

**DAFVM Senate Meeting
Minutes
October 12, 2023**

Recording: [October DAFVM Faculty Senate Meeting-20231012 1833-1 - Webex](#)

DAFVM Faculty Senate Member Attendees:

Knight, Tricia (Chair); Correa, Sandra (Vice-Chair); Rios, Leyla (Secretary); Basu, Priyadarshini (Priya); Burke, Benjamin; Franca, Fred; Ganapathi, Shankar; Gholson, Drew; Howell, George (Trey); Jaffe, Michael; Lee, Alison; Li, Tongyin; Mathews, Rahel; Melanson, Rebecca; Morrison, Carley; Nanduri, Bindu; Poudel, Krishna; Wilson, Jeff; Woolums, Amelia; Seong, Yun

Excused:

Acharya Adhikari, Pratima; Camp, Jason; Cavinder, Clay; Manginsay, Natalie; Maples, Will; Vance, Carrie; Zurweller, Brendan

Absent:

Fulford, Charles (Taze); Grissett-Hartwick, Gretchen; Karunakaran, Ganesh Kumar; Lloyd, Debra; Sparks, Bekah; Yu, Fei

Call to Order-Meeting called to order by Dr. Tricia Knight

Roll Call-Recorded by Dr. Tricia Knight

Approval of Minutes

- Dr. Michael Jaffe moved to approve the minutes from the September 2023 meeting. It was seconded by Dr. Alison Lee. Motion to approve, no discussion, no opposition, minutes approved.

Office of the Vice President: Dr. Keith Coble

- Dr. Brown and Dr. Burger will be presenting the results of the mid-career faculty study on Nov. 30th, and it will include a reception. Additionally, we had some discussions at DC with NSF about some programs they have, and we have decided to invite the program officer to MSU.
- The Extension Director committee identified two finalists. One of them accepted a different position before the interview. We completed the process with Dr. Angus Catchot, and we are waiting for the resolution.
- I requested that you do a special analysis ad hoc report on best practices in faculty recruiting. I hope you will accept this challenge to produce a document for getting more people hired at MSU.

College of Forest Resources (CFR) & Forest and Wildlife Research Center (FWRC): Dr. Wes Burger (Dean)

- Our enrollment is still up. We are still 2.3% over what we had last year which is great.
- From September 16th through the 23rd we had the Wood Science Magic Fair, which we haven't held for 7 years. It was held for over 20 years prior to that with 3rd and 4th graders. We had about 4,000 students come through from 150 schools. It was huge, big thank you for all in sustainable by-products. It was a 5-day event and a success.
- On the same weekend we had the Midsouth Equipment Show, which is the largest equipment show in the country, with equipment demonstrations and harvesting practices. Dr. Coble and Dr. Brown came down, and we had about 4,000 people Was it

4,000 for both Wood Magic and the equipment show? in the event and about 600 high school students from around the state.

- Last week we did our event for our Alumni Fellows. We had the Director of Government Affairs for the International Conservation Organization, and he gave a seminar.
- This past Friday, October 6, we did our CFR discovery day. This was a new event an outreach focused on career opportunities. We had 15 employers there, including exhibitors from state and federal agencies, and the industry. We hosted about 100 high school students from around North Mississippi, from 12 different schools. We also had about 30 career counselors, career coaches, and teachers who came along to bring the students. We ran some workshops for them about career opportunities and degree paths. So, this was a new event we're going to repeat it annually.
- On November 13th we will have our CFR benefit golf tournament. We hold it every year with 15 to 20 teams playing, to generate \$50,000-70,000 for student activities and student support. This will be at Old Waverly.
- On November 14th we have our CFR advisory board and we'll be moving to the the Sustainable By-Products building and Franklin Center to have our three advisory boards for the department plus the Dean's board.
- We are progressing through transformational change by the end of October will be turning in a SWOT analysis and then specific objectives will be developed.
- We will be starting another new Faculty mentoring program and seminars for all Faculty.

College of Agriculture and Life Sciences & MAFES: Dr. Scott Willard

- CALS/MAFES is also doing our SWOT analysis. We have a meeting with the VP's office on this matter. On Monday we will start with a small group of Faculty and Staff to initiate the process
- We are starting the Dorman move into various places across campus. Between now and May 2024 we hope to complete the full exit of this Hall.
- We have a group of students, Faculty, and Staff touring the Central R&E, and the Capitol in Jackson to meet with our stakeholders. This is to learn more about our state. We did this in May on reading day and we will repeat it again next spring.
- Congratulations to the Coastal R&E at Poplarville for the 50th anniversary of their field day. It was a success with about 175 people there.
- Yesterday, I was meeting in Texas with the non-land grant universities. Non-land grant universities have graduated around 20% of the Agricultural students in the U.S. They are partners, but also competitors. So, it was interesting to visit with them to see where we can create opportunities.
- Landscape Architecture department head search is essentially completed. We have extended an offer to 1 of the candidates.
- School of Human Sciences Director position is advertised and fully searching and contacting candidates. On Central R&E the new Department Head is Curt Lacy and he starts on October 16th.
- We did a brand-new event this week in the college, the career connections event. We had 33 employers that came to campus, and we had about 160 students that came out to meet those employers. So, we hope to continue to do those events in the future.
- November 3rd, 6:00 pm is the Friday before homecoming. We will have an evening reception. This will be our CALS Alumni Reception and event at the animal industries annex, between the Animal and Dairy Sciences and Poultry Departments. We will also have awards for Alumni of the Year and Alumni Achievement awards. I have those candidates for those awards, but we'll be announcing that sometime here in the near future. It's open to anybody to come to that event.

- ID cards will be changing to a new company and process due to an update of the security system.
- Also, just a quick note from the Experiment Station Directors. The Experimental Station Directors have rebranded themselves on the web <https://www.aginnovation.info/southern-region> so people can get to know better what we are doing at the experiment stations, trying to promote ourselves relative to the capacity funds we receive and other sources for the experiment station.

Extension. Dr. Steve Martin:

- Our annual conference meetings will be on the 24th for the Professional Associations and the Awards on the 25th. We will have a motivational speaker and Dr. Coble and Dr. Peterson will also take part.
- During the weekend we will have our state fair and 4H activities
- Next Tuesday (23rd October) we will be attending the Sunbelt Ag Expo Farmer of the Year event in Moultrie, GA.
- We have Faculty positions open at the moment
- Regional coordinator for the Northeast region has been completed and will be announced soon

Vet school Updates. Dr. Michael Jaffe

- As you all know our dean for 17 years, step down on September 1st and Dr. Nicholas Frank became our new Dean for the College of Veterinary Medicine. There have been a few changes in the administration and leadership of the College in addition to Dr. Frank taking over. Dr. McLaughlin, who was our Associate Dean for Administration has also stepped down from his role and has resumed his role as a Professor of Small Animal Surgery. Dr. Frank will be naming an interim.
- The Innovation Lab received a 15-million-dollar grant serving not only the CVM but also the Division.
- Dr. Frank has identified staffing issues at the hospital. We have a number of open positions that we will continue to take applications for them. We have an open position for a veterinary oncologist. Dr. Todd Archer stepped away from internal medicine and that is an area that we are looking also to fill. Also, we have an open position for the Director of the Diagnostic Lab in Pearl and the Research Director in Poultry, the Aquatic R&D Lab, and several positions down at the Gulf, including, research in Ag Health and Pathology. Other areas that he has identified for staffing needs in the hospital are related to our Vet Technicians.
- One of the most exciting news is the fact that we have our new MRI that will start to be used next week.

Holland Faculty Senate Updates. Dr. Michael Jaffe

- One important topic at the Senate as faculty representatives has been an issue that has come up through the College of Engineering. An operating policy that was submitted by, the Dean for engineering and tentatively approved by Dr. Keenum, relates to salary requests for 9-month contract faculty in the proposals that they submit. So, this new proposal EOP 37 (<https://www.bagley.msstate.edu/wp-content/uploads/EOP-37-Academic-Time-on-Research-Proposals.pdf>) requires Faculty to budget 0.5 months of the academic year salary for every 1.0 months of summer salary, requested an all grant proposals.

- One of the concerns that was expressed by members of the Senate in different areas of the university was that if this becomes policy it could affect more than just engineering faculty.
- It was voted unanimously by the faculty to request rescinding this policy. This was sent to Dr. Jordan's office, and she met with the faculty from engineering, and there will be two information sessions, one was this past week and the second one will be next week. Both sessions will be summarized and released publicly, but they have put a hold on going forward with this policy pending results from the discussion with Dr. Jordan and trying to come up with a compromise that is acceptable to the administration and to faculty.
- We also had a very good presentation from Thomas Ritter the Senior Security and Compliance Officer talking about some changes to do on security, including not only the ID cards but also the DUO system, to avoid breaches in security at our university. So DUO is going to change to require receiving a 6-digit PIN number on your phone that we will need to use to log in to the computer. The second thing that will change will be the password, typically, it has been an 8-digit password with a combination of numbers, and capital letters. They said 8 digits is not enough. It's going to go to something like a 16-to-24-digit password. IT will be reaching out to us with these changes and probably will agree to make it 16 digits.

Old and New Business Dr. Tricia Knight

- Please check the committee assignments and let me know if they are as good as they are at the moment. We didn't have any volunteers for parliamentarians. If this is something you are passionate about, I'll put that in an email and please feel free to volunteer for that.
- As we said at the last meeting, for the senators' group photo please plan to come 15 minutes early to our next meeting to take the picture.
- New Business: Dr. Coble talked to us about an ad hoc committee, looking at best management practices for faculty recruitment. We will be asking for volunteers initially, but we want to make sure that the committee is diverse across the spectrum. I'll send that in the email with the committee's request.
- Dr. Coble says that we need to recruit the best Faculty possible. What kind of materials do we need to have? What information from web pages? We need to follow best practices with respect to HR rules, and minorities but we want to make sure everyone makes the best effort to keep the best candidate for the position. Each Department follows different rules, and this is also important to change. So, we should have a document that states the best way to recruit Faculty as a discussion starter.

Senator updates

- Our December meeting has always been social, I need to ask Lisa, to keep it social on December 7th.

Adjourn

Motion: Dr. Krishna Poudel; 2nd Dr. Rebecca Melanson