Delta State University
Faculty Senate
Thursday, January 13, 2011
3:30 p.m., Union 306

Members present:

Eckward McKnight       Karen Bell
Kathy A. Davis          Patricia Roberts
Nina Baghai-Riding      Brett Oleis
Duane Shuttlesworth    Lisa Moon
Don Allan Mitchell      Subramanian Swaminathan
Debarashmi Mitra       Daniel Glenn
Maud Kuykendall        David Hebert
Stephen Patton         Douglas Mark
Catherine Hayes        Ellen S. Green

I.  Agenda (01-13-11) approved and Minutes (11-11-10) approved.

II. President’s Report: President John Hilpert is interested in speaking and taking
questions more often as he did on 11/30/2010 for Faculty Senate and Staff
Council. On a separate note, all departments should look at the Bill and Melinda
Gates foundation so the university can take a unified approach to apply for
funding.
- Eckward McKnight

III. Staff Council: Raised 90 bags of food in November. We are involved in the
Adopt-A-Family (AAF) program. We are also looking for non-monetary rewards
for staff. We are also looking at the continuing years of service policy.
- Suzanne Simpson

IV. Graduate Council: No Report

V. Report from BPAC: The meeting was canceled due to snow.

VI. Report from Budget Committee: The meeting was canceled due to the football
championship game. Hebert – What did it cost to go the championship? Redlin –
The NCAA will reimburse the university.

VII. Committee on Elections: Library and Nursing are not up for merit pay elections.
All other departments are voting. The Ballots are due on the 24th. – Hebert

VIII. Committee on University Standing Committees: We are monitoring the
progress of the committees in order to clean house of non-existing committees.
- Mitchell
IX. **Committee on University Services:** “We have not met but we will be looking at alternative options for the golf course.” – Green

X. **Committee on General Academic Affairs:** Karen Bell is the new Chair.

XI. **Provost Question Time:** Not Present

XII. **Old Business:**
- Parliamentarian Resolution: Passed in Nov.
- Committee on Committees Resolution: Passed in Nov.

XIII. **New Business:**
- Resolution on Merit Pay scores to be used in 2011
- Why is there no data comparing department’s score distributions in an effort to assure equality? This information is withheld to protect the anonymity of individuals in small departments.
- When were the Merit Pay process and Tenure Process altered? The current Aug. 2010 tenure and promotion document reflects the change.

- Resolution on Merit Pay Raise Money
- Do all departments understand that a score of one is the baseline? Are departments inflating scores to deal with market pressure?
- There are two types of raises Market and Merit.

- Resolution on Merit Pay Raise Policy

- Resolution on MAD in Tenure Portfolio
  - Suspend the rules.
  - I don’t feel comfortable making a decision on this resolution without first discussing it with my department. – Roberts

Lost quorum

Respectfully submitted,

Stephen Patton, Secretary
02/10/2011_Patton