

MUW Faculty Senate  
August 24, 2012

Members Present: Royal Toy, Beverly Joyce, Rick Montalto (for Pat Dennis), Kimberly Dorsey, Janice Giallourakis, Youn Mi Lee, Paul Mack, Joshua Oubre, Jiben Roy, Nancy Wheeley, Adrian Sligh (for Clara Rustin), Sueanne Davidson (for Terri Hamill), Marie Byrne, David Carter, Bryan Hilliard, Barry Smith, Randall Foxworth, Andrew Luccasen

1. Call to order: The meeting was called to order at 12:15 pm in Stark 101.

2. Approval of minutes: After minutes from the April 27, 2012 meeting were reviewed, Barry Smith motioned to approve them. Kimberly Dorsey seconded the motion. The Senate voted unanimously to approve the minutes.

3. Requests for funding:

Fund A: Todd Bunnell at Level One (\$350); Dorothy Berglund at Level One (\$350); Michelle Harmon at Level Two (\$250); Joy Townsend at Level Two (\$250); Royal Toy at Level Two (\$250); Brenda Dickey at Level Two (\$250)

Fund A: \$520                  Fund B: \$2,288.32

4. Updates:

a. Expanded President's Cabinet Report – Dr. Borsig has expanded the Cabinet, beginning this semester, to include more individuals across campus, such as the Faculty Senate President. Royal Toy reported that the non-resident tuition waiver was passed and now Nora Miller and Jennifer Miles are working on the exact parameters of the waiver. At this point, non-resident students in certain target regions, students who have achieved a positive academic progress but are now considered non-resident, and children of alumnae will be covered under this waiver. There is no set deadline for the implementation of this waiver; it is tentatively set for the spring semester.

The Cabinet also discussed the revision of the IHL funding formula, which Dr. Borsig believes will be in MUW's favor, even though enrollment at the university is flat from last year. There is no timeline for this revision.

b. Administrative Council Report – This was a brief meeting. Jennifer Miles discussed Welcome Week activities and enrollment management. The university expects to establish an Enrollment Management Task Force by the end of the month to hire an outside firm to evaluate the university's efforts. The goal is to streamline efforts and enhance recruitment.

Marty Hatton briefly reported on the SACSCOC accreditation; Tom Richardson briefly reported on the QEP process. The new police chief should be hired by the end of the month.

c. Academic Council Report – The Academic Council will meet next Tuesday for the first time this academic year. The new Faculty Senate Vice-President will attend this meeting.

- d. PIE Council Report – PIE Council will meet in September for the first time.
- e. Monthly Meeting with the President Report – Royal Toy reported that the President is committed to a five-year plan to raise faculty salaries to a competitive level with comparable institutions. Dr. Borsig noted that faculty salaries were a top priority for IHL, but that we were at least two years away from state help. The President and the Provost will be analyzing our academic structure to find ways to best utilize faculty lines. No faculty positions will be eliminated; vacant lines will be examined. IHL funding is the ultimate determinant for future plans.

Royal Toy expressed the need for the Faculty Senate to have a permanent home in which to hold meetings. Dr. Borsig is in the process of updating the university's master facilities plan and will see what appropriate site might be available.

Dr. Borsig discussed enrollment management (mentioned above) and the need to eliminate redundant policy meetings.

- f. Monthly Meeting with the Provost – Royal Toy met with Dr. Heimmermann, who also expressed the need to eliminate redundancies in policy making. He is looking for ways to streamline these processes. Dr. Heimmermann noted that the SACSCOC accreditation re-affirmation is the university's top priority, and he welcomes any suggestions related to potential problem areas for this report.

Both Dr. Borsig and Dr. Heimmermann have agreed to come to Faculty Senate at some future (undetermined) date.

## 5. Old Business

- a. QEP – Royal Toy reminded the Senate about the importance of contributing to the development and implementation of the QEP.

## 6. New Business

- a. Faculty Senate Vice President – When Marty Brock became chair of the business department, [Royal Toy](#) moved into the Faculty Senate Presidency leaving the position of the Vice President open. Kimberly Dorsey was elected to the post.
- b. Hearing Panel Pool – Faculty Senate needs to forward the names of three women and three men to serve on this year's Hearing Panel. The Senate proposed names, which were tallied after the meeting. The following were forwarded to Melanie Freeman.
- c. New Faculty Orientation – Beverly Joyce proposed that new faculty needed a more extensive orientation, which could include pedagogical advice, presentations on funding research, training on university policies, among other issues. After much discussion about the necessity of a more in-depth orientation and the possibility of arranging faculty mentorships, Royal Toy requested that the Senators discuss this with their faculty to

develop a list of recommendations. He requested that we examine our findings at the September meeting to put a proposal forward to the Provost.

d. Evaluation of Department Chairs – Beverly Joyce requested that the Senate propose that a policy be either developed, or an old policy (possibly either PS #1101 or PS #6705) be revised, to govern the evaluation of department chairs. She requested that the policy include evaluations made by the faculty, in addition to the annual evaluation by the dean. She also requested that the policy includes verification that the department chair has completed the evaluations of the department faculty and staff as part of the dean's subsequent evaluation of the chair. Rick Montalto pointed out that at the time the university changed from divisions to colleges/departments, the Faculty Senate combed through every university policy to make the appropriate revisions. Royal Toy will check the Faculty Senate files for these missing revisions so that the Faculty Senate may revisit this issue at the September meeting.

e. Term-limit for Department Chairs – Beverly Joyce introduced a discussion over the tenure of department chairs. When former Provost Sam Gingrich changed the university structure, he told the faculty that the position of the department chair would rotate every three years. Rick Montalto indicated that the rotation of department chairs was never put into policy. Through a discussion among the Senators, it was discovered that departments vary widely as to how chair positions (and length of tenure) are determined—some are appointed while others are elected to open-ended terms. Some are hired from outside the university. Several Senators agreed that this is an issue that needs to be addressed for the sake of consistency. Royal Toy will look for any notations regarding the chair rotation in the proposed revisions (from Gingrich's tenure here). It was also suggested that Dr. Heimmermann be invited to discuss his position on the determination of department chairs. Randall Foxworth suggested that Marty Hatton should be asked if any of this is being addressed in policy statement revisions already underway in order to avoid redundancy. Royal Toy said that he will investigate this matter further.

f. UN Class for Transfer Students – Royal Toy put forth a proposal from a faculty member requesting that transfer students be required to undergo some type of UN 101 class or orientation. The group was unclear as to the structure of the transfer student class, and Paul Mack requested that the faculty member write up a more detailed proposal for next meeting.

g. Discretionary fund – Royal Toy reported that Dr. Heimmermann will investigate what discretionary funds are still available since our Fund A is nearly depleted. Royal will verify the amount of Fund B.

h. Roth 403B – Andrew Luccasen proposed that the university offer Roth 403B accounts and requested that the Senators disperse information about possibility to get their feedback.

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7. Announcements – The next meeting will be at 12:15 pm, on September 28<sup>th</sup>, 2012, in Stark 101.

8. Adjournment – The meeting was adjourned.