

**Faculty Liaison Meeting
Academic Affairs Meeting
September 10, 2008**

Attended – M. Balachandran, D. Belcher, L. Burris, J. Cain, J. Dowdy, B. Haskew, C. Higgins, N. Kelker, A. Lutz, M. Martin, H.S. Means, K. Rushlow, S. Taylor, L. Warise

Excused - None

Absent – K. Smith

Also attended – K. Gebert

I. Comments from Provost Gebert.

- A. Disabled student issues – inadequate resources and/or distractions.
 - 1. There is an Academic ADA person (Watson Hanna); she can act as an ombudsman for individual students.
 - 2. There is a need to have some guidelines for faculty and GTA so they know what liability and actions they should take re: injections, emotional issues, etc. They also need to be assured that appropriate actions have been taken to protect the classroom.
 - 3. There is a PowerPoint in production w/case studies through TBR. This has stalled and is still under consideration/production. MTSU is in the process of editing it and providing it to faculty through an appropriate venue.
 - 4. What sort of training is given to the chairs? They need to be extensively involved and trained.
 - 5. We need to have all policies in a central location; the faculty needs to know their rights and their protections. Do we need to consider having panic buttons in a classroom?
- B. Impact of budget cuts –
 - 1. Research has been negatively impacted by the budget cuts; this is especially critical regarding new tenure and promotion criteria. Some of the departments are working this out. Since we expect a mid-year cut, we are trying to live within budgets and within realities. Right now, we hope that one semester is not really going to be an issue. If it continues into next year, we may have to review these issues. Senior faculty can volunteer to teach higher loads to assist the junior faculty continue to make progress.
 - 2. How do we go to conferences, present papers, etc. when the travel budget has been impacted so negatively? We are looking into spending some one-time resources to patch to the next year. Some of the money will go to GAs.
- C. Tenure and Promotion
 - 1. New policy is in force; there is no “old policy”. The Provost will talk to Deans and Deans Council regarding the general issues and potential future systemic implications. The length of the problem will be part of the consideration, as well as the sense of the Deans.
 - 2. Maybe the Foundation can provide direction in fund-raising for faculty development.
 - 3. Academic Enrichment individuals are in an academic unit rather than an academic department and have no place for their tenure to be housed.
- D. The Faculty Handbook

1. The Handbook needs serious revision and has some serious errors. What is status and ownership?
2. The Liaison Committee recommends an attorney review for completeness.
3. The Faculty Handbook is not part of the Faculty Contract. The Faculty Fellow (Intern) for Academic Affairs has worked on the handbook to make it more user-friendly, electronic, and is ready for review. Changes that come forward are handled through various offices for approval. Part of the problem is that changes come so quickly in the electronic world. What are the immutable ideas and where are they housed?

E. Respect for Faculty

1. The atmosphere that pervades the university shows a lack of deference to the mission and expertise of the faculty.
2. Evaluation of staff
3. Would the staff have an opportunity to evaluate faculty who are rude and abusive?
4. General Civility and 2) respect for faculty role, mission and expertise.
5. Need volunteers and help w/ T&P review.

II. Closing remarks