

Deans Council Minutes
September 14, 2015
1:30 PM
Presidents Conference Room, Lee Hall

In attendance: Jerry Gilbert (chair), Richard Blackburn, Lori Bruce, Tim Chamblee, Pat Matthes (for Frances Coleman), John Dickerson, Greg Dunaway, Anastasia Elder, Julia Hodges, George Hopper, Jason Keith, Joan Lucas, Meghan Millea, Sharon Oswald, Mike Rackley, Roxie Raven, Peter Ryan, Chris Snyder, Greg Hall (for Jim West).

Others present: Cedric Gathings, David Shaw, Lynn Reinschmiedt, Judy Spencer

Minutes taken by: Lecrisha Nail

1. Upon a motion by George Hopper and second by Sharon Oswald, the minutes of the July 27, 2015 meeting were approved unanimously with no edits.
2. Announcements:
 - a. Mentioned the recent active shooter and death of a professor at Delta State University. Our campus is offering response training.
 - b. September 28 will be first progress grade and next will be October 23. Email reminders will be sent.
 - c. Dr. Gilbert thanked everyone for all the support for a successful freshman convocation
 - d. Four searches underway
 - i. Meridian Administrative Director and Head of Campus. Change in title will more accurately reflect job position. Looking for someone who will increase enrollment. Drs. Hodges and Ryan are co-chairs for search committee. Focusing on Kinesiology. Renovated Rosenbaum building.
 - ii. Executive Director of the International Institute
 - iii. Executive Director for Center of Distance Education
 - iv. Assistant Vice President of Enrollment
3. AOP 32.01 – Dr. Peter Ryan
 - a. Dr. Ryan mentioned that after consulting with Dean of Library and staff, it was recommended that this be rescinded because it is not really a policy.
 - b. Unanimously approved
4. Campus security
 - a. On August 27th MSU had an incident that was reported as an active shooter.
 - b. Unfortunate that the situation escalated, but was handled pretty well overall.
 - c. Crisis Action Team (CAT) has been reviewing and discussing how to improve the communication and responses for the future.
 - d. Need to improve communication with off-campus law enforcement.
 - e. Dr. Regina Hyatt is head of the CAT and has established some training seminars on campus that faculty and staff can attend. Also developing classroom flip charts.
 - f. A consultant is going to come to campus and give recommendations about security and communication.
 - g. Mike Rackley mentioned that text messaging is not a guaranteed method of delivery, but it is a core delivery vehicle.
 - h. Joan Lucas mentioned that the lawyers are going ask questions about what Deans and Department Heads are doing to prepare for these types of situations. She mentioned it is imperative to take all training.
 - i. Dr. Dunaway mentioned that there was not enough time given to notify employees about the training sessions. Dr. Gilbert said there will be more sessions offered and the sessions will be taped and posted online.
 - j. Ms. Lucas mentioned that there will also be online training for students to review.

- k. Dr. Snyder mentioned the need for more police presence in Zacharias Village. Dr. Gilbert said that all law enforcement is trained to go to the scene of the incident and where the shooter is located.
 - l. Ms. Raven mentioned that students definitely need training. Could possibly offer training at orientations.
 - m. Dr. Gilbert mentioned looking at locking of doors.
 - n. There will be a time stamping added to maroon alerts, to help with knowing when events are happening.
5. Climate for African American students on campus – Cedric Gathings
- a. Video was made for a class project last spring and posted on YouTube. The video focused on African Americans and the environment at MSU.
 - b. Dr. Gilbert said that he and Cedric Gathings and Regina Hyatt have met with some of the students in the video. The students are giving accounts that they are discriminated against on campus.
 - c. Ms. Raven mentioned that the student association is working on changing policies to make the students more inclusive and diverse.
 - d. Orientation is a good opportunity to make minorities feel welcome.
 - e. Mr. Gathings said we all need to realize that racial discrimination is real.
 - f. Dr. Dunaway mentioned we need to be more proactive. Deans and department heads can find ways to interact with students to be more approachable.
6. Research associate salaries – Dr. David Shaw
- a. Requests for exceptions for salaries of staff
 - b. The engineering research associate positions were the majority requesting exceptions.
 - c. Judy Spencer wanted to look at the documentation because the salaries varied so much. HR has looked at some of the other universities. We are going to have to look at separating job titles.
 - d. This particular position requires an engineering degree. If we add other degrees it starts getting out of hand. There would have to be strong justification.
 - e. Dr. Keith mentioned that being able to give an exception is critical to hiring quality employees in the department of research.
 - f. Will also look at salary adjustments for current research associates.
 - g. We have not been very competitive. Retention is a huge factor, so lowering the promotion bar to two years versus three, increases the salary sooner.
 - h. Dr. Bruce mentioned that engineering graduate students are declining.
 - i. This is on the agenda for staff council next month.
7. There being no further business, the meeting was adjourned at 3:04 p.m.