

Summary of  
Mississippi State University  
**Faculty Senate Spring Roundtable**  
Conducted on February 17, 2012

February 28, 2012

This report summarizes the results of the February 17, 2012 Faculty Senate Roundtable. Participants included eight members each of the executive team, general faculty and faculty senate. This roundtable was conducted to examine the likely opportunities the University may encounter in the next five years and possible actions to be taken in response to the opportunities. Context is provided through the roundtable's agenda, participants list and the course of action. The report reviews the roundtable's products by describing the two work groups' results developed by the participants in the structured brainstorming of the worksession.

## **Roundtable Agenda**

February 17, 2012

- Welcome—President Mark Keenum
- Overview of Process—Jerry Emison
- Teams’ Brainstorming Sessions on Likely Future Opportunities
- Break
- Teams’ Brainstorming Sessions on Candidate University Actions
- Report-Outs & Discussion of Teams’ Findings
- Wrap-up—President Mark Keenum

# **FACULTY SENATE-EXECUTIVE TEAM ROUNDTABLE**

**February 17, 2012**

Team Line-ups

<u>Maroon Team</u>	
Greg Bohach	VP for Division of Agriculture, Forestry and Veterinary Medicine
Sylvia Byrd	Associate Professor of Food Science, Nutrition and Health Promotion
Randy Follett	Assistant Professor of Electrical and Computer Engineering
Dana Franz	Associate Professor of Curriculum, Instruction and Special Education
Jerry Gilbert	Provost and Executive Vice President
Priscilla Hill	Associate Professor of Chemical Engineering
Kevin Rogers	Interim Associate Dean for College of Business
Donald Shaffer	Assistant Professor of English
Brian Shoup	Assistant Professor of Political Science and Public Administration
Amy Tuck	Executive Director of Campus Operations
Facilitator: Jerry Emison	Associate Professor of Political Science and Public Administration

<u>White Team</u>	
Hart Bailey	Professor of Pathobiology and Population Medicine
Keith Coble	Professor of Agricultural Economics
Joel Collier	Assistant Professor of Marketing, Quantitative Analysis and Business Law
Ted Dobson	Professor of Mathematics and Statistics
Julia Porter	Associate Professor of Education (Meridian)
David Shaw	Vice President for Research and Economic Development
Tommy Stevenson	Director of Office of Diversity and Equity Programs
Charlie Waggoner	Research Professor Institute for Clean Energy Technology
Holly Wiley	Instructor Department Kinesiology
Bob Wolverton, Jr.	Associate Professor of Library
Don Zant	Vice President for Budget and Planning
Facilitator: Meghan Millea	Professor of Finance and Economics

## **Roundtable Course of Action for Brainstorming**

### **Brainstorming Process**

1. Participants identified candidate answers to each of two questions and responses were recorded.
2. Duplicates and overlaps were identified and consolidated.
3. Participants multi-voted on answers.
4. Results were analyzed & discussed.

### **Brainstorming Rules**

1. No such thing as a bad idea.
2. Offer 1 idea at a time.
3. It's ok to pass.
4. No judging ideas while brainstorming.
5. Las Vegas Rules are in effect: What's said here stays here.

## *Roundtable Results*

### Question 1: What opportunities will the next five years present to the University?

<u>MAROON TEAM</u>	<u>VOTES</u>		<u>WHITE TEAM</u>	<u>VOTES</u>
Strengthen Phi Beta Kappa and ARL (applications readily achieved)	6		Hire and retain high-quality people	14
Growing demand for foreign language, especially nontraditional ones	5		Train students with skills to excel in the working world (work ethics, communication, critical thinking)	6
Can build or enhance selected programs per strategic plan	4		Adopt technology to enhance instruction and University processes such as custom publishing	5
Growing international opportunities for interdisciplinary research, outreach and teaching	4		Refine focus on areas of excellence in teaching and research	5
Expanding need for laboratory instruction related to university courses	3		Turn our challenges into opportunities to be models/leaders	4
Many firms seeking association with southern university research parks/endeavors	3		Effectively promote MSU's accomplishments	4
Intellectual property and startups enhancing economic development	3		Improve efficiency	3
Growing pressure for creating a pedestrian friendly campus	2		Reward and retain quality instruction	3
Opportunity to model inclusive behavior as a desirable trait as it relates to people	1		Engage MSU and improve k – 12 education	3
Growing emphasis on	1		Promote common	3

food origins or safety			core values and heritage of the University	
Expansion of distance education with emphasis on quality	1		Expand service opportunities for students	2
Need to seek other revenue sources prompts expanded research, private giving, tuition	1		Improve student graduation rates	1
			Recruit students from outside Mississippi	1
			Positively influence Mississippi national rankings in quality of life	1
			Develop private sector concentration with target industries	1
			Jambalaya of creativity	1
			Undergraduate research opportunities	1
			Enhance areas with momentum	1

**Question 2: What actions could the University take to capture these opportunities?**

<b><u>MAROON TEAM</u></b>	<b><u>VOTES</u></b>		<b><u>WHITE TEAM</u></b>	<b><u>VOTES</u></b>
Allocate resources consistent with strategic plan	7		Hire and retain high-quality people: inclusive hiring process (faculty and staff input) that use best hiring practices	9
Joint commission campus-city to advance quality of life/spousal hiring	6		Hire and retain high-quality people: salary compression review with rewards	8
Incentivize collaboration across fields	5		Train students to excel in the working world: writing in curriculum (smaller classes/expectations)	7
Create summer bridge program for at risk freshmen	4		Hire and retain high-quality people: communicate opportunities for strategic hires that contribute to multidisciplinary hires – cluster hires	6
Create more incentives to hire diverse faculty	4		Hire and retain high-quality people: creativity in rewards for productive faculty	4
Established standard writing (speaking, critical thinking, life skills) proficiency for all students	4		Hire and retain quality people: make high-quality hiring a priority (not just okay)	3
Develop public and private space for interdisciplinary research lab building with classroom and lab space for instruction	4		Hire and retain high-quality people: institutional structure that enhances retention clear if valuation (streamlined)	3
Hire more faculty in nontraditional foreign	3		Train students to excel in the working	3

languages			world: review process for curriculum with outcomes assessed	
Expand continuing education across disciplines	3		Hire and retain high-quality people: opportunities for enrichment	2
Improve mentoring of the faculty	3		Train students to excel in the working world: accountability for outcomes back to departments	2
Require foreign language/international experience for all	1		Hire and retain high-quality people: positive reinforcement with rewards that enhance	1
Require experiential course across disciplines, such as food, environment	1		Hire and retain high-quality people: peer mentoring	1
Hold virtual career fairs	1		Train students to excel in the working world: holistic curriculum with objectives articulated and assigned	1
Reevaluate indirect cost policy	1			
Offer new course on learning studies	1			
Evaluate success for all new programs	1			
Conduct academic advising with non-faculty	1			