

Middle Tennessee State University
Faculty Senate
November 10, 2008

Action Items:

- Please review the minutes from the last meeting as posted online; they will be presented for approval at the next meeting.

Faculty Senate Meeting:

- 1) Roll Call
 - a) Members Present – F. Amey, M. Arndt, M. Balachandran, D. Belcher, C. Bratten, J. Brickey, L. Burriss, N. Callendar, J. Carter, W. Cribb, S. Daughtery, J. Dowdy, L. Fisher, M. Foster, G. Freeman, C. Frost, B. Haskew, J. Hausler, C. Higgins, W. Ilsley, N. Kelker, J. LeBlond, A. Lutz, J. Marcellus, M. Martin, J. Maynor, T. McBreen, R. McBride, W. Means, A. Miller, L. Mulrairie, J. Oliver, D. Penn, J. Pennington, T. Perry, M. Rice, K. Rushlow, S. Seipel, L. Selva, K. Smith, C. Stephens, S. Taylor, R. Untch, P. Wall, B. Wallace, L. Warise, W. Warren
 - b) Members Excused - J. Cain, K. Nofsinger, J. Wermert
 - c) Members Absent -
- 2) Approval of October 2008 Minutes - Approved as provided online
- 3) Treasurer's Report
 - a) Operating Budget: \$1,890.41
 - b) Travel: \$183.74
 - c) Discretionary Account: \$605.00
- 4) Discussion with Provost Gebert & Vice Provost Miller
 - a) Status of Review of Promotion and Tenure- The policy that was reviewed and changed in 2005 has now been fully implemented. University, college, and department policy can be different and/or more stringent than the policies at the Board, or upper levels but cannot contradict it. Department policies are now complete across campus; third year review has been through an additional round. There have been two faculty meetings, multiple reviews and are pulling together suggestions. The process is going well; please send additional comments to Gebert or Miller.
 - i) A very tight deadline at the front end is very difficult to handle. Can the timelines be looked at?
 - ii) An index of contents (of documents in the file) which goes forward from the department would be helpful; or perhaps standardized information. Different documents appear in different files.
 - iii) What is the role of collegiality in the new policy? This should be integrated into the other pieces, but addressed within the document. This should address the mission of the department and the university. The individual should know the mission of the department and the possibility of their contribution. Rating collegiality is difficult to rank and it is also open to individual interpretation. Maybe this could/should be added to the dossier?
 - iv) Different categories for temporary appointment – clinical, research, coordinator - are not tenure-track in any sense of the word. In this employment category, they have

- been listed as full-time temps who were reviewed every 3 years and re-hired. These alternative tracks are 5 years in length and they can be appointed to an additional 5 year cycle without doing a complete re-hire process. The goal is to save time and funds and to more easily keep expert individuals. This is a new category for employees at MTSU; the intent is to provide some flexibility and allow some expertise to stay at the university.
- v) How is the university going to consider guidelines that will allow tenured persons who have been “on-hold” to progress to apply for promotion? If those 7 people can be moved into academic departments, they could progress. What other options are there? Historically at MTSU, tenured faculty have in fact been moved into the so-called clinical position involuntarily and thus cannot move forward for tenure and/or promotion.
 - b) Budget cuts have been severe and will continue to impact different areas. Tenure might be impacted because the budget requires future programmatic decisions.
- 5) President’s report –
- a) Clinical category policy will be provided tomorrow by email.
 - b) Budget update – another reduction in 08-09 budget is expected early in early 2009. An expected cut of \$10M is expected in 09-10 budget. This will total a 20% cut in state-based appropriations in just about a year. Academic affairs will not be held harmless in the next round of cuts. MTSU has put a process in place to handle the cuts – an oversight steering committee. It will act as liaison between president and strategic working groups – with reports coming from the working groups: External resource development; Energy efficiency and conservation; Realignment, alignment, and reconstruction of nonacademic area; Effectiveness in academic areas; Employee morale. There will be a new webpage consolidating all this information and keep employees and students informed. There needs to be a lot of interest in the meetings that are occurring next week.
 - c) Parking – First parking garage will be next to the new union building. It will also have a one-stop access to student office needs such as business office, records, etc. There will also be a report regarding the accessibility of white passes for non-faculty.
 - d) Food services contract – is up for renewal and is more competitive than last time.
- 6) Action Items
- a) Please go to President’s meetings next week
 - b) Review the financial exigency information provided.
- 7) Discussion Items
- a)
 - b)
- 8) New Business
- a)
 - b)
- 9) Adjournment