

## Chair's Report

### Senate

February 2, 2012

Good afternoon everyone and Happy Ground Hog's day! According to NPR, Punxsatawney Phil saw his shadow this morning and so there's 6 more weeks of winter --- whatever that means! I think he's just as confused as the rest of us!

I'd like to introduce and welcome two new senators today. Yuqui You, who is taking over the seat vacated by Rodney Stanley; and Shondrah Nash, who is taking over for Becky Katz.

On January 25, I attended the third meeting of the Faculty Salary Workgroup. At this session the members were shown a model for how the system would work based on market – driven control points determined by CUPA data. The model shown to us was based on a typical mathematics instructor's progression from assistant professor to professor and who meets MSU standards for tenure and promotion. The model displayed a 2% market shift for each year of the individual's employment here at MSU. In addition to the market shifts, this model displayed how it might look if the same faculty member was very productive and not so productive, that is, just maintaining status quo. But the aspect of the model that impressed me was that faculty member could progress on his salary schedule at a 2% shift each year for performing at expected level. One point to note though is that the new model relies heavily on CUPA data and CIP codes, or "Classification of Instructional Programs." The recent relocation of programs into other colleges / departments is a concern for some faculty as it could adversely impact a faculty member's market value and subsequent salary adjustment. I sought clarification on this by contacting Phil Gniot and Provost Hughes. Provost Hughes' responded that the faculty member's salary control point (or market value) will be determined by his **discipline**, i.e. geography, and not the program (new or old) to which he is affiliated.

On January 26, Chair – Elect Doug Chatham and I attended a meeting called by the Chief Diversity Officer, Charles Holloway. Mr. Holloway invited Doug and I to provide feedback regarding a "Campus Climate Survey" that he is developing. This survey is being designed to ascertain faculty and staff perceptions regarding diversity on campus. Mr. Holloway stated that the survey is a result of the MSU Diversity Plan and to show how we as an institution are doing in implementing the goals stated in that plan. Doug and I provided Mr. Holloway several suggestions for the survey, but also expressed our concern that it may yield a low participation rate if not framed in the right way to faculty. We also suggested that the survey be reviewed by the university standing committee, "Campus Environment Team / Affirmative Action" before it is distributed

The PAC 29 (Faculty Workload Agreements) Reconciliation Committee met yesterday, Feb. 1 to finalize its work. PAC 29 is now being revised to account for the recommendations made by your representatives and should be returned to the committee for our review in the next day or two.

Yesterday was a very busy day and I had two other important meetings, one being the focus group held by the IT consultants, Berry Dunn. The Executive Council plus several senators,

including Brent Rogers, Lesia Lennex, Scott Wymer and Scott Davison, along with Regent Morrison, participated in this lively discussion. Topics of a various nature were discussed to include Internet Explorer functionality with Blackboard (or the lack thereof), problems with datatel, security and technical issues with msu email, and the lack of real and sustained faculty input regarding technology decisions at the university.

Finally, my day yesterday ended by attending the Teacher Education Council meeting. The new EPSB regulation requiring teacher education programs to boost field experience hours to 200 (from whatever they were before) prior to student teaching was the main topic for discussion. Each of the Professional Education Programs on campus, including mathematics, music, science, and art, are having to look for ways to meet this new, burdensome requirement while maintaining the rigor and efficacy of their programs. This issue may actually become a consideration for the ad hoc scheduling committee because the number of field hours for education majors will conflict with the scheduling of our courses.

Next, I would like to call Provost Hughes to the podium.