MURRAY STATE UNIVERSITY
FACULTY SENATE
February 1, 2005

Present: B. Almquist, J. Beaver, T. Begley, E. Brewer, T. Cantarella, J. Crofton, B. Driver, R. Ebert, J. Fuhrmann, R. Gupta, A. Hall, K. Jesswein, B. Kearney, B. Menchinger, S. Muller, P. Munke, O. Muscio, J. Navan, B. Palmer, W. Rose, J. Schatz, M. Southerland, T. Strieter, E. Thome, M. Wattier, A. White, S. White, M. Wiggins, P. Williams, and R. Zhang.
Absent: L. Bartnik, University Libraries; J. Koren, early childhood and elementary education; S. Miles, management and marketing; M. Morgan, English and philosophy; T. McCreary, and S. West, at-large.
Media: None.

The minutes of December 7, 2004, were approved as presented. The January senate meeting was cancelled.

REPORTS

Board of Regents

Regent Strieter outlined agenda items of the December 10 board meeting and noted that the state legislative session began today. The university received reaccreditation through 2014 from the Southern Association of Colleges and Schools (SACS). The university has increased its fund raising by $250,000 and is a partner in a Homeland Security Grant. Web portals will be enhanced to support development efforts among other initiatives. Regent Strieter reported that the search committee for a new athletic director will interview four or five candidates on campus, and the president hopes to name a new AD by the end of February. The president received the consultant's report on athletics which noted eighteen points for improvement. New staff are being hired to monitor the academic progress of student athletes. The university has contracted with Chevron Energy Systems to conduct an energy audit of campus. Degrees were conferred on December graduates. Dr. Strieter informed the senate that 450 faculty and staff have joined the new Student Recreation and Wellness Center. The center averages 1200 visitors a day.

For the first time in 12 years the university has met all eight requirements of the Kentucky Plan and will face no sanctions.

Regent Strieter is chair of the university regents/trustees group that will send three nominees for the CPE Faculty Representative to the Governor. Every Kentucky campus has been asked to nominate one faculty member by March 31. The group will review the candidates in April and forward three to the Governor's Office by May 16.

The next board meeting is February 24.

Academic Policies

Co-Chair Palmer reported that the committee had not met. The co-chairs did meet with Presidents Thome and Alexander to discuss external peer review at the request of the executive committee.

Co-Chair Palmer asked members to stay for an organizational meeting after the senate adjourns.

Finance

Chair Rose reported that the committee had not met since the last senate meeting. The next meeting is scheduled for February 8 at 3:30 p.m. to begin review of the university audits and financial schedules.

Governmental Affairs

Chair Munke informed the senate that the CPE has invited public comment on its Draft Public Agenda until February 15. The web site is linked on the Faculty Senate web site. COSFL will meet on February 12 via ITV 9 a.m. – noon in the Business Building. President Thome and Regent Strieter will represent MSU. Dr. Munke will be at a convention. Tom Layzell, CPE President, will speak.

Chair Munke reported on research of university contributions to KTRS and optional retirement plans. Joyce Gordon, associate vice president for human resources, is gathering information for assessment by the committee.

Handbook and Personnel

Chair Southerland reported that the committee met on January 25 and heard a report from discussions with the university attorney concerning the intolerance policy statement located in the *Student Life Handbook.* The committee has reviewed the *Faculty Handbook* for confidentiality in search committees and tenure review. The committee has determined that there are adequate policy statements in the *Handbook* to cover faculty grievance issues. The committee recommends that available resources be made available to faculty.

The committee also reviewed a proposal to add the Strategic Planning Council as a university standing committee. The committee did not take action and will work on resolving concerns. The committee will meet again on February 22.

Rules, Elections, and Bylaws

Vice President Navan reported that the committee had no pending business and did not meet in January. The committee will meet on February 22 to approve procedures to be

used for the annual administrative assessment and recommend procedures to be used by the executive committee in selecting a candidate for the CPE position.

Nomination procedures for university governance positions were approved as written.

Executive Committee

President Thome reported on the meeting with the president concerning external peer review. The senators shared with him that they didn't understand how it would improve either the tenure process or the university as a whole. They discussed the possibility of forming a committee to determine other ways to qualify a candidate for tenure. The executive committee extended an invitation to the president to come and speak of that issue, but, he hasn't had the opportunity.

President Thome gave a report on the first meeting of the Strategic Planning Council (SPC) on January 10. The council heard an overview of its charge and then divided into two sub-committees. As the Faculty Senate representative, he serves on the Goals and Assessment Sub-Committee as a co-chair with Dr. Gerry Muuka. The committee's first order of business was to design and implement an awareness campaign. This university-wide assessment is not to be confused with assessment of learning in the majors by the departments. Thirty-two goals were identified during the SACS reaffirmation process. The university is divided into five planning units; academic affairs, student affairs, institutional advancement, finance and administrative services, and the president's office.

The committee met on January 18 to select and rank three goals for each planning unit for the 2005-06 fiscal year. Each unit will select two additional goals for a total of five each year and develop action steps to measure the progress on each of those goals. The sub-committee on the Quality Enhancement Plan and Assessment will develop a plan for university units to assess the *Characteristics of the MSU Graduate. Characteristic #7, Understand the importance of and engage in ethical behavior and responsible citizenship*, will be assessed during the 2005-06 year. Each year a different characteristic will be assessed by the university. The council's executive committee (president, vice presidents, and council chair) selected those for the first five years. The committee will select the remaining five. Dr. Thome will discuss the proposal to add the SPC as a standing committee with Dr. Sandra Jordan, council chair.

President Thome introduced a resolution brought to the senate by the senate's executive committee on free choice in public education. Faculty expressed views of support and non-support of the resolution. After considerable debate an amended motion was defeated.

Academic Council

<u>Undergraduate Studies</u> – The committee heard first readings and passed items on second readings.

Graduate Studies – The committee heard first and second readings and approved a few time extensions and the appointment of an associate graduate faculty member to full. President Thome asked for a volunteer to serve as proxy for Senator Hall, who has a class conflict this semester.

Library and Academic Support – The committee had no report but is tentatively scheduled to meet February 18.

Insurance and Benefits

Senator Porter, chair, reported that the Faculty and Staff Insurance and Benefits Committee will meet on Wednesday to discuss tuition waivers.

Residential College – No report.

Task Force on Diversity

Dr. Elizabeth Powell, senate representative, submitted a report that the data from the survey of the university community is being analyzed and that the task force will make recommendations to the president and CPE.

Naming of Campus Facilities

Senator Wattier reported that the committee met on January 20 and made a proposal to the regents. He requested that this committee be taken off of the senate agenda as recommendations are confidential and heard at the board level.

Intercollegiate Athletic Council

Senator Wattier noted that faculty are invited to attend the February 12 basketball games with Austin Peay free in appreciation by the athletic department.

With no old or new business, the senate adjourned at 4:50 p.m.

Murray State University
Faculty Senate
March 1, 2005

Present: B. Almquist, L. Bartnik, J. Beaver, T. Begley, E. Brewer, T. Cantarella, B. Driver, J. Fuhrmann, A. Hall, K. Jesswein, B. Kearney, J. Koren, T. McCreary, B. Menchinger, S. Miles, M. Morgan, S. Muller, O. Muscio, J. Navan, W. Rose, M. Southerland, T. Strieter, E. Thome, M. Wattier, A. White, M. Wiggins, P. Williams, and R. Zhang.
Absent: J. Crofton, physics; R. Ebert, modern languages; R. Gupta, BVC; P. Munke, social work, cj, and gerontology; B. Palmer, IET; J. Schatz, at-large; S. White, biological sciences; and S. West, at-large.

The minutes of February 1, 2005, were approved as written.

REPORTS

Board of Regents

Regent Strieter reported on the February board meeting. Tuition increases have been announced by other Kentucky schools. MSU will approve its tuition at the May meeting. The university has conducted interviews for athletic director; an announcement is expected soon. President Alexander announced the appointment of the ad hoc committee on salaries and equity during the presidential report to the board. The university accepted two major gifts and will present Mr. de Klerk with an honorary doctorate during his visit to campus. The board approved eleven sabbaticals and received the salary roster for this year. The School of Agriculture will be restructured into three departments; agricultural sciences, animal/equine science, and animal health technology/pre-vet. The board approved several technology upgrades for ITV, BlackBoard, and the residential colleges.

Funding for the second phase of the science complex is included in a proposed state budget. Funding for operations and maintenance has been added back into the base state appropriation that has been withheld the last five years. Funds have been covered out of the general fund.

Regent Strieter and President Thome represented MSU faculty for the February 12 COSFL meeting via ITV.

The next board meeting is scheduled for May 20.

Academic Policies

Co-Chair Koren had nothing specific on the agenda to report.

Finance

Chair Rose reported that the committee met on February 8 to set its agenda for the spring and informally discussed the Governor's proposed budget. Regent Strieter reported that the president declined both resolutions on promotion stipends passed by the senate last year. President Rose will propose that the committee refer the matter to the salary equity committee at its next meeting on March 8. Finance has several members on the ad hoc committee with Regent Strieter chairing it. The committee discussed the 2003-04 university audits. These have been posted online. The committee will examine and offer a report at the April senate meeting.

Governmental Affairs – Has not met.

Handbook and Personnel

Chair Southerland reported that the committee met on February 22 and discussed four items: 1) Determined that new procedures for student course evaluations are consistent with current handbook language; 2) Approved statement for President Thome or Regent Strieter to inform faculty of appeals of grievance and violations [read to senate at request of Dr. Fuhrmann]; 3) Approved placement of a university statement on intolerance into the handbook [this will be forwarded at a later date with Chapter 2 revisions]; and 4) Language to add the Strategic Planning Council as a standing committee of the university.

The committee will have its last meeting of the year on March 28 at 8:10 a.m.

Rules, Elections, and Bylaws

Vice President Navan briefly outlined the committee's action of February 22. The committee recommended criteria for selection of the MSU nominee for faculty representative to the CPE to the executive committee. The regents/trustees have asked that the universities submit their candidates by March 31.

The committee approved procedures for the senate's annual assessment of administrators and timelines for the assessment and university governance elections.

The committee will meet again on March 28 at 11 a.m. in AL 3230.

Executive

President Thome reported on the COSFL meeting with a member of the CPE. Discussion centered on the public forums held throughout the state. Concern was expressed that it had been announced beforehand that some would be held on college campuses. It was requested that some should still be held organized through the faculty senates. The CPE responded that many attendees were university faculty. The coalition also discussed the

senate bill reducing the term of regents in the KCTCS system. The bill since has been withdrawn. Regent Strieter added that reports of campus issues offered no uniformity.

President Thome reported on the February 11 meeting of the Strategic Planning Council (SPC). The goals sub-committee that he co-chairs recommended three priorities for each planning unit during the next fiscal year, which were approved by the council.
Drs. Muuka and Thome, goals co-chairs, will inform units for the SPC.

President Alexander attended the February 22 executive committee with the proposal for external peer review as the main topic of discussion.

The committee has discussed salaries of graduate assistants and tuition waivers and has tabled its discussion pending review by the Research Policy Committee.

Dr. Thome encouraged faculty to attend the lecture of F.W. de Klerk, former president of South Africa, on March 10 in Lovett Auditorium. Complimentary tickets may be picked up in the SGA Office. The multicultural series lecture kicks off the university's 50th commemoration of the first African-American student enrolling at MSU in 1955.

Academic Council

Undergraduate Studies – Members reported no pressing issues.

Graduate Studies – Senator Williams, FS representative, reported regular committee meetings to approve qualifications for associate and full appointments, making timelines more automatic, and review of a revised thesis manual of guidelines for writing a thesis. The committee continues to hear first and second readings of new courses. Vice President Navan asked for expansion on associate and full appointments. Senator Williams explained that full appointments would be recommended after one year as associate. Without full, would be reviewed on a case by case basis based on experience of the faculty member.

Senator Koren volunteered to serve as proxy on the council for Senator Hall who has a class this semester.

Library and Academic Support – Senator Menchinger, FS representative, reported that the committee approved a new report that will be formally presented at the next academic council meeting. The report includes a formula for periodical purchases and will be passed out to colleges at the end of the month with allocations for the next academic year. Senator Bartnik added that allocations were never shifted with the 2000 academic reorganization. The new library dean has more money for allocations. Departments will have the opportunity to make decisions from a list of journals provided.

Insurance and Benefits

Dr. Ted Porter was introduced as chair. The committee met on February 2 and is considering an extension of tuition benefits. The committee was presented with usage charts. In 2004, 267 employees requested waivers; 542 spouses; and 143 dependents. The committee tabled the issue until they get more information.

Residential Colleges

Senator Muscio, residential head chair, reported he expects that a new head for Springer-Franklin will be selected by spring break.

Task Force on Diversity

Dr. Powell, FS representative, reports that they have not met during the last month. They hope to get more surveys completed from under-represented groups before doing further work.

Intercollegiate Athletics Council

Senator Wattier, FS representative, reported that the IAC met on February 3 and held general discussion of NCAA regulations. Not all high schools in the region in which we recruit offer the full slate of academic programs required by the NCAA. This means that our recruits come in ineligible.

The council did not meet with candidates for AD but has adequate representation on the search committee. This Thursday, March 3, the council will conduct a survey of facilities. He invited faculty to attend the faculty recognition day for Racer Basketball.

Old Business

Regent Strieter asked for any kind of input to the salary equity committee.

New Business

Senator Bartnik, University Libraries, announced a new ad hoc committee on plagiarism, David Martin, Chair, to advise the president on whether to purchase a service package for the university. Some departments already use software. Members are looking at definitions of plagiarism and are seeking input from the campus; others are looking at vendors.

Senator Zhang, geosciences, asked if others had heard unconfirmed reports that PCC would discontinue its tenure system next fall; a faculty member is very concerned. President Thome, Regent Strieter, and Senator Munke are members of a state-wide listserv; there has been no communication. President Thome emailed another faculty member today and will follow up and report.

The senate adjourned at 4:20 p.m.

Murray State University
Faculty Senate
April 5, 2005

Present: B. Almquist, L. Bartnik, J. Beaver, T. Begley, E. Brewer, T. Cantarella, J. Crofton, B. Driver, R. Ebert, J. Fuhrmann, R. Gupta, A. Hall, B. Kearney, J. Koren, T. McCreary, B. Menchinger, M. Morgan, S. Muller, P. Munke, O. Muscio, J. Navan, B. Palmer, W. Rose, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. West, A. White, S. White, M. Wiggins, P. Williams, and R. Zhang.
Absent: K. Jesswein, economics/finance; S. Miles, management/marketing/bus. adm; and J. Schatz, at-large.

The minutes of March 1, 2005, were approved as amended.

REPORTS

Board of Regents

Regent Strieter reported on several items including the academic progress report of student athletes; Murray State had the lowest of any Kentucky Division I program. Representatives from AASCU visited campus March 8-9 to study programs in light of our overall high graduation rates. The board has received a preliminary report. The salary equity committee met with the president on March 11 and discussed expectations. The next meeting is scheduled for April 12.

Regent Strieter reminded faculty of the recognition banquet on April 28.

The CPE will approve new benchmarks for each institution.

The next board meeting is scheduled for May 20.

Academic Policies

Co-Chair Koren reported that the committee met to discuss the IRB and plus minus grading systems.

Finance

Chair Rose reported that the committee met twice in March to examine the university audits. Links to the audits will be emailed to senators.

Governmental Affairs –No report. Chair Munke informed faculty that CPE President Layzell will speak to COSFL on April 23. Murray will participate via ITV.

Handbook and Personnel

Chair Southerland reported that the committee met for its last meeting of the year on March 29 and forwarded the following items for senate approval: 1) A revised preface, approved 27/0/1; and 2) Revised language to add the Strategic Planning Council as a standing committee of the university, approved 29/0/1. President Thome will review remaining items with the provost and president. Senator Southerland informed the senate that this is her final semester on the senate. Senator Wattier commented that she has served as a model chair of Handbook. President Thome also recognized her service and presented her with a certificate of appreciation.

Rules, Elections, and Bylaws

Vice President Navan reported that the committee met on March 29 and will meet to confirm the elections in April. The senate unanimously approved a change to the senate bylaws allowing one senator to serve as a proxy for one other senator at any senate meeting. It required a 2/3 vote.

Dr. Navan then listed available governance positions and noted the importance of participation in university governance elections. If no nominations are received, deans will appoint faculty to represent the colleges. Four hundred sixty five teaching faculty and administrators/staff with faculty rank are eligible to vote; 433 teaching faculty are eligible to participate in the senate's annual administrative assessment which were passed out to senators.

Executive

President Thome reported that the committee met on March 29 and nominated Mark Wattier as the faculty representative to the CPE. The regents will select three to forward to the Governor. The committee also appointed a nominating committee for next year's senate officers; Stephanie Muller, Peg Munke, and Mark Wattier.

President Thome and Chair Munke met with the AASCU delegation and he continues to meet with planning units as co-chair of the Goals Committee of Strategic Planning. He also met with the EEO Office regarding faculty searches. He read a statement outlining the current process. EEO reviews the process each summer.

Five faculty will represent the university at a state-wide education committee meeting on April 12.

Dr. Thome has been asked to encourage faculty to participate in the FSSE survey. He also reported that the new student questions from the fall semester have been posted online by SGA. The site is only available to students and seems to be secure.

Academic Council

Undergraduate Studies – Members reported first and second readings. The committee met twice in March and tabled one item.

Graduate Studies –The committee continues to review the status of associate faculty and terminal degrees. The thesis manual is being revised.

Library and Academic Support –No report.

Vice President Navan then opened the floor for nominations for FS representatives on Academic Council. The bylaws were suspended in order to hold the election at this meeting instead of at the May meeting (approved by 2/3 vote). Peg Munke was elected to serve on undergraduate and Joy Navan on graduate studies.

Insurance and Benefits--No report.

Residential Colleges

Senator Muscio, residential head chair, reported that Marty Jacobs will return as the new head of Springer-Franklin.

Task Force on Diversity—No report; have not met.

Intercollegiate Athletics Council

Senator Wattier, FS representative, reported that the IAC met on March 3 and toured facilities and found them in a poor state of repair. They will present a report to the president asking that the board increase fees to help with maintenance costs. The committee will meet again next week.

New Business

President Thome thanked this year's senate and reminded departments to elect new senators by May 1. Senators not returning next year were encouraged to accompany new senators to the May organizational meeting. He recognized the service of those we already know are not returning.

Senator Almquist, music, asked if the senate had a means to acknowledge the commitment of deceased faculty emeriti. Specifically, he asked that Dr. Barr, professor of music and choral director for 32 years, who recently passed away be honored with some kind of condolence.

The senate adjourned at 4:50 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
May 3, 2005

Present: Senators Bates, Beaver, Begley, Brewer, Driver, Hall, Hereford, Holliday, Durr, Lanier, McCreary, Menchinger, Morgan, Navan, Palmer, Payne, Pittman-Munke, Porter, Rose, Saint-Paul, Smith, Strieter, Swisher, Thome, Vance, Wattier, A. White, S. White, Wiggins, Williams, and Zhang.
Absent: Fuhrmann, Gupta, Kearney, Koren, Muller, Muscio, and West.

President Thome welcomed new senators and the Department of Military Science back to the senate. The minutes of April 5 were approved.

REPORTS

Board of Regents – Regent Strieter reported on state issues. He will attend a CPE development seminar in Lexington May 22-23. The regents will forward three candidates for the faculty representative to the CPE to the Governor. He reported that 257 people attended the 3rd Annual Faculty Recognition Banquet. The next board meeting is May 20.

President – President Alexander reported that the administration has been working on finalizing a budget for board approval on May 20.
He reported minimal tuition increases but with one of the largest salary increases in the state. The university has contributed $400,000 into the healthcare plan. Dr. Alexander thanked the senate for the opportunity to share information this past year and thanked the faculty for their contributions to the success of the university.

Academic Policies – No report.

Finance – Chair Rose noted that the president covered the financial report. The committee has not met but the chair inquired about the athletic audit. The president hopes to have it available for the board at the May meeting. Also, the president has agreed to a senate recommendation to increase the promotion stipend to full professor from $5,000 to $6,000.

Governmental Affairs – Chair Pittman-Munke reported that she and Regent Strieter attended the April COSFL meeting via ITV. There was some discussion on tuition increases. Each university has been asked to redefine its mission as part of state strategic planning. COSFL noted the need for faculty involvement in this process.

Handbook and Personnel – Chair Southerland gave her last report to the senate outlining progress of the handbook revisions. The committee has finished its review of Chapter 1 and is awaiting word from the president on just a few items. The committee addressed items of confidentiality and has asked that the provost inform the faculty of

grievance procedures. The senate recognized Dr. Southerland for her service as chair of the committee for the past three years.

Rules, Elections, and Bylaws – Vice President Navan reminded senators to sign up for committees and encouraged faculty to work to support the spirit of shared governance on campus by service on university committees. She stressed the need for an informed and involved faculty. Senators were given administrative assessment results to share within their departments.

Executive – President Thome announced Arlene Hall's appointment as at-large representative to the faculty senate. President Thome serves as co-chair of the Goals Sub-Committee of Strategic Planning. He and Cindy Clemson have met with the heads of the planning units to discuss the process. Strategic Plans are due the first of June. The student evaluations have been posted to the web and are only accessible to students.

Dr. Thome read letters of condolence sent to widows of faculty emeriti, Robert Baar and Bob Daniel. He urged faculty to keep the senate leadership informed of news about former colleagues and retired faculty members.

He met with President Alexander during the past month to mainly discuss handbook issues both hoping to clear these away. They also scheduled an informal coffee meeting with faculty once a semester that would include the president, provost, the faculty regent, and the senate president.

President Thome asked that senators bring concerns from their colleagues to committees of the senate for discussion. The senate administration will support you in making changes as they can.

The senate recognized service of faculty over the past year.

Academic Council

Undergraduate Studies – Senator Pittman-Munke reported that the provost had congratulated the council on passing more items during the past year than ever before (450 items). The committee is reviewing university studies requirements for some majors.

Graduate Studies – Senator Williams reported that the committee has updated a manual of copyright laws that was passed by the council and will be posted to the website for the fall.

Library and Academic Support – Senator Menchinger reported that the committee had not met recently but had worked on processing a revised list of journals and periodicals over this past year.

Insurance and Benefits – Chair Porter reported that the committee is currently looking at providing low-cost benefits and is specifically looking at a tuition exchange program with 570 other institutions. The committee is working with Human Resources on a proposal to expand tuition opportunities for children of employees. The committee will meet next fall to review plans for 2006.

Residential Colleges – No report.

Intercollegiate Athletic Council – Senator Wattier, faculty representative to IAC, reported that the council met on April 12 for a discussion with the new athletic director.

Nominating Committee – Mark Wattier and Peg Pittman-Munke reported that the committee had polled senators by phone with the consensus that current officers continue for the next year. Drs. Thome and Navan were reelected by acclamation.

The meeting adjourned at 4:35 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
September 6, 2005

Present: F. Bates, J. Beaver, T. Begley, E. Brewer, D. Durr, J. Fuhrmann, R. Gupta, J. Hereford, D. Holliday, B. Kearney, M. Lanier, T. McCreary, B. Menchinger, M. Morgan, S. Muller, O. Muscio, J. Navan, P. Munke, T. Porter, W. Rose, T. Saint-Paul, T. Strieter, E. Swisher, E. Thome, C. Vance, A. White, S. White, P. Williams, and R. Zhang.
Absent: B. Driver, A. Hall, J. Koren, B. Palmer, P. Payne, R. Smith, and M. Wattier.
Media: Stephanie Zeller, News Editor of *The Murray State News.*

The minutes of May 3, 2005, were approved.

REPORTS

Board of Regents – Regent Strieter gave a detailed account of the May 20 board meeting (*minutes available in the library*). He congratulated Dr. Wattier on his appointment by the Governor as the statewide faculty representative to the CPE. Dr. Strieter will attend the CPE Trustees Conference September 18-19. The next board meeting is September 23.

Regent Strieter also serves on the Faculty Development Council which meets on September 8 and chairs the Ad Hoc Committee on Salary Equity which meets September 12.

Academic Policies – No report; next meeting September 13 at 3:30 p.m.

Finance – Chair Rose hopes to meet next Tuesday September 13.

Governmental Affairs – Chair Pittman-Munke informed committee members to expect communication by email with increased input into this year's election process. COSFL recently met in Frankfort with Jim Applegate from CPE who reported on new benchmarks, affordability, mission, and enrollments.

Handbook and Personnel – No report; Chair McCreary will contact members regarding meeting times.

Rules, Elections, and Bylaws – No report. Vice President Navan encouraged faculty to email her or any committee member with possible agenda items for the committee or senate. The committee will meet September 27 at 11 a.m. in AL3230.

Strategic Planning – President Thome, who serves as co-chair of the Goals Sub-Committee of the Strategic Planning Council, reported that the committee has accepted reports from each of the planning units on campus and that they will be posted online shortly. The council will meet on September 9 to plan for next year's reports.

Salary Equity – Dr. Thome also serves on the salary equity committee that will meet on September 12.

Executive – The executive committee met on August 30. Dr. Wattier sent a card to the senate thanking members for work on his behalf. President Thome reminded faculty of the informal coffee "chat" with the president, provost, himself, and the Faculty Regent on Monday, October 3, 7:30-8:30 a.m. in Waterfield Library. Faculty are encouraged to come and discuss things they find of importance to MSU and its mission.

President Thome announced the need for a senate parliamentarian, and HFA representative to the Faculty and Staff Insurance and Benefits Committee, an at-large senator, and a senate representative to the Academic Council's undergraduate studies committee. Anyone interested should contact the Faculty Senate Office.

Academic Council

Undergraduate Studies Committee – Senator Munke reported that the committee put through more changes than ever before for the new undergraduate catalog; close to 500.

Graduate Studies Committee – Senator Brewer reported that this is a graduate catalog year and he also expects many changes to go through that committee. Senator Navan will proxy for Senator Hall during the fall semester. Senator Hall has been assigned additional classes due to the resignation of Sally West from the university.

Library and Academic Support Committee – Senator Menchinger reported that the committee met recently to review book order budgets; departments should receive them soon.

Insurance and Benefits Committee – Senator Ted Porter, also chair of the committee, reported that the committee met on August 4 to review dental insurance plans at the request of Joyce Gordon, Associate Vice President for Human Resources. Dental insurance will be offered as an option for employees during open enrollment this fall with no minimum enrollment required.

Some senators and faculty have questioned the university's declining contribution to their optional retirement plans. Vice President Navan offered an explanation. The executive and finance committees have been following developments over the past two years and continue to explore avenues of action. It was recommended that new faculty be informed of the percentages upon enrollment in a plan.

President's Report – Dr. Alexander updated faculty on university initiatives in relation to Hurricane Katrina. The university has enrolled eight students displaced from their home institutions for the fall semester and has offered rental properties for assistance to others relocated in Murray. He has met with representatives from local agencies to offer any other assistance that the university might give. He also reported on fall enrollments and updated the senate on state budget and funding items. The library renovation will begin in the spring. In response to a senator's question, he reported that the university will eventually have to change its phone prefix from 762.

Residential Colleges – Senator Muscio thanked faculty on behalf of the residential college heads for their assistance during *Great Beginnings*. Many parents and students commented how impressed they were with the assistance and welcoming environment. He also informed faculty that they should have received new ways to become involved within each residential college. Events to be considered by each college as a *Passport* activity should be forwarded to him for distribution.

New Business – CPT Fred Bates, Dr. Ted Porter, and Dr. Steve White were nominated and elected by unanimous acclamation as at-large representatives to the executive committee. President Thome thanked them for their willingness to serve on the committee.

He reminded new senators that each is asked to serve on at least one senate committee. Each committee is expected to meet in September to set a meeting schedule and agenda for the year and to elect a chair.

Vice President Navan asked if she could make a public announcement that 438th National Guard members are accepting donations of water and soap for deployed members that will be shipped soon.

President Alexander asked faculty to pay close attention to stipends for assistantships and other opportunities offered by other institutions. The university will look at possible adjustments in the spring in relation to graduate enrollments.

The meeting adjourned at 4:40 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
October 4, 2005

Present: J. Beaver, T. Begley, E. Brewer, D. Durr, J. Fuhrmann, R. Gupta, J. Hereford, D. Holliday, J. Koren, M. Lanier, T. McCreary, B. Menchinger, M. Morgan, S. Muller, O. Muscio, J. Navan, B. Palmer, B. Papajeski, P. Payne, P. Munke, T. Porter, O.L. Robertson, W. Rose, T. Saint-Paul, R. Smith, T. Strieter, E. Swisher, E. Thome, C. Vance, A. White, S. White, P. Williams, and R. Zhang.
Absent: F. Bates, B. Driver, A. Hall, B. Kearney, and M. Wattier.
Media: Rochelle Gray, *The Murray State News;* Kristin Taylor, *The Murray Ledger & Times.* **Guests:** Dr. King Alexander and Ms. Joyce Gordon, associate vice president for human resources.

The minutes of September 6, 2005, were accepted.

REPORTS

Board of Regents – Regent Strieter reported that the Faculty Development Council met on September 8 and approved grants for the 2005-06 academic year. Two larger grants of $4,000 each in addition to other ones for $500 will be offered this year.

The Salary Equity Committee, which he chairs, met on September 12, 30, and October 3. Human Resources has forwarded information for the committee to review. He also encouraged faculty involvement in international programs and teaching forums offered by CTLT.

Dr. Strieter participated in the Governor's Conference on Trusteeship September 18-19 and heard reports on the state budget.

On September 23 the board heard an enrollment report from the president. Overall, enrollment is up with international and graduate in decline. The administration will review graduate program stipends and departmental tuition waivers. The university enrolled 17/33 students through Kentucky's Whitney Young scholarships for African-Americans. This percentage was better than the other institutions and national rankings remain high.

Many renovations of campus facilities have been approved. The renovation of Waterfield Library will begin in the spring. Health care costs have declined in part by preventive benefits; employee premiums have been adjusted accordingly.

Ninety-four of the students who participated in last summer's Commonwealth Honors Academy enrolled this fall (64 ½%). Regent Strieter commended the staff for their continued accomplishment.

The board will hear a report on liability coverage for employees at its December 2 meeting.

President King Alexander further explained the renovations and expanded discussion into funding by the state of capital projects. The university's master plan is being redefined. The administration will work with the board to identify the most suitable use of available space on campus.

President's Report

The president further mentioned declining graduate enrollment. He will work with the Provost's Office and the programs to identify ways to enhance recruitment efforts.

He noted strong recruiting of talented students from Jefferson County; an indication of our growing reputation among those students. Senator Navan noted competition from "fast track" programs in the area leading to losses at Henderson and Madisonville. Dr. Alexander explained this national trend.

Dr. Alexander then spoke of the changing environment of KTRS and optional retirement systems. Information was also shared with the Faculty and Staff Insurance and Benefits Committee earlier in the day. Joyce Gordon, human resources, shared statistical and background data. ORPs were allowed initially upon faculty request and were legislatively authorized. Efforts are being made at the presidential and human resource levels across the state to deal with the growing inequity of contributions. Sixty percent of our personnel remain under KTRS along with the public school systems. Both KTRS and ORPs provide advantages and limitations. Joyce will get further information to the senate's finance committee. Human resources staff work with each new hire one on one to explain the complexities of the choice. The nine month contract provides additional time for new hires to select a retirement plan. ORPs allow for a one-time switch to KTRS. Ten MSU employees have taken advantage of that. The insurance and benefits committee will also continue to study and work on this issue. ORPs remain as a significant recruitment tool, and the university wants to carefully plan for various options and is collecting data that will be shared with the Faculty Senate, Staff Congress, and the FS Insurance and Benefits Committee.

Academic Policies – Chair Koren reported that the committee is investigating +- grading systems and Institutional Review Board policies. Committee members are working on an institutional survey of preferred grading systems.

Finance – Chair Rose agreed to remain as chair and announced the next meeting for October 11 at 3:30 p.m.

Governmental Affairs – Chair Munke announced that the next COSFL meeting will be on October 22 in Lexington. Tom Layzell, CPE President, is on the agenda. Western's Faculty Senate has tabled a motion on the ORP situation. There was no support from the other four institutions affected to join in litigation.

Handbook and Personnel – Chair McCreary reported that the committee did not have a quorum on September 22 but informally discussed three items – the ORP situation, circulation of grievance procedures to faculty, and reinstatement of the Faculty Handbook on faculty contracts. The committee's next meeting is scheduled for October 20 at 2 p.m. in BL306.

Rules, Elections, and Bylaws – Vice President Navan reported that the committee met on September 27 and examined a number of items for clarification. The committee was asked to review the status of the FSIB chair as a non-voting member of the handbook and finance committees of the senate. The committee also reviewed appointments to vacancies on tenure and promotion committees. Senators were asked to remind their colleagues and departments that vacancies on the university's tenure committee are to be elected from each respective college/school and are not appointed by the dean. Appointments to the promotion and leave committee should not be made by an interim dean who has to resign as a member of the committee.

The committee asked for senate input on administrative assessment procedures. The committee is studying an online process. Suggestions can be forwarded to the committee. The committee will meet next on October 25 at 11 a.m. in AL3230.

Executive – The committee met on September 27 and discussed the ORP. The committee is providing local legislators with data and is discussing possible recourse. President Thome attended the meetings of the Salary Equity Committee and continues to work on the Goals Sub-Committee of Strategic Planning. The committee met on September 29 to discuss goals for this planning year and will meet on October 6 to set 2006-07 goals.

Character Counts wants to extend its program to faculty on campus. Twenty-one faculty attended the first coffee with the president; plans are being made for another one in the spring.

Senator Robertson, animal and equine science, has agreed to act as senate parliamentarian and Senator Koren agreed to serve on Academic Council. The senate is still in need of a senator at-large.

Academic Council – Routine items were reported by Senators Munke, undergraduate studies, and Senator Brewer, graduate studies. Senator Menchinger reported that the Library and Academic Support Committee will meet on October 7.

Insurance and Benefits – Chair Porter reported that the committee met on September 16 to finalize the 2006 healthcare plan. He added that the projected decrease of 6.2% in

healthcare costs was entirely given back to employees in the way of reduced premiums for next year. The university's contribution for 2006 is 81.19 percent (75% for 2005, 72.28 in 2003).

The committee met on September 28 for an informational meeting on the ORP issue. Discussion continued today with President Alexander and Ms. Gordon.

Residential Colleges – Senator Muscio, college head, informed faculty that specific sections of ENG 102, HUM 211, CIV 102, and MAT 140 will be offered in the spring for residents of certain colleges.

With no new business, the senate adjourned at 4:50 p.m.

Murray State University
Faculty Senate
November 1, 2005

Present: F. Bates,T. Begley, E. Brewer, B. Driver, D. Durr, J. Hereford, D. Holliday, B. Kearney, J. Koren, M. Lanier, B. Menchinger, S. Muller, O. Muscio, J. Navan, B. Papajeski, T. Porter, O.L. Robertson, W. Rose, T. Saint-Paul, T. Strieter, E. Swisher, E. Thome, C. Vance, M. Wattier, A. White, S. White, P. Williams, and R. Zhang. Bill Palmer proxy for A.Yarali.
Absent: J. Beaver, J. Fuhrmann, R. Gupta, A. Hall, T. McCreary, M. Morgan, P. Payne, P. Munke, and R. Smith.
Media: Melissa Kilcoyne, *The Murray State News;* Kristin Taylor, *The Murray Ledger & Times.* **Guest:** Dr. Dwayne Driskill, Campus Co-Chair, United Way Campaign.

The minutes of October 4 were approved.

REPORTS

United Way Campaign – Dr. Driskill shared insights into development of community in a plea for participation from the campus. The university's goal for 2006 is $25,000.

Board of Regents – Regent Strieter reported that the Ad Hoc Committee on Salary Equity has preliminary data and hopes to have a report on the president's desk by the first of December. Dr. Strieter has accepted provost appointment to the University Studies Commission. Regent Strieter attended the October 22 COSFL meeting via ITV.

The board held a special meeting on October 30 to begin the presidential search process. The board will meet on December 2 and approve a search firm. The board hopes to have three candidates on campus by the end of the spring semester and hire a new president by July 1.

Academic Policies – The committee met to continue its review of plus/minus grading systems and IRB policies. The committee has invited the IRB chair and administrator to come and explain procedures.

Finance – Chair Rose reported that the committee met on October 11 and divided up research. Each month members will report on research results and based on those findings will prepare a report for the senate by the end of the spring semester. The committee meets next on November 8 at 3:30 p.m.

Governmental Affairs – Senator Wattier made the report for Chair Munke. He attended the COSFL meeting on October 22 as the CPE Faculty Representative. The current officers were re-elected by acclamation. Campus issues were discussed. Dr. Wattier gave a briefing on CPE procedures. CPE has received a SACS review on the state's virtual university and library. CPE met on November 2 to discuss budget items for the upcoming legislative session in January. Murray has three items listed; a new building at the Breathitt Veterinary Center; Phase 3 of the science complex; and the university's apportionment for the next biennium.

Handbook and Personnel – Ted Porter, committee member, made the report for Chair McCreary. The committee had a quorum on October 20 and elected Dr. McCreary as chair and determined that all items from Chapter 1 of the *Faculty Handbook* have been forwarded through appropriate channels. The senate is awaiting feedback from the provost and the president on a few sections. The committee chair will forward a letter to the provost and president. The committee will begin review of Chapter 2 of the *Faculty Handbook*. Copies of the online version (official copy) will be made available to members of the committee. The committee also discussed reference to the *Faculty Handbook* being returned to faculty contracts.

The senate president was asked to forward grievance policies to all faculty. The committee has begun research on a policy for student/faculty relationships. Similar policies at other institutions are being reviewed.

Rules, Elections, and Bylaws – Vice President Navan reported that the committee met on October 25 without a quorum. Handbook Chair McCreary has joined the committee; a benefit in working closely together on updates to the *Handbook.*

REB is reviewing faculty membership on university standing committees. Selection/election processes are being clarified for discussion by the executive committee at a later date. Committee members are urged to be at the next meeting on November 29.

Executive – President Thome continues to serve on the salary equity and strategic planning goals committees. The goals committee heard a presentation from Fred Miller concerning internationalization of the campus. Dr. Thome asked senators to review collegiate/departmental missions in this regard. Vice President Navan will represent the senate on the University Studies Commission. Faculty should solicit any suggestions for general education curriculum to her or their collegiate representative on the committee. Academic Affairs Strategic Goal 2.3 assures excellence in the general education curriculum in the support of a broad-based liberal education. The Goals Committee met November 3 to determine campus goals for 2006-07. Planning units will add two more.

President Thome has joined the handbook committee as a voting member in order to reach a quorum to conduct business. The senate still has an at-large vacancy and an opening on the undergraduate studies committee of the Academic Council.

Academic Council – Undergraduate studies met and passed first readings of new recreation courses. The graduate studies committee did not meet in October but will meet on November 10. The library and academic support committee meets on Friday, November 4 to review new subscriptions numbers before being mailed out to departments.

Insurance and Benefits – Chair Porter reported that the committee had not met since the last senate meeting but will meet on November 7 at 3:30 p.m.

Residential Colleges – No report.

With no old or new business, the senate adjourned at 4:30 p.m.

Murray State University
Faculty Senate
December 6, 2005

Present: F. Bates, J. Beaver, T. Begley, E. Brewer, B. Driver, D. Durr, J. Fuhrmann, R. Gupta, J. Hereford, D. Holliday, B. Kearney, J. Koren, M. Lanier, T. McCreary, B. Menchinger, M. Morgan, S. Muller, P. Munke, J. Navan, P. Payne, T. Porter, O.L. Robertson, W. Rose, T. Saint-Paul, T. Strieter, E. Swisher, E. Thome, C. Vance, M. Wattier, A. White, S. White, P. Williams, A.Yarali, and R. Zhang.
Absent: A. Hall, O. Muscio, B. Papajeski, and R. Smith.
Media: Kristin Taylor, *The Murray Ledger & Times.*
Guest: President King Alexander.

The minutes of November 1 were approved.

REPORTS

President – President Alexander thanked the faculty for working together so well with his administration over the past three-four years. The university has continued to move forward with substantial budget cuts. The institution continues to attract faculty and new students due in part to the work of this faculty. One of the first things he remembers doing when arriving on campus was to speak to the Faculty Senate and now it is one of his last. He thanked Dr. Mark Wattier for his objectivity as faculty representative to CPE. He noted issues to watch as they are discussed in the legislature and CPE; trust fund pools for retention of first generation students, and affordability – noting the university protection of keeping tuition low for our students. He urged the senate to continue to work together with the administration to recognize the true value of MSU, which he believes to be unique, as issues continue to be raised during the coming months of the legislative session. Dr. Alexander cited great students with a strong quality of life. He believes the Board will identify and bring in a strong pool of candidates for his position. He asked that the faculty continue to work together with the new president in the future.

Dr. Alexander supports the proposed peer review policy as last presented to him. He believes that it will lead to academic improvement in fully qualifying research activity. Many institutions have addressed the role of research to strengthen the tenure process. The findings and recommendations of the Salary Equity Committee are important to the future, but, will present challenges and affect changes to fiscal allocations. Changes in the market place have been made to address disciplines that have social benefit and value for our society. This institution's care of students has led to a commitment to infuse in students a degree of caring into his new role. Our graduation rates demonstrate a commitment of resources to students. He thanked the senate again for all of its support and acknowledged the support of his family in the community.

President Thome thanked the president for his interest in keeping the faculty informed and for routinely reporting at senate meetings.

Board of Regents - Regent Strieter noted that a preliminary salary report has been given to the president that will bring attention to issues on campus that have developed over many years. The president attended the last meeting.

Regent Strieter reported that he and President Thome attended the first meeting of the University Studies Commission. He has also attended the opening of the Kentucky World Trade Center on campus and international education week events; noting the outstanding contribution of and participation by faculty. Regent Strieter has been appointed to the board of the Faculty Club.

The Board of Regents met on December 2 and approved several routine items; leaves of absence, applicants for graduation, audits, etc. The board reappointed Crystal Coleman and appointed Joyce Shatzer, faculty representatives to the University Student Appeals Board. The Board also contracted with Korn-Ferry Consultants for the presidential search. Regent Strieter shared two resolutions approved by the Senate's Executive Committee with members of the board. Tuition will be set at the February 24 BOR meeting. President Alexander added that the administration will begin discussion of next year's tuition tomorrow. The board continues to discuss liability coverage of employees.

Regent Strieter noted that the salary equity committee's recommendations now number twelve and that he hopes that some will be carried out. President Alexander noted that issues have surfaced over periods of time not only here but at other universities. He believes the committee has offered good data to make decisions.

The president reported that increases to graduate assistant stipends and waivers will be phased in to make the university more competitive in recruiting graduate students. The university has reviewed policies at other institutions and will make recommendations in the spring.

Academic Policies – Chair Koren reported that the committee continues to study plus/minus grading systems and is developing a faculty survey. The president noted that administrative concerns can be overcome and that he believes such a system offers faculty more validity in grading. The president stated that other institutions use plus/minuses and he sees no reason why we can't incorporate them into our system.

The committee met with the chair and administrative staff member of the Institutional Review Board (IRB) in order to gain insight of policies and procedures. More information is needed before a report to the senate, and the committee will continue to discuss its report in January.

Vice President Navan asked the president if the peer review policy will be brought back to the faculty. A policy was drafted by the academic policies committee and forwarded for consideration by the administration. The president responded that the latest draft was

very strong and that he is supportive of it acknowledging the amount of effort having gone into it. The proposal will be forwarded to the Faculty Senate for discussion in January.

Finance – Chair Rose reported that the committee met on November 8 and was visited by a departmental chair with concerns of frequent secretarial turnover. The committee will talk with the Staff Congress President. Senator Porter reported current employee categories from Human Resources: 439 faculty, 323 professional staff, and 621 hourly staff. The committee will review data for the last 5 years to discern trends.

The committee will acquire the recently approved university audits and begin perusal of them. The committee will discuss a possible meeting with the Athletic Director in the spring.

Governmental Affairs – Chair Munke reported that COSFL will meet this Saturday (December 11) and that faculty can join the meeting via ITV from the Business Building 9-11 a.m. The agenda includes KTRS retirement financing and a joint conference with AAUP on April 10. The university presidents have discussed and the only remedy seems to be legislative opportunity of capping ORP minimum and maximum which decreases flexibility of the plans.

Handbook and Personnel – Chair McCreary reported that the committee met November 17 with the following agenda items: Reinstatement of the reference to the *Faculty Handbook* on faculty contracts and a policy on romantic/sexual student-faculty relationships. The committee tabled the first item and will prepare a new sub-section of 2.9 of the *Handbook, Rights and Responsibilities of Faculty* with a new policy on student/faculty relationships*;* Dr. Alexander noted inconsistencies currently across campus that limit the ability of the university and departments to respond.

Rules, Elections, and Bylaws – Vice President Navan reported that the committee met on November 29 and continued discussion on the membership procedures of the University Studies Committee. The committee recommends clarification of the procedures and refers this item to the Handbook Committee for further discussion and wording. The committee forwarded the guidelines and timeline for the 2006 Board of Regents Teaching Excellence Awards for senate approval.

Executive – President Thome reported that the salary equity committee has met four times. He will attend the December 2 board meeting. The senate has been responsible for appointments to the Faculty Club board. It has become increasingly difficult to find faculty willing to serve on the board. President Thome has appointed Regent Strieter and has asked the chairs of the three departments that utilize the facility the most for an appointee. Two of the current members will remain through May. Terms will be staggered, and they have been asked to come up with ways to increase individual and departmental activity in the club.

The executive committee met last Tuesday and discussed two resolutions. The two resolutions passed with some modification and are attached as addendum to these minutes.

Academic Council – The Undergraduate Studies Committee passed several items on first or second readings. Graduate Studies met on October 17 and approved one time extension and heard first readings on several courses. The Library and Academic Support Committee will meet on December 9 to discuss comparisons of budget and collections with benchmark libraries.

Insurance and Benefits – No report.

Residential Colleges – No report.

Old Business – Vice President Navan reminded the REB Committee that they will meet next on January 31 at 12:30 p.m. in the rear of the T-Room of the Curris Center for lunch.

New Business – Senator Wattier encouraged working together through the presidential search process. Regent Strieter will keep the leadership informed as the board works through the process. Vice President Navan encouraged Faculty Senate support of the board during this process and also encouraged colleges to participate in shared governance at every opportunity.

The senate adjourned at 4:45 p.m.