The MSU Staff Senate met Wednesday, March 12, 2014 at 2:00 p.m. in Room 189 in the Dillard College of Business Administration Building. Members in attendance were Scott Feldman, Dawn Fisher, Jesika Fisher, Reagan Foster, Jaime Fowler, Gary Miller, Michael Mills, Gary Neal, Angie Reay, and Sue Witherspoon. Dirk Welch, Chair, presided.

Members absent were Gayla Aldrich, Jermaine Causey, Treva Clifton and Lynn Sosebee.

Guests in attendance were Dr. Keith Lamb, Mary Keber, and Shanna Tole.

The meeting was called to order at 2:02 p.m. by Mr. Welch.

**Approval of Minutes:**
The minutes of the February 12, 2014 Staff Senate meeting were presented. Dr. Mills moved to approve the February Staff Senate Minutes as presented. Mr. Feldman seconded the motion. The motion passed by unanimous vote (closed).

**Presentation of the Spring 2014 Staff Senate Scholarship Recipients:**
Mr. Welch formally introduced Ms. Keber and Ms. Tole as the recipients of the spring 2014 Staff Senate Scholarship. For more information on the Staff Senate Scholarship guidelines, go to http://mwsu.edu/staffsenate/scholarship.

**Guest Speaker, Dr. Keith Lamb**
Dr. Lamb discussed the 2013 freshman class profile to Staff Senate. The freshman class of 2013 is the largest freshman class to enroll at MSU, with 817 students. Dr. Lamb projected that enrollment would increase over 6,000 by 2015. The following are characteristics of the 2013 freshmen class:

- 56.3% of the class is female and 43.7% male.
- 81.3% of the class is 18 years of age.
- 55.6% of the class is White, followed by 20.2% Hispanic, and 15.1% Black.
- 36.9% of the class is from the DFW area, followed by 24.8% from Wichita County, 8.9% from Region IX, and 4.9% from Houston.
- 27% of the class applied to only MSU during their college selection process.
- 68% of the class reported that MSU was their first choice of schools.
73% of the class reported that they did not intend to transfer.

In regard to retention, Dr. Lamb explained that MSU began tracking retention rates in 1990. Since that time, MSU’s retention rates have varied from 74.9% (2008 cohort) to 59% (1997 cohort) with an average fall to fall retention rate of 65.2%. The implementation of the software program MAP-Works has helped to identify students who are at a high risk for attrition or poor academic performance. Identification and intervention for these students should continue to help retention rates increase over time.

Staff Committee/Council Reports:

Executive Committee:
The Executive Committee met on March 5, 2014 to discuss upcoming agenda for the March 12, 2014 Staff Senate meeting.

Long Range Review and Planning Committee:
No Report

Communications Committee:
No Report

Membership Committee: Ms. Fisher announced that the module is ready for the upcoming Staff Senate elections. The elections should be available in the next few weeks.

Bylaws committee:
No Report

Scholarship Committee:

Administrative Council:
No Report

Academic Council: Ms. Foster reported that Academic Council met on February 20, 2014. To view the minutes from any Academic Council meeting, please go to:
http://www.mwsu.edu/academics/academic-affairs/minutes.
**Faculty Senate:** Mr. Welch reported that Faculty Senate met on February 13, 2014. A copy of the Faculty Senate Meetings can be found in Attachment A.

**Student Affairs and Enrollment Management Council:** Dr. Mills reported that over 900 prospective students and guests were on campus for the February Mustangs Rally.

**Board of Regents:** Mr. Welch reported that the Board of Regents met February 13-14, 2014. To view the minutes from the Board of Regents meeting, please go to: [http://www.mwsu.edu/welcome/president/regents-minutes](http://www.mwsu.edu/welcome/president/regents-minutes).

**Old Business:** None

**Open Forum:**

**Announcements:**
- Mr. Welch wished Mr. Feldman a happy birthday.
- Ms. Fisher announced that Fain College of Fine Arts was recently mentioned in an article in the *Atlantic* Magazine.

**Adjournment:** The meeting was adjourned at 2:50 p.m. The next meeting is scheduled for Wednesday, April 9th, 2014.

Respectfully Submitted,

Reagan Foster
Staff Senate Secretary/Treasurer
MSU Faculty Senate February 2014 Minutes

The 2013-2014 MSU Faculty Senate met at 3:00 PM on **February 13, 2014**, in Kiowa CSC.

**Current Business:**

1. The Faculty Senate discussed the HERI Faculty Survey and the Faculty Satisfaction Survey. The Faculty Senate encourages all faculty at MSU to complete the HERI Faculty Survey. In regards to the Faculty Satisfaction Survey, the Senate discussed a report from the meeting held with Dr. Jesse Rogers and Dr. Betty Stewart on October 22, 2013. In that meeting, Chair Carlston presented the results from the Faculty Satisfaction Survey and proposed “action items” to be taken from the results. Below is the report from that meeting:

On the 22\textsuperscript{nd} of October, 2013, the Faculty Senate met with Dr. Rogers and Dr. Stewart to formally share the results of the 2013 Faculty Satisfaction Survey. The meeting was held in the Priddy Conference Room in Dillard. Dr. Carlston shared the slide presentation previously presented to the Faculty Senate, summarizing the rationale for conducting the survey, key findings from the survey, and goals derived from the survey findings. There were four major categories of concerns taken from the results of the Faculty Satisfaction Survey. These were as follows:

1) Financial Concerns
2) Administrative Creep
3) Summer Teaching
4) Falling Confidence

As part of the presentation, Dr. Carlston presented data that compared the changes in faculty salaries compared to the changes in administration salaries from 2000-2013. The data showed that during the time period examined, administration salaries had risen at a much higher rate than faculty salaries. The presentation also compared the changes in the number of leadership positions versus the changes in the number of faculty positions from 2001-2013. The data demonstrated that during the time period examined, the number of leadership positions on campus had grown by +20% while the number of faculty positions had dropped by more than 5%. Overall, the results from the faculty survey showed the faculty to be very supportive of and loyal to the University itself, but to have relatively low levels of morale and high concerns with the University leadership. A copy of the entire presentation is on the Faculty Senate website.

Dr. Rogers expressed understanding of the faculty concerns. He indicated that he had followed some bad advice, that mistakes had been made, and that he was eager to move forward. Dr. Stewart similarly expressed understanding and engaged the Faculty Senate members present in a conversation aimed to operationalize the established goals.

Three actionable items were resolved and agreed upon by all present:

1) An annual meeting between the Faculty Senate and the upper administration of
the university will be held each year to review future survey results and establish a cooperative agenda for the year.

2) Faculty members will be provided access to the Annual Financial Reports prepared by Dr. Fowlé for the Board of Regents. Dr. Stewart specifically said that she would provide the Faculty Senate with a document showing the actual budget expenditures for each academic year.

3) The Provost will notify the Senate of all ad hoc committees formed by her office so that the Faculty Senate can be involved in the process and assist in dissemination of the activities of the committee.

After a discussion about the October meeting, the Senate agreed to move forward and administer the second round of the Faculty Satisfaction Survey by March. It was agreed that Senator Lindt would be in charge of reviewing the Survey, seeking suggestions from the other members of the Senate on the Survey, and then making any revisions for the second round.

2. The Senate discussed a charge crafted by Chair Carlston to create a Committee on Committees. Senator Roberts motioned to create the Committee. The motion was seconded by Senator Morrow. After a lengthy discussion, Senator Morrow moved to table the motion until the March Faculty Senate Meeting. That motion was seconded by Vice Chair Fidelie, and agreed to unanimously by the Senate.

3. Senator Morrow reported on a very positive experience performing and discussing her teaching before the February Board of Regents Meeting. She received an ovation from the Faculty Senate.

**New Business:**
Vice-Chair Fidelie briefly discussed the meeting the Faculty Senate Executive Committee had with Dr. Rogers over the University’s proposed “Flat-rate Tuition Plan.” Dr. Fowle’ will attend the March Faculty Senate meeting to discuss this in more detail.

The Faculty Senate briefly discussed the shooting threat to campus that occurred the evening of February 9, 2014. Some Senate members expressed that they were concerned about being “out of the loop” during the process.

**Announcements:** none