

**Report to TUFs from MTSU**  
**Prepared by Pippa Holloway**  
**28 March 2019**

**(1) Policy revisions and proposals**

The senate has been working with the Provost's Office on a university-wide policy on the appointment and evaluation of chairs. The policy will establish a transparent process whereby department faculty can make a recommendation on the renewal or non-renewal of chairs. (Has not yet been formally approved by the senate.)

We are still working on revisions to the tenure, promotion, and tenure and promotion appeals policies.

We have made some recommendations for small changes to university committee policies.

**(2) Board of Trustees**

We have elected former faculty senate president, Mary Martin, to be the next faculty trustee. Four candidates stood for the election.

The senate has purchased two copies of *Keys to Open Government: A Guide to Tennessee's Open Records and Open Meetings Laws*. One will be kept in the senate library and the other will be presented as a gift to our new Faculty Trustee. A pdf copy of the book and ordering information is here:

<https://tcog.info/resources/keys-to-open-government/>

**(3) Communications with the University President**

We have sent several formal communications to President McPhee

- A letter expressing the senate's concern about the process for a last minute cancellation of classes last semester.
- An endorsement the hiring of an enrollment management consultant
- A response to some recommendations concerning "bold" new directions for the university to take.

**(4) Salary/Pay issues**

In August t/tt faculty received a 1.5% across the board increase in salary. In addition, the university funded the first phase of a 3-part market adjustment. MTSU provided an increase to all full-time tenured/tenure-track faculty equivalent to 37% of the gap between the actual salary and the predicted market salary using the

2014-15 CUPA data. If enrollments and revenues are on target for fall, they will fund another adjustment, which will likely bring us approx. 1/3 closer to the midpoint of the 2017-2018 salaries.

The senate is considering a recommendation on salary adjustments. If approved by the senate this will recommend that at the time of promotion, faculty be promoted to the bottom of a market-derived salary range or receive the current flat rate raise, whichever is higher.

We are considering a recommendation that adjunct faculty members be paid four times per semester instead of three.

We worked with the Dean's cabinet to create the following protocol regarding raises for term instructors:

Market adjustments to salary have been limited to tenured and tenure-track faculty. For FTT faculty members and faculty members on track appointments (clinical, coordinator, research), MTSU has reevaluated their salaries every three years when the position was searched or when the faculty member was beginning a new three-year cycle. The Provost's Office will continue to follow this protocol and apply it to instructor-track positions as well. For non-tenured faculty, salary will be evaluated (based on years of experience and degree) at the time a person is hired following a full-time temporary search or every three years for faculty on track appointments. Deans approved.

#### **(5) Other**

MTSU has renewed its food service contract with Aramark.

The MTSU Faculty Senate sent a representative to the Coalition on Intercollegiate Athletics conference at UTK last month. We are hoping to send representative to next year's meeting as well.