

Faculty Senate Meeting 11/6  
AGENDA

Attending: Joshua Aaron, Jeremy Aber, Rafet Al-Tobasei, Larry Burriss, Lando Carter, Leigh Anne Clark, Michelle Conceison, Douglas Dabbs, Elizabeth Dalton, Laura Dubek, Michael Federici, Andrea Georgiou, Lisa Green, Jeannie Harrington, Samantha Johnson, Kristi Julian, Rachel Kirk, Francis Koti, Phil Loubere, Patrick McCarthy, Janna McClain, Joan McRae, Richard Meeks, Lei Miao, Joseph Morgan, Kay Murphree, Kari Neely, David Nelson, Timothy Nelson, Suman Neupane, Martha Norkunas, John Ouellette, Sharon Parente, Jack Purcell, Shannon Randol, James Robertson, Robert Rogers, Jim Rost, Dianna Rust, Stephen Salter, Philip Seagraves, Raj Srivastava, Suzanne Sutherland, Andrew Wyatt, Sam Zaza, Carmelita Dotson, Kyle Kennedy, Keely O'Brien, Patrick Richey, Andrea Georgiou, Preston MacDougall, Jim Rost, Sam Zaza

Absent: Jacob Avila

Kari called the meeting to order at 3:30 and introduced Dr. Mary Martin (trustee).

1. Call to Order – President Kari Neely
2. Board of Trustees Report – Trustee Mary Martin

She keeps Kari and Suzanne informed. This is the 7<sup>th</sup> year of the Board. The Board is comprised of self-made millionaires. They are businesspeople, not scholars. They now understand the university budgets. They are influenced by the media. Higher education is under intense stress right now in the media.

The Board saved the aerospace program by moving the Shelbyville.

4 committees on the Board. Committee meetings are 90% of what you need to listen to, not the official board meeting.

Senator noted that the merger was not handled well and the faculty were not given a voice.

Mary: 3 Board requirements: Buy property, hire the President, provide strategic planning for the future.

Senator asked for clarification.

Mary: You have to be clear with the Board about what happened, why it was harmful and why it might be harmful moving forward.

Mary: If you want to stop something that the administration is doing, you have to get ahead of it. If it gets to the point of a proposal, its too late.

Mary: the risk assessment reports are something that we should pay attention to.

Executive and Governance committee – the Board must self-assess every other year. Our Board does so every year. Mary wants to add “are we making strategic decisions that look out 10-20 years?” AND “do we really understand our peer group?”

The self-evaluation will be discussed at the next meeting.

No employee grievances in the last year.

Why is MTSU building so many buildings? 8 years ago we applied for the money that was available. We can't change that. We will attempt to optimize those capital outlays.

President McPhee is working on getting approval for technical salary supplements.

Senator asked about the Board's interest in merit pay.

Mary suggested the Seante present a unified front. President will respect merit or market if it's a unified voice.

We have a really good Board. We have to stay in front of them to counteract the media portrayal of higher education.

Senator asked about Mary's comment about an “emergency vote”. She cited multiple votes of “no confidence” in the President at TTU. That gets Board attention. Use the emergency button sparingly.

Senator asked about the “speak with one voice” comment and cited a recent attempt to increase the raise on promotion, but the President tabled it. Mary suggested being persistent and be willing to accept change over a longer time horizon.

### 3. President's Report – Kari Neely

Michael Federici moved and Jeremy Aber seconded to accept the minutes as presented. The motion passed unanimously.

We have Dr. Tucker with us this week from the University of the Bahamas. Met with SGA last week. They would like to have joint sessions with the Faculty Senate. The SGA passed a resolution to support polling stations on campus.

Chairs' Council: They are working on a reorganization resolution. They were looking at mergers. Kari believed this should be broader than that.

Merit pay (aka incentive pay) is on the November 14 agenda. Bonus not base.

Mission review: Survey had 2000 responses. Working results in to the strategic plan.

Course repeats: If the course can be repeated, make sure it is set up that way.

Space issues next year: KOM will be renovated next year.

Board meetings: Subcommittee meetings Tuesday 11/14 at 9:00am at Miller Education Center.

Overloads: resolution to follow. Policy 223 was displayed with highlighted areas for ways that we believe MTSU is non-compliant. State law also limits to 2 overloads per semester.

Report from Becky Cole's office: 5-year analysis of Academic Year Overload Expense

#### 4. Committee Reports

- a. Finance- met with Alan Thomas. Moving in the direction of a merit "bonus" system. 2-year trial to get a feel for the calculations. \$1.5m in a lock box earmarked for the merit bonuses. \$7m estimate of what it would take to get to 2020-2021 market rates. The expectation for the additional 1.8% raise in January based on market.
- b. Engagement- working with Monica Smith and event planning to get a faculty/student event planned
- c. Sustainability- meeting with professionals in the field to get advice on proposals to administration. We are looking to get a person back who retired and was never replaced.
- d. Faculty Handbook- the understanding of our charge is to collaborate with Academic Affairs to include items in the handbook about policies that are not in the handbook.
- e. AI- 3 goals. What do the faculty think? What are other schools doing? Gather/provide resources to share with faculty. There will be a survey. We need a place to store/access the existing resources.
- f. Board
- g. Advocacy- have an appointment this week with a faculty member.
- h. Academic Affairs- John Ouellette presented the overload resolution.

#### 5. Overload Resolution – John Ouellette

See slides for the various WHEREAS statements and other amendments to the original resolution.

Patrick Richey moved and Dianna Rust seconded a motion to move in to executive session.

Dianna Rust moved and Sam Zaza seconded a motion to remove the original resolution from the table. The motion passed unanimously.

John Ouellette moved and Lando Carter seconded a motion to pass the new resolution as presented.

6. Salary Study Resolution – Michael Federici

7. New Business

8. Adjournment