

Welcome. It is once again my honor to welcome you back to the campus for the start of the 2004 Fall semester. I hope you had a restful and productive summer.

I want particularly to offer a special greeting to our new faculty, staff, and administrators. MTSU is a wonderful community in which to work and Murfreesboro and Rutherford County are great places to live and raise a family.

News and Information



Fall 2004 Enrollment

The university student enrollment for Fall 2004 is projected to increase between 1 and 2% and reach a record level of more than 22,000 students, even with the higher admission standards implemented this year. The Division of Student Affairs and Enrollment Management continues to do a noteworthy job managing our enrollment with a major emphasis on recruiting students with high academic abilities. We have maintained our status as the institution of choice for midstate valedictorians and salutatorians. In addition, the university has doubled its enrollment of National Merit finalists and Achievement finalists compared to last year.

Budget Update

The 2004-2005 fiscal year budget appropriated by the state to colleges and universities is an improvement over that of last year. The new budget includes increases in salaries for employees and some new allocations for capital outlay and capital maintenance.

Salary Increases

All regular full-time and part-time employees on the payroll as of June 30, 2004, and those participating in the post retirement service program received a 3% across-the-board salary increase. The increase was included in the July 31 paycheck for non-faculty and will be included in the August 31 paycheck for faculty. Temporary faculty who are in regular, benefited positions will receive the increase. One percent of the salary increase was funded by the state and the university provided the remaining 2%.

In addition to the 3% across-the-board salary increase, eligible individuals who were employed as of August 31 will receive on the October 2004 payroll a state-funded one-time bonus of \$70 per year of service with a maximum of \$1,750 and a minimum bonus of \$210. Years of service will be based on completed years of state service as of August 31 with faculty receiving a full year of service credit for completing the academic year in May 2004. Regular part-time employees will receive a prorated one-time bonus based on their percent of assignment and years of service. Employees with a mixture of regular part-time and full-time work will receive years of credit for all the time worked but will be paid the bonus on the percentage of time in the positions as of August 31, 2004.

In addition to the state-mandated raise and bonus, I am proposing to the Tennessee Board of Regents for consideration and approval an additional 1% bonus or \$500, whichever is greater, for eligible employees who were employed as of June 30, 2004. The additional bonus is being given to recognize the hard work and commitment of our employees.

Implementation of the University updated market compensation plan will also be proposed for approval at the September 2004 Board of Regents meeting. The compensation plan includes some market salary adjustments effective January 1, 2005 and based on newly proposed salary range adjustments. Subject to available resources, the plan will be fully funded over three years. Employees at or above the market will not receive the market increase.

These efforts toward salary improvements are designed to close the gap resulting in salary compression. We have set aside a pool of 2.7% of our total salary base to fund the first phase of the updated market plan.

I want you to know that our university has committed the largest amount of dollars to additional salary increases for faculty and staff of any university in the TBR system.

The President's Biennial Report

Copies of the 2002-2004 President's Biennial Report were distributed on Friday at the Annual Fall Faculty meeting. The recently published report outlines the tremendous accomplishments by faculty and staff during the past two years. The last time a report was published was more than five years ago. The report reflects the significant progress toward reaching the goals and strategies in the Academic Master Plan. For copies of the report, please contact the President's Office at 2922.



New Administrative Appointments



Vice Provost for Academic Affairs

Dr. Jack Thomas, a successful administrator with a broad range of experience in academia, joined the Provost's Office July 1 as the vice provost for academic affairs. He was formerly professor of English and director of the University of Maryland Eastern Shore Scholars Program. In his position at MTSU, Thomas will work closely with deans and department heads on faculty matters, serve as a liaison with the Tennessee Board of Regents on program development issues, and work with the university curriculum committee and other ad hoc groups.

Vice Provost for Research and Dean of the College of Graduate Studies

Dr. Abdul S. Rao, a noted researcher, prolific author, educator, and administrator, has been named vice provost for research and dean of the College of Graduate Studies. He was formerly senior associate vice provost for research and graduate studies and vice dean for medical informatics at Drexel University in Philadelphia.





Dean of the University Honors College

Dr. John Paul Montgomery retired this past spring after serving more than 30 years as professor and dean of the University Honors College. We are very grateful for the excellent service J.P. has given to the University and we wish him well for the future. As we celebrate Dr. Montgomery's accomplishments, we are pleased to announce the appointment of Dr. Phil Mathis, professor of Biology, as the new dean of the University Honors College. Dr. Mathis will do an outstanding job in continuing the tradition of strong leadership in the college.

Executive Director of the Tennessee Department of Children's Service/ University Training Consortium Collaborative

Dr. Stacey Borasky, assistant professor of Social Work, was selected to be the executive director of the Tennessee Department of Children's Service/ University Training Consortium Collaborative. This includes a major multi-million dollar contract with the department for the development and implementation of a new and innovative training program for the state of Tennessee.



Tennessee Board of Regents – Faculty Regent



Last week, Governor Phil Bredesen announced the appointment of Dr. Larry Burriss as the new Faculty Regent for the 2004-2005 academic year. Dr. Burriss is the MTSU Faculty Senate president and professor in the School of Journalism. He will serve as a voting member of the Board of Regents representing the faculty of all TBR's 45 institutions. Congratulations go the Larry for this most important appointment.



President's Goals for 2004-2005

- Continue the development of new academic programs consistent with the University approved Academic Master Plan
- Seek approval from TBR and THEC for the following programs

- √ Ph.D. in Public History
- √ M.F.A. in Recording Arts
- √ M.S. in Professional Science
- Increase private funding for the athletic program
- Develop and implement appropriate reorganization in academic and other administrative areas
- Continue improvement in the Offices of Alumni Relations and Development and increase the number of donors and amount of donations to the University
- Develop a plan for the implementation of a new University-wide information system database

University Convocation



The third annual University Convocation was held yesterday in Murphy Center. This convocation was developed to formally introduce new freshmen to the academic community. National Public Radio reporter and award-winning author Anne Garrels was the convocation speaker. She's the author of the best selling book *Naked in*

Baghdad, this year's summer reading selection. More than 5,500 students, parents, and community members attended the program. Appreciation and recognition go to the faculty members, administrators, and student leaders who participated in the event and to Dr. Bob Glenn, vice president for Student Affairs and vice provost for Enrollment Management, and his staff for their planning success. Ms. Garrels' time in the area included a presentation at Murfreesboro's Linebaugh Library and visits with two University classes as well.

I trust that you will continue to find this e-newsletter informative and useful. I welcome your feedback and comments. And as always, I appreciate all that you do to support the goals and objectives of this great public university. Please send your comments to smcphee@mtsu.edu.