

**ACADEMIC DEANS COUNCIL  
MEETING MINUTES  
May 1, 2008**

Attending: Ronn Hy, Pam Trant, Jamie Laurenz, Tom Fields, Bill Heenan, Bruce Schueneman, Bill Kuvlesky (representing AgNRHS), Sonny Davis, Jane Stanford, Alberto Olivares, Robert Diersing, Dann Brown

**A. New Business**

- 1) Suggested Steps for Implementing the Faculty Pay Plan were discussed. ADC members will develop general guidelines and criteria for the faculty merit pay plan. Some items to be considered when developing the guidelines and criteria might be:
  - a. Tenure/promotion guidelines
  - b. Annual evaluations
  - c. Goals
  - d. How many years are to be considered?
  - e. Who should be included --- anyone who is full-time?

After the general guidelines and criteria are established, colleges/library can further develop guidelines and criteria particular to their individual colleges/library. A general 80/20 dissemination was established meaning that 80% of the faculty would receive monies from the faculty merit pay plan and 20% would not. The proposed guidelines and criteria are to be submitted to Dr. Hy by Wednesday, May 7.

The proposed plan will take approximately three years to bring faculty salaries to the peer group average. College of Engineering faculty salaries will be brought to their peer group average over a two-year period, however, as the college prepares for accreditation reaffirmation.

Some felt the President should send a letter to the faculty and staff stating the plan for raising the faculty and staff salaries to the peer group average.

- 2) ADC members felt the amount of the presidential scholarships should be increased.
- 3) Dann Brown distributed information with regard to student persistence from fall to spring, the percent of students that went on scholastic probation after the fall semester, and the number of students that went on probation by department.

**B. Dates and Deadlines**

- 1) Recommendations for continuation or non-reappointment of 3rd-5th year probationary faculty to the provost - May 5
- 2) Reception for Alberto Olivares - May 7 - 3:30-5:00 - Founders' Room
- 3) Commencement Practice - May 16 - 9:45  
Academic Honors Reception - May 16 - 2:00 - MSU Ballroom  
Commencement - May 16 - 4:00; 7:00
- 4) Beginning of Summer Hours - May 19