



Welcome. It is once again my honor to welcome you back to the campus for the start of the 2007 Fall semester. I hope you had a restful and productive summer.

I want particularly to offer a special greeting to our new faculty, staff, and administrators. MTSU is a wonderful community in which to work, and Murfreesboro and Rutherford County are great places to live and raise a family.

I continue to be pleased with the University's accomplishments and excited about its future. It is my sincere belief that we are an institution on the move and we are achieving great things because of the extraordinary people who work here. I want you to know how much I appreciate your service.

Sidney A. McPhee

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## News and Information

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### Fall 2007 Enrollment

MTSU's enrollment for Fall 2007 is projected to stabilize at near 23,000 students. The Division of Student Affairs and Enrollment and Academic Services continue to do a very good job managing our enrollment. We have maintained our status as the institution of choice for Tennesseans attending college in the midstate area.

### University Convocation

The sixth annual University Convocation took place yesterday in Murphy Center. Designed to formally introduce new freshmen to the academic community, this year's convocation featured speaker Paul Rusesabagina.

Rusesabagina is the author of the book *An Ordinary Man*—this year's summer reading selection, which weaves his autobiography with the fate of his country, Rwanda, during the tragic genocide in 1994, which took



close to a million lives. Rusesabagina miraculously saved 1,268 people by sheltering them in the hotel he managed.

Appreciation and recognition go to the faculty members, administrators, and student leaders who participated in the event and to Dr. Bob Glenn, vice president for Student Affairs and vice provost for Enrollment and Academic Services, and his staff for their planning success. During Rusesabagina's time in Murfreesboro, he also spoke at Linebaugh Public Library and interacted with students in class.

### **Budget Update**

The state, for the second consecutive year, appropriated in the 2007-08 fiscal year budget new operating funds for colleges and universities. MTSU received \$6.377 million in new operating funds, which was the second highest amount received by a TBR institution. A portion of the new operating funds, \$4.1 million, is to fund the 3% salary increase received July 1 as noted below. As reported last year, MTSU is receiving these new funds based on our historic enrollment increases and how new state funds are distributed based on the greatest need under the THEC funding formula. The state legislature also funded this year \$31.7 million for the planning and construction on our new education building. State funds were provided for capital maintenance projects as well.



### **Salary Increases**

All regular full-time and part-time employees on the payroll as of June 30, 2007, and those participating in the post retirement service program received a 3% percent across-the-board salary increase. The increase was included in the July 31 paycheck for non-faculty and will be included in the August 31 paycheck for faculty. Temporary faculty who are in regular, benefited positions will receive the increase. Adjunct faculty, temporary employees, graduate assistants, or student workers did not receive the increase. As noted above, the salary increase was funded from new state appropriations.

### **Additional Salary Increase**

A request to the Tennessee Board of Regents has been submitted for consideration at its September meeting for additional permanent salary increases for faculty and staff who were on the payroll as of June 30, 2007. The proposed salary increases are based on our approved compensation plan. The overall increase pool is limited to 2% per Board FY08 compensation guidelines. Faculty and executive employee group increases will be the second 1/3 step increase calculated based on data from the University's new peer groups and the expanded group of 25 institutions. Administrative, professional, and classified employee increases will be the last 1/3 step increase calculated using 2004 market data. Because of the July 1 across-the-board increase, employees will not receive the same dollar amount as previously received under their respective salary plan or may not even receive an increase under this additional increase. Further, since

increases for administrative, professional, and classified employees will be calculated using the 2004 market data and that will be the last step increase in their salary plan, any remaining funds in their 2% pool allotment will be applied across-the-board for them. If approved, the salary increase would be effective January 1, 2008.

### **Bonus**

The TBR will also consider at its September meeting a University funded one-time bonus of 1% of current salary or \$500, whichever is greater, for all unrestricted and restricted regular full-time and part-time faculty and staff on the payroll as of June 30, 2007 who do not leave service before October and are not in terminal leave status in October. Participants in the post-retirement service programs will also receive the bonus. The bonus will be paid in October.

### **Physical Plant Improvements and Land Acquisitions**



The second year of programming and facilities planning for the **new science building** is underway. Construction of a new chiller plant on College Heights Street, south of campus, to support the

new science building will start this fall. The chiller cost will be funded from the 15 million dollars appropriated last year for planning and infrastructure needs for the new science building. It is anticipated that the science building construction funding will be the top higher education state capital project next year. The state appropriation will be approximately 120 million dollars; with the planning work being finalized this year, construction may begin sometime late fall 2008.

The Tennessee Board of Regents approved at its June meeting new debt service fees that will permit us to finalize planning and then construction of a **new student union**. Our current facility was built in 1960 when student enrollment was 6,000. Today, our student population is over 23,000. The University Center is vital to changing the complexion of our campus from one where students merely pass through to one where students are immersed in a vibrant campus. The Division of Student Affairs will be responsible for planning this new 63 million dollar facility, which will be built on the eastern side of campus. The majority of this year will be spent in planning the facility, with a ground breaking scheduled for the summer of 2008.

Also this past year, the state legislature funded 31.7 million dollars for the planning and construction of our **new education building**. Some preliminary planning has already been done, but the planning pace will now pick up and with good luck, we may be under construction in 2008. The new education building will be located just east of the Business and Aerospace Building.

Other recent projects include a new observatory, a new baseball stadium, and major on-going renovations of our residence halls.



### **Blue Raider Athletics**

Last year our Blue Raider athletes had an impressive year across the board, especially academic achievements. During the spring semester, 163 of 294—that is 55 percent—of our student-athletes had a grade point average of 3.0 or higher. Of those 294, 80 were on the Dean's List for earning a grade point average of 3.5 or higher during the spring semester

and 18 of those student-athletes had a perfect 4.0 GPA.

As we increase our endeavors to spread the word about our many successes and achievements, I am pleased to announce two major developments in our efforts to better position MTSU in the eyes of current and prospective students, faculty, alumni, and our other constituent audiences. On Tuesday of last week, we unveiled our new home page and campus Web design project. Our new look is designed to make our Web site a more attractive front door for our campus, especially for prospective students who are increasingly relying on the internet when making their college choice. The new theme and look to our site, coupled with our new content management system, will allow us to present a more unified, coordinated look. Users who previewed our site were impressed with the attractive appearance, flexibility, ease of navigation, and clarity. I've already received several complimentary messages about our new site.

### **I'm One Campaign**

The new Web site is a critical component of our new comprehensive marketing campaign.

The *I'm one!* (short for I'm one of

Tennessee's Best) campaign is a statewide

effort to promote the value we place on each individual on our campus. Utilizing billboards, our Web site, radio and other media, *I'm one!* builds off the success of our

**Tennessee's Best** effort. Grounded in our Academic Master Plan, the *I'm one!*

campaign publicly affirms our commitment to the success of each individual student who comes to our campus and promotes the importance of each individual's

contributions to our success. *I'm one!* buttons are available for everyone. Please wear your button, especially during our first week of classes, and be prepared to demonstrate our commitment to the well being and success of every member of the MTSU family.

The text 'I'm one!' is written in a casual, handwritten style using blue ink or marker. The letters are slightly slanted and have a textured, brush-like appearance.

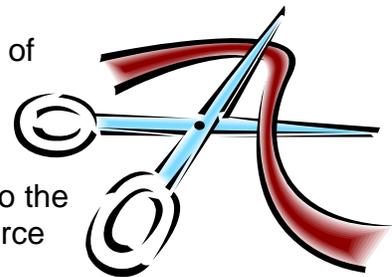
### **SACS Reaffirmation**

In January of this year, MTSU was reaccredited by the Commission on Colleges of the Southern Association of Colleges and Schools. The University's Experiential Learning Scholars Program, led by Dr. Jill Austin, chair of Management and Marketing, was recognized by SACS as a model quality enhancement plan to improve student learning. The campus also has worked hard this past year to further imbed student learning outcomes into our culture of assessment. Dr. Sheila Otto, professor of English, has led

the student learning outcomes initiative, and we will be reporting on our success in closing the outcomes assessment loop to the Commission in September.

### **Ingram Building Dedication**

The Sam H. Ingram Building, named after the sixth president of Middle Tennessee State University, was dedicated on Thursday, August 23. The building contains approximately 22,500 square feet since renovation to change the structure from that of a church, which served two congregations prior to the University purchasing it in 2004. Now housing Human Resource Services, College of Graduate Studies, and the Office of Research and Sponsored Programs, the structure includes some 48 offices, six conference rooms and informal meeting spaces, five workrooms or copy rooms, five filing and record storage spaces, and a multi-purpose space with a catering kitchen.



### **External Funding and Private Fundraising**

This past year the university was awarded a record-breaking \$37.4 million in external grant support due to the outstanding work of many faculty and staff. The amount of dollars from private fundraising efforts also increased during this past year as well as the number of donors supporting the institution. Last year the MTSU Foundation received nearly \$6.2 million in gifts from more than 7,500 friends and alumni. This represents a significant increase over previous year's totals. Most importantly, however, was the fact that our Foundation's assets have reached the \$35 million level. This reflects an increase of more than \$6 million over the previous year. Over the past five years, our Foundation's assets have more than doubled. In real dollars, the MTSU Foundation's endowment now provides each year more than \$1.1 million for a variety of scholarships, academic support, and athletic activities.



### **MTSU Faculty-Staff Health and Wellness Program**

Due to overwhelming participation, the MTSU Faculty-Staff Health and Wellness Program will be offered to all University full-time faculty and staff again this year. Thanks go to Dr. Mark Anshel and his staff for facilitating this great initiative. Please contact him if you are interested in participating.

### **Challenges for the Upcoming Year**

As in previous years, the University will be faced with a number of challenges during this new year. Some of these challenges are new and some are reoccurring. I want to assure you that together we will make every effort to address each of these challenges with in the best interests of our students and the institution.

In light of the recent tragic events at Virginia Tech, the safety and security of the university campus has gained greater attention and poses several challenges for us. We take **safety and security** of students and employees very seriously and we are working on several initiatives to address some of the concerns and challenges in this area. This

fall we will install a text-messaging alert system and have implemented other emergency preparedness strategies.

Secondly, the challenge of improving the **graduation and retention** of our students has become a major issue and point of focus from the Governor, the state legislature, and TBR. Our retention and graduation rates are not where we want them to be and we are looking at instituting several initiatives to address these challenges.



Another important challenge we will face this year is our **town and gown relationship**. While we can point to many positive examples of community partnerships over the years, however, due to the growth of the university we have experienced some on-going issues with our neighbors in the immediate area. Some of the key issues include construction of parking lots, property purchases, and other matters such as the renovation and maintenance of the campus school building. While we are sensitive to the concerns of our neighbors, we must focus on the growing needs of the university as we position the institution for the future.

The fourth and final challenge is on-going **financial constraints** and the need to better manage our enrollment. The history of inadequate funding has hindered our progress in many areas such as faculty salaries, new faculty hires, academic department travel budgets, campus maintenance and infrastructure, and other needs of the university. During the past several years, we have met some of the budget challenges with increased enrollment. However, we are now facing a leveling of enrollment—*in part by our own plan*—and also due to the changing demographics of college-going students and competition from “for-profit” colleges. In order to meet our enrollment goals, we must, this year, begin a careful process of analyzing our enrollment patterns to determine what size and what kind of institution we want to be in the future. We must explore alternative and innovative instructional delivery methods and programs and seek to recruit a diverse group of students.

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I trust that you will continue to find this e-newsletter informative and useful. I welcome your feedback and comments. And as always, I appreciate all that you do to support the goals and objectives of this great public university. Please send your comments to [smcphoe@mtsu.edu](mailto:smcphoe@mtsu.edu).