

**DAFVM Senate Meeting
Minutes
1:30 pm. January 14, 2021**

<https://msstate.webex.com/msstate/ldr.php?RCID=b0944524594d4d61ae7d4803baa9e429>

DAFVM Faculty Senate Member Attendees: Barnes, James; Correa, Sandra; Ezell, Taya Marquardt; Gholson, Drew; Grala, Robert; Grissett-Hardwick, Gretchen; Howell, George (Trey); Jack, Skip; Knight, Tricia; Lee, Alison; Lee, JuYoung; Lemley, Caleb; Lemus, Rocky; Lloyd, Debra; Maples, Josh; Melanson, Rebecca; Meyer, Florencia; Morgan, Mariah; Nanduri, Bindu; Parker, Julie; Popescu, George; Reddy, Raja; Siegert, Courtney; Stone, Amanda; Wamsley, Kelley; Yan, Lifang; Yu, Fei

Excused: Barickman, Thomas (Casey); Fulford, Charles (Taze); Mathews, Rahel

Absent: Camp, Jason; Karunakaran, Ganesh Kumar; King, Jonas; Seo, Keun; Street, Jason

Call to Order – Meeting called to order by Dr. Parker at 1:32 PM

Roll Call – recorded by Drs. Parker and Wamsley

Reading and approval of November Minutes 2020 Minutes

- Motion: Dr. Rocky Lemus; Second: Dr. Taya Marquardt Ezell

Standing Committee Reports:

Dr. Parker commented that many of the administrators had a conflict with this meeting due to a planned retreat (Drs. Moore, Coble, Willard, and Burger), but Dr. Martin is present to serve for Dr. Jackson.

- Office of the Vice President: Dr. Reuben Moore/Dr. Keith Coble
 - No report – unable to attend
- Extension Service: Dr. Gary Jackson
 - Dr. Steve Martin – filling in for Dr. Jackson
 - Dr. Threadgill retired at the end of Dec
 - New Center for 4H - Dr. Linda Mitchell filling in on interim capacity
 - Other duties Dr. Threadgill was responsible for are being spread out – Swan (Bost); County Programs (Martin)
 - Time of year for livestock shows
 - Dixie nationals will be held in Feb; to lead into that, there will be 5 livestock shows; navigate with COVID-19 restrictions
 - Looking forward to vaccine
 - Farm Bureau winter commodity meetings will be virtual, end of Jan; links on their website or can email Dr. Martin
- Interim Dean, CALS: Dr. Scott Willard
 - No report – unable to attend due to conflict in schedule

- Interim Dean, CFR & FWRC: Dr. Wes Burger
 - No report – unable to attend due to conflict in schedule
- Holland Faculty Senate: Dr. Amanda Stone
 - Did not meet in Dec; will meet tomorrow
- Extension Advisory Council: Dr. Julie Parker
 - Shifting in Departments –
 - Dr. Ashli Brown serving as interim chair of Food, Nutrition, and Health Promotion
 - Dr. Sylvia Byrd – serving as interim chair of Nutrition Education Unit
 - Dr. John Blanton leaving MSU
 - Dr. Martin commented that Dr. Jane Parish, Head of North Ms Research and Extension Center, will be serving as interim for ADS DH

Chair Report

New Business

- **Extension and Research Associates are required to participate in the state retirement-potential obstacle for recruitment and retention**
 - Dr. Parker: coming from Ms. Renee Collini, Ext Instructor at Coastal Marine Ext Program, she expressed concern to hiring and retention of Extension and Research Associate specifically as in regard to state retirement
 - As Parker understands, for all positions except faculty, state retirement is the only option
 - Dr. Martin – Confirms state retirement only option for those individuals (all positions except faculty)
 - Optional retirement for faculty was started in early 90s due to some wanting to change careers; State legislative decision/law
 - One reason likely coming up, in state retirement it was 4 yrs to be vested and within past 8-10 yrs it was changed to 8 yrs to be vested in PERS system
 - If this group wanted to make a proposal to look at, then submit to Dr. Moore, then he could move forward
 - It would take all Universities, IHL, etc. to likely move forward/elicited change
 - Dr. Parker – Asking for feedback, if affecting other groups
 - Renee noted that she had candidates who declined positions because of the retirement issue and they knew the job would be temporary (because grant funded)
 - Dr. Parker asks everyone to take this concern back to chair, Department Heads, etc. and bring back to Feb meeting
 - Dr. Trey Howell: Once that person leaves, can't they transfer what is in their state retirement into another policy?
 - Dr. Parker: Not sure, could go to HR and bring back to next meeting

- Dr. Martin: Rolling into something else depends on where they went – whatever you contributed, you get to keep; if you stay the 8 years, you get to keep
 - If you leave (early) and pull your money, you get what you put in it, but not what the University contributes
 - Would recommend inviting someone from HR
 - Dr. Taya Marquardt Ezell had similar comment in the chat box
- Dr. Melanson –commented that she had LSU state retirement, was looking into transferring into MS state retirement; agreed some severe hurdles
- Dr. Florencia Meyer suggested having someone from HR come and explain; wondered if other states have similar issues (via chat box)
- Dr. Sandra Correa – Is it mandatory to give retirement benefits to Research Associate and Post Doc? Asking because it can be extremely expensive to hire one for 1 year. Is there any flexibility or is it a state mandate?
 - Dr. Parker –Not sure, her understanding as full time position, includes that full benefit package
 - Dr Martin – confirms
 - Dr. Parker will reach out to person in HR to have an update in Feb

Old Business

Challenges from Dr. Knight and comments from her colleagues:

- Digital Measures- current issues experienced by Faculty
 1. Digital Measures is not pulling in Extension Quarterly report numbers because all of the quarterly numbers disappeared.
 2. Publication missing after downloading updated version of faculty eval.
 3. Presentations are not populating on non-entrant's evaluation form
 4. In the Extension reporting for Direct Contacts, it puts individual contacts under Groups and leaves a 0 for individuals
 5. All entries under publications were dumped into the refereed section of research, then various entries were repopulated under other publication types.
 6. Did not populate graduate student's dissertation hours for fall 2020.
 7. Teaching section now has a section for student accomplishments, but it doesn't populate anywhere.
 - Dr. Parker - Are there any other issues people have had?

- In EAC meeting, noted they are accepting proposals for a data management system - so on Administration's agenda
- Dr. Wamsley – Commented spoke in Nov meeting about meeting with Dr. Baham about DM updates – not many updates due to working on University-wide system (evaluation); mentioned maybe new data management system, but not sure; Will pass information on to Dr. Baham for feedback; Not sure things will get fixed very quickly
- Dr. Melanson – Commented that she contacted Dr. Baham in Oct; for state-wide programs, system wasn't putting in correct format in the table; Dr. Baham noted it was a DM issue and hasn't gotten a response from DM yet
 - Dr. Wamsley – Dr. Baham brought that up in conversation; know she is working on things with them as she can
- Dr. Howell asked in the comment box: Should we pump the breaks putting things into DM?
 - Dr. Parker- Suggests not, unless someone in administration gives nod; should discuss with your Chairs or DH
 - Dr. Howell agreed
- Dr. Correa – Commented that system is inflexible; would like to button to move things in-between sections; also, if you click on international – it appears into international section only; lastly, everyone's pubs are updated from google scholars – why can't DM take from there?
 - Dr. Wamsley – some of these things may be possible (from conversation with Dr. Baham), she had been tweaking for each department slowly, but limited due to help; University-wide evaluation may be easier so that same tweaks could be made for everyone
 - Template form in DM that can help
 - Dr. Melanson commented template is very helpful
 - Dr. Reddy commented in chat box that google scholar is not perfect, it needs to be edited in database to make it work
- Dr. Parker – Good questions and conversation, encouraged everyone to advocate for good system
 - We will continue conversations with Dr. Baham (Wamsley & Parker)
- Dr. Lemus – Comment on Extension: need a place for social media interaction (Facebook live, Instagram) for credit due to f2f things getting canceled due to COVID-19
 - Dr. Parker – There is a section for that type of material, but not sure where it would go
 - Wamsley – Commented “multimedia”
 - Dr. Mariah Morgan commented in chat box: Under Extension/Indirect Contacts you can choose social media (either likes or there is another option- you can put in the number reached; you could also select “Other” and type a description
 - Dr. Rebecca Melanson commented in “other” you can type follows /followers Is the other populated social media

- Dr. Morgan commented that “reach” should be an option

Floor is Open - Senator Updates

- **None**

Important Dates

- Dr. Parker commented that she will look into these DM issues and reach out to HR for next meeting.
- Next DAFVM Senate February Meeting – 2/11 @ 1:30 via WebEx.

Adjourn at 2:27 PM

- Motion: Dr. Drew Gholson; 2nd Dr. Rebecca Melanson

Minutes prepared and submitted by Kelley Wamsley, DAFVM Faculty Senate Secretary