

Deans Council Minutes
July 1, 2013
1:30 PM
611 Allen

Members Present: Jerry Gilbert (chair), Richard Blackbourn, Royce Bowden (for Bagley College of Engineering), William Hill (for Steve Brown), Lori Bruce, Tim Chamblee, Frances Coleman, Amy Adkerson (for John Dickerson), Greg Dunaway, Randy Follett, Kent Hoblet, Julia Hodges, Brandon Jolly (for Joan Lucas), Ian Munn (for George Hopper), Sharon Oswald, Mike Rackley, Shelby Sims, Chris Snyder, David Lewis (for Jim West).

Others Present: Greg Bohach, Teresa Gammill, David Shaw, Judy Spencer, Steve Taylor.

Minutes Taken By: Martha Thomas.

1. Upon a motion by Greg Dunaway and second by Frances Coleman, the minutes of the June 3, 2013, meeting were approved unanimously with no corrections.
2. Announcements:
 - a. Jerry Gilbert introduced Lori Bruce, Randy Follett, Willy Hill, and Shelby Sims to the Deans Council.
 - b. Dr. Gilbert announced that the Academic Administrator Training will begin July 11 and will provide exposure to policies and best practices as an MSU administrator.
 - c. Steve Taylor stated that he will send to deans the number of applications received for each distance program. Applications are currently down in comparison to those received at the same time last year.
3. Salary Incentive Programs:
 - a. Dr. Gilbert stated that Greg Bohach and David Shaw were here to discuss ideas being considered to make faculty salaries more competitive.
 - b. Dr. Shaw gave a brief overview of the four faculty salary enhancement programs in operation or under consideration:
 - i. The faculty salary compression program is currently in place and features a salary adjustment to uniformly decrease the gaps that individual faculty members have between their salary and respective discipline salary. This program will occur again in 2013-14.
 - ii. The proposed time-limited adjustment to base salary with grant funds program would allow faculty members to negotiate an adjustment to their base salary for a fixed time period using grant funds – the university would fund 95% of the original base salary with the faculty member generating up to 125% of the salary with grant funding.
 - iii. The proposed time-limited faculty scholar awards from released salary pool program would create a Faculty Scholars Stipend program using a portion of released faculty salaries from grants after course releases and other responsibilities have been covered.
 - iv. The proposed proactive faculty retention program would allow for deans and directors to be given the opportunity to proactively

target a small number of the faculty in their college for increases in salary based on market forces and merit.

- c. Dr. Bohach stated that the goal was to develop a suite of options and allow for colleges to implement the different programs at different levels. The programs described above have support from Faculty Senate, General Counsel, and Human Resources Management. The program descriptions are intentionally vague.
- d. Dr. Gilbert stated that he would like for these programs to be fair and that he has some concern about some faculty members being at a disadvantage related to other faculty members. Dr. Gilbert asked for the deans to provide their reactions to the proposed programs.
- e. Dr. Dunaway stated his concern that some departments have limited access to salary release money and what limited access is typically used for operating needs. Dr. Bohach stated that there were a lot of discussions on this subject especially with regard to who would administer the salary release pool – the department, college, or central administration.
- f. Sharon Oswald asked whether multiple programs could be implemented. Dr. Bohach stated that if we agreed to allow that, it would be an option.
- g. Lori Bruce asked what would incentivize a faculty member to contribute to the salary release pool as opposed to increasing his/her base salary via the second option. Dr. Shaw stated that some of these programs were specific to certain colleges or departments and that there may need to be specification that you could only implement one of these programs.
- h. David Lewis asked how the salary release pool would be distributed across the university. Dr. Shaw stated that this was yet to be determined.
- i. Dr. Gilbert asked whether it would be more valuable to have a greater start-up fund or a greater fund from which to generate salary enhancements for current faculty. Dr. Shaw expressed concern at the amount of investment (start-up funding, productivity, etc.) lost when a faculty member leaves the university soon after arriving.
- j. Dr. Oswald stated that faculty who have been at MSU longer may be less likely to leave, but have more compressed salaries.
- k. Dr. Bruce expressed concern that the third option would possibly be disadvantageous to the department. The fourth option would be a risky investment. Dr. Bruce described a retention package at the University of Arkansas where certain award recipients are granted a salary adjustment and equipment funds if they commit to an additional certain number of years of employment after receipt of the retention package.
- l. Richard Blackbourn stated that he would like to sit down with the deans to react to the proposed programs and then meet with the Vice Presidents to react.
- m. Dr. Shaw stated that he was open to new ideas but that identifying the source of funds was difficult as there are no new funds to fund these initiatives.
- n. There was discussion about the funding required to bring faculty salaries to the SUG average and possible sources of providing a portion of that funding.

- o. There was discussion about how to reward non-revenue-producing activities.
 - p. Chris Snyder expressed concern that creativity and teaching may be overlooked and that he has a hard time telling students that they won't have the best faculty as their teachers because the faculty have received a buy-out to do research instead.
 - q. Dr. Gilbert offered to host a workshop where the deans would assemble to discuss the proposed programs.
4. Other Items:
- a. Dr. Gilbert asked whether the deans would like the annual presentations of the colleges to continue. The general consensus was that they should continue and be scheduled for late July or early August.
 - b. Dr. Gilbert announced that the July 15 meeting of Deans Council would be canceled.
 - c. Dr. Bruce announced the upcoming Three Minute Thesis Competition which will likely be held in November. Winners at the university level will go to the SEC competition in February.
 - d. Mike Rackley reminded the Deans Council that there is a Microsoft suite of software available to all departments at no cost. Mississippi State will begin the migration to Outlook Exchange with an anticipated project duration of two years.
 - e. Judy Spencer stated that an announcement will go out regarding a PERS change to calculating compensation.
5. The meeting was adjourned at 2:42 PM.