurately what we have. ZBB explained. Per President Ennis, we had a \$2.4M structural</p>		
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	<p>deficit, with thought that it would be made up with auxiliaries. Basically, pretended we had money that we didn't.</p> <p>DM – we do not really do that anymore; seems like a no-brainer.</p> <p>CJ – Retirement Incentive reviewed; not eligible if on ORP.</p> <p>Program closure/teach out/student academic programs</p> <p>CJ – 44% of classes have &lt; 10 students; discussed stacking classes with Provost. This is more common and may be the model that we see. CJ pointed out that there must be a balance between service and research.</p> <p>SK – when is the call made with stacking? I was given an extra course and then enrollment increased.</p> <p>FS President requested that senators provide feedback to CJ before the next meeting.</p> <p>SK – the question comes in from deans re: how much is too much? They are trying to use holistic approach. Please provide feedback by 2/19. AC has had first reading.</p> <p>DM – Question re: student academic guidelines #2:</p> <p>CA – When will program closures be announced? There is no definitive date.</p> <p>CJ – We will be told by IHL; unsure of timeline.</p> <p>DM – So there may be faculty that would find out in March that their program will close?</p> <p>CJ – The issue is that terminal contracts must be handed out in March. Financial Exigency? No, per President Ennis. Terminal contracts: Unsure. Program has to be taught out.</p> <p>DM – There might be a year or two for that to be completed.</p> <p>JA – If we had more students? VP of Admissions? Community college liaison. Reviewed increases again.</p> <p>CA – How is the student to faculty ratio calculated? I would like someone to explain it.</p> <p>CJ – reviewed.</p> <p>CA – 44% UG and G classes? Yes.</p> <p>There is no policy that states a course “makes” if it has 10 students in it; the Provost noted that there is no policy. We have been paying/not paying people based on this policy.</p>		
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<p>6. Guest Speaker</p>	<p>Lisa Giger, Director of Human Resources Faculty Rights and Responsibilities Workforce Harassment Training</p> <p>Hostile work environment: an atmosphere where you feel scared, intimidated, oppressed. It is not over one single incident. If it continues, that would constitute HWE. Employee recourse is to make a report to HR. Investigation, both informal and formal, is conducted. Does not go into personnel file.</p> <p>Title 3 – ADA: go to HR and request accommodation. HR reviews for reasonable accommodation. Can vary depending on the accommodation requested.</p> <p>MW – is there a price point? LG – no. Where is the source of those funds?</p> <p>Title 7: discrimination in general and of a sexual nature; could be a certain nationality. This has to be reported to HR, and the situation would be reviewed. Decision is based on investigation and review. Sexual discrimination goes hand in hand with Title IX.</p> <p>CJ – What if I feel like a victim of one of these? How do I begin the process?</p> <p>LG – If it is a persistent situation (or a severe incident), write up a request, explain the incident to HR. HR Director would review, interview individuals, ask others with knowledge of the situation, and speak to Provost. A more formal process (Harassment policy) on website.</p>		
<p>7. Action Items</p>	<p>None</p>		
<p>8. Discussion Topics</p>	<p>Collegiality Policy – has been approved. 1<sup>st</sup> paragraph – IHL Next paragraphs were what FS put forward. Per Assoc. Provost – part of the problem was that it did not describe non-collegiality; it described Title VII.</p> <p>CJ – Staff Council Rep Ombuds is Holly Ray; will move forward with ombuds; meets w/ her tomorrow.</p> <p>CJ – T&amp;P Committee: Should faculty have a choice in T&amp;P Committee? Consider and provide input.</p>		

<p>9. Adjournment</p>	<p>CJ – Met with SGA President Haley Rooks and asked her to float some questions re: evaluations. Wants to propose that we develop a simple evaluation, i.e., what a professor did right/wrong and how the course could be improved.</p> <p>Haley – students might not fill it out. We think that is a better format. Other reasons: they don’t feel like they are being heard? How does prof use info? What if nothing changes? Who sees the data? What is done with it?</p> <p>NR – I thought we had to put our data on the annual report? Yes, it is on annual report.</p> <p>TF – Can it be weighted? What about small classes and T&amp;P? How to make it fair/useful for faculty on T&amp;P. DM – Negative comments have been received re: text, but we use sheet music.</p> <p>Haley – we agree evaluation is important and fill it out when extra credit is involved. Get grades early as an incentive.</p> <p>NR – no results with n&lt;3. It would be helpful to know results. Minutia that won’t change.</p> <p>DM – Next meeting 3/14 (spring break). Need to reschedule. Motion to move back to 3/21 by BB; second by JA. CB will change room reservation.</p> <p>Motion to adjourn by SK; second by BB. Meeting adjourned at 5:20 p.m.</p>		
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**Next meetings**

Executive Committee Meeting: March 7, 2024; Student Union Faculty Lounge

General Faculty Senate Meeting: March 21, 2024; Jobe Auditorium