United Way—Peggy Jones discussed Unite Way participation with regard to even returning the forms whether a person gives or not. This year we are trying to get a higher percentage of returned Pledge Cards. October 30 is the deadline for turning them in. The College which gets the highest percentage returned will win the right to re-assign Belinda for a couple of hours. Colleges will need to have a contest also for departments who have a better percentage returned. (It is unclear whether it is the best percentage or the best increase in returned cards.)

Search process in relation to diversity requirements—Jana Estergard discussed the proposed new guidelines: Recruiting a Diverse Workforce: Guidelines for Hiring Faculty, Academic Administrators and Executive, Administrative and Professional Staff. The new policy is in response to the lack of progress in creating a more diverse campus community. She gave the example of how CHPA did aggressive recruitment and retention in hiring female assistant professors. CHPA formerly had goals in effect but now have none because of the increased efforts. A key component of such recruitment is to create more diverse applicant pools. One way to do this is to reconceptualize what the job is and add statements about the need to be engaged in diversity activities. We must all be proactive. Office of Institutional Equity and Compliance (OIEC) will provide training, contact search committees and department heads to work on strategy, explore other avenues for recruitment and help develop the recruitment plan.

Diversity is not limited to U. S. citizens. Not playing a numbers game, trying to create a broad and diverse pool of applicants. Before interviewing by telephone, at a conference or in person, the search committee must submit list of candidates to be interviewed to OIEC for approval. If there is no diversity, the Committee will have to do more recruiting and evaluation of candidates. Jana can tell if a pool is diverse. She also will ask the committee if it is award of diverse applicants. Again, this is a major objective of the Board of Governors.
**Houston Conference:** Facing the Divides: Diversity, Learning, and Pathways to Inclusive Excellence October 21-23, 2010—Leslie Anderson spoke about this conference. She wanted to know how we could empower the team that is attending to help us recognize inclusive excellence. She also talked about the search process for the new position, Vice-President for Diversity. Neosha mentioned that some of this team going to Houston should be on the search committee or at least all of them heavily involved in the interviewing.

**Administrative Council—Helen Reid** reported. AC went over the BOG agenda. Will discuss a smaller footprint for MSU. If we have less money and want higher salaries, then we have to have fewer employees.

GA fee waiver increase will go into effect Fall 2011.

Mary Jean Price Scholarship—we need all to help raise funds for this, it is a way to support diversity.

Internet and Social Media in Hiring. It is acceptable to go to university web sites to verify a person’s position and to check on publications.

Retaining people—need higher salaries. CHHS lost an executive assistant because the person could make so much more at another employer. Need to have more discussion on this. Helen distributed a handout about the multidisciplinary forum that CHHS is holding called *Disaster and the Role of Health Workers: a Multidisciplinary Response* on Monday October 24, 2010 from 5 to 8 PM in PSU Atrium and Theater.

**Course Transformation—John Catau**—trip to Nashville to meet with representatives from 10 different universities at the Tennessee Board of Regents. It was a mix of 2 and 4 year schools. All had worked with NCAT and a FIPSE grant. The effort was aimed at transforming remedial course and then to work on regular courses.

There was discussion of the statewide transformation/collaboration meeting. Collaboration will focus on philosophy, political science—primarily the masters in public administration, agriculture and horticulture. Rebecca Woodard and Terrel Galloway had attended the Missouri Association of Faculty Senates. There was a real sense of panic there and it seemed that MSU was ahead of other schools in handling all of the things coming from MDHE and CBHE. The MU senate didn’t know about the upcoming statewide meeting. Others didn’t know what the low-completer programs were.

**General Education meetings and communication**—Belinda McCarthy mentioned a pamphlet titled Revising General Education and said many copies would be ordered. Etta Madden will chair the special task force on General Education. The first item for the committee is to decide what the mission of general education is and how to engage the academic community.
Houston Diversity Team—A group with representatives from each college and library and 3 others will go to this conference in Houston, October 21-23.
Academic Affairs Retreat for December—there will be a retreat for dean in December to discuss AA goals and what we can all do to help with retention.

MDHE Review and October Conference (handout)—An outline for the meeting was distributed. There has been no word from MDHE about the review or conference.

Budget Process: Nila Hayes will make a presentation to all of the budget committees on Friday, October 29 at 1 pm in PSU 313.

Compensation Committee—The President is asking for recommendation for 2011 actions. Art is calling the committee together.

Faculty roles and rewards-college-based discussions to look at Teaching, Research/Scholarship, and Service. Need to have college discussions and determine how people view roles and rewards as compared to the mission. How can we broaden the concept of research/scholarship. The BOG does expect there to be performance evaluations every year.

Online Course Development—Art Spisak asked the sense of the group on whether a Department Head who developed an online course should receive the stipend for development. The sense was no.

Academic Affairs goals were distributed and are shown below. Red items are ones added this past week.

**Academic Affairs Goals 2010-2011**

- Improve Student Learning
  - General Education Review
    - First meeting 10/6
      - Big Picture/Big Ideas
        1. Mission
        2. Engaging the Academic community
        3. Strategy
          1. Competencies
          2. Design
          3. Format
          4. Assessment
    - Provost fellow researching models
    - AACU Grant Application
• Materials
  o University wide Discussions of Bok
  o AACU Guide for Curricular Change

❖ College Efforts and Outcomes

❖ Pedagogy
  1) Personal
     o Best Practices (Bain) workshops
     o Classroom Assessment Technique (CAT) workshops
  2) Course Transformation
     o Blended Class RFP
  3) Curricular Redesign
  4) Scholarship of Teaching and Learning

• Other
  o TA and Adjunct Mentoring Program
  o Provost Fellow

❖ College Efforts and Outcomes

❖ Assessment
  ❖ All degree programs should have competencies and data collection plan identified by January
  ❖ All degree programs should be working on revision by Fall 2011/Spring 2012

❖ Student success/Retention initiatives
  • DFW Courses
  • GEP
     o Midterm Grades – Action from Advisors

❖ College Efforts and Outcomes

❖ Facilities
  • Inventory underway
    o Research lab utilization: visuals/verification
    o Teaching labs/classrooms: verification/selected verification
  o Improve Access to Baccalaureate and Master’s degrees

❖ Transfer Students
  • OTC 2+2 on Web for all appropriate undergrad degrees (10/15)
  • WP 2+2 on Web for all appropriate undergrad degrees (11/1)
  • Master Advisor Program added “transfer” module
  • Transfer Task Force
    o Awareness
    o Advising Workshop
- New required Online Orientation for Spring 2011 students
- Survey of student satisfaction with transfer services (Fall and Spring)
  - Colleges – Availability of Trained Advisor in each Department

- **Modalities**
  - Evening
  - Internet
    - Complete MS in Criminology
  - Off Campus
    - Lebanon
    - Joplin
  - Dual Credit

- **Scheduling**
  - Three year rotation by modality on web for all colleges except College of Education and Business

- **Advising**
  - Advising available for degrees in departments during workweek
  - Advisement Center using Skype
  - Implementation of electronic graduate student records and admissions processing
  - Graduate program director training

- **Public Affairs**
  - Learning Outcomes for Graduates
    - Mike Stout Provost Fellow
  - Learning Outcomes for Degree Programs – due January 1, 2011
  - Community Development
    - Mike Stout to lead; Meeting this week
    - Provost Forum
    - College Visits and Discussions
    - Wiki – other centers, MSU resources, Portal, MSU faculty work

- **Inclusive Excellence**
  - Hiring Initiative
  - “Creating opportunities”
  - Grow your own

- **Alignment of Faculty Roles and Rewards with Institutional Mission**
  - College Based Faculty Discussions
  - Professional development
- Faculty guide for portfolio development
  - Assignments
  - Evaluations
    - Teaching
  - Compensation
- Collegiality and Collaboration
  - Budget Process
  - MDHE Review
  - Communication