

COAL Personnel and Staffing Committee
Michael Casey, Convener

To be honest, we are looking at a lot of data being thrown around, and are, I think, justifiably concerned about how these data are being interpreted. Admittedly, we embrace such charts when comparing our *salaries* to other institutions, so we must be careful not to protest too much. Instead, our committee would simply ask the Dean and Provost to carefully consider the following:

- 1) If this Delaware model is going to be used as a benchmark for our productivity as a faculty, would someone please hold a College meeting and explain to this very intelligent gathering of minds WHAT the Delaware model is – and we would like details.
- 2) Relative to faculty productivity, using the Delaware model:
 - What level of confidence do you have that, indeed, apples are being compared to apples?
 - If so, then are these macintosh apples being compared to macintosh apples, or are there some granny smiths thrown into the mix as well.
 - Are proper comparisons being made at the departmental level, especially with regard to size and scope?
 - Is there data that compares our departments to other departments, taking in to consideration non-teaching duties that might be covered by staff at other institutions but are covered by faculty at this institution? Examples that come to mind include advising, gallery operations, theatrical design,
 - Do these other institutions demand as much in the area of service as Missouri State does of our COAL faculty. Should we stop providing musical ensembles on demand? Should we reduce the number of productions we provide? Should we fold up the tent? Should we stop mediating?
 - Do these benchmark institutions hold similar accreditations that dictate certain standards of teaching, which by definition, would limit credit hour production, such as class size, one-on-one teaching, etc?
 - While excellence and reputation for excellence do not appear in these numbers, have they been investigated? In other words, is an increase in Student Credit Hour production and Faculty productivity expressed in percentage the ultimate goal of this academy? Or should we aim higher and focus on developing a College of national acclaim, keeping our sights on quality and excellence.
 - If this, as we suspect, is \$\$\$\$ driven, then why not offer a retirement incentive package to this distinguished group of scholars who might be reasonably near retirement so that we could replace them with young faculty who could be paid less?

Thank you.