

Faculty Senate Minutes
October 9th, 2023

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, Philip Seagraves, Raj Srivastava, Suzanne Sutherland, Andrew Wyatt, Sam Zaza, Carmelita Dotson, Kyle Kennedy, Keely O'Brien, Patrick Richey

Absent: Andrea Georgiou (excused), Preston MacDougall, Jim Rost, Sam Zaza

Kari called the meeting to order at 3:30.

She introduced Jeff Gibson, Associate Dean CLA to talk about strategic planning.

Jeff Gibson

One strategic plan to rule them all.

Academic quality
Student success
Engagement
Innovation

Mission review process is ongoing. 2,000 responses. Working to revamp the mission and vision currently. A document will go out in November. In the spring, we will have several "listening sessions" to aid in drafting the next strategic plan. The plan will be crafted in summer 2024, shared in August for feedback, finalized at the beginning of 2025.

Senator: How will members of the various committees be selected?

Jeff: Deans have given names, Kari has given names, Provost has given names. Balanced representation among the colleges.

Kari asked for the approval of minutes.

Senator: Should we be quoting the Q&A?

Senator: It helps the conversation.

Parliamentarian: We could quote the Q&A without the names.

Senator: I was quoted inaccurately.

Patrick Richey moved to strike the names from the Q&A section of the minutes. Raj Srivastava seconded the motion. The motion passed with 1 negative vote.

Patrick McCarthy moved, Suzanne Sutherland seconded to approve the remainder of the minutes. The motion passed unanimously.

Kari shared the President's report. (3:45)

President's Report

Sick Leave Bank – please send the email to your executive assistants to distribute.

THEC - New Director but also rumors about reduction in powers.

Community college enrollment up 2.8%

LGIs (us) down 0.2%

MTSU is up 0.5%

Austin Peay up 7.2%

UT system up 4.8%

UTC up 0.9%

UTK up 7.4%

UT Southern up 4.7%

UT Martin up 1.1%

Only UTHSC is down

Holistically at the state of Tennessee

142,187 this year

139,635 last year

Total new students 2552

MTSU holds 14.2% of 4 year students

UTK holds 41.3%

Memphis is down 0.8% yet holds 15%

Budget items

No budget cuts expected this year
75% of faculty line requests have been filled
No decision has been made on the possible 1.8% raise

Capital layouts
Shelbyville Aerospace expansion \$100m
KOM renovation \$50m
New Engineering Building \$64m
Dorms-asking for bids now
Hotel-bid stage

Discussions about R2 resources
Provost says we are already there

Restructuring has moved 2 lines from CBHS to COE

1. What does this mean for P&T?
2. Is there a process that needs to be followed?

Senator: when we are losing faculty, I would be concerned about something that will add administrators.

Senator: We were told there may be a pause.

Senator: We had a listening session with Dean Hein.

Senator: We got an email saying to welcome the new folks. I have not heard about a pause.

Kari: I reached out to Brian Hinote. I will talk to the Provost about it too.

Kari shared Policy 223. She highlighted the potential problem areas of the policy.

Current estimate for overload expenditures for 2023 = \$3m, 2022 = \$2.8m includes adjunct pay.

MTSU overload pay is in the middle of overload rates at other universities in the state.

Data study – looking at the headcount of those above a 3 teaching load (and then 4) by department, rank and gender.

Senator: Are we going to be able to pull out the department members who are on reduced teaching loads?

Kari: By pulling out anyone above a 3, we should be able to get at that.

Senator: in our department, we have 5 contact hours but it is counted as 4 units, so 3 courses are 12 units.

Kari: Some people pay more than us, some pay less. We have a workload form so we are able to pull the data here.

Senator: the Math department has a similar issue. Can you tease out the differences in labs and studio classes?

Kari: Yes, we should be able to.

Committee Reports

Faculty Engagement – bring the LTITC sessions on the road, offer Zoom sessions for Q&A, one large scale event (Study Day 5k) in December.

Faculty Advocacy – “The faculty senate subcommittee on faculty advocacy serves as a support system for faculty to share challenges and concerns in a confidential and supportive environment while operating in accordance with MTSU policy.” Committee asks the Senate to bring issues to the attention of the committee.

Sustainability – met last Friday. Brainstorming of ways to respond to the fact that a standing committee was denied.

AI – the lack of a university stance or guidelines is problematic. Standards differ across departments. Monthly “topic of the moment” meetings.

Board – setting up the structure. Watched the THEC meeting. Will get a report of relevant items out to the full body.

Finance – met on September 20 to craft questions to ask Alan Thomas. Will meet with him soon to ask the questions.

Handbook – need to get some members of the committee to show up so we can get some work done. Committee will work with Mary Hoffschwelle.

Academic Affairs – met and revised a resolution regarding overload pay.

Resolution

John Ouellette moved and Joseph Morgan seconded to bring the resolution to the floor for discussion.

Senator: (University College) Opinions varied. Some prefer flat rate, some summer/winter pay. None of them want to see the overload “banking” to go away.

Senator: suggested that we prioritize what the Senate wants to ask the administration to do. Might want to consider a proposal with more than one issue for the sake of negotiation.

Senator: The philosophy of the proposal is good. The potential financial impact would be \$5m. So we might want to think about the zero sum impact on our ability to use the funds elsewhere.

President Elect: What would it take to get everyone up to 2014/15 or 2020/21?

Past President: This won't be this versus a raise. It will be this versus no raise.

Senator: This is the first step in a much larger discussion. We could address the salary issue and table this one. We will have to raise multiple issues to get one win.

The Parliamentarian clarified the process and asked that we consider each Whereas statement individually.

The discussion moved to "what do we really want?" More pay for overloads, less overloads. What impact might that have on faculty lines?

Faculty lines would be far more expensive than increased overload pay.

We can ask them to abide by the existing policy.

As an R2 school, our faculty are not available to teach overloads.

Do they believe they are operating outside the policy? Not really. It is up to the chairs.

Overloads could be limited, beyond that limit, something is triggered like a faculty line.

Patrick Richey moved to table the discussion to November. Larry Burriss seconded the motion. The motion passed with a simple majority.

Patrick Richey motioned and John Ouellette seconded a motion to take a straw poll. 11 in favor of the motion as presented. 15 opposed.

It was suggested that the Finance Committee collaborate with the Academic Affairs Committee.

The committee will come back to us with recommended amendments to the proposal.

Jeremy Aber proposed and Dianna Rust seconded a motion to adjourn.

The meeting adjourned at 5:07pm.