

**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 24<sup>th</sup>. – 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