

Deans Council Minutes November 21, 2005

Members Present: Peter Rabideau, Chair; Laura Crittendon, Robert Cooper (for Gregg Boring), Frances Coleman, Sara Freedman, Jerry Gilbert, George Hopper, Nick Nichols, Phil Oldham, Richard Blackbourn, Kirk Schulz, Vance Watson, Jim West, and Peter Woods. Also present were: Gary Pike, Mike Rackley, Colin Scanes, and Nancy Reichert.

Dr. Rabideau began the meeting by asking Dean Schulz to share his presentation on faculty retention.

1. Faculty Retention and Incentives-Kirk Schulz

Faculty Retention is a key issue for the BCoE. There are two major thrusts, financial items such as salary supplements, and non-financial items such as a dinner, reception, some form of faculty recognition, etc. The BCoE would like to have twenty endowed professorships. They currently have nine. Emphasis to increase the number of fellows must come from the Dean. All applications will not be successful, but should be submitted nonetheless. To increase the number of professorships, you have to decide on the importance of them. Another important factor in retaining faculty is boosting national recognition. The BCoE has had a significant number of press releases, and sent notecards to SE Region Department Heads, and to every engineering dean to boost their recognition. They have also provided \$2500 a year to focus groups within the college so that they may bring in one prominent speaker per semester.

2. National Survey of Student Engagement-Gary Pike

Dr. Pike passed out a copy of the NSSE Fall 2004/Fall 2005 Combined Benchmarks by College. There were five benchmarks.

1. Level of Academic Challenge
2. Active and Collaborative Learning
3. Student-Faculty Interaction
4. Enriching Educational Experiences
5. Supportive Campus Environment

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Dr. Pike explained the information and numbers in the handout.

3. IHL Low Performance Programs

Dr. Rabideau stated that some of the programs are without consequence in terms of resources. There are cases where this can be of some significance. An example would be combining degrees like General Liberal Arts. The question arose as to whether or not we can make the argument that it is important to keep degrees separate.

4. Post-tenure Review

MSU is the only institution that has a post-tenure review every six years. A provost at another institution suggested that all schools should do this. The IHL board did not realize that University's had different policies for post-tenure review. Some departments have had faculty labeled as low performing. The Dean should help to figure out why a person was determined to be low performing. A Dean should meet with a committee in confidence and provide evidence of low performance. To make the determination on low performance, annual reviews by the Department Head should be used. There was a question as to whether or not personnel files would be open to a committee of colleagues. The committee should adopt a developmental plan.

5. Other Items:

- Dr. Scanes asked that proposals go in 3-5 days before the deadline for a grant. The federal system is not good at downloading. Sandra Harpole can do a grantsmanship workshop if needed.
- Dr. Hopper had a good experience working with advisory boards. If you ask for advice you get it.
- Dr. Schultz had a dinner for African American alumni of the BCoE. They are trying to help with student recruitment. Recently an African American speaker came in from Tulane. This was the largest student event in the last five years.
- Nick Nichols invites everyone to come to the Riley Center in Meridian.