

Faculty Senate Meeting 12/4
AGENDA

Attending: Joshua Aaron, Jeremy Aber, Rafet Al-Tobasei, Jacob Avila, 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, 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: Philip Seagraves

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

Expedited tenure vote.

Finance committee was the compensation piece. They will bring everyone up to 46.7% of the difference in market pay. There will be a one-time incentive plan. Start now and work through December 2025 to design a plan. A faculty committee will be convened.

Research foundation agreement is to establish an entity that acts as an entity between the Foundation and the university with respect to patents.

Send all merit pay ideas to your chairs or to Kari. Memphis has done merit and is not happy with it.

Senator: Is there any indication of when this committee will begin?

Mary: I am assuming January or February of 2024.

Mary explained the market pay system. Study done in 1998. Assistants, Associates and Full Professors. Professors have a cap that gets removed after 10 years. 52 schools are used as a benchmark.

Senator: Is it safe to say that some people will get no raise?

Mary: Absolutely. There is no such system for administrators or staff.

Stephen: The number that is used as a comparison for full professors is the same as my previous institution in 2014.

Mary: The 52 universities averages us down. AGB used 10 for the President's salary in the last contract. We should not be relying so much on data inside the state of Tennessee.

THEC has a new director. There were some issues with the funding formula in the past. Hopefully those will be rectified going forward. THEC is now re-examining its charge and purpose.

Senator: Clarification on the 46.7%. Where were we the last time?

Kari: 23%.

Mary: As people retire, it will cost more to replace them due to a great deal of salary compression.

She gave the example of the math department and how untenable their situation would be if 12 "retirement eligible" people retired.

Senator: Is anyone monitoring that or planning for that?

Mary: That is a good question for the Provost. I am not sure.

Senator: As THEC is being reimagined, is there any thought of that becoming the new TBR?

Mary: Not that I am aware of.

We need to be aware of threats. If you see something, send it to me and I will try to communicate that to the Board.

You should think of us as more of a medical organization than a manufacturing organization.

3. President's Report – Kari Neely

Dropbox files need to be migrated to a different platform or private account.

ADA Accommodation in the classroom seminar on 12/7 at 1:00.

High probability of getting a Liberal Arts building funded this year. Ranked 2nd on the state priority list.

President McPhee said the Comptroller is meeting with LGIs about THEC responsibilities.

T&P Policy revisions are going forward in the spring semester.

Carnegie Classifications are changing in 2025. R1 = \$50m in total research spending and 70 doctorates. R2 = \$5m and 20 research doctorates.

Overloads update – identified 6 departments where 50% or more of faculty are teaching overloads. Academic Affairs will look at budget. Seems amenable to including some indicator in the Department Wellness Checkups.” There does not appear to be any gender imbalance in overload distribution.

Currently 14 departments have a 3 year overload average higher than 25%. The Provost has acknowledged that it is a bigger issue than he realized.

I asked for the compensation plan to be clearly delineated on the website.

The market adjustment will go into some faculty’s January paycheck. It is a move to 46.7% if the 2021 midpoint.

Kari shared a chart showing we are 3.095m short of market.

Kari played a video from the 11-14-23 Finance and Personnel committee meeting. Kathy Musselman presented to the committee. Kathy showed that the real gap with no cap is \$12.5m rather than \$3m. It is causing issues in recruiting and retaining faculty. There is \$1.5m in funding for a future incentive compensation plan.

Senator: I would be interested in the list of 52 and why they are on the list.

Everyone received the 3.2% in August. 78.2% will receive a market raise in January.

Senator: If a department wants to hire a superstar, we are telling that person they will never get a market adjustment raise while they are here.

Senator: Two things we could push on. 1) removing the cap 2) years of service outside is MTSU.

The average adjustment people will receive is 2.3%.

Kari shared charts showing the number of people who are receiving the adjustments per college.

Suzanne explained the FTT salary situation. Every 3 years, they get a new contract and new salary.

Senator: any thought of getting the formula so that we can calculate it yourself.

Kari: Mark makes that decision.

Senators: Can we ask Becky for old base pay and new base pay so that we see the difference?

Kari: I can ask for that.

Kari shared an incentive pay timeline chart (October 2023-December 2025)

Senator: the 3 year period, are the payments determined by all 3 years combined?

Kari: We are not sure.

Senator: is there a way to alter this timeline?

Kari: this is a bonus. It may be a one time thing. It may be recurring.

Senator: this is not like a bonus in the business world.

Senator: the problem is the assessment component. I will stay on top of that.

-General assembly reminder about what's happening in k12 arena and how this can also potentially impact higher Ed settings -survey feedback and roll out: aiming for beginning of spring semester; still rough and welcome feedback via email to Kari. Sub set of steering comm to work on the survey. Kari calls for a vote on this survey work. Jeremy so moved. Passed with majority.

-upcoming in spring: reorg policy, pay on promotion, fac development, bylaw revision, elections.

-committee reports: run through the list; AI comm started a survey with a bank of Qs. Send the survey to the sub steering team.

-Kari celebrates this senate body and its engagement and functionality.

-Kari speaks to being strategic and is looking out for all of us. Bravo!