
Members Present – M. Arndt, M. Baggarly, S. Boyd, J. Brickey, T. Brinthaup, K. Butler, N. Callender, B. Canak, L. Clark, C. Cooper, L. Craig-Unkefer, W. Cribb, J. Dooley, L. Dubek, G. Freeman, P. Fischer, G. Freeman, C. Harris, R. Heinrich, R. Henderson, R. Hoffman, P. Kelly, Z. Khan, C. Li, A. Lutz, K. Mathis, J. Maynor, F. Miyakawa, K. N. Nofsinger, D. Patterson, G. Pisut, M. Rice, C. Rosenmuller, P. Wall, M. Weller, D. Winborn

Members Absent – C. Beauchamp, L. Burriss, R. Clark, K. Darby, S. Daugherty, T. Greer, M. Hinz, S. Mangrum, S. Rawls, J. Rich, L. Selva, C. Stephens, G. Zlotky

Members Excused –

Additional Attendees – Brad Bartel, University Provost; Deb Sells, Vice President for Student Affairs; Laurie Witherow, Director of the Academic Support Center; Sidney McPhee, University President

Agenda

1. Roll Call – The meeting was called to order at 9:00 AM.
2. Faculty Senate President's Welcome
3. Approval of June 13, 2011 Minutes – A motion was made, seconded and passed to approve the minutes.
4. Treasurer's Report:
 - a. As of June 30
 - i. Travel – \$5.51
 - ii. Operating Expenses – \$950.11
 - iii. Foundation Account – \$527.44
 - b. As of July 31
 - i. Travel – \$400.00
 - ii. Operating Expenses – \$3,284.00
 - iii. Foundation Account – \$529.44
5. University Provost's Report:

- a. General Comments – Dr. Bartel praised the MTSU Faculty. He stated that there will be more competition amongst students and faculty. He stated that several faculty were lost last year due to salary; however, quality individuals were attracted to MTSU. New Tenure Track (TT) positions have been added in order to reduce the number of Full Time Temporary (FTT) faculty. Two departments on campus have greater than 50% temporary faculty. He is concerned with the amount of research in departments with doctoral programs. He stated that some doctoral programs were started without enough faculty. He stated that three new masters degrees were approved by THEC. Graduate enrollment is up in part due to the masters programs. International enrollment is being encouraged. The desire is to reach 1,000 international students in the coming years.
- b. Promotion and Tenure – Dr. Bartel provided a handout of issues pertaining to Promotion and Tenure (P&T). He is concerned with student evaluations being used as the sole data for assessing teaching. He would like to use peer evaluations more effectively and regularly. He would like two semesters of peer evaluations preceding a TT faculty coming up for tenure. Promotion to Professor should be based upon sustained growth and recognition in the field as opposed to time at Associate Professor. Exceptions to the probationary period were discussed. He denied two exceptions since their records were, in his view, not exceptional. A concern was raised concerning workload being heavily loaded towards teaching. Dr. Bartel responded that departments are able to use reassigned time in addition to hiring new faculty. Dr. Bartel said that the University’s policy on reassigned time is “flexibility.” Another workload issue was raised concerning class size. Dr. Bartel is willing to discuss this. Dr. Bartel stated that incoming faculty should not be inundated by service requirements. Hiring new positions as administrative verses faculty was discussed. It was stated that MTSU is lacking in endowed research centers/institutes.
- c. Mentoring of Junior Faculty – He has charged the Vice Provost to work with departments concerning mentoring. The Vice Provost will host a national expert in mentoring in the coming weeks. He would like to have 100% of faculty tenured. We are currently at approximately 83%.
- d. Full Time Temporary Faculty – Dr. Bartel restated that new TT faculty positions have been added in order to reduce the number of FTTs. MTSU received a letter from TBR stating that we were out of line by having FTTs hold Assistant and Associate Professor titles. Dr. Bartel proposed using Instructor for adjuncts, Lecturer and Senior Lecturer for FTT faculty and Assistant and Associate for TT and tenured faculty. Dr. Bartel shared that there is a formula used to determine salary. He stated that each department’s situation is different. He is willing to work with each department and its intricacies. He stated that Clinical Track and Post Doctoral positions will not be affected by other rank changes. The new rank titles will begin as soon as spring 2012. A question was asked concerning conversions from FTT to TT positions. Dr. Bartel stated that conversions from senior rank in one area would not necessarily convert to a senior rank in another.
- e. Non Instructional Assignment – He would like to revive non instructional assignments. He stated that he needs to find the funding for this. He

stated that this was his top priority when new funds are available, possibly next year. Advice was sought concerning a specific department's use of reassigned time.

- f. Loss of Benefits – A senator was concerned with faculty losing benefits when taking time away to pursue grant funded research or other creative activities. Dr. Bartel stated that he would like the faculty to be responsible for the results of a research endeavor. He would like to reinvigorate research centers.
- g. Kim requested a list of our peer institutions and their teaching loads.
- h. Salary Benchmarking – A question was asked concerning benchmarking of salaries within peer groups. Dr. Bartel stated that administrative salaries in TN are much below other salaries in the Nation.

6. Student Affairs Report:

- a. Enrollment Management Plan – The University will be moving forward with a new plan in September. This new plan was developed by a consulting firm and was developed to address the Complete College Act and the new funding formula. An enrollment cap will begin to be discussed. The addition or lack of a new science building will affect this cap. The makeup of students will be discussed i.e. undergraduate, graduate, transfer and new freshmen. Dr. Sells stated that transfer students have interesting funding perks with the new formula. Enrollment standards will be discussed. MTSU has a guaranteed enrollment standard; however, this will be evaluated. This must be reviewed by TBR.
- b. Campus Community – Dr. Sells stated that there was a skills deficit with many of our students. Approximately 80% of incoming students will have never shared a room with someone. A handout of community standards was provided. These standards will begin to be communicated to students. UNIV 1010 will include a module on this topic. A communications class will include discussions on this topic. “The True Blue Pledge” was introduced in a handout and will be used in this year's convocation. A question concerning faculty experts being utilized for specific issues was asked. Dr. Sells restated that on campus experts were contacted for guidance.
- c. New Student Services Building Project – Two new structures will begin construction: parking garage and student services building. The student services building will provide services in one location to allow students to take care of 80% of their issues in one location. This building is scheduled to be complete in 2014. The student union building currently under construction was discussed. This building is being paid for by student fees. Drawings/floor plans were included in a handout for the two new structures and the student union.
- d. Dr. Sells stated that several individuals requested assistance in dealing with grief and loss on campus. She had a brochure made using on campus resources to assist in this area.

7. Academic Alert Program – Laurie Witherow stated that the Academic Alert Program was piloted in the spring. She stated that over 10,600 reports were made. More than the targeted groups of students were reported. “Estimated

Grade” was changed to “In Progress Grade” following faculty requests. Students who had dropped a course were removed from the list of students requiring reports. M# searches are available. Following the success of the pilot, the Academic Support Center is asking all professors who teach in the general education core to make reports. Ms. Witherow stated that when an alert is submitted, the student is contacted and, based upon the boxes checked when submitting the alert, will be told to contact specific individuals/offices. A question was asked concerning the advertising of this system. Ms. Witherow stated that the system seems to sell itself, but she suggested using the system and sharing our honest opinions within our departments. A distribution of reports by department was requested. Ms. Witherow responded to a question by stating that the alerts are recorded for every student and are cumulative. There will be a new link for advisors to view their advisees. The process for receiving Academic Alerts was questioned. Ms. Witherow stated that she separates them by grade, athletics and TRIO. A question concerning this system’s link to accreditation was asked. Ms. Witherow responded that she would like to have this discussion with departments. Student by student data is available. Ms. Witherow stated that the Academic Support Center would assist with other requests. The potential to require all students to use the system was discussed. Requirements for athletes and TRIO students was to meet federal requirements. Ms. Witherow was surprised by the number of graduate student alerts.

8. University President

- a. Dr. McPhee stated the importance of faculty governance and feels that his involvement with the Senate is important.
- b. Response to Tina Stewart’s Death – Dr. McPhee discussed the loss of Tina Stewart last year. He stated that he realizes that he cannot control everything on campus, but how we react to these issues is important.
- c. 100th Anniversary Celebration – The Embassy Suites Conference Center is sold out.
- d. Budget Reductions – Following the June 30th \$33 million reduction, MTSU has been able to fund a 3% raise and a \$1,000 bonus for all employees. The bonus will be given out in October. An additional 2% salary increase to faculty and staff has been approved by the TBR. Up to an additional 7% increase may be given to those individuals who are below the appropriate average faculty salary level. This could be considered as the final phase of the market research study. This will be voted on by the TBR in September. MTSU has gotten a \$2 million budget increase due to our growth. Dr. McPhee stated that we seem to be in good shape for the next few years. Dr. McPhee asked for and received a tuition increase to allow the University to fund 17 new faculty positions.
- e. 5th Year SACS Review – He stated that it is essential that we pass this accreditation review without issue.
- f. Graduation/Retention – Dr. McPhee wants to be able to show that MTSU has a very high, potentially the highest, graduation rate. Even with this, according to the new funding formula, the University may lose money. He wants to challenge this. He discussed changing admissions standards and adding an enrollment cap.

- g. Salary Compression/Equity – Compression within fields was discussed. A statement was made regarding the resolution of compression within high salary fields exacerbating the salary disparity within lower paying fields. Dr. McPhee responded that the market was largely responsible. Dr. McPhee also brought up the need to deal with administrative salaries. The individuals who are being paid below the poverty level have been identified. He said that this issue will be resolved.
- h. Construction on Campus – Dr. McPhee asked for patience with on-campus construction. He brought up the new science building and said that he has received assurance that a bond will be funded with the MTSU Science Building holding top priority. He discussed the new Student Services Center, the two parking garages and the construction on Middle Tennessee Blvd to begin in the spring of 2012.

9. New Business

- a. Vote to retain Warner Cribb as Past President – A motion was made, seconded and passed to retain Warner as Past President.
- b. ADA Compliance in Course Syllabi – This is an information item for Senators to bring to their departments.
- c. Strategy for Effective Communication between Senators and Departments – It is recommended that Senators email information items to their departments and ask to be a line item on departmental agendas. The responsibility for College at Large representatives to share information with all in their college was discussed.
- d. Instructional Technology Committee – Warner distributed and discussed a handout concerning the changes to the Instructional Technology Committee. One of the changes guarantees two Senate representatives on the committee.
- e. TUFFS Report – Alfred shared that this organization excludes Community Colleges. He shared that some institutions evaluate all administrators. We only evaluate Chairs and Deans. Alfred stated that Faye Johnson in the Provost's office maintains the Faculty Handbook. He suggested that the Senate should maintain this handbook. Alfred shared that a high percentage of athletic funding at MTSU comes from the MTSU core budget.
- f. TBR Sub-Council Report – Dr. Paula Short has agreed to attend Faculty Senate meetings of institutions. Chancellor Morgan wants institutions' compensation plans to be accessible on an institution's website. Alfred shared that there are three budgets completed throughout the year which may become available. Additional TT faculty positions may be proposed for Lecturers or Instructors.
- g. The Senate's involvement in decision making regarding the virtualization of faculty computing was emphasized. The importance of gathering proper information on this issue was emphasized. Kim shared that everyone now has two email addresses. It was decided to discuss this more throughout the semester.
- h. It was brought up that a rule suspension made in a meeting in May was against Robert's Rules of Order and two members of the Steering Committee should not be on the Steering Committee. Two new members will need to be elected from Mass Communications and the

University College. Linda Clark agreed to be the University College representative.

- i. The low/decreasing percentage of instructional funding was discussed.

Respectfully submitted,

Nate Callender
2010-2011 Faculty Senate Recording Secretary

Edited: