

Faculty Senate
09/15/2014

1. Minutes from the May 2014 Senate meeting, and the August Senate Retreat were approved.
2. Financial report:
 - Foundation account: \$427.16
 - Travel account: \$699.06
 - General account: \$1,637.73 (This amount may be slightly off because of questions regarding charges from Telecommunications regarding Senate phone lines).
3. President Canak urged senators to log onto the Faculty Senate section of D2L for relevant articles about faculty governance, enrollment concerns and budget issues.
4. David Urban (Dean, Jennings Jones College of Business) addressed the Senate, and outlined a number of initiatives and new programs since his arrival in 2013:

Has tried, and generally succeeded, in establishing a climate of communication and input.

- Executive committee meets every two weeks.
- Unit-level reports distributed to each faculty member.
- Detailed minutes distributed to each faculty member.
- Small-group (7-8 people) meetings. Lunch or breakfast.
- Two college faculty meetings per semester.

- Established committees to developed a set of by-laws for college.
- Faculty will vote on this fall. Will vote section by section.

- Re-established faculty governance committee.

- Developing strategic plan.

Major areas of interest:

- Developing students
- Developing faculty
- Developing friends (fundraising)
- Developing brand

Question from the floor: Are Jones College of Business summer salaries calculated differently from rest of University?

Answer: No.

There is general uncertainty regarding the impact from Tennessee Promise program.

Question from the floor: How does the Jones College of Business relate to other program at MTSU?

Answer: "I don't want the JCB to be known as the 'College of "no."'" Can we make connections between other units and the college?

Question from the floor: Could you comment on the "Diamonds & Coal" philosophy espoused by a former dean?

Answer: "That was not a very wise statement to make." Pay differentials comes down to marketable skills. There is a shortage of accounting and finance PhDs, which is driving salaries in both academic and non-academic areas.

5. President-Elect Farwell:

According to the Faculty Senate bylaws, there is to be a bylaw review every three years. We will need a revision committee formed by the October meeting.

Introduced proposed changes to the general provisions of University committees. Approved, seconded and approved. A copy is at the end of these minutes.

6. Discussion item: A student was apparently told by an advisor not to double major. Are there any policies in place regarding double majors? Why? Some departments are having faculty/advisor meetings to clarify department graduation requirement as well as connections between course requirements and job placement after graduation.

7. Discussion regarding Lecturer, Senior Lecturer Master Lecturer positions and evaluation criteria

New positions will be 3-year rolling contracts and are not tenurable.

Faculty will teach five classes with no committee, service, or publication responsibilities.

There are, however, compensation issues re expectations.

The Faculty Senate will help develop evaluation and compensation criteria.

8. University Marketing Vice President Oppmann would like to include faculty members as part of marketing campaigns (faculty accomplishments, honors, etc.). Senators Jason Reineke and Joey Gary will be an ad hoc committee to help select faculty to be so recognized.

9. Copies of Larry Gerber: *The Rise and Decline of Faculty Governance* are available in the Faculty Senate office.

10. Steering Committee vacancies filled:

Mamit Deme (Jones College of Business)

Michelle Finch (College of Behavioral and Health Sciences)

Janet McCormick (College of Liberal Arts)

11. Discussion item: University President McPhee has asked that the Fall Faculty Meeting be moved from Friday to Thursday. Senators were asked to take this issue back to their departments for discussion at the October Senate meeting.

12. Discussion item: Disabled Student Services wants to require faculty to allow students to record lectures. Senators were asked to take this issue back to their departments for possible discussion at the October Senate meeting.

13. Discussion item: The SACS/QEP committee wants input from faculty, particularly regarding levels of student engagement.

14. Senator Means will serve on the Faculty Sick Bank.

15. Discussion item: Oak Ridge Associated Universities (ORAU) and Oak Ridge National Laboratories (ORNL) have research opportunities with student involvement, and not just in the hard sciences. Departments and faculty are urged to look into these opportunities.

16. Discussion item: Faculty engaged in outside employment need approval at the department and college levels. The Tennessee Ethics Committee has outside employment data, which is considered a public record

17. TBR Faculty Sub-Council Representative Lutz:

There is apparently a conflict between MTSU and the TBR regarding adjunct pay raises: TBR officials say there will not be an adjunct pay raise; MTSU officials say there will be.

There are differences between MTSU, TBR and THEC documents regarding promotion and tenure. A motion that the documents should match was made, seconded and approved.

Discussion items:

Senators with “unofficial” foreign student concerns (housing, etc.) can contact Senator Pennington for assistance.

Consider inviting Invite Kathy Musselman from HR to discuss ACA issues.

The Chairs Council would like to meet regularly with FS leadership (Senators Canak, Farwell, Boyd, Burriss).

University Committees Policy I:01:02

Original paragraph (4th paragraph, General Provisions)

Faculty appointments to committees are typically two-year appointments. Two-year appointments, over time, will ensure that all faculty members will have an opportunity to serve on committees. Faculty members should not be eligible for reappointment to the same committee for two years. Student members should be appointed for a one-year term and should be eligible for reappointment for an additional year. When possible, membership on committees should be staggered so that one half of the faculty members can be replaced each year. The definition of eligible faculty is found in the Faculty Senate By-Laws.

Rewrite:

Faculty appointments to *university* committees *covered by this policy* are typically two-year *terms, except where noted*. Two-year *terms*, over time, will ensure that all faculty members have an opportunity to serve on *these* committees. *Unless otherwise specified, faculty members eligible to serve on committees covered by this policy in a faculty representation role must be tenured or tenure-track and have served at least one year as a tenured or tenure-track faculty member at Middle Tennessee State University.*

In instances in which clinical-track and research-track faculty members have special expertise, training, or skills relevant to a particular committee, the Faculty Senate Steering Committee will evaluate the qualifications and render a recommendation to the University President. Also, no officer of the administration, including department heads, deans, and associate deans shall be eligible to serve in a faculty representation role on a university standing committee. Eligible faculty members' duties cannot be more than 50 percent administrative, as determined by their faculty workload form. All questions regarding eligibility should be made to the Faculty Senate Steering Committee, which will make the final determination regarding eligibility. Student members should be appointed for a one-year term and should be eligible for reappointment for an additional year. When possible, membership on committees should be staggered so that one half of the faculty members can be replaced each year. The definition of eligible faculty is found in the Faculty Senate By-Laws.

Rationale:

The changes are to clarify who is eligible to serve on committees as faculty. The current policy refers to the Faculty Senate By-laws. Currently, Article 7 Section 7 only says “All full-time faculty members will be considered eligible for recommendation to these positions, but preference generally will be given to full-time tenured and/or tenure-track faculty over fixed-term faculty.”

University Committees Policy I:01:02

Original paragraph (second paragraph Establishment of Committees Section:

The President of the University should make all committee appointments. Primary consideration should be given to the nominations received from the Faculty Senate and the Student Government Association. The President should receive faculty nominations before the beginning of the fall semester. The President should receive student nominations soon after the beginning of the fall semester.

Rewrite:

The President of the University should make all committee appointments. *Except as noted in this policy, the Faculty Senate will make nominations for faculty representatives. The Faculty Senate will coordinate, as appropriate, with other offices that this policy specifies are to make nominations directly to the University President.*

Primary consideration should be given to the nominations received from the Faculty Senate, Student Government Association, *and other offices specifically designated in this policy.* The President should receive faculty nominations before the beginning of the fall semester. The President should receive student nominations soon after the beginning of the fall semester.

Rationale:

Currently, there are some standing committees that have specific requirements regarding expert knowledge, experience, etc. (such as the Institutional Animal Care and Use Committee). A few committees also must abide by rules, laws, and regulations that require the establishment of some of these committees and have specific requirements about membership and how faculty members are chosen. Because there is no allowance for that in the general provisions of the current policy, this creates a conflict within the policy. Although the Senate coordinates with various offices/committees regarding what the committees' specific needs are, the process has never been formalized.