

Faculty Senate

May 2024 Senate Organizational Meeting Minutes

Approved at the 9/3/2024 Regular Senate Meeting

Tuesday, May 7, 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, Alison Brown, Erica Brown, Michael Bordieri, Brian Bourke, Michael Busby, Paul Foote, Eran Guse, Jeff Henry, Ray Horton, Aaron Irving, Amanda Joyce, Jonathan Lyon, Susan Miller, Naveen Musunuru, Shauna Mullins, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Jeremy Phillips, Elana Picech, David Pizzo, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Carol Terracina-Hartman, David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger

- I. Call to Order at 3:33 by President Roach.
- II. Welcome and Sign-in. President Roach provided an update to the Senate regarding the inclement weather policy during final exams. He shared that if an exam period is canceled due to inclement weather:
 - The faculty member can determine whether to omit the final exam from the course rubric or reschedule.
 - With a rescheduling of the final exam, all students must be able to take the exam at the new time and would need to have access to accommodations, including SDS as required.
- III. Approval of Minutes. The April 2024 regular meeting minutes were approved by a show of hands: 26 yes, 0 no, and an indeterminate number of abstentions.
- IV. Faculty Senate Summary 2023-2024
 - President Roach thanked outgoing Senators for their service and presented certificates to outgoing Senators.
 - President Roach highlighted Senate accomplishments over the past academic year, including the 2023 faculty handbook update, the 2023 faculty engagement survey, additional handbook wording corrections (FSH 23-24-2 Affirmative Action Statement and FSH 23-24-3 Grade Reporting both to the Board of Regents for approval), a bylaw amendment to update department Senate representation (FSM-23-24-4), faculty senate resuming ownership of administrator evaluations, and the first installment of the Evergreen Compensation Review salary adjustments.
 - President Roach also discussed areas for improvement, including:
 - More effective communication with the administration
 - Transparency with the new cost-sharing model of web fees and the negative impact on departments and programs
 - The lack of Senate input with the 300-Student-Credit-Hours Faculty Assessment

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- No shared governance concerning the Academic Program Review based on enrollment and headcount.
- V. Distinguished Guests
- a. President of the University, Bob Jackson. Not in attendance.
 - b. Vice President of Academic Affairs and Provost, Tim Todd. Not in attendance.
 - c. Faculty Regent, Melony Shemberger
 - o Regent Shemberger reminded faculty that the Board of Regents will meet on Friday, June 7. She thanked the outgoing senators for their service and noted that she looks forward to working with incoming senators. Senator Foote asked when faculty will receive more information about the Evergreen Study. Regent Shemberger replied that after the board approves the compensation adjustment faculty will be notified via an individual statement from HR. Senator Bourke expressed frustration at learning this information at this late point of time. Regent Shemberger noted that she has shared these details over email and that all employees will receive specific information about any salary adjustment. In addition, she noted that raises will take place over several years. Senator Bourke clarified that he appreciated the communication from Regent Shemberger but was frustrated at the lack of communication from the university administration regarding this process. Senator Guse noted that at the budget advisory committee, the administration shared that 33.33% of salary adjustments recommended by the Evergreen study will be made in the next fiscal year. Senator Becker asked who can provide answers to faculty questions. Regent Shemberger shared that Human Resource Director Courtney Hixon (chixon@murraystate.edu) is available to answer any questions about this review. Senator Panchuk asked whether years of service would include prior service credit in the compensation model. Regent Shemberger indicated that she was not sure, but believed the model included length of service in the discipline.
- VI. Special Guests. Passed over in the orders of the day due to scheduling constraints.
- a. Director of Athletics, Nico Yantko
 - b. Head Football Coach, Jody Wright
- VII. Senator Spotlight, Jenilee Williams
- Senator Williams is an assistant professor in Organizational Communication and Leadership and noted that she grew up in this area. She shared pictures and information about her family and gave an overview of her professional history at Murray State. Senator Williams shared that she started working at Murray State in 2006 as an administrative assistant in the Department of Organizational Communication and Leadership. She noted that she earned her Master's at Murray State, began teaching classes at Murray State in 2016, earned her Ph.D. in 2021, and re-joined Murray State as an assistant professor in 2021. Senator Williams shared that her research interests include workplace bullying, bystander intervention, and supportive communication. She also shared her vision for shared governance, including increasing collaboration with staff congress and an emphasis on reducing workplace bullying.
- VIII. Faculty Senate Proposed Agenda 2024-2025
- President Roach discussed the following Senate priorities for the 2024-2025 academic year:
 - A. 2024 Faculty Handbook Update
 - B. Inflationary adjustment of Promotion to Associate and Full

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- C. Promotion for Senior Instructors
- D. Post-tenure Review
- E. 2023 Faculty Engagement Survey Action Items
 - Improve the quality of communication from our senior administration,
 - Address concerns with faculty pay,
 - Explore ways to increase faculty involvement in university decision-making
 - Establish an anonymous grievance channel.
- IX. Faculty Senate Appointments. President Roach announced that he appointed Senator Michael Busby to a one-year appointment to represent the Senate to the Collation on Intercollegiate Athletics (COIA). The Senate approved the appointment via unanimous consent.
- X. Faculty Senate Elections
 - a. At-large Faculty Senate Executive Committee members (3 positions, 1-year term). Senator Reeves, Senator Sahawneh, Senator Pizzo, and Senator Foote were nominated. Senators Foote, Pizzo, and Sahawneh were elected by secret ballot.
 - b. Affirmative Action Committee (1 position, 3-year term). Senator Guse and Senator Panchuk were nominated. Senator Panchuk was elected by secret ballot.
 - c. University Budget Advisory Committee (1 position, 3-year term). Senator Pizzo was nominated. Senator Pizzo was elected by acclamation.
 - d. University Committee on Naming of Facilities, Programs, and Activities (1 position; 1 year term). Vice President Ortega was nominated. Vice President Ortega was elected by acclamation.
- XI. Reports --- Faculty Senate Standing Committees
 - A. Academic Policies – Chair, Brian Bourke
 - a. Senator Bourke provided an overview of the committee and highlighted their focus on an instructor promotion policy. He also noted that they were discussing a review of our promotion policy.
 - B. Finance – Chair, Jan Super
 - a. Executive Summary of the 2023 Faculty Engagement Survey
 - b. Senator Super provided an overview of the committee and noted that they plan to focus on the engagement survey recommendations during the upcoming year. Senator Super also shared that the committee would like to focus on increasing communication of faculty ideas with the administration.
 - C. Governmental Affairs – Secretary of the Senate, Michael Bordieri
 - a. Secretary Bordieri provided an overview of the committee and shared turnout for the 2024 administrator evaluations (~22% faculty turnout for the evaluation of the Provost and President). He stated that the committee is focused on monitoring legislative activity in the state general assembly and advocacy for faculty legislative priorities.
 - D. Handbook and Personnel – Chair, Ben Post
 - a. Updated Draft FSH-23-24-5: University Closure
 - b. Senator Post provided an overview of the committee and noted that they focus on updating the handbook to match current and ideal practices. He also shared an updated draft of a proposed handbook revision to the university closure policy.
 - E. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega provided an overview of the committee and noted they focus on elections for university-shared governance positions. She reported that a



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priority for the committee is increasing faculty engagement in elections, including increasing nominations for elected positions.

- F. Executive – Faculty Senate President, David Roach
 - a. Draft: FSH 23-24-6 --- Post-tenure Review
 - b. President Roach noted that this is a challenging policy and that we need more time for feedback and discussion. Senator Powell asked if there is a deadline by SACSCOC for implementation. President Roach noted that there is no immediate deadline. Senator Horton asked about the feedback received so far and the plan for sharing the feedback. President Roach indicated that the feedback has been mixed, with some faculty concerned about the possible erosion of tenure protections and others concerned about the policy not addressing performance concerns more quickly. Senator Bourke offered clarity on the SCACSCOC guideline regarding the formal evaluation of faculty regardless of tenure status. He noted that the discussion is leaning towards a more strongly worded policy regarding post-tenure review, but that change has not yet occurred. Senator Panchuk asked for clarification regarding the nature of the SCACSCOC recommendation, and President Roach noted that there is not a formal recommendation or requirement for post-tenure review at this time. Secretary Bordieri shared that the policy is [publicly accessible](#) and open to feedback through the next Regular Senate Meeting in September. He also clarified that the anonymous feedback is being shared with all members of the executive committee.

XII. Other University Committees

- A. Evergreen Compensation Review.
 - a. Senator Super provided some additional details regarding the upcoming compensation adjustment. Senator Becker asked which peer universities declined to share data with Evergreen and whether these omissions might skew the peer comparisons. Regent Shemberger reported that she would look into this question. President Roach clarified that everyone who is scheduled for an adjustment will receive at least some portion of that increase in the next fiscal year.
- B. Faculty and Staff Insurance and Benefits Committee
 - a. No report.
- C. Faculty and Staff Leadership Advisory Committee
 - a. Senator officers shared that these meetings have been a productive source of dialogue but that more attention needs to be placed on faculty budgetary and academic priorities.
- D. Parking Advisory Committee
 - a. Senator Powell provided an updated map of upcoming parking lot changes due to the start of construction of the new School of Nursing and Health Professions building. Senator Powell reported that many additional faculty spots are being added to compensate for the loss of the faculty hall parking lot, and he noted that he is advocating for the addition of some faculty-only spaces in the university parking lot near Tap 216.
- E. Budget Advisory Committee



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- a. President Roach requested unanimous consent to add this report to the agenda as it was accidentally omitted. It was added to the orders of the day without objection. Senator Guse reported that he believes the COLA is not a true cost of living adjustment since it is below inflation (i.e., the consumer price index). President Roach noted that he expressed that COLA is a high priority for faculty and that the budget process is challenging.
- XIII. Coalition of Intercollegiate Athletics (COIA) Report, Senator Michael Busby
- Senator Busby shared that COIA meets twice a year to discuss student-athletes. He shared that it is a national conference with 25-30 schools that participate, including most schools with major athletic programs. Senator Busby shared that the conference focused on image likeness/employment concerns, conference realignments, the transfer portal, online sports betting, and support for student-athletes.
- XIV. Old Business
- None
- XV. New Business
- Senator Irvin made a motion to discuss concerns regarding the recent TimelyCare tele-mental health contract announced by the administration. Senator Terracina-Hartman seconded. A floor motion to allow discussion passed: 17 yes, 3 no, and an indeterminate number of abstentions. Senator Irvin expressed concerns regarding the racer experience fee and the TimelyCare contract. Senator Irvin also raised concerns regarding the corporate ownership of TimelyCare and the no-bid nature of the proposed contract. Senator Irvin also shared concerns regarding TimelyCare services and stated that these concerns have been shared with the President. Senator Irvin raised several questions regarding the TimelyCare contract, including why the contract continues to be advanced. Senator Terracina-Hartman asked how this was brought to the attention of Senator Irvin. Senator Irvin reported that student concerns reported to faculty prompted his investigation. Secretary Ortega asked about visit limitations for psychiatry vs. limitations for therapy. Senator Irvin reported that students would be limited to 9 therapy visits per year. Regent Shemberger provided a clarification regarding procurement procedures and noted that the institution followed Kentucky law with this contract.
- XVI. Adjourned at approximately 5:20 pm.
- XVII. Subcommittee Chair Elections.
- a. The following Senate Subcommittees met and elected chairs for the 2024-2025 academic year.
 - Academic Policies. Chair, Brian Bourke
 - Finance. Chair, Jan Super
 - Governmental Affairs. Interim Chair Michael Bordieri (quorum was not present)
 - Handbook and Personnel. Chair, Michael Busby
 - Rules, Elections, and Bylaws. Chaired by the Faculty Senate Vice President by senate bylaws.