

**MINUTES
MIDWESTERN STATE UNIVERSITY
BOARD OF REGENTS**

**Personnel and Curriculum Committee
November 9, 2006**

The Board of Regents, Midwestern State University, met in regular session in the Board Room, Hardin Administration Building, Wichita Falls, Texas, at 3:35 p.m., Thursday, November 9, 2006. Personnel and Curriculum Committee members in attendance were Mr. John Bridgman, Chairperson; Ms. Pamela Gough; and Mr. Ben Wible. Other regents attending the meeting were Mr. Mac Cannedy, Jr., Ms. Pat Haywood, Mr. Don Ross Malone, and Student Regent Will Morefield.

Administrative staff members present included Dr. Jesse W. Rogers, President; Dr. Friederike Wiedemann, Provost; Mr. Juan Sandoval, Vice President for Administration and Finance; Dr. Howard Farrell, Vice President for University Advancement and Student Affairs; Dr. Bob Clark, Associate Provost; and Mr. Keith Lamb, Associate Vice President for Student Affairs. Other university personnel attending the meeting included Mr. David Spencer, Internal Auditor; Dr. Robert Redmon, Chairperson of the MSU Faculty Senate; Ms. Valarie Maxwell, Director of Budget and Management; Ms. Dianne Weakley, Director of Personnel; Ms. Janus Buss, Director of Public Information and Marketing; Ms. Cindy Ashlock, Assistant to the President; and Ms. Debbie Barrow, Executive Assistant to the President.

Chairperson Bridgman called the meeting to order at 3:35 p.m.

Reading and Approval of Minutes

07-14. The minutes of the Personnel and Curriculum Committee meeting August 3, 2006, were approved as presented.

Faculty Report

07-15. Mr. Bridgman asked Dr. Robert Redmon, new Chairperson of the Faculty Senate, to tell the Board about himself. Dr. Redmon stated that he came to MSU five years ago from a career in the public schools where he was a high school English teacher for 34 years. He currently teaches in the department of education and reading of the West College of Education. Dr. Redmon then presented information to the Board on behalf of the faculty.

He noted that the faculty gratefully acknowledges the continuing respect and support of the students, administration, and Board of Regents of MSU. The faculty has traditionally demonstrated high standards, quality teaching, and exceptional scholarship. He indicated that this tradition of faculty excellence is seriously threatened by an escalating inability to retain the university's best professors and to attract highly-qualified new faculty to replace those who retire or leave the university in search of more rewarding positions elsewhere. In recent years many tenure-track positions have been vacant for extended periods of time due to the lack of quality applicants. For example, the College of Education has been short a reading professor since 2001 and, as a result, has been forced to compensate for adjuncts and overloads. Though the traditional beauty of the MSU campus, its excellent library and facilities, and the university's family-like atmosphere

are compelling attributes that the faculty believe help the university attract new faculty and retain existing faculty, these things are not enough. According to the Texas Higher Education Coordinating Board (THECB), MSU ranked 24th in full professor salaries, 23rd for associate professor salaries, and 21st for assistant professor salaries among the 35 public universities in Texas for the 2006 fiscal year. This illustrates one manifestation of salary compression that plagues faculty retention. Salary compression is one of the most pressing concerns voiced by the Faculty Senate. Higher salaries used to attract new faculty are eroding available funds for salaries for current faculty. Many veteran members of the faculty are earning only slightly more than new hires. Valuable faculty members may move to another university, even one within Texas, because it will likely result in a very significant increase in salary. When comparing salaries among state universities in the ten most populous states, Texas ranks 10th. In FY 2004 the mean salary for university tenure-track faculty (all ranks combined) was \$63,454. During the same year the mean salary for tenure-track faculty at MSU was \$61,186. In comparison, the mean salary of the tenure-track faculty in the ten most populous states was \$70,824. Given this disparity, it is increasingly more difficult for Texas universities to compete for the best professors. By FY 2006 that disparity had grown significantly. Although the mean salary for all ranks combined at MSU had risen to \$62,685, the state weighted average was \$74,852. Fringe benefits, including Optional Retirement Program (ORP) contributions, also influence recruiting and retention of faculty. At 6% for new hires, Texas ranks near the bottom in its contribution to the optional retirement program. For example, the national mean is 9.7% and Oklahoma contributes 9%. Though the Texas Legislature will likely raise ORP contributions to 7.9% in the upcoming legislative session, that figure is still significantly lower than it was in 1993. The Texas legislature has given universities permission to raise ORP contributions from local funds up to a maximum of 8.5%, which is the contribution that faculty hired prior to 1993 continue to receive. Even though the university administration has been sensitive to this issue, sufficient funds have not been available. In order to become more competitive in attracting and retaining exceptional faculty, Midwestern State University must find a way to raise faculty salaries and fringe benefits. The university's mission cannot be fulfilled without a strong and dedicated faculty.

Dr. Rogers stated that the administration has attempted to balance the costs of the university with tuition and fees charged to students. Faculty and staff have received less than cost of living increases for five years. The administration and Board of Regents must find a way to do something reasonable for faculty and staff while charging reasonable tuition and fees to the students. He stated that the administration and Board would have to make some difficult decisions in February and May of this year. Mr. Cannedy commented that salary compression is an issue in the private sector as well.

Enrollment Report – Fall 2006

07-16. The fall enrollment report was presented in the agenda document for the information of the board. Dr. Wiedemann commented that two years ago the average GPA of an entering student was 2.35. The comparable number for the fall 2006 is 3.42. In 2004, 6% of these students were in the top 10% of their high school; this year, 12% of the students are at this level. The percentage of students from MSU's nine-county region increased from 9% to 12%. The average SAT of freshmen rose from 963 two years ago to 1002 this year. She added that the number of students that failed any section of the THEA exam was

33% two years ago and this year it was 20%. The increase in admission standards made a difference in these figures and retention of these students should increase as well.

Mr. Bridgman noted that Dr. Rogers had previously mentioned to him that 265 applicants were denied admission this fall because they did not meet the new admission standards. He stated that this likely accounted for most of the enrollment decline this semester. Dr. Rogers reported that THECB recently sent a report which stated that 1.1 million students were enrolled in public higher education institutions, including junior colleges, in Texas last year. That number increased by 27,000 students in the fall 2006 with 80% of that number enrolling in junior colleges. That left a 5,700 student increase in the 35 public senior institutions that have enrollments of about 500,000.

Small Class Report – Fall 2006

07-17. Mr. Bridgman noted that Section 51.403(d) of the Texas Education Code requires MSU to present a small class report to the Board of Regents. This report for the fall semester was presented as an information item in the agenda document. Mr. Bridgman noted that many of these classes have eight and nine students enrolled and were just under the limit of 10 students required. Dr. Wiedemann reported that a large number of the small classes are in the areas of science, technology, engineering and mathematics (STEM) which are critical areas that have been identified by the state. Dr. Rogers added that universities are encouraged by the state to offer courses in these areas.

Dr. Rogers commented that enrollment in manufacturing engineering technology (MENT) has gone down since the mechanical engineering program was started. He added that there is still a great demand for MENT graduates in industry. The administration will continue to monitor enrollment in both of these programs.

Review of Personnel Reports for FY 05-06 Budget

07-18. Personnel changes in July and August 2006 were presented for information in the agenda document. Mr. Bridgman noted that through the 2005-2006 academic year the university added 2.5 positions. Mr. Cannedy asked why a nursing position was reduced by ¼ FTE in December and increased by ¼ FTE in January. Ms. Barrow responded that a nursing faculty member asked for a reduction in the teaching load in the fall semester and returned to full time for the spring term.

Review of Personnel Reports for FY 06-07 Budget

07-19. Personnel changes in September 2006 were presented for information in the agenda document. This item was accepted without discussion.

List of December 2006 Candidates for Graduation

07-20. The administration recommended approval of the list of candidates for December 2006 graduation with the provision that the students meet all requirements as prescribed by the faculty and administration. Mr. Malone asked if the administration anticipated an increase in the number of MBA graduates. Dr. Rogers responded that it was one of the university's major objectives. He added that Dr. Tony Chelte, Dean of the Dillard College of Business Administration, has had a great deal of experience with the MBA program and the growth of this program is one of his major goals for the college.

Ms. Gough moved approval of this list as presented. Mr. Wible seconded the motion and it was approved.

New Faculty Position – 2006-2007 Budget

07-21. The administration recommended the addition of a respiratory care faculty member position beginning with the spring 2007. The estimated cost of the position for one-half of the year is \$25,000, with funding available from Education and General Funds. Dr. Rogers noted that enrollment in the health science areas continues to increase. He indicated that the university is out of clinical space in nursing and radiologic science and cannot add students in those areas. He added that respiratory care is in high demand and this is a good investment of university dollars.

Mr. Wible moved approval of this recommendation as presented. Ms. Gough seconded the motion.

Organization of University Administration

07-22. Dr. Rogers indicated that he had planned to make recommendations concerning reorganizations within the areas that report directly to him. He noted that he had yet to put together a good organizational plan that would address university effectiveness issues, assessment, record keeping, evaluation of the core curriculum, and other things that must be done as part of MSU's accreditation with the Southern Association of Colleges and Schools. He indicated that he planned to recommend changes at the February or May 2007 Board meetings.

In the interim, Dr. Rogers presented two title changes for consideration of the Board. He noted that these recommendations would bring the positions in line with current duties and higher education standards.

- A. He recommended changing the title of Executive Assistant to the President to that of Executive Associate to the President. He added that during the last five years he had changed the duties and workload of this position. He noted that Ms. Barrow works closely with the Board of Regents, the Provost, the vice presidents and deans.
- B. Dr. Rogers also recommended changing the Director of Physical Plant position to Associate Vice President for Facilities Services. He indicated that he had been very pleased with Mr. Alan Goldapp's work as Director of Physical Plant. He indicated that his management responsibilities include grounds and custodial, ADA services, building planning, and construction oversight. Dr. Rogers noted that with this change Mr. Goldapp would continue to report to the Vice President for Business Affairs.

Mr. Wible moved approval of these recommendations. Ms. Gough seconded the motion and it was approved.

MSU Policies and Procedures Manual Changes

07-23. The following changes to the *MSU Policies and Procedures Manual* were recommended for approval. Mr. Bridgman presented the following information concerning the proposed changes.

- A. Policy 2.333 – Organization – Provost, Graduate Coordinator – wording that did not relate to the policy was recommended for deletion.

- B.– E. Policy 2.338 University Boards, Councils & Committees – Academic Council, Academic Advising Committee, Bookstore Advisory Committee, and Student Success Committee – changes were recommended to these committees to better meet the needs of the university.

- F. Policy 3.133 Summer School Teaching – changes were recommended for clarification purposes.

- G. New Policy – Policy 4.XXX Records Management Policy – action on this proposed policy was postponed pending further review by the administration. Dr. Rogers added that a recommendation concerning this proposed policy would likely be forthcoming in February or May.

Ms. Gough moved approval of changes presented as items A-F be approved as presented. Mr. Wible seconded the motion and it was approved.

Adjournment

There being no further business, the Personnel and Curriculum Committee discussion concluded at 4:22 p.m.

Reviewed for submission:

Original Minutes Signed

John Bridgman, Chairperson

Midwestern State University

Board of Regents Personnel & Curriculum Committee