

MURRAY STATE UNIVERSITY
FACULTY SENATE
January 22, 2002

The Faculty Senate of Murray State University met in regular session on Tuesday, January 22, 2002, in the Barkley Room of the Curris Center. Twenty-six senators were in attendance. Senators Canning, Cox, Landini, Mulligan, Hall, and Thiede were absent. Senator At-Large Powell was also absent and the Department of English was not represented. The minutes of December 4 were approved as presented.

REPORTS

Board of Regents--Regent Strieter reported on the December 14 Board meeting. The Board was presented with the results of the CPE alumni survey where alumni rated Murray first in thirteen categories. The Board discussed healthcare and passed a student web fee for enrollees of online courses. The fall 2001 enrollment was 9,657. They discussed the state budget and approved Dr. King Alexander's contract as president. Regent Strieter voted for the contract after polling faculty. Out of 91 responders, only two were critical, one for tenure and one for the salary figure. The Board's next regular meeting is scheduled for February 22. The Board will travel to Frankfort on February 5 to join other regents for a meeting with legislators.

Regent Strieter continues to promote the 9-month contract with the President and board members. The overload issue seems to be another area of concern.

Regent Strieter was also asked to investigate new faculty interview and hiring procedures. No interviews above the deans are being held with prospective faculty. He will talk with the Provost.

Executive--President Call announced Senator Pilgrim's appointment to an ad hoc committee to review the use of PIN numbers. The committee has not met. The executive committee met last week to update the Senate's Status Report of recommendations and resolutions. Some issues with the previous administration have been deleted from the report. Others such as the publishing of student evaluation results remain. The Senate leadership will meet with the president and provost next week to discuss these issues. They will specifically look at items that have not received a response and hope to make progress on priority issues of faculty.

The university is operating under the June 2000 Edition of the Faculty Handbook posted on the web. It was suggested that proposed changes to policies and procedures and revised procedures in affect be posted as well. The senate president and secretary will work on this.

The executive committee met in December with the university administrators leading the SACS Self-Study. Bill Palmer and Martin Milkman represent faculty on the campus

committee. The senate will ask for regular reports and continually informed by the administration. Faculty have asked for a statement where policies and procedures can be found. Senator Palmer noted that the SACS criteria related to shared governance issues have been rewritten and the administration will only need to comply with the new guidelines.

The provost has forwarded a summary of student evaluation procedures used in each college and the departments. Differences within some colleges were noted. President Call forwards the information to Handbook & Personnel for further review. The senate has been asked to study the effectiveness of the MAP Reports. President Call referred this item to Academic Policies. The Finance Committee has been asked to review faculty and administrative positions.

Academic Policies--No report.

Rules, Elections, & Bylaws--Vice President Wattier reported that the committee met in December to work on revision of the administrative assessments conducted each year. The committee decided to evaluate President Alexander this spring. The committee has considered including an assessment of the board.

Finance--President Call, acting chair, reported that the committee has not met since the last senate meeting. A working group of the committee did receive data from the vice president for finance and administrative services on salaries. They analyzed the merit raises and confirmed that the total salary pool did increase from 5-5.5 percent as reported by the administration. The committee did note significant variations in salaries and in raises but has not examined any further. The committee may conduct further analysis. The committee will also look at the ratio of administrative and faculty positions and comparative salaries of each. The committee will meet on February 19 to discuss further studies.

Regent Strieter noted the significance of studying administrative and faculty positions in anticipation of budget cuts.

COSFL--Vice President Wattier reported that COSFL representatives are monitoring appointments to the Postsecondary Nominating Committee. Two vacancies will occur soon. This is the first time that vacancies have occurred under the current procedure. Appointments by the Governor require legislative confirmation.

He encouraged faculty to hear the Governor's State of the Budget Address this evening. The Governor may have information on capital projects; such as MSU's science building.

Handbook & Personnel--Senator Jones, co-chair, reported that the committee had not met since the last senate meeting.

Academic Council

Undergraduate Studies--Senator Pilgrim reported that the committee has passed new courses.

Graduate Studies--Senate Murphy reported that the committee met on December 13 and also approved new courses as well as changes in Master of Science requirements. The committee tabled discussion of academic policies and approved full graduate membership to several faculty.

Library & Academic Support--No report.

Insurance & Benefits--Senator Bowman, chair of the committee, reported that Joyce Gordon has been in close contact with the committee concerning a proposal to place the state universities under the state insurance plan. Subsidized dependent coverage would not be an option for employees under this plan. Chair Bowman will discuss drug formularies with Ms. Gordon. There is concern of changes that the insurance company may make to their lists and their effect on employees.

Residential Colleges--The colleges will be participating in initiatives to keep students on campus more on weekends focusing primarily on freshmen and sophomores.

Faculty Development Council--Regent Strieter, senate representative, reported that the committee met on November 28 to establish criteria for grants. Guidelines will be made available this week. Applications will be due by March 1 for \$30,000 to be granted in small increments of \$500. A sub-committee of the council will review the applications and award the grants based on the established criteria.

New Business

Senator Griffin has been appointed by President Call to a committee to review material submissions for tenure and promotion.

Senator Griffin from the University Libraries explained the new accessibility to the online holdings of the university. University databases are now available off campus for research.

The executive committee offered a resolution to support the Faculty Club by assuming the responsibility of selecting members of the Faculty Club Board of Directors. Faculty Club Board Member, Bob Lochte, shared the history of the club and thanked the senate for its inception. He briefed the senate on current functions and activities offered. The senate agreed that it would be appropriate for it to appoint members as it does faculty to other university committees. The Faculty Senate views the club as an opportunity to promote collegiality. The resolution passed unanimously. The executive committee and the current board of directors will develop appropriate procedures for the senate to take over the appointment process.

Chair Pilgrim gathered input on student accessibility to class materials posted on the university's blackboard system. It has been reported that access has been restricted for minute items. There has been no discussion with faculty members on placed restrictions. Students have forwarded problems. The item was referred to academic policies for further discussion.

Senator At-Large Rose asked for better publicity of the guidelines for the Board of Regents' Teaching Excellence Awards. He doesn't think that students know they are eligible to nominate teachers for these awards and would like to encourage more student involvement in the process.

The meeting adjourned at 5:10 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
Minutes
February 5, 2002

The Faculty Senate of Murray State University met in regular session on Tuesday, February 5, 2002. Twenty-eight senators were in attendance. Dr. Latricia Trites was introduced as the new senator from the Department of English and Philosophy. Absent were Senators Bowman, agriculture, Garth, nursing, Lacewell, economics & finance Murray, music, and Palmer, IET. Regent Strieter was in Frankfort with the Board meeting with legislators. The minutes of January 22 were approved as presented.

REPORTS

Board of Regents—Regent Strieter had prepared a written report read by President Call. The Faculty Regent has written a memo to Provost Brockway dated January 28 asking why hiring interviews aren't being conducted by upper administration. He feels that the January 29 meeting with President Alexander and the Provost was productive. Dr. Alexander is aware of funding issues of adding compensation for residential college service to base pay. Regent Strieter noted preliminary reports from Frankfort show that no funds for staffing neither the Hopkinsville campus nor the 2nd phase of the science complex have been authorized at this time.

Executive—President Call reported that the senate leadership met with the president and provost for approximately two and one-half hours on Tuesday, January 29. The executive committee meeting was delayed until last Friday.

At the meeting with the president and provost, status report items were reviewed one by one. The administration thoughtfully responded to senate recommendations and discussed statements of Faculty Senate principle. A revised status report was distributed to senators and on file with these minutes. The administration responded to several items and said no to some recommendations on budget, insurance and benefits <C3,5,8>. Complications with state budget and politics were noted.

The president is in favor of the nine-month faculty contract and asked that benefits to students and the institution be added to the rationale. He will review the salary policy, and Dr. Brockway is revisiting tenure and faculty workload policies. The president would like to strengthen the tenure process by requiring outside letters of reference. This was forwarded to handbook & personnel for review.

The president suggested that a faculty/student committee be formed to reach a mutually agreeable way to evaluate faculty with restricted access for students. Regent Strieter has discussed the distribution of student course evaluations with him on three occasions.

President Alexander strongly supports the residential college and Road Scholar's service activities. Vice President Wattier noted that the CPE has asked for incentive funds to reward enrollment targets.

President Alexander endorsed efforts to align the salaries of faculty with the other regionals and

asked that the senate suggest ideas to improve the recruitment and retention of minority faculty. Discussion from senators noted that overall recruitment and retention of faculty need to be addressed. Faculty and the administration should work together to make accommodations for prospective faculty. It was felt that faculty should support more vigorously than in the past. Issues of recruitment and retention might be identified during hiring interviews by upper administration and by exit interviews. It was noted that upper administrative personnel would better know of opportunities for spouses on campus.

Senators asked about data from sister institutions and noted demographic limitations of the area. More competitive salaries were suggested. The administration should address market rates and take note that less than 20% of prospective faculty are reflective of traditional families.

The Senate agreed that recruitment and retention of all faculty is difficult and that it would be appropriate for the senate to continue discussing ways to strengthen the faculty base. President Call forwarded the issue to handbook & personnel for more discussion.

The president noted internal control problems associated with providing KTRS service credit for accumulated sick leave. He estimated costs of \$150,000 per year impacting the salary pool. This is referred back to governmental affairs for more study.

The senate is invited to bring other issues to the president for discussion.

Handbook & Personnel—The committee will meet February 19. The executive committee continues to work for a valid faculty handbook with provisions for routine updates. According to the provost, several routine changes forwarded in 1999 will be incorporated into the next revision.

Dr. Landini noted that several other institutions offer a service credit provision for unused sick leave as a wellness benefit. At Eastern, individual faculty members are held accountable for keeping their own records. She noted minimal costs previously reported from analysis by committee members. She suggested checking with KTRS before proceeding. She has several handbooks on file from sister institutions.

Academic Policies—Chair Pilgrim reported that the committee would meet next week. He has attended two PIN meetings. There is a general feeling that applying PINs is of limited value. The committee is discussing association with developmental advising requiring release of holds by advisors and other interaction more useful. Automation of the database for advisors is being phased into the system. The MAP Reports have helped with the paperwork.

Rules, Elections, & Bylaws--The Provost suggested alternative allocation of teaching excellence awards by discipline. Faculty would select their discipline within a given set. A university wide committee of the different disciplines would take over responsibility of the process. The committee will research. President Alexander thought this worthy of study. The committee continues to study components of a board assessment. The committee will meet next week to finalize discussion on evaluation of administrators.

Finance—The committee will meet February 19.

Governmental Affairs—Vice President Wattier reported that he continues to monitor the

budget situation. The budget link is accessible from the senate's WebPages. Dr. Brockway reports that the university will not have to enter the state insurance plan this year.

Academic Council

Undergraduate Studies Committee—The committee has not met since holidays.

Graduate Studies Committee—Senator Murphy reported that the committee met on January 24 and approved a new program and a new course. The committee granted full and associate membership to faculty and approved two time extensions for masters' degrees.

Library & Academic Support—No report.

Insurance & Benefits—Senator Griffin reported that the committee met on January 28 at the president's request to discuss ramifications of our insurance being melted into the state plan.

Residential College—No report.

Material Submissions for Tenure and Promotion—Senator Griffin reported that the committee has met and divided into two subcommittees. One will deal with standard issue material and the other with what optional support might be submitted online. The subcommittees will meet next week.

Naming of Facilities, Programs, & Activities—Senator Mulligan reported that the committee met and approved the naming of areas within Alexander Hall. All were named for longtime faculty and/or friends of MSU. He noted a published list of naming opportunities.

Faculty Club—The executive committee will approve the appointment of Board members by the senate. A slate of nominees will be developed and appointments made by the president of the senate. The Faculty Club Board recommends selecting two people a year to serve three-year terms. The Rules, Elections, & Bylaws Committee will be consulted.

Old business—President Call noted publicity concerning the teaching awards suggested by Dr. Rose, Senator At-Large. The provost's office widely distributed an email and an article was in the campus and local papers.

President Call encouraged senators to attend meetings for increased committee work the remainder of the year. The meeting adjourned at 4:55 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
March 5, 2002

The Faculty Senate of Murray State University met in regular session on Tuesday, March 5, 2002. Twenty-six senators were in attendance. Dr. Sheryl Lidzy represented the Department of Organizational Communication as proxy for Senator Cox. Absent were Senators Canning, Crofton, Driver, Gill, Graham-Schneider, Miles, and Palmer. President Alexander was present. President Call reviewed meeting procedures and the minutes of February 5 were approved with a friendly amendment from Regent Strieter.

REPORTS

Board of Regents--Regent Strieter briefed the senate on the February 22 Board meeting. The Commonwealth Honors Academy will be scaled back unless additional funds can be found. The Academy was a big success with students. Spring enrollment is 8,818. Predicted fall enrollment is 9,800 with 75 percent of the anticipated increase freshmen. Completion of the Wellness Center is expected by January 2004. The Hopkinsville building is due to open in May and the Alumni Center in April. Construction of the new science building will begin this summer.

Early retirements and sabbaticals were granted. Salary guidelines were approved. Anticipated raises are between 1.8 and 2 percent. The Board continues to place faculty and staff salaries as its highest priority. President Alexander declined tenure and presented his tenure statement to board members. He stated its importance to the university. Regent Strieter said it is a very good statement of tenure's importance to academic freedom. He would like to have it viewed by other faculty. Permission will be sought to post it on the web. Dr. Alexander also cancelled plans for an inauguration citing budget restraints. Dr. Strieter has requested a copy of the president's contract.

Regent Strieter contacted the provost concerning his role in faculty interviews. He responded that any department might request his office play any part in the process. Regent Strieter also represents the senate on the ad hoc advising committee. The committee met on February 25.

Regent Strieter noted that the university would rely on incentive funds to reward service to the residential colleges and Roads Scholars. Senator Muscio, a residential head, added that they are proceeding with the ranking process for this year's service.

Explanation was given that the Senate has forwarded a revised salary policy at the Board's request eliminating the recommended 75/25 merit percentages. No action has been reported.

Executive--President Call reported that he attended the Board meeting and concurs with Regent Strieter's observations. The executive committee met on February 26. Dennis Johnson, Faculty Senate representative to the Intercollegiate Athletic Council, sought input into an athletic questionnaire from the OVC. Governmental Affairs was convened to meet with Mr. Johnson.

President Call reminded faculty that the MUSIC system would be discontinued at the end of June. Information Services personnel will assist faculty during the transition.

Academic Policies—Chair Pilgrim reported that the committee met on February 12 and continues to work on a draft of online course guidelines. The draft is posted on his webpage. The committee addressed problems with student Blackboard access. Discussion continues of routing of academic matters under the purview of the academic council.

Dr. Pilgrim also represented the Senate on the PIN Committee. The university will implement a revised system requiring direct involvement of faculty that should prove helpful to faculty and students. Administrative support of faculty will be stressed.

Rules, Elections, & Bylaws—Chair Wattier sent out a call for nominations to university governance committees. He reported that the committee has approved procedures for administrative assessments. They will be distributed at the next senate meeting. President Alexander will be included in this year's assessment. The senate leadership stressed the importance of these to shared governance and asked senators to communicate the opportunity to their faculty.

Finance—The committee met February 19 and will further review salary data. The committee discussed the rejection by the president to conduct cost analysis of capital projects proposals. The committee also requested a copy of the President's contract from the Faculty Regent.

Governmental Affairs—Vice President Wattier reported that the committee was called to draft a senate response to the OVC questionnaire. Bill Whitaker, faculty representative to the OVC, and Dennis Johnson, FS representative to the Intercollegiate Athletic Council, sought the input. The committee met with Mr. Johnson and had open discussion of the future of the conference. Strengths and weaknesses of the conference were noted and the impact to the student athlete. Geographical compactness and continuity of coach leadership were listed as essential to the elevation of success. Increased opportunities for partnership with regional corporations and television were recommended.

In other business, the committee discussed its role of addressing action agenda items. The committee will increasingly monitor items such as the virtual university.

COSFL—Chair Wattier reported they would have a planning meeting after the general assembly adjourns. They continue to monitor the state budget. Service credit will be examined.

Handbook & Personnel—Co-Chairs Landini and Jones reported that the committee met this month to discuss two items forwarded for their consideration. Security of faculty evaluations was examined. Dr. Landini forwarded a memo to the provost thanking him for the review done by his office and asked for continued monitoring of security as they are completed in each department.

The president has asked the senate to discuss outside letters of reference for tenure. Committee members are gathering policies from the other state institutions and will meet in April to discuss recommendations.

The senate was also asked by the president to discuss minority faculty recruitment and retention. The committee met on February 19 and drafted a list of items to be considered by the administration and recommends that a task force of faculty, students, staff, and community members is formed to address the issue. A priority of faculty is that exit interviews be conducted by upper administration to compile data of why personnel leave the university. The recommendations were endorsed by the Senate and will be forwarded to the administration for appropriate action.

Academic Council

Graduate Studies Committee--Senator Murphy reported that the committee met on February 28 and granted time extensions, approved a new agriculture course and a revision to the masters in history. The committee also approved a new program in creative writing. The program is placed on hold until 2003.

Library & Academic Support--The chair has called a meeting for Thursday, March 7.

Insurance & Benefits--Chair Bowman deferred to the president. President Alexander noted that talk continues to include the state universities in the state plan but no changes are expected next year. This has been highly monitored by the administration at the state level. It is noted that the university contributes to KTRS in many ways.

Residential Colleges--Senator Muscio reported work on freshman orientation.

Faculty Development Council--Regent Strieter reported that the committee has not met since the last senate meeting.

Materials Submission--Senator Griffin reported that subcommittees have met to discuss electronic submission of materials for tenure and promotion. The full committee will meet next week.

New business--President Call announced that the senate officers would be elected at the May meeting.

Senator Jones announced his appointment as interim chair of his department recorded as only the second appointment of an African American to this position at the university in affirmative action records. Senator Smetana noted that encouragement of students in continuing graduate programs and return to the university might prove successful in recruiting faculty. President Alexander offered to help any department in that process and offered to interview visiting doctoral students.

The meeting adjourned at 4:50 p.m.

**MURRAY STATE UNIVERSITY
FACULTY SENATE
April 2, 2002**

The Faculty Senate of Murray State University met in regular session on Tuesday, April 2, 2002. Twenty-six senators were present. Dr. William Koenecke was proxy for Senator Hall, adolescent, career, and special education; and Dr. Linda McCreight was proxy for Senator Griffin, University Libraries. Absent were Senators Canning, biological sciences, Landini, journalism and mass communications, Lacewell, economics and finance, Rogers, wellness and therapeutic sciences, and Ted Thiede, physics. Senator At-large Powell was also absent. The minutes of March 5 were approved.

REPORTS

Board of Regents--Regent Strieter reported that the next board meeting will be moved from May 17 to either June 14 or 21 in anticipation of the passage of a state budget by the legislature. A member of the Institute for Effective Governance in Education administered by the CPE interviewed him over the phone recently concerning the position of faculty regent. He noted that the faculty regent has a long-term constituency in faculty and should vote to benefit the university as a whole.

The CPE met on March 25 and approved an online master's degree at Eastern in support of web education. Raises are anticipated at 1.8-2 percent with no merit. Vice President Wattier added that no incentive funds are being funded by the CPE this year. The university used these funds to reward service in the residential colleges and Roads Scholars last year.

Mr. Easley, Board Chair, will forward a copy of the president's contract to Regent Strieter. Regent Strieter will pursue two items for agenda consideration; student evaluations and the nine-month faculty contract.

Executive--President Call has requested an update from the president on recommendations forwarded by the senate relating to recruitment and retention of minority faculty.

The executive committee has appointed a nominating committee for senate officers; Janice Morgan, Chair; Bob Pilgrim, and Winfield Rose will present a slate at the May meeting.

The Provost has appointed a Strategic Planning Committee in preparation of the 2004 SACS visit. The senate president serves as the only teaching member of a 24-25-member committee of deans, assistant deans, and directors. The committee met on April 1 and will meet again on April 8.

Senators have been invited to a retirement reception for Dr. Harvey Elder, 42 years of service to the university, on Wednesday, April 17. President Call announced his retirement from the university this summer and invited senators to a reception hosted by his department. He has a meeting with the president on April 5 to discuss his merit appeal.

Academic Policies--Chair Pilgrim represents the senate on the PIN Committee. The system will be tested with entering spring 2003 freshmen. The committee is accepting comment on decentralized or centralized advising within departments. The provost has approved the recommendations of the committee and training of faculty in the new system will be held in the fall.

Chair Pilgrim reported that the final version of online course guidelines is posted on his website. The committee has sent it to faculty offering online courses as a request for opinion. The provost has been asked to discuss the lack of faculty input on issues addressed by the Information Technology Advisory Committee (ITAC). Chair Pilgrim continues to monitor blackboard access.

Finance--The committee did not meet due to Spring break. The committee will meet in April. Senator Rose is studying data from university audits and offered some preliminary findings. State appropriations to the university dropped 2.7 percent from 1998 to 2000. Tuition and fee support rose approximately 1.2 percent over the same period. The percent of revenue used for instruction was around 34-35 percent over the three years. Differences between audits and divided accounts between budget lines have to be studied.

Departments have been asked to look at journal holdings. Apparently, some holdings did not get transferred during the academic reorganization two years ago. President Call asked senators to contemplate chairing the committee next year.

Governmental Affairs--Chair Wattier reported that the legislature is unlikely to pass a budget before its term expires. A special session is already scheduled April 16.

In a special called meeting the CPE voted yesterday not to renew Gordon Davies' contract at the end of June. Mrs. Moore, Vice Chair, has been appointed as acting CPE chair. Dr. Wattier commended Dr. Davies' strong institutional leadership and accountability policies.

Handbook & Personnel--The committee did not meet in March, but will meet in April.

Rules, Elections, & Bylaws--The committee met on March 13 and approved guidelines for appointment of members to the Faculty Club Board. The Faculty Senate bylaws provide the ability to choose representatives. The proposed procedure is to elect two members to the board at each May senate meeting with six in total with three-year terms. This year staggered terms would be necessary, as members are currently selected year to year. The procedures were approved 23/0 with 1 abstention.

Vice President Wattier urged senators to mobilize their faculty for widespread participation in the administrative assessments. There will be limited distribution of results and interim positions will be evaluated.

A change to the bylaws of the finance committee adding the chair of the Faculty & Staff Insurance and Benefits Committee was adopted. This change in membership is important to healthcare and will facilitate communication between the Faculty Senate and the insurance committee.

Nominations for university governance committees will be accepted until the end of this meeting. Faculty may mail in their ballots or a box manned by members of the REB committee will be available on election day, April 16. Departmental senators should be elected by May 1.

Academic Council--The academic council's organizational meeting occurs before the senate's. The bylaws were suspended to conduct election by mail.

Undergraduate Studies Committee--No report.

Graduate Studies-- Senator Murphy reported that the committee met on March 14 and approved a graduate agriculture course and a revision to the Master's in History. A new program in creative writing was approved and is on hold for the fall of 2003.

Library & Academic Support--No report.

Insurance & Benefits--Chair Bowman noted that a comparison of claims for the last three months and the same period last year show significant increases to hospital visits and out-patient drugs. Costs have been gradually increasing over the last two years and changes to premium costs should be expected next January.

Residential Colleges--No report.

Faculty Development Council--Has not met since last senate meeting.

New Business--Senator Smetana invited participation in an enrichment series sponsored by fine arts and humanities. They would like to include other disciplines and all faculty to discuss turning points from 1850-1950 not necessarily historical. Faculty are encouraged to present significant contributions to individual disciplines. Please forward proposals to Senator Smetana.

Vice President invited senators to a reception immediately before the next senate meeting on Tuesday, May 7. The 3:00 reception will honor President Call on his service to the senate. The meeting adjourned at 5 p.m.

**MURRAY STATE UNIVERSITY
FACULTY SENATE
MINUTES
May 7, 2002**

The Faculty Senate of Murray State University met in regular session on Tuesday, May 7, 2002. Thirty-three senators were present. The Departments of Psychology and Social Work, Criminal Justice, and Gerontology were not represented. President Alexander attended. The minutes of April 2 were approved as presented.

REPORTS

Board of Regents—Regent Strieter reported that the Board has a meeting scheduled June 18. He anticipates a favorable outcome to President Call's merit pay appeal. Regent Strieter has been appointed a member of the SACS leadership team. There will be a meeting in Atlanta May 22-23.

Scholars' Week April 22-26 was reported successful. The president supports student and faculty research. The first recipient of the Distinguished Researcher Award is Dr. Daniel White. At a breakfast on April 11 Dean Yates reported growth in outreach and continuing education with satellite campuses accounting for much of the growth this spring.

Chuck Hulick will assume the chair of the Committee on Institutional Research upon Pete Whaley's retirement. Alexander Hall will be dedicated on May 9.

Regent Strieter, President Call, and Vice President Wattier attended a COSFL meeting by ITV and heard a budget report from CPE. A state budget forecast committee will meet soon and further rounds of cuts are anticipated. Regents and trustees are participating in the Governor's Institute of Effective Government to learn more about their roles.

Regent Strieter reported that the president has asked Ms. Fields, EEO/AF Director, to appoint a task force to define issues and offer solutions to minority recruitment.

Senator Crofton asked about the status of the nine-month contract. Regent Strieter deferred to the president. President Alexander believes the Faculty Senate can work with the administration in developing a comprehensive package that the board will be receptive to. Senator Crofton noted that the Research Policy Committee had already made an extensive presentation to the board. President Alexander is receptive to this proposal and is working on defining benefits to students, the institution, and faculty for the board.

Executive—President Call recognized service to the Faculty Senate. Vice President Wattier then recognized President Call's service to the Senate. He is only the second president to serve three terms. Dr. Wattier noted his knowledge of the Faculty Handbook will be missed. The Senate acknowledged President Call's contributions to Murray State and especially its faculty by presenting President Call with a plaque of appreciation. He then addressed the Senate as outgoing president encouraging all faculty to become involved in governance of the institution. He noted communication among all constituencies as key in enhancing the academic reputation of the institution.

President Call reported that the Faculty Senate president will serve on the Strategic Planning Committee. Senator Palmer serves on the SACS Steering committee. The steering committee is developing a number of task forces to gather information in specific areas of the university. Senator Palmer is a member of the Compliance Audit Team on Institutional Integrity and Commitment to Quality Enhancement. President Call stressed the importance of faculty returning strategic planning questionnaires so that the view of faculty can be sufficiently represented. The strategic planning committee will meet some in June.

President Call has been in touch with Ms. Thomasson, Chief Information Officer, concerning the computer software audit. Information systems suggested a review of technology was needed anyway. President Alexander explained the audit as gathering information to use in negotiations with MicroSoft Corporation. Over the summer the administration will look at cost benefits to the university and decisions will be made in the best interests of the institution.

President Call thanked faculty for attending the retirement reception hosted by his department and the Senate prior to the meeting.

Academic Policies—Chair Pilgrim presented the final recommendations on online course policies. The undergraduate studies committee of the University Academic Council will deal with the issue of course quality. Regent Strieter noted that the board had informally discussed online course record keeping. Tracking online education vs. traditional classroom education will have to be addressed at some point. The recommendations were unanimously passed by the Faculty Senate and will be forwarded for consideration by the University Academic Council.

Dr. Pilgrim was reelected as Faculty Senate representative to the undergraduate studies committee of the University Academic Council; Bill Schell will replace Jay Morgan for the 2002-03 academic year. Dr. Morgan resigned to represent the School of Agriculture. Steve Schneiderman will represent the Faculty Senate on the Library & Academic Support Committee.

Finance—President Call, acting chair of the committee, reported that the committee was unable to complete an accurate comparison of salaries. He suggested that in order to obtain data properly that timeframes should be expanded in the future.

Governmental Affairs—Vice President Wattier reported that COSFL met yesterday in Frankfort. Agenda items included budget, the legislature, rankings, marketing, and strategic planning. The search for a new CPE president is underway. No incentive funds based on enrollment are included in the next budget. He briefly explained the results of the Student Engagement Survey (NESSE) recently distributed by the President's Office. Dr. Wattier also announced his resignation as COSFL Chair effective yesterday.

Handbook & Personnel—Chair Jones was unable to attend due to a final exam. He will represent the Faculty Senate on the task force to study minority recruitment. President Alexander briefed the senate on this initiative and would like to work together to address this issue. He thanked the senate for its recommendations passed last month. He wishes to identify issues and offer long term direction for the university. He wants the university to be able to react quickly to opportunities to diversify the campus. Ms. Fields, EEO/AF Director, will work to appoint the task force over the summer.

Rules, Elections, & Bylaws—Vice President Wattier reported that the committee had completed the administrative assessment process. Packets were distributed for departmental review.

Insurance & Benefits—Chair Bowman reported that direct costs have increased 24% during the first quarter of this year. Some committee members have discussed the subsidizing of spouses versus single coverage. Senator Powell asked if the committee had discussed the effect on faculty recruitment and retention. Chair Bowman believes it needs further scrutiny. He also reported that a report will be released in October noting benefits to statewide insurance. President Alexander added that this has been commissioned by the legislature and that the university is very involved in these deliberations. He reported that no state has been successful in managing these costs thus far. He noted Kentucky's study as good news. He thanked Joyce Gordon and the committee for their efforts in dealing with a great deal of work.

Residential Colleges—Senator Muscio reported that this fall the freshman year experience will be more closely aligned with the residential colleges.

Strategic Planning Committee—President Call encouraged faculty to return the surveys recently distributed before leaving campus for the summer. The Faculty Senate president will serve as a member of this committee.

New Business

Election of Officers--Mark Wattier and Bill Palmer were unanimously elected as Faculty Senate President and Vice President, respectively. Sharon Gill, Bill Mulligan, and Steve Jones remain on the executive committee until the fall. President Wattier appointed the following as interim chairs: Bob Pilgrim, academic policies; Winfield Rose, finance; Betty Powell, governmental affairs; Steve Jones, handbook & personnel. Permanent chairs will be elected in September. Vice President Palmer serves as chair of the Rules, Elections, & Bylaws Committee.

International Studies Advisory Committee—Dr. Fred Miller, Chair, briefly reported on the current status of the Institute of International Studies. He delivered the mission and membership of the committee to be placed in the Faculty Handbook. The committee has created working committees to address each of its charges. International education is successful on campus. The committee would like to take those existing resources and impact the campus. A global campus committee is being formed to structure a comprehensive vision to internationalize the campus. The committee wishes to create opportunities for the community to integrate international students into all aspects of our campus. He asked for a Faculty Senate representative and encouraged everyone's involvement in the many activities and initiatives of the Institute.

Faculty Club Board—Stephanie Carpenter (3 year term) and William Call (1 year) were elected to the Faculty Club Board. The senate recently took over the election of this board. Returning members are Charlotte Beahan (3 years), Michael Basile and Bob Lochte (2 years), and Terry Foreman (1 year).

The meeting adjourned at 5 p.m.

**MURRAY STATE UNIVERSITY
FACULTY SENATE
September 3, 2002**

The Faculty Senate of Murray State University met in regular session on Tuesday, September 3, 2002. Thirty-one senators were present. Dana Harader served as proxy for Senator Arlene Hall, adolescent, career, & special education and Doug Cole for Senator Crystal Coleman, organizational communication. Senators Menchinger, theatre & dance, and Southerland, social work, criminal justice, & gerontology, were absent. The Department of Biological Sciences was unrepresented. President Alexander and Provost Brockway were in attendance. Media representatives: Eddie Sheridan, The Murray Ledger & Times. The minutes of May 7 were adopted as amended.

REPORTS

President Wattier reported that the executive committee met on August 27 with President Alexander and Provost Brockway to review several issues. President Wattier reported a good outcome to William Call's merit appeal. The president and provost were invited to the senate meeting to share information with faculty.

President Alexander

The president will review merit pay issues and policies as outlined in the Faculty Handbook. Dr. Alexander briefed faculty on state budget items and reported that the university will continue its service to students through controlled growth. He commented on increased health insurance costs and the possible impact to salaries. He will discuss any implications of changes with the senate. The administration will look toward more progressive methods on how costs should be distributed by looking at other institutions. This item will be discussed at a meeting September 4 in Frankfort of the university presidents. Regent Strieter and Senator Bowman, chair of the Faculty & Staff Insurance and Benefits Committee, noted the threat to universities from having to divert resources into rising health costs. The problem is far reaching.

President Alexander has appointed twelve members to study campus diversity and minority recruitment/retention. A committee of students and faculty has been appointed to improve the use of student evaluation information. He reported that the university would study utilization and resources of the university libraries. Departments were asked to update periodical lists last year. A search for a new dean or director has been opened.

The president referred to rankings of the university in national lists and attributed strengths to faculty. The university has placed ads to publicize the value and qualities of the institution. He will work this year on generating more donor support and alumni involvement through reform of our development effort.

Salary equity was discussed. The president agreed that a comprehensive study of salaries is needed. He would like to see the Council on Postsecondary Education (CPE) develop new funding opportunities. Benchmarks and the high costs of some programs were mentioned.

Provost

Provost Brockway welcomed senators to a new academic year. He noted that the MSU Foundation decided to sponsor the national ads for Memorial and Labor Days. The provost outlined initiatives that he wants to jointly work on with the Faculty Senate.

Faculty Handbook—Dr. Brockway noted the work done by the senate's handbook and personnel committee in getting changes forwarded. Changes in organization and collegiate representation in university governance should be continually updated. To begin the process for a current handbook for faculty he is forwarding changes in the composition of university standing committees to reflect current operating procedures for senate and board approval. The provost's office and the chair of the handbook and personnel committee will meet to pursue an avenue for a complete revision this year.

President Wattier noted that the board had requested a change to the salary policy, which has been forwarded to the administration by the Faculty Senate. The president agrees with the importance of the handbook and will review this and other items to take to the Board. The responsibility for a handbook is given to the Faculty Senate. The senate will ultimately approve all changes. The provost was requested to review the reference to the handbook on faculty contracts.

University Libraries--The provost reported that Dr. Janet Brewer will be recommended as interim dean of the university libraries and that a strong national search will be conducted. The possible impact of a title change of the head of the university libraries was discussed; senators heavily noted implications to the library's status in university governance. Faculty representatives are Ann Landini and Oliver Muscio. As the president noted, a committee is being organized to study library sciences and the provost asked for input. Vice President Palmer added that during executive committee discussion there seemed to be real effort by the administration to make the university libraries better. The president is contacting experts in the field in order to construct the position to recruit the best candidates.

Strategic Planning—Provost Brockway reported that the first phase of gathering data has been completed through three forms: 1) Extensive faculty and staff survey; 2) Competitive factors, budget, financing, politics, students; and 3) unit plans. The committee met several times over the summer to analyze all the data and revisit the university's mission statement. The committee listed priorities of reviewing the Characteristics of the MSU Graduate, setting priority statements, and suggesting topics for a quality enhancement plan. The committee will meet again September 6 to draft its report. The report will be reviewed through the academic units, the Faculty Senate, and the Board of Regents. A summary will be posted to the provost's webpage.

Board of Regents

Regent Strieter reported that the board met on June 18 and finalized salary recommendations. A reorganization of the admissions and registrar's office was approved. The board was briefed on web registration and advising for the future. SACS progress was reported. The university is operating under a new accounting system for scholarships mandated for all state universities. He briefly reported on the state budget and noted that the central administration is holding two percent from operating budgets in anticipation of further cuts. The fee of \$3 per credit hour for construction of a student recreation center is being collected for the first time this fall. Other financing efforts for construction are being looked at. The Alumni Center will be dedicated on

September 14. Property was purchased for parking displaced by the construction of the new science building.

Dr. Strieter reported that the only merit awarded this year was for residential college or Roads Scholar participation. The university entered into an agreement with Microsoft for licensing rights. This will be a recurring cost and healthcare is a recurring issue for the Board.

The board held a retreat on August 17 and held informal discussions. Regent Strieter was unable to attend but was informed by the board chair. The president organized a bus trip of the region for new faculty and will work in the development office to increase monies to the university. An enrollment over 10,000 is being anticipated for this fall. Regent Strieter will attend the Governor's Trustees Conference in Lexington September 22-23. The next board meeting is scheduled for September 24. The Faculty Development Council will meet September 4.

Commonwealth Honors Academy

Dr. Ken Wolf reported that students participated in the academic enrichment program from June 9 to July 5. Enrollment of area high school students from across the region in six hours of credit in interdisciplinary humanities and fine arts was offered. Dr. Wolf asked for more MSU faculty participation in enhancing the academic character of the university.

Committees—The senate adjourned to committees to elect chairs and set meeting schedules. The senate reconvened to hear committee reports.

Governmental Affairs—Senator Powell, interim chair, reported that the committee will monitor the CPE presidential search and reported that COSFL has asked for a fourth representative; this is referred to the Rules, Elections, & Bylaws Committee. The committee did not have a quorum to elect a chair.

Executive—President Wattier asked that the handbook & personnel committee look at the carry forward of meritorious service. In addition to the three percent across the board raise, an adjustment of about .5 percent went only to two items this year, residential college and Roads Scholar service. Adding promotions in, overall raises were said to be about five percent. Faculty Handbook language suggests that when the salary pool is not large enough to award merit in all categories then there is a carry forward of merit. The administration seems open to suggestions.

He outlined operating procedures for senate committees. Proposals should have a reading in committee, studied, and voted on; then reported from committee to the executive committee, and then presented on the floor of the senate for approval.

President Wattier encouraged faculty input into the CPE search. The president continues to work on identifying benefits of the nine-month faculty contract to the university and students.

Over the summer, Dr. Wattier was asked to recommend three people for the minority task force; appointed were Steve Cox, Betty Powell, and Steve Jones. He also recommended Mittie Southerland, Bill Palmer, and Regent Strieter to the president for a committee to study the student evaluations. He was appointed to the Strategic Planning Committee. Senator Jesswein agreed to represent the senate on the IIS Global Campus Committee. The senate is still in need of a parliamentarian and a representative to the Academic Council. All members are willing to return to the insurance and benefits committee; however, Dr. Robinson will be on leave. A new

representative from humanities and fine arts will need to be recruited. Senator Bowman reported that the committee had already met and he was reelected chair.

Academic Policies—Bob Pilgrim was reelected chair.

Finance—Winfield Rose was elected chair. The committee will meet at 2 p.m. on second Tuesdays.

Handbook & Personnel—Senator Gill, co-chair, reported that the committee was asked to look at the first handbook changes forwarded by the provost. They reflect reorganization and changes in title and provide for current operation of the university standing committees. The provost would like to forward these to the board at its next meeting. The committee voted to bring the changes to the floor for approval. A motion to suspend the rules of the senate was unanimously approved based on no prior distribution of the changes to senators. A motion to approve this packet was unanimously passed.

Rules, Elections, & Bylaws—No report.

Academic Council—No reports; has not met since organizational meeting in May.

Insurance & Benefits—Chair Bowman reported that the committee would meet in two weeks to look at some alternatives in insurance. Decisions will need to be made fairly quickly by the committee in time for open enrollment. Information may be emailed to the Faculty Senate. He pointed out that the committee's work is of an advisory nature only.

New business

President Wattier addressed concerns with collegiate balance of the executive committee. The senate elected Janis Murphy and Ken Bowman as members at large of the committee by acclamation. An election for the third will be held at the next meeting.

The meeting adjourned at 5:55 p.m.

**MURRAY STATE UNIVERSITY
FACULTY SENATE
October 1, 2002**

The Faculty Senate of Murray State University met in regular session on Tuesday, October 1, 2002, in the Barkley Room of the Curris Center. Thirty senators and Provost Brockway were present. Senators Canning, Coleman, Crofton, Driver, Miles, and Smetana were absent. Eddie Sheridan represented *The Murray Ledger & Times*. The minutes of September 3 were approved. President Wattier shared a memo from Vice President Robertson thanking faculty for their participation in Great Beginnings. Dr. Wattier also thanked senators for agreeing to serve on several ad hoc committees this semester. Parliamentarian Posey moved approval of the appointments and they were unanimously endorsed. [Listing added to these minutes]. President Wattier noted that these committees are covered under Section 1.6.2.2 of the *Faculty Handbook*.

REPORTS

Board of Regents—Regent Strieter reported on the September 27 board meeting:

- Land purchases for parking
- Endowed chairs and professorships
- Process of revision of the *Faculty Handbook*—Provost Brockway
Section 1.6.1-1.6.3 tabled in committee until December for additional clarification
- State budget
- Enrollment increase, overall 2%, African-American 7.4%, international down 8%
- Off campus sites
- Graduation rates up 8%; second highest in the state
- Retention rate 43%; used in recruitment
- Health insurance
- Commonwealth Honors Academy—Ken Wolf
- SACS-Sandi Flynn; 120 faculty working on various committees, first drafts by November 15
- New accounting standards
- Student Recreation Center—student driven by fees

Dr. Strieter attended the Governor's Conference on Postsecondary Education—Institute for Effective Governance September 22-23. Information was shared on budget, key indicators, the new economy, and shared governance. The title of dean remains in the job description for the head of the university libraries. The president has said the nine-month faculty contract will be on the agenda for the December 6 board meeting.

Faculty Development Council—Regent Strieter reported that the council met on September 4 to authorize \$30,000 for faculty grants. Money will be given in two installments in October and March.

Academic Policies—Chair Pilgrim reported that the provost has honored the request for representation on ITAC. He has invited a member of academic policies to attend meetings and forward any issues of concern to him. This provides a reporting mechanism back to the senate. The senate committee is gathering information of administrative issues associated with student access to instruction.

Finance—Chair Rose reported that the committee met on September 10 to set the agenda and will meet the second Tuesday of each month at 2 p.m. in BBS254. The committee divided into two sub-committees to study the following:

- Comparison of salaries to benchmarks—faculty and administrative
- University audits, new accounting standards

Vice President Denton will attend the next meeting on October 8 to discuss the university audits and the new accounting standards. Dr. Rose invited senators to submit other issues for discussion by his committee.

Governmental Affairs—Senator Powell reported that the committee met and elected a new chair, Sarah Aguiar. Chair Aguiar reported that committee members would split responsibilities. President Wattier suggested co-chairs.

COSFL—President Wattier attended the meeting on September 14. COSFL members were involved in the sessions on shared governance at the Governor's Conference. Interviews will be conducted October 27 and 28 for CPE president. Goals of COSFL were discussed. Some meetings will be scheduled during the week by ITV in order to meet with CPE officers.

Handbook and Personnel—Mittie Southerland and Sharon Gill, co-chairs, reported that they and President Wattier met with the provost and staff to formulate a process for revisions to the *Faculty Handbook*. The provost is devoting substantial time and resources to that process. The president and provost are reviewing the reference to the handbook on faculty contracts. The committee anticipates several meetings in October. They alerted senators that much information would be shared by email. Parliamentarian Posey circulated simple procedures to be used.

Rules, Elections, and Bylaws—Vice President Palmer reported that the committee met on September 18 to discuss the addition of a fourth COSFL representative. The committee noted no changes are needed to the bylaws. The senate vice president has been appointed for this year and election procedures will be developed in the spring.

The committee is reviewing the Faculty Senate Constitution and Bylaws. Comment from faculty is needed before the committee meets again October 9 to draft a recommendation for handbook and personnel.

The floor was opened for nominations for an at-large member to the executive committee. Ken Carstens self nominated and Senator Schneiderman seconded the nomination. Senator Carstens was elected unopposed.

Academic Council

Undergraduate Studies Committee—Senator Schneiderman reported that the committee has reviewed a new proposal for a degree in media relations and referred back to the department to study inclusion of graphics communication.

Graduate Studies—Chair Carstens reported that the committee has met two times and approved ten one-hour music classes. A proposal by the provost revising the course syllabus to reference the *University Bulletin* has had a first reading.

Library and Academic Support—Senator Rogers reported that the committee met with Interim Dean Brewer to discuss items for the committee. It anticipates more activity this year.

Insurance and Benefits—Chair Bowman briefly reported to the senate on the increases to employee premiums and co-pays; but also noted an increase by the university in its contribution to reduce the increase in costs to the employees. Provost Brockway added that the university continues to fight attempts to be included in the state plan. The committee and Joyce Gordon were thanked for their efforts in developing next year's plan. Regent Strieter noted their work as a good example of shared governance.

Residential Colleges—Senator Muscio also thanked faculty for their involvement in Great Beginnings.

Dean of Libraries Search Committee—Senator Muscio reported that the committee has not met. According to the provost, the position has been advertised and the committee will meet shortly.

SACS—Vice President Palmer, a member of the steering committee, reported that the committee has met twice and divided the standards between twelve sub-committees. He referred faculty to the SACS web site <http://www.murraystate.edu/SACS/index.html> developed to facilitate the capture of information for SACS. He is co-chair with Mike Young of the committee to develop a quality enhancement plan for the university. The standard is to focus efforts for continuous improvement of the learning environment. This committee has met twice and is gathering information from the other committees. The committee is identifying ongoing measurements and topics for quality enhancement. Findings will be shared with the university community.

Strategic Planning Committee—President Wattier reported that the committee met four times over the summer to review unit reports identifying strengths and plans for improvement. The committee is also reviewing the university's mission statement. The committee approved additions to the listing of the *Characteristics of the MSU Graduate* on September 26. He has forwarded them through the executive committee for review by the senate. Strategic planning will also adopt priority statements. The committee will develop action statements to be taken to the board as a common goal.

Task Force on Minority Recruitment and Retention—Senator Powell reported that she has not been notified of any meetings.

Student Evaluation Committee—Has not met.

Faculty Club—Dr. Lochte, treasurer, presented an annual report to the senate as authorized in the spring. He asked faculty to remind departments to renew their memberships. Copies of current policies have been sent to those departments.

The meeting adjourned at 4:55 p.m.

**MURRAY STATE UNIVERSITY
FACULTY SENATE
November 5, 2002**

The Faculty Senate of Murray State University met in regular session on Tuesday, November 5, 2002, in the Barkley Room of the Curris Center. Twenty-six senators were in attendance. Dr. Burl Naugle was proxy for Senator Carstens, geosciences and Jen Schatz for Linda McCreight, University Libraries. Absent were Senators Canning, Coleman, Crofton, Beasley, Murray, Posey, Powell, and Rose. No members of the press attended. Minutes of October 1 were approved as corrected and are posted on the Faculty Senate web site.

REPORTS

Finance—Regent Strieter presented a portion of the report at the request of Chair Rose. The committee met October 8 and had discussion with Vice President Denton. There was a good exchange of information on budget and new accounting standards.

Board of Regents—Regent Strieter participated in discussion of activities for international education week. He noted that there is no faculty representation on agreement committees with other universities. He also attended the Hall of Fame ceremony for athletics and marched in the homecoming parade. He will attend a faculty teaching recognition ceremony at the BSU tonight. He reported that the Capital Bonds and Oversight Committee of the state legislature met recently at KenLake and voted to support the bond for the student wellness center and the City of Murray's \$10 million bond authority. Student fees for the center are also being collected each semester. The board will meet in special session on November 9 to approve the agreement on the student wellness center.

Regent Strieter also participated in an ITV COSFL meeting and is attending meetings of the handbook and personnel committee. He reported that the university has a new facility at Henderson and is no longer using the community college. He attended the focus group organized through the student affairs office on residential colleges. Any comments may be forwarded through SGA. He has discussed a separate faculty recognition ceremony in April with the provost. This would be held in conjunction with the alumni banquet.

The next meeting of the board is December 6.

Handbook and Personnel—Mittie Southerland, co-chair, presented sections of the *Faculty Handbook* for approval. The committee is meeting weekly to review each section focusing on clarifying language, updating sections due to reorganization, consistency, and format. The co-chairs, President Wattier, and Donna Miller are meeting regularly with representatives of the provost's office to clarify items. The committee recommended approval of Sections 1.5.1, Introduction to the University Governance System; 1.6.1-1.6.3, University Standing Committees; and 1.8, Revision of the *Faculty Handbook*. Revisions are linked to a summary page that has a link for comments (<http://campus.murraystate.edu/org/FacSenate/Revisions/Summary.html>)

The senate unanimously approved all sections. Section 1.8 provides for a web-based handbook.

Rules, Elections, and Bylaws—Vice President Palmer reported that the committee met on October 9 and tabled discussion on changes to the Faculty Senate Constitution and Bylaws. The committee has recognized that changes should be made in the selection of teaching excellence awards presented to faculty by the Board of Regents in an effort to make the awards more equitable among units on campus.

Executive—President Wattier noted significant participation from the provost and his staff on updating the handbook. The handbook committee plans to share proposals with senators upon approval by the committee.

The senate endorsed the revised *Characteristics of the MSU Graduate* as proposed by the Strategic Planning Committee but recommended one amendment. Senator Smetana, art, proposed and the senate accepted adding creative thought to the first characteristic statement. The amended recommendation is added to these minutes. Vice President Palmer reported that the quality enhancement plan committee is considering using the *characteristics* as a basis for the plan required by new SACS criteria.

President Wattier reported that the finance committee is planning a comparative study of salaries. The committee is considering different ways in which to compare by benchmarks, other Kentucky schools, faculty in other states at comparable institutions and comparisons by discipline.

Governmental Affairs—Katy Garth, co-chair, presented a brief COSFL report from Senator Powell. President Wattier also attended. COSFL met with CPE staff on October 16. The CPE reported that the state's economy is not moving forward as quickly as was forecast and that the state reserves are exhausted. Health care is the major issue at state universities. COSFL heard a report on *Measuring Up 2002*. There was improvement in participation, completion, and benefits; but slight declines in preparation and affordability. Seventy-five percent of Kentucky graduates stay in the state five years after graduation.

COSFL members discussed online courses being used to replace courses in programs that suffer faculty cuts. There was general feeling that CPE was not aware of how time intensive these courses can be.

Senator Garth reported that the CPE met on November 4 and that President Wattier had shared information by email. The major part of the meeting was discussion on student learning indicators. The CPE Presidential Search Committee met October 28-29. President Wattier added that COSFL would be invited to interview finalists.

Academic Council

Undergraduate and Graduate Studies Committees—Routine items reported by Bill Schell, Bob Pilgrim, Sharon Gill, and Janis Murphy.

Library & Academic Support Committee—Did not meet this month; Kelly Rogers.

Insurance and Benefits—No report; Ken Bowman. President Wattier asked how shared governance worked. Chair Bowman noted a great amount of faculty and staff input into what occurs but that the committee does not make final decisions. The committee is given the opportunity to vote on specific items.

Dean of Libraries Search—Senator Muscio reported that the committee has had an organizational meeting.

Faculty Evaluation Committee—Will meet on November 18; Regent Strieter.

Quality Enhancement Plan (SACS)—Vice President Palmer co-chairs this committee. The committee is identifying topics and will look at the other compliance audits.

Strategic Planning—President Wattier reported that the committee met on October 31 to review a revised mission statement, vision statement, and priority statements. The provost will forward statements to various groups for review and input. Proper procedures will be used for inclusion into the handbook.

Minority Recruitment and Retention—A meeting has been called.

New Business

United Way Campaign—Jay Morgan, county chair, reported that this year's goal is \$305,000. He noted a particular need this year to take care of individuals affected by business closures. Seventeen agencies benefit. Ninety percent stays in the community. He encouraged widespread campus participation and would like to see the university exceed its \$20,000 goal.

Inter-Fraternity Council—Jonathan Wright, president, shared rationale for accepting first semester freshmen into chapters this year. Beginning in 1997-98 the fraternities noticed declines in membership. They also researched and found out that Murray was the only OVC school not allowing first semester freshmen into fraternities. The council with the help of student affairs is closely monitoring attendance and grades. Pledge classes must average a 2.56 cumulative GPA and students must be baccalaureate status. Retention is being stressed in chapters by upper classmen and alumni. The fraternities are working toward higher academic standards and had a record number of pledges this fall. He appreciates any input from faculty.

The meeting adjourned at 4:44 p.m.

MURRAY STATE UNIVERSITY FACULTY SENATE

The Faculty Senate of Murray State University met in regular session on Tuesday, December 3, 2002. Twenty-five senators were in attendance. Scott Locke was proxy for Senator Murray, Department of Music, and Doug Cole for Senator Coleman, Department of Organizational Communications. Senators Aguiar, Crofton, Gill, Gupta, Hall, Pilgrim, Posey, and Schneiderman were absent. The Department of Biological Sciences remains unrepresented on the senate. Media was not in attendance. The minutes of November 5 were approved as presented.

REPORTS

Board of Regents—Regent Strieter reported on a special meeting of the board on November 9 to accept a bond agreement with the City of Murray for the student wellness center. Plans for the center and the new science complex were shown. He attended a faculty and staff appreciation reception at the BSU on November 14. The nine-month contract issue is on the December agenda. Display is being sought by Regent Strieter for a game ball he received on behalf of faculty at faculty appreciation day on November 23 when MSU claimed the OVC title.

Ad Hoc Committee on Advising—Regent Strieter represents the senate on this committee. A new PIN system will be tested in the spring for full implementation next fall. He encouraged faculty to attend the FERMA meeting to learn of changes dealing with records.

Student Evaluation Committee—Regent Strieter met with Mr. Rabe, SGA President and Student Regent, to discuss student input. The ad hoc committee met on November 18 and 25. The committee hopes to come to an agreement so that the Washington instrument is placed only in personnel files to be used as originally intended. Mittie Southerland and Vice President Palmer also serve and Tim Todd, assistant provost, chairs the committee. Students are developing five to ten additional questions. The students are cooperating in getting two separate and distinct instruments. Dr. Strieter asked senators to consult faculty and submit additional comments to members of the committee. President Wattier requested that the committee bring recommendations to the Faculty Senate and SGA before submitting to the administration.

Budget—Regent Strieter reported that the university is anticipating a two- percent cut in state appropriations for 2002-03 and possibly five percent for 2003-04. The university has already withheld two percent. The state announced a revenue shortfall. Murray State's estimated cut is \$2.8 million.

Handbook & Personnel—Mittie Southerland, co-chair, presented Sections 1.1, 1.2.3, 1.2.4, 1.3, 1.4, and 1.6.3.5, dealing with organization and administrative structure of the university, for approval. All were unanimously approved. The senate also unanimously resolved to recommend a teaching load reduction of at least three semester hours each semester for the Faculty Regent. The committee will meet again on December 9.

Rules, Elections, & Bylaws—Vice President Palmer reported that the main item of discussion for the committee has been the teaching excellence awards. These awards are given by the Board of Regents to recognize excellence in the classroom and guidelines implemented by the Faculty Senate. The committee has wanted to recommend a distribution that provides equitable possibility of getting an award. Reorganization of academic units warrants changes to be made. Senator Ed Thome drafted a report from the committee's discussions and a resolution to endorse the new system (included as addendum to these minutes). Senator Bowman noted unfilled lines in the School of Agriculture. Dr. Strieter recognized that

significant changes to faculty numbers could suggest further changes to distribution in the future. The senate endorsed the REB proposal 24 yes, 1 no, with one abstention.

Academic Policies—Dr. Janis Murphy reported that the committee met on November 1. Donna Harris, registrar, gave an overview of attendance policies for students. She explained that students are told not to attend class if they have holds on records.

Finance—Chair Rose reported that the committee met on November 12. The committee has divided into two sub-committees dealing with audits and salaries. Dr. Rose will review the university audits and budgets from 1999, 2000, 2001, and 2002. The June 30, 2002, audit will be presented for approval by the board on December 6. He will examine basic percentages and trends on the revenue and expenditure sides. The finance committee plans to accept the audit report February 11 and will present it to the executive committee on February 25 for presentation to the Faculty Senate on March 4. The salary study will be forwarded for the April Faculty Senate meeting. He stressed the importance of making recommendations to deal with any cuts. Any suggestions can be forwarded to any member of the committee. Senator Carstens reported that the salary report would compare benchmarks to regional schools and the structure of other ranks.

Governmental Affairs—President Wattier announced the appointment of Dr. Ramsey as University of Louisville president and a projected shortfall by the forecasting group on November 16 of \$178 million for the 2003-04 fiscal year.

Senator Powell, co-chair, reported that COSFL met on November 23 via ITV. She attended along with Regent Strieter and President Wattier. They were told that the search for the CPE president was narrowed down to three candidates with one withdrawing. COSFL will participate in interviews on December 18. Dr. Wattier will represent MSU faculty. Dr. Powell added that each university also reported on issues.

Executive—President Wattier reported that the executive committee met two weeks ago to plan today's agenda. COSFL representatives will meet to establish guidelines for their interviews of the candidates for CPE President. The CPE will meet next Thursday to make a selection. President Wattier noted the importance of getting to meet with the next CPE president.

Academic Council

Undergraduate Studies—Senator Schell reported that the committee met, passed two courses in middle school certification and English literature, and heard first readings on fifteen-sixteen additional courses.

Graduate Studies—Senator Murphy reported that the committee met on November 14, accepted new graduate faculty, and heard first readings on 12 courses. Two students joined the committee, Jamie Vaughn and Allison Caldwell.

Library and Academic Support—No report.

Insurance and Benefits—No report.

Residential Colleges—Senator Muscio announced activities associated with December Commencement. Squire Babcock has been elected the new chair of residential college heads.

Council on Faculty Development—Has not met.

SACS—Vice President Palmer reported that Dr. Weber co-chaired the steering committee with Dr. Flynn. The process is in good shape and ahead of schedule with our SACS coordinator. Some reorganization and reconsideration of direction may be needed. The Quality Enhancement Plan Committee will meet on December 13. Dr. Todd has been in contact with SACS. Dean Weber, Dr. Palmer, and possibly the provost will attend the SACS annual meeting next week.

Strategic Planning—President Wattier reported that the committee has adopted a vision and priority statements. The committee added creative thought to #1 of the *Characteristics of the MSU Graduate* as recommended by the Faculty Senate. The recommendations will be taken to various groups and possibly presented to the senate in February. President Wattier asked the Academic Policies Committee to solicit input to a possible resolution before it is taken to the board.

Minority Recruitment and Retention—The task force had an organizational meeting on October 30 with President Alexander to plan its mission and find meeting times.

Library Science and Deans Search—The Library Science committee has not been called. Senator Muscio reported that the search committee has met and will meet again to screen candidates.

Institute for International Studies Global Campus Committee—Senator Jesswein reported a successful international education week and thanked the role of the Faculty Senate. Extensive planning will include more faculty next year.

New Business

Senator Carstens suggested study of adding stages to the professor rank to have attainable goals to assist with post tenure review recommendations. Post tenure recommendations have been drafted. The executive committee will forward to the appropriate senate committee.

Registrar Harris announced the first phase of the new PIN system. Future phases are on paper. Chairs should be able to access the new system by February. Questions from the training sessions are being incorporated into procedures. All freshmen will have to see an advisor in the spring before registering. Phase II will include graduate students. She would like additional comments as faculty begin use. Advisors will have a mechanism to release certain holds on schedules. Further training sessions will be scheduled for next week and in January. She was also asked to comment on peer grading of online courses. This is not illegal but student workers and graduate assistants should be trained in confidentiality.

The meeting adjourned at 4:37 p.m.