

**Deans Council**  
**January 9, 2012**  
**2:30 PM**  
**Allen 611**

**Members Present:** Jerry Gilbert (chair), Richard Blackburn, Steven Brown, Timothy Chamblee, Frances Coleman, Lou D'Abramo, Jerry Emison, Halston Hales, Mark Lawrence (for Kent Hoblet), George Hopper, Brandon Jolly (for Joan Lucas), Gary Myers, Sharon Oswald, Mike Rackley, Sarah Rajala, Christopher Snyder, Butch Stokes, Jim West.

**Others Present:** Diane Alexander, Teresa Gammill, Judy Spencer.

**Minutes Taken By:** Martha Thomas

1. Upon a motion by Gary Myers and second by Jim West, the minutes of the December 11, 2011, meeting were approved unanimously with no corrections.
2. Announcements:
  - a. Jerry Gilbert announced that the Martin Luther King, Jr. Day ceremony will be held Monday, January 16.
  - b. Dr. Gilbert referred to the handout "Cohorts for 5-Year Benchmarking Surveys" and stated that this is a listing of when departments will participate in the benchmarking surveys on a five-year rotation. The first cohort will be reviewed in fall of 2012.
    - i. There was discussion about how to tying research awards to multiple constituent types in order to get a better picture of research productivity.
  - c. Dr. Gilbert discussed the Master Plan Development and Advisory Committee's (MPDAC) progress towards developing a plan for the site of Aiken Village. Dr. Gilbert stated that he anticipates Aiken Village to be ready for residents in the summer of 2014.
  - d. Dr. Gilbert discussed the MPDAC subcommittee's progress towards preparing a recommendation for space allocation within the new classroom building. Dr. Gilbert stated that he anticipates the recommendation to be finalized within the next month or two.
  - e. Dr. Gilbert discussed the potential for a small budget cut to the university as well as several strategies for addressing this potential cut. Dr. Gilbert stated that a reallocation of resources within IHL would be needed to better reflect MSU's growth.
  - f. Dr. Gilbert announced that the comment period for the draft strategic plan will be open for a longer period of time to coincide with the Office of Research and Economic Development's commend period for the draft research focus areas.
  - g. Dr. Gilbert discussed the Smithsonian Folklife Festival which will be held during the summer of 2012 in Washington, D.C. and invited colleges to participate.
  - h. Dr. Gilbert discussed several upcoming events, including:
    - i. A webinar on Recruiting and Retaining Diverse Faculty to be held January 24 and 31, 2012;
    - ii. A workshop on metacognition to be held January 20, 2012; and
    - iii. A Diversity Conference featuring Freeman Hrabowski of the University of Maryland on March 1, 2012.

3. Staff Compensation Program:
  - a. Judy Spencer distributed a handout on the proposed Staff Compensation Program Policy that has been reviewed by the Vice Presidents and General Counsel. The proposed changes include: a formal compensation structure; shared responsibility with deans, directors, and department heads for approval various requests; the elimination of a reclassification window; and changes to the counter-offer procedures.
  - b. Ms. Spencer requested that members of Deans Council read over the proposed policy and send her feedback. She asked that the information not be distributed beyond Deans Council.
  - c. Dr. Gilbert stated that the proposed policy would give the same flexibility and fairness to everyone.
  - d. Ms. Spencer discussed the proposed changes to setting salaries for employment changes.
  - e. Ms. Spencer stated that HRM will offer training on the new policy once approved. She stated that she anticipates the new policy to be implemented by July 1, 2012.
4. Digital Measures:
  - a. Tim Chamblee gave a brief presentation on Digital Measures and discussed the implementation strategies.
5. Other Items:
  - a. Butch Stokes announced that 18,188 students were enrolled in courses for the spring semester, as of January 9, 2012.

# **Handouts**

## Cohorts for 5-Year Benchmarking Surveys

ER – external review; R – internal review; A – accreditation review

Five-year rotations for Cohort 1 will begin in Fall 2012, Cohort 2 in Fall 2013, Cohort 3 in Fall 2014, Cohort 4 in Fall 2015, and Cohort 5 in Fall 2016.

<u>College</u>	<u>Department</u>	<u>Most Recent Accred./Review</u>	<u>Cohort</u>
<b>Ag &amp; Life Sciences</b>			
	Ag Econ	1999-2000 (ER)	1
	Animal & Dairy Sci	1997-1998 (ER)	1
	Biochem, Mol Bio, Entom, Plant Pathology	1998-1999 (ER)	1
	Food Science, Nutrition, Health Promo	2011-2012 (A)	1
	Human Sciences	2008-2009 (A)	1
	Landscape Arch	2010-2011 (A)	1
	Plant & Soil Sciences	1998-1999 (ER)	1
	Poultry Science	1998-1999 (ER)	1
<b>Arch, Art, &amp; Design</b>			
	Architecture	2010-11 (A)	4
	Art	2002-03 (A)	4
	Bldg. Construction Science	none	4
	Interior Design	2006-07 (A) [2011-12?]	4

## Arts & Sciences

Anthropol. & Middle Eastern Cultures	2009-10 (R) [with Sociology]	3
Biological Sciences	2011-12 (R) [ongoing]	2
Chemistry	2010-11 (A); 2005-06 (R/A)	2
Communication	2005-06 (R)	3
English	2009-10 (R)	3
Classical & Modern Langs. & Lit.	2009-10 (R)	3
Geosciences	2010-11 (R) [ongoing]	2
History	2008-09 (R)	3
Math & Statistics	2008-09 (R)	2
Philosophy & Religion	2008-09 (R)	3
Physics & Astronomy	2010-11 (R)	2
Political Science & Public Admin.	2009-10 (R)	3
Psychology	2009-10 (R)	3
Sociology	2009-10 (R)	3
Sociology (Social Work)	2007-08 (A) – synchronize with Sociology	

## Business

Accounting	2002-03 (A)	2
Finance & Economics	2002-03 (A)	2
Mgt. & Info. Systems	2002-03 (A)	2
Marketing, Quan. Anal., & Bus. Law	2002-03 (A)	2

## Education

Counseling & Ed. Psych.	2007-08 (A)	4
Curric., Instr., & Special Ed.	2007-08 (A)	4
Instr. Systems & Workforce Dev.	2007-08 (A)	4
Kinesiology	2007-08 (A)	4
Leadership & Foundations	2007-08 (A)	4

	Music	2007-08 (A)	4
<b>Engineering</b>			
	Aerospace Engr.	2011-12 (A)	5
	Ag. & Biological Engr.	2011-12 (A)	5
	Chemical Engr.	2011-12 (A)	5
	Civil & Environmental Engr.	2011-12 (A)	5
	Computer Science & Engr.	2011-12 (A)	5
	Electrical & Computer Engr.	2011-12 (A)	5
	Industrial & Systems Engr.	2011-12 (A)	5
	Mechanical Engr.	2011-12 (A)	5
<b>Forest Resources</b>			
	Forest Products	2006-07 (A)	1
	Forestry	2006-07 (A)	1
	Wildlife, Fisheries & Aquaculture	2008-09 (A)	1
<b>Vet. Medicine</b>	<b>Every year they participate in a survey that compares them with the other 27 vet schools.</b>		

## Summary of Cohorts

<u>Cohort</u>	<u>Colleges</u>	<u>Number of Departments</u>	<u>Start Date</u>
1	CALS, Forest Resources	11	Fall 2012
2	CoB, A&S (Sciences)	9	Fall 2013
3	A&S (Arts)	9	Fall 2014
4	Education, CAAD	10	Fall 2015
5	BCoE, CAAD	8	Fall 2016