

# **Presentation to Faculty Senate**

**by**

**President Michael T. Nietzel**

**September 8, 2005**

# Current Initiatives

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- Provost Position
- Budget
- Processes
- Program Review
- Committees
- Endowments
- Expectations of Students
- Board of Governors

# Provost Position

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The Provost is the Chief Academic Officer of the University, providing primary administrative leadership, direction, and evaluation for all academic activities and faculty affairs of the University. When the President of the University is unable or unavailable to conduct the duties of that office, the Provost temporarily serves in that capacity.

# Provost Position *(Continued)*

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Under the broad supervision of the President, the Provost is responsible for academic strategic planning and evaluation and oversees the budget of all academic and academic support units. The Deans of all the University's colleges report directly to the Provost as do the Dean of the Libraries, the director of institutional research, and the Associate and Assistant Provosts.

# Provost Position *(Continued)*

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The Provost authorizes faculty appointments and recommends to the President on all promotion and tenure decisions. The Provost makes final decisions about the allocation of academic space. The Provost works closely with the Vice President for Research and Economic Development in implementing and evaluating major research initiatives of the University, with the Vice President for Student Affairs in

# Provost Position *(Continued)*

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addressing the educational needs and extra-curricular priorities for students, and with the other Vice Presidents and senior leadership of the University in coordinating and overseeing the overall mission of the University.

# Budget

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- Pushing Responsibility and Accountability to Unit Level
- Salary Savings and Existing Carry-Forward Stays With Unit
- Carry-Forward From FY 2006 Forward Is Split
- Maximum Autonomy and Flexibility
- 1 Percent Personnel Budget Reallocation

# Processes

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- Streamlining All Systems
- Moving Responsibility and Accountability to Unit Level
- Implementing The “Three Signature Rule”

# Program Review

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- External Peer Review
- Rotating on 6-7 Year Cycle

# Committees

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- Task Force on Missouri State University Futures
- Compensation Committee
- Intercollegiate Athletics Priorities Committee
- Mountain Grove Campus Task Force
- President's Commission for Diversity
- Public Health Task Force

# Task Force on Missouri State University Futures

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## Members

Frank Einhellig, Chair

Jim Baker

Chris Barnhart

Mike Carlie

Peter Collins

Marc Cooper

Jane Doelling

Ryan Giedd

Dennis Hickey

Michael Hignite

Jane Hoogestraat

Kathryn Hope

Julie Masterson

D. Wayne Mitchell

Elizabeth Rozell

Dennis Schmitt

Wade Thompson

# Charge

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- Assess the current status of the University's scholarly and educational strengths as well as its best opportunities for initiatives with a high potential for excellence;
- Recommend up to 12 areas of contemporary scholarship that should be the priorities for investments of new and reallocated resources, particularly the addition of faculty lines; and

## Charge *(Continued)*

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- Propose specific options for academic restructuring and reorganization that will promote interdisciplinary innovations, strengthen research and degree programs, increase administrative efficiency, and generate additional savings in administrative costs that can be reallocated to academic priorities.

## Charge *(Continued)*

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In responding to this charge, I would ask the Task Force to consider multiple criteria, including the following:

- Major trends and opportunities in extramural funding;
- Areas where growth in knowledge is expected to be most dramatic;

## Charge *(Continued)*

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- Special needs of Missouri, Springfield, and the Ozarks to include economic development, technological advances, cultural enrichment, physical well-being, and social prosperity;
- Encouragement of new collaborations in research and learning as well as linkages to the University's existing and emerging research strengths;

## Charge *(Continued)*

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- Compatibility with the University's statewide mission in public affairs; and
- Potential for contributing to superior undergraduate, graduate, and professional education.

February 1, 2006 is the goal for a final report.

# Compensation Committee

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## Members

Skip Phelps, Chair  
Greg Burris  
Wendy Ferguson  
John Harms  
David Hough  
Lyn McKenzie

Phil Nichols  
Mark Richter  
Carol Shoptaugh  
Garry Sorrell  
Gary Stewart  
Steve Thomas

# Charge

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The charge is to recommend a compensation system that includes merit and equity as primary considerations for salary increases. Specifically, I would like for the committee to consider these major questions:

- To what degree should merit and equity be used in assigning salary increments?
- What kind of evaluation system needs to be in place to accompany the move to a merit- and equity-based system?

## Charge *(Continued)*

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- What policy should be used for determining the salary for administrators' return to faculty?
- How can the classified system (step and grade) be integrated into a move to a merit-based system? What would the process and timeline be for such a change?

Recommendations are due no later than December 15, 2005.

# Intercollegiate Athletics Priorities Committee

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## Members

Bruce Johnson, Chair  
Darlene Bailey  
Jana Estergard  
Kent Kay  
Bill Kirkman

Peggy Pearl  
Bill Rowe  
John Black, *ex officio*  
Greg Onstot, *ex officio*

## Charge

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This committee will examine the scope of intercollegiate athletics at the University and make recommendations about the future viability of our sports teams. Specifically, are there intercollegiate teams that the University should discontinue? In addition, what policies should be implemented regarding the leasing, ownership, and construction of intercollegiate athletics facilities?

## **Charge** *(Continued)*

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When you meet, I would like for you to discuss what I consider to be the four guiding principles for evaluating the success of the current 21 sports in our athletics program:

- Ability to compete
- Academic record of its student-athletes
- Record of integration into campus and University culture
- Ability to live within its budget and be as financially independent as possible

## **Charge** *(Continued)*

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As you deliberate on the future, please keep in mind that it is very unlikely that the University will be able to commit significant additional resources to intercollegiate athletics.

In the near future, Bruce Johnson will call the first meeting of the committee. I would like to have your recommendations no later than November 15, 2005.

# Mountain Grove Campus Task Force

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## Members

Tamera Jahnke, Chair  
Bill Alter  
Cory Bomgaars  
Anson Elliott  
David Gourley  
Michelle Granger  
Marilyn Odneal  
Innocent Onwueme  
Wenping Qiu

Charlie Schumacher  
Mary Sheid  
Carol Silvey  
Jim Taylor  
Kent Thomas  
Pamela Trewatha  
Jan Wooten  
Patsy Worrel

## Charge

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The charge to the Task Force is to determine the role that the Mountain Grove Campus will play in support of the Missouri State University System. The Mountain Grove Campus includes a number of partnerships that will also play a role in the discussions. These partnerships include the Mountain Grove community, other universities within the state, and the Missouri fruit and wine industry. Suggested questions to be examined by the Task Force include but are not limited to:

## **Charge** *(Continued)*

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1. How will the State Fruit Experiment Station be operated? As a campus? As a research institute such as the Center for Applied Science and Engineering?
2. How will the campus maximize its relationship with the Missouri wine and grape industry, particularly through the Mid-America Viticulture and Enology Center?
3. What should the relationship be between the departments of fruit science and the department of agriculture?

## **Charge** *(Continued)*

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4. Should we develop a horticulture program in the long-term?
5. What relationships can the campus play (i.e., partnerships) with the University of Missouri-Columbia and other universities?
6. What will be the major focus of research on the campus short-term? Long-term?
7. How will the State Fruit Experiment Station support fruit industries other than grape?

## **Charge** *(Continued)*

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8. How will the Mountain Grove Campus be structured to ensure maximum efficiency? Who will be in charge of the campus, and who will that person report to?
9. Will the campus be run on a cost-center model?
10. Who will operate the campus winery and distillery?

## Charge *(Continued)*

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11. How will the winery/distillery be incorporated into the department of agriculture's food processing and beverage program? How will they be integrated into the hospitality and restaurant administration program?
12. What actions are necessary to ensure that the campus responds to the needs of the Mountain Grove community?
13. Other issues as identified by the Task Force.

The findings and recommendations of the Task Force will be reported no later than December 15, 2005.

# President's Commission for Diversity

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## Members

Jana Estergard, Co-Chair  
Charlotte Hardin, Co-Chair  
Leslie Anderson  
Bob Barnett  
Jerry Chin  
Kathy Clancy  
Casey Comoroski  
Diane Elliott  
Melida Gutierrez

Tammy Jahnke  
Samuel Knox  
Jill Murphy  
Megan O'Rourke  
Patrick Scott  
Jerry Trick  
Michael Van Fossen  
Steve Williams

## Charge

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The President's Commission for Diversity will be a standing group whose responsibility is to develop a long-term Diversity Plan that will improve the University's overall climate for diversity and that will enable the institution to establish a diverse learning community.

Missouri State University should be committed to becoming, and known for achieving, a diverse community in which individuals from different

## **Charge** *(Continued)*

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backgrounds and cultures feel free to express a wide range of ideas and beliefs in an environment that promotes civility, fairness, and equity in our behavior and policies. You are responsible for helping the University develop a blueprint that will address significant and substantial progress on our diversity goals.

## **Charge** *(Continued)*

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I expect the Commission to recommend:

- University-wide goals for improving the presence of diversity among individuals, ideas, and cultures
- Specific strategies that will advance progress on these goals
- Criteria for success and assessment methods for tracking our accomplishments

## **Charge** *(Continued)*

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Although the Commission will be a standing body, I ask that you submit to me an initial draft of the Diversity Plan by May 1, 2006. Please feel free to solicit campus and community input on your plan as it is developed.

# Public Health Task Force

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## Members

Richard Myers, Chair

Other members being confirmed

# Charge

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- Make recommendations on initiatives that should be taken to further strengthen the M. of Public Health program with the goal of increasing service to Missouri. Specifically,
  - Where should this program be housed?
  - What resources should be infused into the program? and
  - How can the program be most effectively delivered?

## Charge *(Continued)*

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- Narrow and refine what aspects of Public Health can reasonably be addressed at Missouri State University in terms of academic degree programs and research directions. Should we pursue a Doctorate of Public Health at some point in the future?
- Explore the feasibility for the development of a School of Public Health at Missouri State University, and if such is feasible, suggest an organizational structure for this School.

## Charge *(Continued)*

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(Note: The Missouri State University Board of Governors recently approved the establishment of a School of Public Health, but significant movement in this direction will await input from this task force.) If a School of Public Health is deemed appropriate and feasible, questions to be considered include:

- How would such a School fit into the University administrative and organizational structure?

## Charge *(Continued)*

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- What are the resource requirements for an accredited School of Public Health, and how might we leverage to gain needed resources?
- What degree programs and others functions would best fit within such a School?
- What would be a recommended timeline for development of components of a School of Public Health?

## Charge *(Continued)*

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- Explore collaborations and synergies internal and external to the University that could be of assistance in the University meeting its educational goals in Public Health.

The recommendations are due by February 1, 2006.

# Endowments

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- Develop and Announce Endowments for Chairs, Professorships, Scholarships
- Purpose: Attract and Retain Outstanding Faculty and Students

# Expectations for Students

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- College Should Be Hard
- Elevate Expectations
- Record ACT (23.8) For Incoming Class

# Board of Governors

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- Major Change with Name Change
- From: Seven Voting Members, With Five From The 24-County Area and Two Outside
- To: Nine Voting Members, With One From Each Congressional District