

**Deans Council Minutes**  
**March 7, 2005**

Members present: Peter Rabideau, chairman; Gregg Boring, Frances Coleman, Sara Freedman, Bob Karr, Sue Minchew, Nick Nichols, Phil Oldham, Ruth Prescott, Jim West, and Peter Wood. Also present were: Rusty Foster for Mark Binkley, Gary Pike, and Charles Guest.

1. Winter Intersession: Dr. Rabideau stated Deans Council and Associate Deans Council had passed the Winter Intersession policy. Peter Wood had spoken to people at Ole Miss who told him that they do employ 12 month faculty to teach intersession for extra compensation. After discussing this with the Faculty Senate Executive Committee, Dr. Rabideau had asked Mr. Guest to check with Ole Miss's attorney and provide comments. Mr. Guest reported that he had called Lee Tyner, Chief Counsel for Ole Miss, and asked whether he had rendered an opinion on the issue of 12-month faculty teaching during the winter intersession. Mr. Guest noted that Mr. Tyner is of the opinion that it is unlawful to pay additional compensation to 12 month employees for a period of time in which they are already receiving pay. Discussion of this issue followed. The AOP does not preclude 12 month faculty teaching during winter intersession when it is included as part of their teaching load.
2. Post Tenure Review Reports. Dr. Rabideau distributed the Institutional Post Tenure Review Reporting Form which is to be filed by August 1. There had been much confusion about what was to be reported; the table has been re-worded so as to better describe the process. IHL staff has questions about the various post-tenure review policies at each institution; there are significant differences between universities. Dr. Rabideau asked that the deans treat post-tenure review appropriately; where there are problems and issues, they need to be noted. The trigger for post-tenure review at Mississippi State is three unsatisfactory annual reviews within six years or six years. This is based on the annual evaluation; an overall score of below 3 is unsatisfactory. There was discussion as to how individual deans handle post tenure review within his/her college. Dr. Rabideau encouraged the deans to handle post tenure reviews carefully. Looking at last year's raises, there were very few who did not receive a 3% increase. Regular salary adjustments would be helpful in the process of post tenure review.
3. SECAC. Dr. Rabideau announced that the Southeastern Conference has created an organization named the Southeastern Conference Academic Consortium (SECAC) to coordinate efforts to bolster teaching, research, public service and other educational activities at the SEC schools. SECAC is an adjunct to the SEC

during its first year but eventually will be a separate entity with its own staff and budget. This was officially announced on February 23 in Atlanta. One of the initiatives is study abroad programs and joint purchasing agreements for library holdings. Dr. Rabideau has suggested a listserv for SEC provosts for discussion of issues. The SECAC chair will be the provost at the university whose president is the current SEC president. Jerry Gilbert has been working with international programs and will be attending the meetings.

4. At-Risk Students. Dr. Rabideau distributed a table that reflects the GPA scale for probation and suspension at MSU under the new and old policy. It also reflects the scale of GPA at Ole Miss and USM. Dr. Rabideau reported that we are on the threshold of losing significantly more students over what we normally lose. He has talked with Student Affairs Vice President Bill Kibler and Associate VP Lisa Harris about intervention and advising programs. The Faculty Senate Executive Committee appears willing to support a change in the direction of the Ole Miss system. Ruth Prescott stated that one thing Bill Kibler shared is to have advisors meet with students at risk to discuss expectations and work out a plan rather than simply enroll with no advising. It was also stated that intervention would be helpful for students who fail to attend class. Advising students to enroll in developmental courses to improve basic math, reading and writing skills would be helpful.
5. Other items:
  - Dr. Rabideau distributed two different documents relating to peer institutions. There is a specific list of MSU peer institutions and Southern University Group (SUG) institutions. Letters from those institutions in promotion and tenure documents are credible. The second document is a table of evaluations by the National Research Council of 41 fields in 274 universities. These are more credible rankings than those of U.S. News and World Report. We want to ensure that external letters are coming from places of which we can all be proud. The strength from a good letter from a strong institution is very beneficial. Any Carnegie I institution would be acceptable.
  - CVM: The academic program has been preparing students well, but they are not as well prepared for the national board exams. The college is redesigning its academic program.
  - Architecture, Art & Design: Dean West is chairing the search for Dean of Education and the search committee has three candidates visiting campus over a three week period. There will be opportunities to meet with each of them.

- COBI: Dean Freedman has been on an accreditation review at West Virginia University. The college has had some questions from the IHL Board on their MBA distance program.
- Arts & Sciences: Dean Oldham reported that the Math Domain is off to a good start.
- Library: Dean Coleman stated Julia Blixrud with ARL had visited campus with a program on scholarly communication and publication. The Library hosted a quilt symposium with approximately 100 people attending. Dean Coleman encouraged everyone to read about open access to journal articles on the website.
- Forest Resources: Dr. Karr reported that Wildlife Research Center is looking at a 10% cut in funding; faculty is paid about 75% by the Wildlife Research Center so they are working on budget matters.
- Education: Dr. Minchew announced that Bruce Lesley has had the choir invited to perform at Carnegie Hall.
- Institutional Research: Dr. Pike discussed notable public service. Deans should report as qualitative data not as quantitative data. Institutional Research will not report this in the college profiles.
- Faculty Senate: Peter Wood asked for information on the meeting with the provost, deans and department heads. The goal is to improve communication between the faculty and provost. Dr. Rabideau reported that he had met with the deans and department heads; it is the responsibility of the department head to pass information along to the departmental faculty. Mark Goodman, President of the Faculty Senate, was invited but did not attend. Dr. Rabideau encouraged the deans to pass along information from the meetings to the faculty. Any ideas or suggestions for improving communication should be sent to the Provost.
- Meridian: Dean Nichols reported that floors were being poured in the Marks Rothenberg Building this week.

There being no further business, meeting adjourned at 3:00 p.m.