



Faculty Senate

May 2023 Regular Meeting Minutes

Approved by the Senate at the 9/5/2023 Regular Senate Meeting

Tuesday, May 2, 2023

3:30 – 5:00 pm

Barkley Room and via Zoom

Senator in Attendance (including outgoing senators): Oliver Beckers, Michael Bordieri, Brian Bourke, Megan Boutin, Michael Busby, Whitney Cassidy-Caywood, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Kenneth Kim, Jonathan Lyon, Naveen Musunuru, Heidi Ortega, Barbie Papjeski, David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, David Roach, Jenny Rogers, Faris Sahawneh, Shri Singh, Stephanie Sullivan, Jan Super, Ken Sutrick, Justin Taylor, Oluwabunmi Dada (proxy for David Wilbanks), Steve Cox (proxy for Jenilee Williams), Andrea Willson, and Abdual Yarali.

- I. Call to Order at 3:07 due to technical challenges with Zoom
- II. Approval of Minutes
 - Minutes from the 4/4/2023 regular meeting were approved.
- III. Welcome from Faculty Senate President – Dr. David Roach.
 - President Roach open the meeting with a two-minute parody [video](#) highlighting the scandal of him appearing to be “asleep at the wheel” in TV news footage of the April University budget town hall. References to the Matrix movies were also made, which long-time faculty senators recognized as connecting to a previous [video](#) starring Senator Roach.
- IV. Distinguished Guests
 - Faculty Regent-Dr. Melony Shemberger
 - Regent Shemberger wished everyone a happy teacher appreciation day. She also thanked all outgoing senators and extended a welcome to new senators. Regent Shemberger indicated that she had no new updates beyond what has been shared via email and that the next board of regents meeting is June 2nd. Senator Powel asked a question about the new student experience fee and its relation to the new esports program. Regent Shemberger indicated that the esports program has already been approved by the board and information is publicly available. Senator Powel indicated that the proposed \$1.1 million budget seemed high and that he has heard faculty and student concerns.
- V. Faculty Senate Mission and Governance Structure
 - Senate president Roach presented an overview of the faculty senate mission and governance structure (see powerpoint slides posted on canvas). He noted a recent policy success regarding how COLA is distributed that was initiated by the faculty senate. He shared governance organizational map was shared with the senate.

Faculty Senate

President Roach indicated that he wants to get more input from faculty senators regarding policy priorities. He then provided an overview of the standing rules of the senate with an emphasis on motion types (e.g., faculty senate motions, special faculty senate resolutions, faculty senate resolution, faculty senate handbook revision).

VI. Faculty Senate Executive Agenda

- President Roach indicated that he would not make lengthy remarks for the sake of time. He noted that he has an agenda and plan for the Senate and that we all do. He followed that he wants us to work together to get things done. President Roach also stressed the importance of working on resolutions in committees to refine them before bringing them before the full senate.

VII. Faculty Senate Appointments

- Ben Post was appointed as interim chair of the handbook and personnel subcommittee by President Roach.

VIII. Reports --- Faculty Senate Standing Committees

- Academic Policies – Senator Brian Bourke
 - a. Senator Bourke provided a brief overview of the Academic Policies subcommittee. He then updated the senate regarding FSH-22-23-5 and noted that more work was needed on the resolution before being re-introduced to the full senate.
 - b. Draft FSH-22-23-5: Promotion of Non-tenured Track Faculty. Not currently pending in the Senate. It was referred back to Academic Policies in a previous meeting.
- Finance – Senator Jan Super
 - a. Senator Super provided a brief overview of the Finance subcommittee. She then provided a summary of the 2022 Faculty Engagement Survey (see report on canvas) with an emphasis on overall findings and findings by academic college. She acknowledged that limitations of the survey include lack of external benchmarks, although future surveys would allow for trend analysis. Senator Super also provided an overview of qualitative comments with an emphasis on concerns regarding organizational culture. Senator Foote asked why the College of Humanities and Fine Arts (CHFA) had the lowest morale. Senator Super indicated that the survey did not collect specific information regarding specific causes of the differences. Senator Super indicated that we need to focus on increasing faculty participation in future surveys. Senator Foote also noted that it has been several years since faculty have completed evaluations of administrators. Vice President Ortega indicated that she believes that administrator review is on a three-year cycle, and that she will look into when the next evaluation will occur. Senator Pizzo thanked Senator Super for her work on the survey. President Roach request

Faculty Senate

unanimous consent to send the survey results to the full faculty and administrators. Senator Pizzo seconded. The floor motion passed with 17 yes votes , zero no votes and an indeterminate number of abstentions. Technical problems interfered with the full counting of votes from Senators attending via Zoom, but no objection or concern was noted regarding the announced result.

- b. Executive Summary of the 2022 Faculty Engagement Survey. The report is available on Canvas.
- Governmental Affairs – Secretary of the Senate, Michael Bordieri
 - a. Senator Bordieri provided a summary of the national political climate regarding higher education and indicated that we should be prepared to engaged in increased advocacy during the next legislative session. Senator Bordieri also stated that we had good relationships with our local lawmakers, and that we also want to strengthen those relationships during the upcoming year.
- Handbook and Personnel – Senator Ben Post
 - a. Senator Post provided an overview of the handbook and personnel subcommittee. He noted that they are currently working on finalizing minor formatting changes to bring to the board of regents over the summer. The plan for fall includes coordinating with the academic policies subcommittee regarding the clinical faculty promotion policy, revisiting the open access policy discussed during the previous Senate term, and exploring other areas of policy revision. Senator Yarali stated that he has some concerns about the way we promote and give tenure, and he asked which committee would be best to address his concerns. President Roach indicated that all committees are open to take on any topic that interests them, but that the academic policy and handbook and personnel subcommittees seem most appropriate. Senator Foote asked how long would it take for a clinical faculty promotion policy to be implemented. Senator Post indicated that it could be moved forward to the full senate early in the next academic year, with a possible goal of going to the board of regents by June of 2024 (though that date is not fixed).
- Rules, Elections and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Results of the Shared Governance Election
 - i. Vice President Ortega provided a brief overview of the subcommittee and briefly discussed the membership requirements for all senate subcommittees. Senator Ortega also stressed the importance of all departments electing department senators and not filling senate seats by chair/administrator appointment.

Faculty Senate

- ii. Senator Ortega indicated there were a limited number of nominations for at-large senators and that all were elected by acclamation. She stated that the subcommittee received 3 nominations for 5 at large seats. Senator Ortega stressed the importance of getting more nominations in future years. Senator Ortega also indicated that the committee is still waiting to be notified of the new faculty Senators from the Military Science and Music departments.
 - Executive – Faculty Senate President, David Roach
 - a. President Roach provided a brief overview of the role of the executive committee.
- IX. Stephen B. White Shared Governance Award Vote
 - Nominees for the 2023 award were announced in a separate communication by Vice President Ortega. The nominees were Randal Keller, Joe DeBella, and Scott Lewis. A secret ballot election was held. The election was overseen by Vice President Ortega and the results will be announced by the rules, election, and bylaws subcommittee at a future date.
- X. Faculty Senate Elections
 - Faculty Senate Representatives to the Academic Council (3-positions, 2-year term)
 - A. Nominations were accepted from the floor: Jeff Henry, Jenilee Williams, Brian Bourke, & Abdul Yarali were nominated. Jeff Henry, Jenilee Williams, and Brian Bourke were elected by secret ballot.
 - At-large Faculty Senate Executive Committee members (3-positions, 1-year term)
 - A. Nominations were accepted from the floor: Brenda Reeves, Paul Foote, Eran Guse, and David Pizzo were nominated. Paul Foote, Brenda Reeves, and David Pizzo were elected by secret ballot.
 - University Assessment Committee (1-position, 3-year term)
 - A. Nominations were accepted from the floor. Jeremy Phillips was nominated but was not present to accept. Jeremy Phillips was elected by acclamation.
 - University Parking Committee (1-position, 3-year term)
 - A. Nominations were accepted from the floor. Thomas Powell was nominated. Thomas Powell was elected by Acclamation.
- XI. University Budget Advisory Committee (1-position, 3-year term)
 - Nominations were accepted from the floor. Abdul Yarali and Eran Guse were nominated. Eran Guse was elected by secret ballot.
- XII. Other University Committees
 - Insurance and Benefits.
 - a. Senator Pizzo reported that a flexible work policy staff is now under consideration by the board of regents. He stated that a faculty policy remains in discussion.

Faculty Senate

- The University Budget Advisory Committee
 - a. Senator Pizzo provided an overview of the budget advisory committee and a brief summary of the budget presented at the April University budget townhall.
- XIII. Special Guest: Andrew Dowdy, Director of the University Bookstore
 - Director Dowdy addressed the senate regarding recent trends in the textbook industry. He stated that we are seeing a much bigger push from publishers to go digital and that the used textbook market is drying up considerably. He also stated that he believes that Pearson will not be releasing print editions moving forward, and while other publishers are not forcing it yet, he sees a transition coming. Director Dowdy provided an overview of inclusive access programs, which include student eBook access and access to additional courseware materials. He stated that prices on digital texts are currently much less expensive than traditional print textbook. He reported that Murray State had approximately 5,000 students enrolled in inclusive access courses across 300 sections this Spring, and that approximately 500 course sections will have inclusive access in Fall 2023. Director Dowdy also reported that it may not be possible to obtain print books in the future, and that faculty may need to start using inclusive access. Senator Powell asked about books available from the library. Director Dowdy indicated that ebooks available through the library will not be sold as ebooks by the bookstore, since they are available to students for free. A Senator asked about instructor choice to not use inclusive access. Director Dowdy indicated that instructors have that choice. Senator Yarali noted that some schools provide textbooks to students for free. Director Dowdy indicated that schools that do this often have large endowments, book fees, or tuition increases to cover the costs.
- XIV. New Business
 - None
- XV. Adjourn
 - A unanimous consent motion to adjourn was made at approximately 4:55pm and senators then briefly meet with their subcommittees to plan for the upcoming academic year.

Faculty Senate

September 2023 Regular Meeting Minutes

Approved by the Senate at the 10/3/2023 Regular Senate Meeting

Tuesday, September 5, 2023

3:30 – 5:00 pm

Curris Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Michael Busby, Whitney Cassidy-Caywood, Melissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Naveen Musunuru, Brian Oldenkamp, Heidi Ortega, Barbie Papajeski, Jeremy Phillips, David Pizzo, Ted Porter, Ben Post, Thomas Powell, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Justin Taylor, Carol Terracina-Hartman, David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: President Bob Jackson, Provost Tim Todd, Faculty Regent Melony Shemberger, Associate Provost Renee Fister, and Assistant Provost Ashley Ireland.

- I. Call to Order at 3:33pm.
- II. Approval of Minutes. Senator Pizzo moved to approve. Senator Foote seconded the motion. Minutes were approved.
- III. Welcome and Sign-in
- IV. Appointments, Rules, and Agenda --- Faculty Senate President, David Roach
 - President Roach opened the meeting by encouraging Senators to attend in person if possible and to notify the faculty senate secretary (msu.facultysenate@murraystate.edu) in advance if they plan to attend via Zoom.
 - President Roach announced the following appointments:
 - A. Melissia Chapman appointed senator at large
 - B. Justin Taylor appointed senator at large
 - C. Selise Ridolfi appointed instructor at large
 - D. Brenda Reeves appointed as faculty senate liaison to the ADVANCE grant
 - President Roach presented graduation cords to new senators and returning senators who have not previously received them.
 - President Roach provided an overview of the purpose and structure of faculty senate. He emphasized that all our meetings are open to the public and that our purpose is to advise the president on all policies regarding the educational functions of the university. President Roach stated that one of our major strengths is communicating, and that we have power when we can all come together and approve ideas in writing. President Roach then presented a brief overview of where faculty senate fits within the organizational chart of the university. He concluded his remark by describing the basic premise of Robert's Rules of Order and the four named business processes of the senate: motions, special resolutions, resolutions, and handbook revisions.
 - President Roach briefly presented the agenda for the year that was developed with the executive committee. Each committee is charged with one or two major tasks that are described in greater depth in the committee reports below.

Faculty Senate

V. Distinguished Guests

- President of the University-Dr. Bob Jackson
 - President Jackson welcomed faculty to the new academic year. He reported that we have a record freshmen enrollment of 1,662 (up 22%). President Jackson invited faculty to participate in the Road Scholars program and emphasized the importance and value of recruitment, especially when faculty engage with prospective students. He noted that the current headcount is 9,801 and thanked faculty for their flexibility in accommodating the large number of students. He reported that the Evergreen compensation study is progressing and \$100,000 in the current budget has been placed in the first phase of a pool to address salary compression. President Jackson also announced that we had a record fundraising year with \$16.7 million raised. He noted that the design on the new nursing and health professions building is in progress and that a groundbreaking for the facility will likely occur by the end of this semester. The building will be located on 16th street across from Alexander Hall. President Jackson reported that there are numerous asset preservation projects in progress on campus and encouraged faculty to be patient as these important campus improvements are made. He updated the faculty on the recently announced taskforce to explore the feasibility of a veterinary school at Murray State. President Jackson described the three primary components of the report mandated by SJR 98: 1) education and workforce needs of the commonwealth, 2) the feasibility of transferring KTCTS academic programs to the comprehensive public universities, and 3) the possibility of a new four-year public institution in Southeastern Kentucky. President Jackson announced that discussions regarding changes to the legislature's performance funding model are ongoing. He also noted that the Kentucky Council on Postsecondary Education Council of Presidents is looking at an inflationary adjustment request to base funding from the legislature. Additional funding priorities for Murray State include ongoing requests for asset preservation funds and phase II of the nursing and health professions building. With regard to employee sponsored health insurance, President Jackson noted that currently 12.6% of health care costs are paid by employees with a generally accepted target contribution of 20%. He indicated that discussion regarding changes to healthcare cost and cost shares are ongoing.
 - Senator Foote asked whether the state revenue forecast might influence the prospects of a new public university in the state. President Jackson noted that the conversation is ongoing. He further noted that they anticipate that there will be a significant pool of surplus funding available for one-time costs during this budget cycle.
- Vice President of Academic Affairs and Provost-Dr. Tim Todd
 - Provost Todd welcomed senators and acknowledged the strong communication between senate officers and his office. He updated the senate on the SACSCOC reaffirmation process and noted that our self-study will be completed by the end of this week. He stated that the next step of the process is off-site review of the report later this fall followed by the on-site visit on April 1-4, 2024. Provost Todd noted that the majority of accreditation is backwards looking. He then highlighted our

Faculty Senate

forward-looking quality enhancement plan, which is centered on improving student mental health and wellbeing.

- Faculty Regent-Dr. Melony Shemberger
 - Regent Shemberger welcomed Senators attending in-person and on zoom. She briefly highlighted her history of involvement with the Senate and described her current involvement with the senate as faculty regent. Regent Shemberger noted that she updates the faculty by email monthly, after each board of regents meeting, and as needed. She noted that the upcoming meeting of the insurance and benefits committee will likely be of importance to faculty and that she plans to update the faculty on developments in that committee.

VI. Reports --- Faculty Senate Standing Committees

A. Academic Policies – Senator Brian Bourke

- a. Senator Bourke reported that the committee is continuing to explore non-tenure track classification. He also reported that the committee is charged with developing a post-tenure review policy with the goal of a June adoption by the Board of Regents. Senator Bourke provided a brief historical overview of post-tenure review and noted that accreditation bodies are currently placing an increased emphasis on this issue. He noted that we should aspire to develop a proactive, people-centered policy, and shared that many of our peer institutions have implemented models that might guide the development of our policy.

B. Finance – Senator Jan Super

- a. Senator Super provided an overview of the finance committee and noted that the current focus of the committee is centered on compensation. She provided a summary of last year's Faculty Engagement Survey (41% response rate) and requested feedback from senators regarding conducting another engagement survey this year. President Roach introduced a verbal motion to open discussion and receive feedback from senators regarding the survey. Senator Wilbanks asked why we would want to do another survey and cautioned against repeated surveys without links to action. Senator Super noted the importance of repeated measurements to establish a benchmark and to allow for the identification of trends. President Roach added that we would like to identify areas of concern and that the survey provides a valuable tool to do so. Senator Super also noted that open-ended questions will allow for the identification of trends and recommendations for specific changes. Senator Wilbanks asked about the possibility of using an external survey/benchmark. Senator Super noted that those options are possibilities but they often involve considerable expense. Senator Pizzo commented that Senator Bourke has volunteered to assist with the qualitative analysis of open-ended questions. Provost Todd noted that his office would be willing to offer a small monetary incentive to encourage increased faculty participation in the survey.

C. Governmental Affairs – Secretary of Senate, Michael Bordieri

- a. Senator Bordieri described the charge of the governmental affairs committee and noted that the priorities for the committee are the upcoming legislative sessions, SJR 98, and returning the oversight of annual administrative evaluations to the Senate. Senator Bordieri addressed a question from Senator Foote regarding the

Faculty Senate

instrument used for administrative evaluations. He clarified that the committee plans to start with the same instrument used in the past with the option of exploring the process and instrument in greater depth in future years. Senator Bordieri addressed a question from Senator Henry regarding SJR 98. He noted that the timeframe for the evaluation and report is extremely short (i.e., due to the legislature on December 1st) and that this timeframe raises concern regarding transparency. Senator Bordieri also addressed a question from Senator Horton regarding challenges to freedom, tenure protection, diversity initiatives, and funding observed in other states. Senator Bordieri stated that bills prefilled for the 2024 regular session in the coming months will provide an early indicator of possible challenges and opportunities in Kentucky.

- D. Handbook and Personnel – Senator Ben Post
 - a. Senator Post reported that the handbook is current through 2019. He introduced FSH 23-24-1 as the vehicle for updating the handbook with changes made by the Senate during recent sessions. He also reported that additional priorities for the committee include an open access research policy and a formatting change to the handbook. He also reported that section 1.7 of the handbook describes the process for how revisions to the handbook should be made.
 - b. Draft: FSH 23-24-1 --- Faculty Handbook 2023 Update
 - i. First reading.
- E. Rules, Elections and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega noted that her primary goal was to increase faculty participation in shared governance elections. She reported the current status of senator assignments to senate subcommittee and requested that senators who missed committee assignments during the May organizational meeting should contact her to be assigned to a committee.
- F. Executive – Faculty Senate President, David Roach
 - a. President Roach clarified that today was the first reading of FSH 23-24-1 and the Senators should send comments, concerns, and amendments to the handbook committee in advance of next month’s meeting.
- VII. Other University Committee
 - A. Insurance and Benefits
 - a. Senator Pizzo reported that the data from our consulting company regarding health care cost was delayed and the committee is on a short deadline to make significant decisions regarding next year’s healthcare plans. Senator Pizzo reported that an increase is likely, and the committee’s goal is to spread adjustments to employee’s contributions over as long a time period as possible. He indicated that there is a meeting later this week and that more details will be shared when available. Senator Powell asked when increases might go into effect. Senator Pizzo clarified that potential increases would start in January 2024.
 - B. Faculty and Staff Compensation Review Committee
 - A. President Roach noted that himself and Senator Super are on this committee and that they are waiting on the report from the consultants (expected by end of September).
- VIII. Old Business

Faculty Senate

- None
- IX. New Business
 - None
- X. Adjourn
 - Motion to adjourn made by Senator Pizzo and seconded by Senator Bourke. The senate adjourned at 4:55pm.

Faculty Senate

October 2023 Regular Meeting Minutes

Approved at the 11/7/2023 Regular Senate Meeting

Tuesday, October 3, 2023

3:30 – 5:00 pm

Curris Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Abbie Morris proxy for Brian Bourke, Michael Busby, Whitney Cassidy-Caywood, Melissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Barbie Papajeski, Jeremy Phillips, David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Justin Taylor, Carol Terracina-Hartman, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger and Associate Provost Renee Fister.

I. Call to Order at 3:35 pm

II. Approval of Minutes

III. Welcome and Sign-in

IV. Agenda Discussion --- Faculty Senate President, David Roach

- Senate president Roach presented graduation cords to senators who did not already have them and he presented the Secretary stole to Secretary Bordieri.
- President Roach discussed why FSH 23-23-1 was not place on the agenda for a 2nd reading and vote. He explained that the handbook revisions have already been approved by senate, provost, president, and the board of regents; thus, they don't need to be voted on again. He reported that the new faculty handbook needs to be published, but that doing so does not require a new vote. President Roach provided a history of the events that led to the publication delay, and noted a commitment to publish the new handbook as soon as possible. He reported that the handbook revisions that have been approved are:
 - FSH 19-20-2: Requiring a 1st Reading --- Approved BOR, 2/28/20
 - FSH 20-21-2: Electronic Intellectual Property --- Approved BOR, 9/3/21
 - FSH 20-21-6: Representation in Budgeting --- Approved BOR, 12/3/21
 - FSCA 22-23-3: Instructor At-Large Senate Seat --- Approved by the Faculty, 3/7/23
 - FSCA 22-23-4: Faculty Senate Officer Elections, Officer Seats, and Two-Year Term - Approved by the Faculty, 3/7/23
 - Department of military science was removed (university structural change).
- President Roach made a unanimous consent motion to proceed with handbook publication after consultation with the Provost and President. Motion was approved by unanimous consent. Senator Powell asked how updates will handled in the future. President Roach indicated that an annual updated would likely be best moving forward.
- President Roach presented a concern regarding the definition of faculty in the faculty handbook (Section 2.1; Faculty Definitions). He noted some inconsistencies in how regular faculty are defined, and requested that the handbook and personnel subcommittee of the senate look into this concern. Several senators asked questions regarding the nature of the challenge and possible plans to improve clarity. President Roach offered a draft of a

Faculty Senate

possible revision to the definitions that would include instructor and senior instructor in the definition of ranked faculty. Senators discussed some additional challenges with the possible revision.

V.Senator Spotlight

- President Roach explained that each month the senate will spotlight a senator. Dr. Faris Sahawneh introduced himself to the senate. He noted that he graduated from Murray State in 2003 and joined as a faculty member in 2019. He shared a brief overview of his cybersecurity and network management program and his research area. He also highlighted his involvement in the Road Scholars program.

VI.Distinguished Guests

- President Roach reported that Murray State University President Jackson could not be here today, and noted that faculty senate leaders had a positive meeting with him recently. He also noted that there are several positive trends regarding enrollment and funding at Murray State. President Roach also noted that Provost Todd could not be here today, and reported that our SACSCOC self-study has been submitted.
- Faculty Regent-Dr. Melony Shemberger
 - Regent Shemberger directed senators to her detailed email update sent yesterday. She also provided a clarification that the SJR98 report is preliminary and not binding on the legislature. She noted that the final report will be submitted by December 1st and that the legislature may or may not take action based on the report. Senator Foote asked about funding for the nursing building. Regent Shemberger noted that the capital requests are separate from our operating budget.

VII.Reports --- Faculty Senate Standing Committees

- Academic Policies – Senator Abdul Yarali
 - Senator Yarali updated the senate regarding their work on pathways for instructors with terminal degrees to transitions to the tenure track. He reported that the committee is also still exploring possible promotion pathways for instructors. Senator Yarali also reported that the committee discussed policies regarding consistency in research productivity for promotion to full professor and possible approaches to post-tenure review. Senator Porter asked if post-tenure review is needed if we already have an annual review process. President Roach noted that SACSCOC has given notice that they will require it and agreed to share the requirement with the Senate. Senator Panchuk asked about a possible research consistency requirement and how it would be implemented. President Roach stated that all tenured faculty would be subject to post tenure review. Senate Panchuk clarified that she was asking about the consistency requirement. Senator Reeves asked about whether COVID would be taken into account with such a policy. Secretary Bordieri noted that post-tenure review and a research consistency are two separate topics of discussion. He further clarified that there were no motions pending and these items were currently only being discussed by the committee.
- Finance – Senator Jan Super
 - Senator Super reported that their committee was revisiting sections of the faculty handbook regarding salary. She noted that the committee is also exploring the possibility of a faculty support fund and that they are also preparing to deploy the faculty engagement survey.
- Governmental Affairs – Secretary of Senate, Michael Bordieri
 - Secretary Bordieri called for the orders of the day and requested approval of the 9/5/23 meeting minutes. A motion was made by Senator Pizzo and seconded by Senator Foote. The motion to approve the minutes passed 29 yay, 0 nay, 1 abstain. He also requested that faculty senator identify themselves by name and department when addressing the senate. Secretary Bordieri provided an overview of the committees plans to track the upcoming legislative session, and noted that the committee plans to offer both a detailed bill tracker and also a more accessible presentation of high priority bills.
- Handbook and Personnel – Senator Ben Post

Faculty Senate

- Senator Post noted that most of their business was previously discussed during President Roach's introductory remarks. He noted that the committee is discussing how frequently they would like to update the handbook, and that annual updates seems like a good target.
- Rules, Elections and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - Vice President Ortega shared that the committee is planning for a busy spring election season.
- Executive – Faculty Senate President, David Roach
 - No business

VIII. Other University Committee

- Insurance and Benefits
 - Senator David Pizzo updated the senate regarding the recent decision to increase benefit premiums. Senator Pizzo stated that exploring tiered premium is a priority for him, as the approved increases will disproportionately burden lower paid faculty and staff. Senator Pizzo also noted that he believes that this health care cost increase should be a priority when discussing possible cost of living adjustments in next year's budget. Senator Pizzo explained the rationale for choosing the premium rate increase option (A), noting that option (B) would have only been a partial solution, would have disproportionately impacted employees with dependents, and would have possibly created a disincentive to seeking care (which could increase cost in the long term). Senator Beckers asked about the wellness pledge and raised concerns regarding how the program is designed. Senator Pizzo indicated that the committee will explore these concerns.

IX. Old Business

- Senator Reeves noted that the handbook still states that when the university is closed for inclement weather classes are cancelled. She indicated that there is a discrepancy between that wording and current policy and that the senate should address it. President Roach noted that the current policy was designed to give faculty flexibility in how to operate during weather closures. Senator Post noted that section 2.6 of the handbook (University Closure) is of relevance to this discussion. Senator Reeves expressed that she believes that the faculty should be able to choose.

X. New Business

- President Roach proposed that the faculty should socialize more. He proposed that we should organize a social engagement that we announce to all faculty on behalf of the faculty senate. He noted that the activities should be simple and inexpensive. Senator Henry noted that he has laser tag sets that he would be willing to loan for this purpose. President Roach noted that the activity should be accessible to all and proposed the following ideas: coffee hour, walk a mile, a bike ride, a basketball game, volunteering at a food bank, knitting, and kayaking. Several senators offered several additional ideas.
- President Roach announced a faculty coffee hour on Tuesday, October 10th at 8:30 at the Waterfield Library covered porch. Bring your own cup of your favorite drink or pick something up from Einstein Bagel. The Senate approved this activity via unanimous consent.
- Senator Pizzo recommended that the senate join with staff congress to request a university Ombudsperson.

XI. Adjourn motion made at 5:01 by Senator Porter. Seconded by Senator Pizzo. The motion passed.

Faculty Senate

November 2023 Regular Meeting Minutes

Approved at the 12/5/2023 Regular Senate Meeting

Tuesday, November 7, 2023

3:30 – 5:00 pm

Curriss Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Michael Busby, Whitney Cassidy-Caywood, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Barbie Papajeski, Jeremy Phillips, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Justin Taylor, Carol Terracina-Hartman, David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger and Associate Provost Renee Fister.

- I. Call to Order at 3:31pm
 - A. President Roach announced a University Communities Happy Hour on Friday, November 10 at 3:30pm at Tap 216.
- II. Approval of Minutes
 - A. Motion to accept made by Senator Terracina-Hartman and seconded by Senator Henry. Minutes were approved.
- III. Welcome and Sign-in
- IV. Agenda Discussion --- Faculty Senate President, David Roach
 - A. President Roach announced a ruling by the chair that advocacy for a specific political candidate was not appropriate during official senate meetings. He noted that advocacy on specific issues is within the purview of the Senate.
 - B. President Roach announced that the 2023 faculty handbook is being updated with a plan to have it published as soon as possible.
 - C. Senior Instructor Definition in Faculty Handbook. President Roach shared how instructor is currently defined in the handbook (Section 2.1.2.1). President Roach shared a brief history regarding previous attempts to address instructor promotion. He then requested feedback from the Senate via an informal and non-binding straw poll. Senator Foote spoke in favor of a promotion policy. Senator Bourke asked why the straw poll was being conducted given that academic policies is already exploring the issue. President Roach responded that the purpose of the straw poll was to provide feedback to the subcommittee. Senator Guse asked a question regarding the duration of employment of instructors. Senator Bourke provided additional context regarding why the instructor rank was included as special appointment faculty in the handbook. He also noted concern regarding treating instructors as less deserving of recognition. Senator Post noted that instructors are described in multiple sections of the handbook and that the faculty senate is charged with representing all faculty, and not just tenured/tenure-track faculty. Senator Busby noted that there are multiple instructors in his

Faculty Senate

department and that they have served for a long time. He stated that instructor lines are often first cut during budget cuts. President Roach clarified that there are different types of instructors with regard to budget planning. Senator Busby also noted that he would like more information about how many faculty this policy might impact. President Roach noted that additional information was forthcoming. Senator Willson asked about qualifications for instructors. President Roach noted that instructors often require a master's degree or 18 hours of graduate credit. Senator Oldenkamp stated a concern that an instructor raise could encourage the administration to create more instructor lines. President Roach provided information that our handbook sets a target ratio of at most 20% instructors (80% tenure/tenure-track). Senator Henry made a motion to call the question. Senator Taylor asked President Roach to provide the strongest argument against the promotion. President Roach stated that it could lead to more faculty with non-terminal degrees. Senator Panchuk asked how giving a raise to instructors who are already teaching would lead to lower quality instruction or more instructors. President Roach clarified that he was offering a counter argument as requested by senator Taylor. Senator Guse responded that an instructor promotion policy might lead to attracting more instructors. Several Senators engaged in a lively back and forth discussion. Senator Horton shared that there is a broader trend in higher education towards more courses being taught by part time adjunct instructors, and that a promotion path for full time instructors could serve as a valuable alternative to this trend. Senator Taylor again asked for the strongest argument against the straw poll question and President Roach responded that it could encourage more instructors and less tenure-track faculty. Senator Busby shared that SACS accreditation and department hiring procedures provide safeguards against over-hiring instructor lines relative to tenure-track lines. Senator Henry agreed that SACS accreditation would protect against over hiring and also noted that research productivity and grant funding is important to the long-term health of the university. President Roach called the straw poll question with unanimous consent.

- D. Straw poll:
- i. Should instructors be eligible for a promotional advancement to senior instructor with a monetary increase in salary with excellent teaching and service after a certain number of years?
 - ii. Senator Yarali raised a concern regarding multiple votes being recorded. President Roach noted that the software should prevent that and also requested that senators only vote once. The Vote tally was 86% yes, 14% no in the anonymous, non-binding straw poll with 29 responses.

V. Senator Spotlight

- A. Senator Jeremy Phillips, Department of Political Science and Sociology. Senator Phillips shared that this is his second year at Murray State and that he looks forward to working with the Senate. He stated that his research emphasis is in state and local government savings.

VI. Distinguished Guests

- Faculty Regent-Dr. Melony Shemberger
 - i. Regent Shemberger opened the floor to question and comments. Senator Powell asked about accreditation. Dr. Shemberger noted that the SACS reaffirmation process is ongoing and that she receives regular updates at board meetings. Senator Beckers asked about the status of the salary study. Dr. Shemberger noted that we are still awaiting the final report.

Faculty Senate

- VII. Reports --- Faculty Senate Standing Committees
- A. Academic Policies – Senator Brian Bourke
 - i. Senator Bourke noted that the committee will continue to work on the instructor promotion policy. He also noted that the committee plans to have an update on the post-tenure review policy within the next month with a proposal developed by early next year. Senator Bourke noted the importance of crafting careful policy language to increase the likelihood that an instructor promotion policy is supported.
 - B. Finance – Senator Jan Super
 - i. Senator Super reported that the committee continues to explore possibilities for a faculty support fund and is working on a policy revision to the salary policy in the faculty handbook. Senator Super announced the employment engaged survey will begin next Monday (11/13) and requested that senators encourage faculty in their department to complete the survey. She noted that this year’s survey will include an optional gift card drawing to incentivize participation.
 - C. Governmental Affairs – Secretary of Senate, Michael Bordieri
 - i. Senator Bordieri encouraged Senators to vote in today’s election for statewide constitutional officers if they have not already done so. He noted that polls close at 6pm. Senator Bordieri reported that there has not been much activity with regard to the upcoming legislative session but that he anticipates that we will start seeing pre-filled bills soon. Senator Bordieri provided a brief overview of the university’s budget request to the general assembly as well as proposed changes to the performance funding model. He reported that the subcommittee will meet with Jordan Smith, Executive Director of Government and Institutional Relations, later this month to discuss the administration’s priorities for the upcoming legislative session. Senator Bordieri also reported that the committee is preparing to conduct confidential faculty evaluations of administrators in the Spring. Senator Foote asked when the evaluations would be sent to faculty. Senator Bordieri replied that details were still being worked out but the evaluation window would likely be towards the end of the Spring semester.
 - D. Handbook and Personnel – Senator Ben Post
 - i. Senator Post reported that the committee explored the definition of instructor in the handbook but have decided to postpone any changes to allow for the academic policies subcommittee to explore broader policy changes. Senator Post noted that the committee is preparing to update the handbook in consultation with Senate officers.
 - E. Rules, Elections and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - i. No report.
 - F. Executive – Faculty Senate President, David Roach
 - i. President Roach thanked the executive committee for their recent feedback on the instructor promotion policy.
- VIII. Other University Committees
- A. Insurance and Benefits
 - i. Regent Shemberger noted that the next meeting will be in late November.
 - B. Parking committee
 - i. Senator Powell reported that the faculty hall parking lot is going away (net loss of 100 parking spaces) due to the new nursing building. He noted that disruptions are likely to begin in summer of 2024 and that there are plans to reclaim some faculty parking.



Faculty Senate

Senator Powell also reported that he is advocating for early communication and transparency. Senator Foote asked about how student and faculty spaces might be reallocated. Senator Post asked for clarification regarding the loss of parking. Senator Powell reported that approximately 130 faculty spaces will be lost with approximately 30 rebuilt elsewhere. Senator Powell also reported that parking is exploring the feasibility of electric vehicle charging stations.

- C. Presidential Advisory: Faculty and Staff Leadership Committee
 - i. President Roach noted that faculty and staff leadership meet with the president twice a semester. He reported that our enrollment trends are up, and that this is in contrast to national trends of flat or declining enrollment. President Roach stated that this is due to the hard work of faculty and administrators.
- IX. Old Business
- X. New Business
 - A. Senator Williams announced that the department of organization communication and leadership is offering a faculty innovation grant through the giving back endowment. The application deadline is February 12, 2024, and interested faculty can apply at murraystate.edu/innovationgrant
 - B. President Roach reminded the faculty of the university community happy hour on Friday. Senator Henry announced that there is also an art auction that evening, and Senator Segovia Figueroa invited faculty to attend a reception starting from 4:30-6:00 in the university galleries.
- XI. Adjourn. Motion to adjourn made by Senator Terracina-Hartman and seconded by Senator Foote. The motion passed and the meeting adjourned at 4:55.



Faculty Senate

December 2023 Regular Meeting Minutes

Approved at the 2/6/2023 Regular Senate Meeting

Tuesday, December 5, 2023

3:30 – 5:00 pm

Curriss Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Michael Busby, Whitney Cassidy-Caywood, Melissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Naveen Musunuru, Heidi Ortega, Michelle Panchuk, Barbie Papajeski, Paul Foote proxy for Jeremy Phillips, David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Justin Taylor, Carol Terracina-Hartman, David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger and Provost Tim Todd.

- I. Call to Order at 3:32pm.
- II. Approval of Minutes. Senator Pizzo made a motion to approve. Senator Farris seconded. Minutes approved by 23 yays, 0 nays, and 1 abstain. Secretary Bordieri reminded senators that minutes are posted on the faculty senate canvas page shortly after each meeting and that corrections can be emailed to msu.facultysenate@murraystate.edu
- III. Welcome and Sign-in
- IV. Agenda Discussion --- Faculty Senate President, David Roach
 - a. President Roach reminded senators of the purpose of faculty senate as defined in the Faculty Senate Constitution (faculty handbooks § 1.4.2.1). He noted that we have a lofty purpose and that we should keep focused on our core mission.
 - b. President Roach informed the Senate that the 2023 Faculty Handbook update has been completed. It is published on the senate website ([Faculty Handbook](#)) and will be presented to the Board of Regents this Friday (12/8) as an information item for the purposes of transparency and communication.
 - c. President Roach informed the Senate that a problem has arisen as a result of updating department names in the faculty handbook. He noted that our constitution uses the terms department, unit, and divisions in different places when describing Senate membership (Faculty Handbook § 1.4.2.1”). As a result of recent changes, three departments are being removed from our list of departments, which could result in the potential removal of faculty senate representatives:
 - i. Military Science --- place holder department with no MSU faculty.
 - ii. Center for Academic Success --- unit was dissolved and the faculty were distributed among other departments.
 - iii. Applied Health Sciences and Nursing have been combined into the School of Nursing and Health Professions with six units.
 - d. President Roach discussed possible solutions that could involve a constitutional amendment or bylaws change. Senator Pizzo asked what the problem would be with giving each nursing unit a

Faculty Senate

senator. Vice President Ortega noted that it is important to ensure equity in representation across departments/units. Senator Rogers noted that the school of nursing has approximately 21 full-time faculty. Senator Henry noted that the Board of Regents teaching award is based on the number of faculty in each college and that it might be a useful model to consider. Senator Reeves noted a broader concern regarding wording in our constitution and encouraged the senate to more thoroughly review language in the constitution. President Roach stated that the Faculty Senate Rules, Elections, and By-laws Committee has been tasked with addressing this issue.

- V. Senator Spotlight – Dr. Andrea Willson. Senator Willson is an assistant professor of early childhood and elementary education. Senator Willson noted that she grew up in New York State and that she has been in education for over 20 years (much of that teaching in grades 3-6). Senator Willson reported that her research focuses on teacher education, math education, and teaching technology.
- VI. Distinguished Guests
 - a. Vice President of Academic Affairs and Provost-Dr. Tim Todd
 - i. Provost Todd thanked the faculty for all that they contribute to the university through their research, teaching, and service. He noted that his team is coming back from the SCASCOC annual conference and that Senior Associate Provost Pervine is a member of the Kentucky delegation to the SCASCOC board. Provost Todd shared that the ribbon cutting for the new School of Nursing and Health Professions building will take place at 10:45 am on Friday (12/8). He also encouraged faculty to participate in commencement and noted that 735 students are graduating in December with 450 students expected to participate in the ceremony. Senator Bourke asked for an update regarding our SCACS reaffirmation. Provost Todd noted that the site visit is planned for April 1-4 and that the official reaffirmation vote will occur in December 2024. Senator Powell asked about what the site visit would consist of. Provost Todd indicated that the site visit will not interfere with classes and will consist of various meetings with faculty, students, and other stakeholders.
 - b. Faculty Regent-Dr. Melony Shemberger
 - i. Regent Shemberger reported that the Board of Regents will meet this Friday (12/8) and invited all faculty to attend commencement on Saturday. She informed the senate of a correction in her December 2 email: Senator Pizzo is going on a sabbatical next semester and is not teaching abroad.
- VII. Special Guest
 - a. Director of Facilities Management --- Jason Youngblood
 - i. Director Youngblood addressed the senate regarding recent building temperature concerns experienced when returning from Thanksgiving break. He noted that several upgrades to the heating system have been made in recent years. Director Youngblood noted that the start of the heating season has been pushed back in recent years due to higher temperatures in October and November. He also stated that facilities management staff were off over Thanksgiving break and that the process to start the steam heating system was not started until the Monday after break. Director Youngblood noted that the team experienced some challenges starting the boilers and that these concerns resulted in delays. He also noted that a residence hall boiler issue also resulted in some additional delays in academic building heat startup. Senator Willbanks noted that it is a very difficult job and shared that the lower level of the IT



Faculty Senate

building is currently too hot. Senator Panchuk also noted that faculty hall is also currently too hot. Senator Willbanks noted that fire code prevents safe options for cooling overly hot classrooms and asked for guidance regarding possible solutions. Senator Bourke commented on temperatures in Alexander Hall and asked about contingency plans to staff heating operations over a holiday with holiday pay when necessary. Director Youngblood briefly addressed technical details regarding two versus four-pipe heating systems, noting that all pipes of a four-pipe system are not always in operation due to operating constraints. He also noted that facilities management is looking at different solutions for the new nursing building that could allow for more operational flexibility. Director Youngblood noted that his unit has to self-fund overtime and that resources are limited. He also noted that steam startup is a staffing-intensive operation that is not easy to staff outside of normal operating hours. Senator Panchuk asked Director Youngblood if he had enough resources to operate facilities. Director Youngblood noted that aging equipment and limited resources are challenges. Provost Todd noted that efforts are being made to provide greater temperature control at the building level.

VIII. Reports --- Faculty Senate Standing Committees

- a. Academic Policies – Senator Brian Bourke
 - i. Senator Bourke reported that the committee had a productive meeting and is currently working on a post-tenure review policy with a draft anticipated in February. He also noted that the committee is continuing to explore a senior instructor promotion policy.
- b. Finance – Senator Jan Super
 - i. Senator Super reported that the committee did not meet last month but did administer a faculty engagement survey in early November. She reported that 210 faculty participated in the survey and that there was good representation across rank and academic colleges. Senator Super noted that a full report of the data will be available in the spring and shared that a large number of faculty provided qualitative comments. President Roach stated that he distributed gift cards to faculty who won gift cards funded by the Provost's office as a survey incentive. Senator Foote asked for a summary of the findings. Senator Super indicated that analysis is ongoing, but that the preliminary analysis of COLA preferences is largely consistent with the previous year's results.
- c. Governmental Affairs – Secretary of Senate, Michael Bordieri
 - i. Senator Bordieri reported that the committee met in November to discuss the advocacy priorities for the upcoming legislative session. He noted that the full report called for by Senate Joint Resolution 98 is anticipated soon, and he briefly summarized recent recommendations made by the Kentucky Council on Postsecondary Education regarding SJR 98. See the draft executive summary [here](#). Senator Bordieri reported that there was little public information available regarding the upcoming legislative session and that the subcommittee is prepared to share more information, including a digital bill tracker, when the session begins in January.
- d. Handbook and Personnel – Senator Ben Post
 - i. Senator Post noted that the committee is looking towards future updates to the handbook, including revisions to outdated sections and incorrect information. He

Faculty Senate

reported that the committee has also been discussing faculty safety in the classroom, but noted that no policy revisions were being considered at this time. Senator Reeves asked if the committee is exploring revisions to the inclement weather policy to include increased flexibility for faculty. President Roach stated that he plans to discuss this policy with the Provost, and noted this could be an opportunity for the Senate to work proactively to propose a new policy.

- e. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - i. Vice President Ortega reported that the committee will be exploring department senator representation as discussed by President Roach earlier in the meeting. She noted that the committee is starting to work on the Board of Regents Teaching Award process with election preparation to follow.
- f. Executive – Faculty Senate President, David Roach
 - i. No report.

IX. Other University Committee

- a. Faculty and Staff Insurance and Benefits Committee
 - i. Senator Pizzo reported that open enrollment went well with only two employees not completing the process. He reported that the standing subcommittees are work/life balance, childcare, and wellness. Senator Pizzo reported that outcome data from the recent Hinge health initiative is promising and that a new consultant is being selected to advise the university on wellness benefits moving forward. Senator Powell asked about the recent trend of more employees selecting the premium saver plan. Regent Shemberger noted that we are not sure what this shift means, and cost savings between plans are difficult to calculate because employees self-select plans. Senator Pizzo reminded the senate that premiums are the same for all employees, and that premium increases disproportionately impact lower-paid employees. Senator Horton asked about the flexible work plan. Senator Pizzo replied that the staff flexible work plan is going to the Board of Regents for approval on Friday. Senator Porter noted that he believes the expected cost is similar between healthcare plans, but that the variance in the saver plan is likely significantly higher.
- b. Compensation Review Advisory Committee
 - i. President Roach reported that he, Regent Shemberger, and Senator Super are members of this committee. He noted that they are in phase 4 of the process, which involves sharing the findings and beginning implementation. President Roach indicated that he is optimistic that this process will move forward and shared that “years in position” will be a major metric in determining salary ranges and potential adjustments. Senator Bourke asked what other factors are used to determine salary ranges. President Roach clarified that [CIP codes](#) will also be a factor and that any adjustments will likely be a multi-year process. President Roach noted that the administration is committed to sharing information from this study with faculty and staff. Regent Shemberger also noted that this will be a multi-year process and that the target should ideally be to get all faculty to mid-point or greater with regard to salary range. President Roach noted that there is no plan to lower salaries based on this process.

X. Old Business

XI. New Business



Faculty Senate

- a. Senator Porter requested that the Senate invite someone from IT to discuss concerns regarding authentication and multiple requests to log in. Senator Powell noted that there is a need for increased communication and transparency. Senator Reeves discussed possible additional technical adjustments that could be made to improve building temperature control. Senator Bourke noted that he believes that new temperature control options have been installed but not used effectively. Senator Reeves and Senator Bourke shared some additional concerns and technical possibilities regarding heating and cooling systems. Senator Busby stated that he is the building coordinator for Blackburn and noted that it is challenging to retrofit old buildings with HVAC infrastructure. He recommended that faculty reach out to their building coordinators to request increased communication and guidance. Senator Reeves and Senator Powell also noted concerns regarding electric outages without notice. Senator Busby shared his history of concerns regarding facilities management. Senate Panchuk stated that temperature concerns are a serious problem and are more than just discomfort. She noted that it is an access issue, especially for faculty and students with health concerns. Senator Busby noted that this is also a concern for recruitment, especially for international students. Senator Super noted that students in the business building started a petition a few years ago due to unbearable temperature conditions in their building. President Roach stated that the faculty senator officers will raise these concerns at their next meeting with President Jackson.
- XII. Adjourned at 5:17 by unanimous consent, as evidenced by senators collectively leaving.

Faculty Senate

February 2024 Regular Meeting Minutes

Approved at the 3/5/2024 Regular Senate Meeting

Tuesday, February 6, 2024

3:30 – 5:00 pm

Curriss Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Michael Busby, Whitney Cassidy-Caywood, Melissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Barbie Papajeski, Aaron Irvin proxy for David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Jan Super, Ken Sutrick, Carol Terracina-Hartman, Gary Morris proxy for David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger and Associate Provost Renee Fister

- I. Call to Order. The official Senate gavel has been restored and the session was gaveled in at 3:34pm by President Roach.
- II. Approval of Minutes. A motion to approve the December 2023 minutes was made by Senator Sahawneh and seconded by Senate Porter. The motion passed by a unanimous show of hands.
- III. Welcome and Sign-in
- IV. Agenda Discussion --- Faculty Senate President, David Roach.
 - a. President Roach highlighted several pending action items, including a bylaws amendment to address the impact of structural changes in the School of Nursing and Health Professions on senator representation and a post-tenure review policy with a target voting date of April 2024. Senator Beckers asked about the status of post-tenure review at the state level. President Roach indicated that we need to develop the policy to meet SACS standards. President Roach noted additional action items might include weather-related closure policies and he discussed concerns related to the recent remote instruction and weather closure decisions. Senator Panchuk asked for the extent of faculty senate involvement in the weather closure decisions. President Roach indicated that the Senate was not consulted regarding the 2024 weather procedures document but was informed of weather closure decisions. Senator Panchuk asked for additional clarification regarding the nature of when the procedures were developed. Senator Irving (proxy for Senator Pizzo) also asked for additional clarification. Senator Reaves added additional context regarding the changes to weather procedures that occurred during the COVID-19 pandemic, including faculty who asked for the ability to teach remotely during weather closures. Vice President Ortega reported that faculty senate officers had been in frequent communication with the Provost's office regarding weather closures, but noted that the conversations have been informal. She expressed that the goal should be for faculty senate to proactively propose a new policy. Regent Shemberger addressed the difference between policy and procedures, and noted that the Senate should clarify what role it should play. Senator Beckers shared that less than 24 hours notice to pivot to remote instruction is not sufficient

Faculty Senate

notice. Vice President Ortega reported that remote instruction does not necessarily mandate Zoom instruction, and that faculty have discretion in what that instruction entails. Senator Porter also shared support for at least 24 hours notice of all weather closures and voiced agreement that a new policy needs to be developed. Senator Post stated that he believes that there was a lack of clarity in recent university communications regarding remote instruction, and that the message sent appeared to mandate synchronous remote instruction during class meeting times. Senator Post also stated that he believes that the Senate can act faster than waiting until next year to ask for changes. Senator Reeves asked if there could be a change in a procedural wording to remove the apparent mandate for synchronous remote instruction. Secretary Bordieri noted that the Senate could ask for a minor modification in current language to be more flexible in the definition of remote instruction. President Roach reported on the pending business of other committees, including handbook and personnel and finance.

- V. Senator Spotlight- Cintia Segovia Figueroa.
 - a. Senator Figueroa introduced themselves to the senate and shared that they are an assistant professor of Photography and New Media and a member of the governmental affairs subcommittee. Senator Figueroa shared some highlights of their recent research and creative activity with the Senate.
- VI. Distinguished Guests
 - a. Faculty Regent, Melony Shemberger. Regent Shemberger reported that she is closely monitoring bills in Frankfurt and will continue to share updates on these and other matters with faculty over email. She reported that we had a well-attended admitted student weekend and noted that the upcoming budget advisory meeting will be an important start to the budget process. Regent Shemberger indicated that there will not be specific budget details at the first advisory meeting. Senator Beckers asked if we will be able to see the results of the salary student from Evergreen consultants. Regent Shemberger stated that Evergreen's proprietary data will not be shared, but indicated that she believes that the recommendations will be shared as the process moves forward.
- VII. Reports --- Faculty Senate Standing Committees
 - a. Academic Policies – Chair, Brian Bourke
 - i. Senator Bourke indicated that the subcommittee is working on a post-tenure review policy to bring forward for next month's meeting. He reported that the policy will be faculty driven, and noted that HB 228 adds additional challenges that might need to be addressed. Senator Bourke noted that the SACS standards require ongoing evaluation, and that there is a need to have a consistent University policy in place. Senator Bourke stated that the policy is developmentally focused. Senator Bourke reported that the committee is also considering an instructor promotion policy. Senator Powell asked about whether the post-tenure review policy will mandate specific standards. Senator Bourke indicated that the policy will leave specifics to each academic department and/or college. Senator Foote added that the review process will include peer faculty evaluation as a primary component. Senator Foote also noted that the review length might change to conform with HB 228. Senator Bourke reported that other regional comprehensive institutions in the Commonwealth have post-tenure review policies in place. Senator Henry asked via Zoom whether existing annual reviews would suffice for post-tenure review. Vice-president Ortega stated that she believes the answer is yes.

Faculty Senate

Senator Bourke indicated that the policy they are considering will keep evaluation at the department level and that we are mostly already doing what SACS expects.

- b. Finance – Chair, Jan Super
 - i. Senator Super delivered the committee report. She stated that a faculty support fund is not feasible at this time and that the committee is no longer pursuing this idea. Senator Super noted that a report of the faculty engagement survey will be delivered next month. She also reported that the committee is reviewing the salary policy in the handbook. Senator Beckers asked when the survey results will be share and Senator Super clarified that a report will be delivered next month. Senator Reaves asked how the information will be presented to senior administration. Senator Super indicated that such a discussion is ongoing. President Roach clarified that the Senate executive committee provided a summary to President Jackson of last year’s survey results, and will likely do so again. Regent Shemberger reported that last year’s COLA survey was an important piece of information that President Jackson considered when making budgetary decisions. Senator Reaves noted that there is significant faculty dissatisfaction that needs to be addressed.
 - c. Governmental Affairs – Secretary of Senate, Michael Bordieri
 - i. Secretary Bordieri provided an overview of the legislation process, the charge of the subcommittee, and current bills of interest pending in the legislature.
 - ii. Secretary Bordieri gave specific updates regarding the budget process and current Murray State capital project priorities. Senator Horton informed the faculty about HB 228, a bill that introduces a performance and productivity evaluation process for all faculty. Secretary Bordieri briefly updated that Senate regarding Anti-Diversity, Equity, and Inclusion (DEI) legislation (SB 6 and HB 9), and Senator Powell provides an update on opportunities for a possible Murray State Veterinary Medicine Program in HB 400.
 - d. Handbook and Personnel – Chair, Ben Post
 - i. Senator Post presented two handbook resolutions on behalf of the committee and provided brief remarks in support of the resolutions. Senator Reaves asked about midterm grades for 300 and 400 level classes and Senator Post noted that the subcommittee will discuss this.
 - 1. Draft FSH-23-24-2: Affirmative Action Statement First Reading
 - 2. Draft FSH-23-24-3: Grade Reporting First Reading
 - e. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - i. Vice President Ortega reminded faculty the BoR Teaching Award nominations are due by 2/9 and that the Stephen B White Award nomination process is open.
 - f. Executive – Faculty Senate President, David Roach
 - i. No report.
- VIII. Other University Committee
- a. Faculty and Staff Insurance and Benefits Committee
 - i. Regent Shemberger reported that the committee has met and is working with a new consultant.
 - b. Faculty and Staff Leadership Advisory Committee
 - i. President Roach reported that heating and cooling concerns were shared with the administration. Secretary Bordieri noted that many of the asset preservation funding items in the budget request are dedicated to HVAC upgrades and repairs.



Faculty Senate

- IX. Old Business
 - a. None
- X. New Business
 - a. None
- XI. Adjourn – Gaveled out by unanimous consent at 5:10pm.

Faculty Senate

March 2024 Regular Meeting Minutes

Approved at the 4/2/2024 Regular Senate Meeting

Please send requests for corrections to msu.facultysenate@murraystate.edu

Tuesday March 5, 2024
3:30 – 5:00 pm
Curris Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Michael Busby, Whitney Cassidy-Caywood, Melissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Ray Horton, Amanda Joyce, Samer Khalil, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Julie Cyzewski proxy for Michelle Panchuk, Barbie Papajeski, Marjorie Hilton proxy for David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Carol Terracina-Hartman, Gary Morris proxy for David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: President Bob Jackson, Provost Tim Todd, Faculty Regent Melony Shemberger, and Associate Provost Renee Fister

- I. Call to Order at 3:35 by President Roach.
- II. Approval of Minutes. Motion to accept the February meeting minutes was made by Faris Sahawneh and was seconded by Carol Terracina-Hartman. The motion passed by a show of hands.
- III. Welcome and Sign-in
- IV. Rules and Agenda Discussion --- Faculty Senate President, David Roach
 - a. President Roach discussed a point of order concern raised after last month's Senate meeting. He clarified that the Senate is governed by our constitution, Robert's Rules of Order, and tradition/precedent. President Roach noted that any senator can raise a point of order if at any time they have a concern about how Senate business is being conducted. President Roach cited the "Debella rule," named after former Senate President Joe Debella, which allows the faculty senate president to share their opinion on issues for the purposes of transparency, expediency, and good faith engagement.
 - b. President Roach also clarified the rules that govern floor discussion and debate. He noted that each senator will have an opportunity to make a comment on a motion/topic, that they should introduce themselves by name and department (or at large), and that they will be called on in an orderly manner by the presiding officer of the senate. President Roach noted that each senator is limited to one comment per topic until other senators have had a chance to speak, after which a second follow-up comment may be offered.
 - c. These senate rules were approved by unanimous consent.
 - d. President Roach also discussed several senate priorities, including a bylaw amendment to address SONHP senate representation, administrator evaluations, a post-tenure review policy, a university weather closure policy, senior-instructor salary promotion, compensation updated to handbook section 2.16, and annual handbook update.

Faculty Senate

- V. Faculty Engagement Survey Results --- Chair of Finance, Senator Jan Super
 - a. Senator Super presented the annual COLA gap report and 2023 faculty engagement survey results. She shared that the consumer price index (CPI) for 2023 was approximately 3.4% and she reported an updated COLA gap table displaying how the purchasing power has been impacted by each hiring cohort. Senator Super then presented the results of the 2023 engagement survey, including demographics and an overview of 13 key variables/areas of interest. Senator Super reported that faculty engagement was rated highly while faculty pay satisfaction was low. She also presented a comparison to 2022 engagement survey results both overall and by gender and area. Senator Super noted that most ratings were similar between years, and she discussed some trends that were evident in the data. Senator Super then presented an analysis of open-ended comments, with 51% of faculty surveyed offering qualitative comments. She presented a thematic analysis of the responses, with problems with faculty pay, lack of transparent communication from senior administrators, and gratitude and pride in the job being the top three themes. Senator Super provided a summary of faculty recommendations, including increasing emphasis on work-life balance, transparent communication, mentoring, and increased faculty input into initiatives. Senator Super concluded with committee recommendations, including exploring concerning trends in university libraries, the college of humanities and fine arts, and increased frustration in some demographic categories. Senator Super also noted some areas for improvement, including an increased response rate, survey design, and obtaining external benchmarking. Senator Super also reported that using a 3rd party survey with benchmarking would be a more sustainable option moving forward. She also recommended establishing a confidential grievance channel for faculty. Senator Guse thanked Senator Super for the survey and noted that the problems are clear and that he believes the bigger budget problems need to be addressed. He further indicated that he believes that the only possible solution to this problem is to increase revenue and that we need to focus on a long-term solution. Senator Guse indicated that he wants the faculty Senate to focus more on solutions and not further study of this area. Senator Super indicated that it is important to have an avenue for future faculty input.
- VI. Distinguished Guests
 - a. President of the University, Bob Jackson
 - i. President Jackson thanked Senator Super for the faculty engagement report. President Jackson also stated that we all need to be thinking about ways to enhance revenue for our institution. President Jackson reported that he has been spending a significant amount of his time in Frankfort focusing on legislative priorities. He noted that the house budget has passed with a 3.9% increase in funding, which would largely be needed to cover increased pension liabilities and property insurance costs. President Jackson also noted that a change to the performance funding model is pending and that it could have a small but meaningful impact on our allotment from the model (e.g., a potential \$300,000-\$400,000 increase). He also highlighted asset preservation and a school of veterinary medicine as additional core priorities. President Jackson noted that the legislative session is coming to a close by April 15, with most of the working days occurring in the next three weeks.

Faculty Senate

- ii. President Jackson reported that while national enrollment trends are trending downward Murray State has held firm on enrollment. He reported that enrollment management is another area of core focus.
 - iii. President Jackson also provided a brief update on the Evergreen Salary Study. He noted that several faculty are on the committee, including Senate President Roach, Faculty Regent Shemberger, and Senator Jan Super. He noted that this is the first time that this analysis has been done for faculty in over 50 years, and that any salary adjustments will be made over several years. President Jackson shared that more information will be shared soon. Senator Powell asked about asset preservation funding and whether we are keeping up with needs. President Jackson reported that we are making progress, especially in the areas upgrading to more modern HVAC infrastructure. President Jackson noted that until recently there was not dedicated funding to address these concerns, and that work continues. Senator Foote asked about a possible investment from the budget trust fund to help address pension liabilities. President Jackson reported that the budget is still not finalized and that we will have to wait to see the final budget before we know.
 - b. Vice President of Academic Affairs and Provost, Tim Todd
 - i. Provost Todd updated the Senate on the upcoming SCASCOC reaffirmation visit. He indicated that we are in very good shape and that the site visit team will be on campus April 1-4. Provost Todd reported that the off-site team has already reviewed our self-study, and we have submitted a focus report in response. He also shared that our QEP plan has been well received and will be a focus of the site visit. Provost Todd reported that he will be traveling to Frankfort later this week to meet with lawmakers. He also noted that Posters at the Capital will be held later this week, which will allow and additional opportunity to highlight our institution to the legislature.
 - c. Faculty Regent, Melony Shemberger
 - i. Regent Shemberger thanked Senator Super and her committee for the faculty engagement survey. She also noted how Posters and the Capital is a point of pride for Murray State. Regent Shemberger also reported that the recent board meeting included a first reading of a posthumous degree policy for Murray State. Regent Shemberger noted that the budget advisory committee and compensation review advisory committee will both meet in early April. Senator Horton asked if we know the peer institutions used in the Evergreen study. Regent Shemberger indicated that the institutions are known and that she will share them with faculty.
- VII. Senator Spotlight
 - a. Senator Paul Foote introduced himself to the senate and shared his involvement with Murray State, including his key role in coaching the Mock Trial team. He reported that he is also a co-editor of the Kentucky Political Science Review and that he is the incoming President of the Kentucky Political Science Association.
- VIII. Reports --- Faculty Senate Standing Committees
 - a. Academic Policies – Senator Paul Foote
 - i. Senator Foote provided a brief report on the academic policies committee. He noted that the committee is continuing to work on a promotion policy. Senator Foote noted that the post-tenure review policy is now in the executive committee.

Faculty Senate

President Roach thanked the committee for their work on the post-tenure review policy and noted that the decision to move the policy to the executive committee was based on the need to gain feedback from a broad group of interested parties quickly and efficiently.

- b. Finance – Chair, Jan Super
 - i. Senator Super provided a brief committee report and noted that her committee continues to work on several areas of concern.
 - c. Governmental Affairs – Secretary of Senate, Michael Bordieri
 - i. Senator Bordieri reported that the committee continues to hold listening sessions regarding pending legislation of concern and that administrator evaluations will be held in April.
 - d. Handbook and Personnel – Chair, Ben Post
 - i. Vote FSH-23-24-2: Affirmative Action Statement. Senator Post introduced an amendment to add a rationale for the motion and it was seconded by Senator Porter. Senator Super and Guse asked a question regarding the affirmative action language in the rationale. Senator Post stated that the outdated language was one of the reasons for the change. Floor Amendment 1 passed: 28 yes, 0 no, 6 abstain.
 - 1. Vote FSH-23-24-2: Handbook Resolution passed: 28 yes, 0 no, 6 abstain.
 - ii. Vote FSH-23-24-3: Grade Reporting, Senator Post introduced an amendment to add a rationale for the motion and it was seconded by Senator Porter. Floor Amendment 1 passed: 28 yes, 0 no, 6 abstain.
 - 1. Vote FSH-23-24-3: Handbook Resolution passed: 28 yes, 0 no, 6 abstain.
 - iii. Senator Post delivered a brief committee report. He noted that his committee is working on a change to the weather closure policy. Senator Post noted that his committee is planning to revise the draft and re-introduce it during the April meeting.
 - e. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - i. Vice President Ortega reminded senators that nominations for the Stephen B. White Award for Shared Governance are due by March 31st. She also noted that the committee is preparing for election and will introduce a bylaws amendment to address representation in SONHP next month.
 - f. Executive – Faculty Senate President, David Roach
 - i. President Roach reported that the executive committee voted to take ownership of the development of the post-tenure review process. He indicated that this decision was made to ensure that feedback could be obtained from a large number of faculty and administrators in a short time frame. President Roach shared two goals for the process:
 - 1. Add structure around the Annual Performance Review (APR) process to ensure that a comprehensive review of tenured faculty occurs at least once every four years.
 - 2. Create a Post-tenure Review process to address instances where unsatisfactory performance persists despite APR feedback.
- IX. Other University Committee
- a. Faculty and Staff Insurance and Benefits Committee.
 - i. No report



Faculty Senate

- b. Faculty and Staff Leadership Advisory Committee
 - i. No report
- X. Old Business
 - a. None
- XI. New Business
 - a. None
- XII. The meeting adjourned at 5:08pm.

Faculty Senate

April 2024 Regular Meeting Minutes

Approved at the 5/7/2024 Senate Organizational Meeting

Tuesday April 2, 2024

3:30 – 5:00 pm

Curris Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Michael Busby, Whitney Cassidy-Caywood, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Barbie Papajeski, Jeremy Phillips, Aaron Irvin proxy for David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Carol Terracina-Hartman, Gary Morris proxy for David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger

- I. Call to Order at 3:32pm
- II. Approval of Minutes. March 2024 minutes approved by show of hands without objection.
- III. Welcome and Sign-in
- IV. Rules and Agenda --- Faculty Senate President, David Roach
 - President Roach reminded senators of several standing Senate rules, including preceding comments with the name of the senator and departmental affiliation and limiting comments on pending business to one comment until all senators have had an opportunity to speak. President Roach also introduced a new rule with unanimous consent: Senate business that receives a “needs study” designation by the Provost or University President will return to the Executive Committee for possible revisions based on any “needs study” comments from the administration. The executive committee may place the revised item of business on the agenda of any regular Senate meeting as a voting item without an additional drafting period.
 - President Roach requested to implement the rule with unanimous consent. Senator Irvin raised an objection that this procedure appears to be a pocket veto. President Roach responded that this is not the intent of this procedure. Senator Post asked for clarification regarding alternative mechanisms to bring an item of business back to the floor and President Roach clarified that this would not supersede other mechanisms. Secretary Horton asked a question about past business and President Roach referred the senator to the senate archive posted on canvas. Secretary Bordieri clarified that the proposed rule might allow the Senate to act more quickly on items of business when it is desired, and Vice President Ortega indicated that the intent of needs study is to prevent a “pocket veto” by allowing for ongoing discussion and action instead of outright rejection. Senator

Faculty Senate

Henry asked a question about previous Senate history and unsigned Senate business, and President Roach responded that there were instances of a “pocket veto” during a previous administration. Senator Powell requested that the official minutes clearly delineate between the role of Senate President and University President. President Roach called the vote: 20 yes, 3 no, 4 abstain. The “Roach” rule was approved by the Senate.

V. Distinguished Guests

- President of the University, Bob Jackson. Unavailable due to SACSCOC site visit.
- Vice President of Academic Affairs and Provost, Tim Todd. Unavailable due to SACSCOC site visit.
- Faculty Regent, Melony Shemberger. Regent Shemberger noted that she communicated with all faculty yesterday via email and welcomed any questions. Noting none, she thanked faculty for all their efforts and allowed the meeting to return to the busy agenda.

VI. Senator Spotlight

- Thomas Powell, Assistant Professor of Animal Science. Senator Powell presented a slide show highlighting his academic and professional history. He noted that he was CEO of the American Meat Science Association for 20 years and started the Journal of Meat and Muscle Biology. Senator Powell shared that he joined the faculty in 2019 and highlighted his innovative teaching. He thanked the faculty development center for the support of his teaching, and also noted that he is the advisor of the animal science club. He also highlighted his research on food structures, with an emphasis on supporting student research. Senator Powell also shared his love for Murray State and gratitude for the support he has received on campus.

VII. Reports --- Faculty Senate Standing Committees

- A. Academic Policies – Chair, Brian Bourke
 - a. No report.
- B. Finance – Chair, Jan Super
 - a. Senator Super reported that she shared the engagement study results with the executive committee to develop a summary. No other report.
- C. Governmental Affairs – Secretary of Senate, Michael Bordieri
 - a. Secretary Bordieri presented an overview of legislative activity with an emphasis on the budget, performance funding, and anti-DEI legislation. He reported the overall budget was positive, with a modest increase in base and performance funding along with funding for capital projects. Secretary Bordieri reported that the Senate adjourned last Thursday without taking action on anti-DEI legislation, effectively ending any action in this area this session. Senator Horton thanked Secretary Bordieri for his work with the committee, and Senator Bordieri returned the gratitude and noted that the entire committee was highly active during this legislative session. Secretary Bordieri reported that faculty evaluations of administrators would be held April 10-19 on MyGate, and he requested that Senators encourage faculty participation in the evaluations.

Faculty Senate

- D. Handbook and Personnel – Chair, Ben Post
 - a. Draft: FSH-23-24-5 --- University Closure
 - b. Senator Post provided an overview of the revised university closure draft. Senator Powell asked about a possible notification timeline or requirement for weather closures. Senator Irvin reported that the committee considered such a requirement but decided that it was not feasible. Senator Panchuk asked about the phrasing “materially affected” might be interpreted, and raised a concern that it might not be possible for faculty to meet this standard in all circumstances. She also noted a tension between being on leave without pay and being expected to make modifications to course content. Senator Post noted that he believes the language “materially affected” is constructed broadly and would not be used to punish faculty. Senator Post noted that the committee will continue to explore how remote instruction fits within existing handbook language.
- E. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega reported that this is the busy time for her committee. She reported that it is the even year for senator elections, and she emphasized that departments need to hold secret ballot elections for senators.
 - b. Secret Ballot Vote: Stephen B. White Award 2024
 - i. Vice President Ortega called a secret ballot vote among the following nominees: Barbie Papajeski, Michael Bordieri, and Jan Super. Secretary Bordieri recused himself from recording the vote and sat in the audience as the voting took place. A secret ballot vote was conducted via paper in the room and via an anonymous poll on Zoom. The results were received by Vice President Ortega and will be shared at a later time.
 - c. 2/3 Majority Vote: FSM 23-24-4 --- By-laws Amendment
 - i. Vice President Ortega explained the rationale behind the motion and need to provide continuity in representation from the School of Nursing and Health Professions. President Roach clarified that since this is a single reading of a bylaws amendment it will require a 2/3 majority vote. Senator Guse raised a concern regarding removing military science. Vice President Ortega indicated that the intent was to simplify workload. President Roach noted that it also impacts quorum. Secretary Henry asked if a 2/3 majority of all senators would be required for passage of the bylaws amendment. President Roach ruled that it would require a 2/3 majority of senators voting. Secretary Bordieri shared that President Roach’s interpretation is consistent with the wording in the Senate constitution. The vote was called: 28 yes, 1 no, 3 abstains. The bylaws amendment passed with a 2/3 majority vote.

Faculty Senate

- F. Executive – Faculty Senate President, David Roach
- a. Vote: Provost Revision FSH 23-24-2 --- Affirmative Action Statement
 - i. President Roach provided a rationale for the addition of a self-described hyperlink to the official non-discrimination policy statement. He clarified this link can be updated without requiring a handbook update. Senator Post noted that the committee originally decided against providing a hyperlink due to concerns regarding future updates. Regent Shemberger clarified that the board would not require approval of an updated URL. Vice President Ortega stated that this is an effective example of the “need study” policy. Senator Irvin asked for a clarification regarding whether the hyperlink will be added to the handbook. President Roach reported that it will not include the actual text. Regent Shemberger noted that the self-described hyperlink is consistent with best practices in accessibility. President Roach called a vote: 31 yes, 1 no, 0 abstain. The handbook resolution passes.
 - b. Draft: FSH 23-24-6 --- Post-tenure Review
 - i. President Roach provided an overview of the draft post-tenure review policy and shared a draft flow chart of the process with the Senate. Secretary Bordieri provided a brief rationale for the policy, emphasizing that a new accreditation standard and broader political pressures have informed development. President Roach requested unanimous consent to share the draft with the broader campus community for discussion and feedback. Senator Powell asked about where to direct feedback. President Roach stated that feedback could be shared with committee chairs and officers. Senator Taylor asked what would happen if the faculty and administration do not agree of faculty performance. Vice President Ortega responded that the goal of the policy is to be faculty driven and to protect faculty and encourage development. Senator Irvin asked about the frequency of review. President Roach stated that that aspect of the policy is open for discussion. Senator Henry asked about possible disagreements between a dean and tenured faculty regarding standards. President Roach stated that the process would continue until they both agree. Senator Panchuk asked about continuity between the brief review and the year four comprehensive review. Secretary Bordieri thanked the senator for this comment and noted that this feedback is what the extended drafting period hopes to generate. Senator Guse asked where is the “carrot” in this policy (i.e., positive incentive for work past tenure). President Roach noted that the discussion will continue throughout the drafting period.

Faculty Senate

- VIII. Other University Committee
- A. Faculty and Staff Insurance and Benefits Committee
 - a. Senator Guse stated that he has not received his new HSA card. President Roach advised him to contact HR. Senator Busby raised a concern regarding the quality of the new HSA card.
- IX. Old Business
- X. New Business
- President Roach reminded faculty to RSVP for the faculty awards banquet to be held on 4/18 at 5:30.
- XI. Adjourn
- Senator Guse made a motion to adjourn. Seconded by Senator Oldenkamp. Approved by voice vote.